

GENERAL ENGINEERING EMPLOYEES' UNION

President : K. T. Sule

Gen. Secretary : Vithal Choudhari

Org. Secretary : M. V. Gopalan

Secretaries : A. D. Gadkari

B. S. Dhume

Mrs. Maina Gavankar

Office :

25, Dalvi Building, 2nd Floor,

Poibaodi, Parel,

BOMBAY 12.

Ref. No. GEEU/

Date 20th Jan. 1958.

To
The General Secretary,
All India Trade Union Congress,
4- Ashoka Road,
New Delhi.

Recd.
31/1/58

Dear Comrade Dange,

Only last week, I have received a letter the Com.G.Adducci, the General Secretary, T.U.I. of Metal and Engineering Industries, from Praha with a copy of the letter addressed to you and an Appeal adopted at the last conference of the same.

You must have also received the same, simultaneously, if not earlier.

Kindly let me know what ~~is~~ exactly to be done in the matter. Meanwhile, I am getting^{is} the Appeal translated into three languages, Marathi, Hindi and Malyali.

Greetings.

Yours fraternally,

Chaudhary
GENERAL SECRETARY.

178, Charni Road,
Bombay - 4

3/2/58
My dear Shriwatara - 1-2-58

You must have received
my two letters sent to you
last week.

Meanwhile, if it is
possible for you to get me
a list of Engg. Union affiliates
to the AITUC with a membership
above 500, I would request
you to send it to me, so
that I can directly
contact them and endeavor
to get the information for
the questionnaire. Please try.

Then, if you remember
I told you that a 901-
publication on Tata-John agreement
was left with Mr. JAD. If it
is there, please send it back to me
along with Mr. Kader's signature

pamphlet.

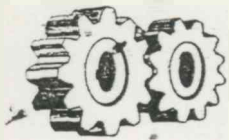
Thirdly, I owe you a responsibility of sending you your blanket which I carried here from Delhi in last Dec. I would have I shall do it in any way I am aware of it and send it as soon as I can find somebody going to Delhi.

Greetings

Yours
Vithal Chaudhary

पत्र कार्ड
158
DELI
3-25
INDIA
NSU

Cam. S. N. Waghmare
Pesh. All India
Trade Union Congress
4, Ashok Road
NEW DELHI



GENERAL ENGINEERING EMPLOYEES' UNION

President : K. T. Sule
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B. S. Dhume
Mrs. Maina Gavankar

Ref. No. GEEU/

Office :

25, Dalvi Building, 2nd Floor,
Poibaodi, Parel,
BOMBAY 12.

Date 29th Jan. 1958.

To
The General Secretary,
All India Trade Union Congress,
4- Ashoka Road,
New Delhi.

Dear Comrade *Dangra*,

At Ernakulam, delegates representing trade unions of engineering workers met and formed a co-ordinating committee of following comrades to exchange information relating to the working conditions of the Engineering Workers. It was then decided to prepare a questionnaire for this information and send to members of the Committee, who then would send it again to various unions in their zones.

We further decided to prepare a digest on the basis of this all-India information and prepare a draft to discuss it in the co-ordinating Committee to be called sometime in March-April 1958; this to be followed up by a comprehensive report to be submitted to the Secretariat of the All India Trade Union Congress for guidance later on.

Accordingly, I am sending a copy of questionnaire to you for your information. If you propose to add or amend any question, kindly let me know with your other instructions, if any.

Greetings.

Enclo: 1. Questionnaire.
2. Copy of letter
to Co-ordinating
Committee
members.-

Yours fraternally,

V. Hanuman
GENERAL SECRETARY.

P.T.O.

CO-ORDINATING COMMITTEE consists of -

1. Com. T.R.Ganeshan (Madras)
2. Com. M.S.Krishnan (Banglore)
3. Com. Satyanarayan Reddy (Hyderabad)
4. Com. Rabin Mukherji (Calcutta)
5. Com. Ali Amjad (Jamshedpur)
6. Com. K.T.Sule (Bombay)
7. Com. Vithal Chaudhari (-Do-)
8. " Narendra Sharma (Punjab)

(Gen. Secy.)



GENERAL ENGINEERING EMPLOYEES' UNION

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 B. S. Dhume
 Mrs. Maina Gavankar

Office :
25, Dalvi Building, 2nd Floor,
Poibaodi, Parel,
BOMBAY 12.

Ref. No. GEEU/Co-Ord. Comm/57-58.

Date 25th Jan. 1958.

Dear Comrade,

Below is given a questionnaire duly discussed here among some comrades and now sent to you for getting their replies.

Although it was decided to send this questionnaire before the 15th inst., I have to regretfully state that the same could not be done due to my having reached this place from Ernakulam as late as 14th inst. and then bogged into usual unavailing jobs for some time.

However, I assure that I shall do my best not to repeat such delay in future.

2. The questionnaire is quite general in its inquiry though quite specific also at a few places. You will agree that the questionnaire covers practically the whole canvass of our experience and problems we face on our work.

However, if any special feature or item is missing in the questionnaire you should add it when you circulate the same among our colleagues in your area.

3. I hope the replies will be sent here within the specified time of two months from now. We fixed such a long time, because comrades of the Committee should be able to circulate the questions to other unions in their respective areas and collect information from them.

Please acknowledge the receipt of this and let us know what is being done.

With greetings.

Yours fraternally,

(Vithal Chaudhari)

CONVENER, Co-ORDINATING COMMITTEE (Machod
ENGINEERING UNIONS (A. I. T. U. C.)

QUESTIONNAIRE:

A

1. (a) Name and address of your Union;
(b) When was it formed?
2. Its (a) actual membership as on 31st Jan.1958?
 - (i) if your union is an industrial union, give the names of factories and your membership in each;
 - (c) total number of workers in each factory or factories from where membership is made;
 - (d) membership of the rival unions, if any(give the names and affiliation of that Union).
3. (a) How many workers are there in your area who are not organised under your Union?
(b) Of them, how many are organised and by whom?(give their strength and affiliation).

NOTE:

(i) Object of the above questions is to get an idea about respective strength of various trade unions and organised and unorganised workers in the Industry. You can add any information, if not covered by questions above in this respect.

(ii) While supplying above information, please denote which factories are in public sector.

B

4. (a) What are the wage scales for the following categories of workers?
(b) In what grades or classes (unskilled, semi-skilled etc) they are usually placed?
(c) Are they fixed by Award or agreement; give reference of the same if published. If possible, please send a copy of each.
 - (i) Blacksmith(includes forgermen, hammerman etc.); (ii) Carpenter, Cabinet maker, Pattern Maker; (iii) Machinist(includes Turner, Grinder, Miller, Shaper Etc.); (iv) Heat Treatment; (v) Electroplater; (vi) Welder(includes Gas & Electric welder); (vii) Electrician; (viii) Engraver; (ix) Draftsman; (x) Mill Wright(includes Bench Fitter, Fitter, etc.); (xi) Moulder and Core-maker; (xii) Sheet Metal worker; (xiii) Tool & Die maker; (xiv) Motor Mechanic; (xv) Instrument Mechanic (xvi) Mazdoor and Helper.

NOTE:

The above list is not complete. It gives a few main categories we often come across in our work among Engineering Workers. Other categories in your factories should be included.

The above information should be supplied from as many factories as you can.

5. What are your main comments on the question of Wage-Scales and classification.

C

6. (a) Give corresponding wage scales of the same categories given above as prevailed in 1950-51.
(b) Comparative figures of cost of living index numbers of 1950-51 and 1956-57.

(x) Comparative figures of Dearness Allowance paid in 1954-55 and 1956-57.

NOTE:

Information in this question is required to study the rise or fall in the real wages of the workers during last 5 years. Do not substantiate this by giving more useful material in this respect.

Q.7

7. (a) Are there incentive or production Bonus or piece rate schemes for higher production? If so, please give details and their relationship, if any, with the wage scales.
- (b) How much more does an unskilled worker/semi-skilled worker/skilled worker, and an average worker earn due to such schemes?
- (c) Are the schemes awarded, settled with Unions or unilaterally enforced?
- (d) Please send the reference or the copy if possible of any such schemes.

Q.8

8. (a) Has there been any rationalisation or automation in work, or any device of increasing working tempo introduced?
- (b) Give details as to its effect upon (a) Employment, (b) Workload, (c) Wages and (d) Production.
- (c) In spite of automation or rationalisation, has there been any increase in production between 1950-51 and 1956-57? If so, give figures and reasons.
- (d) What are the consequences, if any, of higher production or incentive schemes or automation been on workers health, attendance, habits etc.
- Please elaborately describe this. (This should include information about incidence of accidents).

- 9 -

9. Give information about the following:-

- (a) Gratuity scheme;
- (b) Paid holidays in a year;
- (c) Leave rules, i.e. privilege leave, Casual Leave and Sick Leave.
- (d) Allowances: e.g. Attendance allowance, Heavy work allowance, Night shift allowance, Outdoor allowance, Acting allowance etc.
- (e) How is the rate of dearness allowance fixed? Is it ^{linked} limited with Cost of Living Index and pay?

10. (a) What Bonus (annual) have you been paid during five years?
- (b) By Awards or Agreements? Give reference or send copy if possible.

11. What have been the main struggles in your factory?

- (a) On what demands,
- (b) How long,
- (c) Results with your observations.

12. Your comments in general as regards any other service conditions.

" Vande Bharatam."

*under Party
Certificate*

METAL MAZDUR SABHA :

Com : S. A. Dange.,
The General Secretary,
All India Trade Union Congress,
No. 4. Asoka Road, New Delhi.

21/3. Mistry Building,
Jerbai Wadia Road,
Parel, Bombay. 12.

1st January 1958.

Dear Comrade.,

I have just returned from Moscow. I could not attend the Committee Meeting. Still, I was with all the Delegates from the 18th to the 23rd of December 1957, and also visited a good many factories along with them. I have submitted my Report, with whatever information I could furnish them with, a copy of which I will submit to you hereafter. This is because I have submitted my report in my hand-writing and that I have noted the points which I am going to send you shortly getting them typewritten.

I had also a talk in detail with the present General Secretary, elected in the Committee, Com. Aducci. Both the President and the General Secretary are from Italy. Com. Aducci has specially asked me to inform you the decision of the Committee. Com. Aducci will visit India before the month of March of this year. He also wants to know as to whether an invitation from the A. I. T. U. C. is necessary, or that he might should come as a tourist. He has also directed me to send a further information as to what which important Unions he should visit and that he wants the names of the Unions as well as the names of the Presidents and the General Secretaries of the same. Further, he wants to know as to what arrangement would be made to translate the decision of the Committee in all the Indian State languages. They are going to get ready and submit an English copy of the decision of the Committee soon, i. e., uptill the 15th of January 1958. It was pointed out to me that every Comrade from India promised to keep contact with the committee, but as yet none had kept the promise so far. They were not aware of the lock-out and strike of the Tin-plate factory. I myself also felt such that I could not give any information of the Burnpur factory, Tata Iron and Steel, Tin-plate factory and other big factories of Calcutta. I had only the information of the Federation of all the Unions inclusive of the I.N.T.U.C., U.T.U.C., and the U.M.S., Unions that took place in the city of Calcutta in the engineering industry and I have told them to write a letter to Com. Elia at Calcutta and Com. Taher Hussein at Jamshedpur. Of course I could not give them their addresses, but have promised them to get the same for them.

I have also assured them as to whatever information I would get and I would collect with the help of the A. I. T. U. C., would be sent to them promptly. Please, therefore, let me know as to whom I should contact and from where the information will be readily available. It will be better that you should write to Com. Aducci at your earliest about the queries he has made with us.

With warm fraternal socialist greetings of the happy new year 1958,

yours comradely,

for Metal Mazdur Sabha
V. Vadhawar.

266

Feb 11, 1958

Dear Com. Vitnal Choudhary,

Your letter. Thanks. Sorry for the delay, as I was out for 10 days for the Defence Conference.

We are enclosing the addresses of Engineering Unions as far as readily available. After the Conference, the sorting out and proper registering of the Unions State and Trade Group wise is being done and will take some time. As desired by you, only major unions are listed.

Under the new Department agreement, I am sending a report to Govt. Please take it from him.

As the questionnaire has already been issued and some of the important points are covered, we would await collection of replies to see what additional things more at this stage.

About the regulations, we are taking action here.

With regards,

Yours fraternally,

(K.G. Sriwastava)
Secretary

CENTRAL TRACTOR ORGANISATION EMPLOYEES' UNION

(Regd.)

(Recognised by the Government of India)

H. O. 3283, Mansa Ram Market, Ranjit Nagar,
NEW DELHI-12.

C.E.C.

PRESIDENT
M. S. Azad
VICE-PRESIDENT
R. D. Jain
GENERAL SECRETARY
S. L. Narsimhan
ORGANISING SECY.
B. Nathaniel
TREASURER
K. K. Kapur
JOINT SECRETARIES
R. Natrajan
Santokh Singh
T. C. Verma
OFFICE SECRETARY
Dr. Ghatge G. B.

Ref. No. GS/763/57-58.

Dated 4th March, 1958.

Station NEW DELHI.

To

The Chairman,
C. T. O.,
NEW DELHI.

Dear Sir,

I have the honour to state that the staff of C.T.O. Unit No. 8, Gridih has been informed by Shri S.T. Mirchandani, D.E. III C.T.O. Deoghar when he was on tour there on 26/2/58 that staff of all the Development Units of Bihar will be sent on Departmental Leave this year. It is also understood that the lists are already under preparation for sending the staff on Departmental Leave there. This news has been received by us with a great shock and the staff account. This is due to the fact that according to the declared Policy of C.T.O. the development Units of Bihar who have to work more than 10 months in a year have been totally excluded so far as the question of Departmental Leave is concerned. The said policy was adopted with a view to augment efficiency and to create confidence amongst the staff who has to remain so far away from their native places. It is really very difficult for an employee having a status of Tractor Driver or Motor Driver to pull on with so meager a wage and to incur a huge expenditure for his journey to go and come from his native place once in a year while proceeding on Departmental Leave. This is not only the end of their troubles as they will get half the wages in the duration of Departmental Leave on the one side and the postponement of their increments on the other.

* { of units at Bihar has
equally been perturbed
very much on this }

In fact the C.T.O. Employees' Union has been agitating since long to abolish the system of sending staff on Departmental Leave in C.T.O. as a whole and the Central General Body which met very recently also passed a resolution in this respect. It will be very unfortunate if the system of D/L is again enforced in the Bihar Units. It is requested that the present policy of the administration on the subject may kindly be made known to the Union immediately as the workers are very much distressed and perturbed on this account.

An early action in the matter shall be highly appreciated.
Yours faithfully,

Sd/- B. Nathaniel,
for Genl. Secy.

C. T. O. AMAR-RAHE.

CENTRAL TRACTOR ORGANIZATION EMPLOYEES' UNION, (Regd. & Recognized)
3283, Mansa Ram Market, Ranjit Nagar,
N E W D E L H I - 12.

Ref: No. GS/780/57-58.

Dated: 10th March, 1958.

To

The Chairman,
Central Tractor Organization,
New Pusa, New Delhi.

Dear Sir,

We invite your attention to our letter No. GS/763/57-58 dated 4th March, 1958 which has remained unreplied so far. We also invite your attention to your letter No. F.1-3/CH.CTO (PTIII) dated 19th June, 1956 where it has been clearly stated as follows:-

"The staff in the jungle clearance Units has been exempted from the application of the departmental leave system".

Apart from the above mentioned fact, there is no provision in law for such a forced departmental leave as is being introduced. We would very much like to know under what procedure or rules your officers have resorted to such an unfair labour practice. Such an action is neither warranted under the Employment Standing Orders Act, Industrial Disputes Act, Factories Act or any other set of Rules in vogue which are applicable to the employees. There had been continuously a dispute about the application of the rules to the said employees. Even under the wrong set of rules made applicable to the employees no such condition of service is permissible or exists. It has been observed by us that there is no principle followed by the authorities. They pick up any stick which suits them to beat the workers.

On getting the news of arbitrary, illegal and malafide orders of the D.E.III, Shri Mirchandani, the Union's Central Executive Committee considered the matter and has taken a very serious view of the whole matter.

The Units Committees were immediately contacted and we have called for a strike ballot. In all the Units affected

contd.....2

by such order more than 90 percent of the majority of the workers have voted in favour of the strike if authorities do not desist from such illegal and unfair practice. We are constrained to bring it to your notice that the Union feels badly hurt that even on constitutional representation of such an important matter no proper attention is given by the authorities. The workmen are left with no alternative except to resort to strike with the purpose of stressing and bringing home to the authorities that their acts are illegal and mala-fide and should be stopped immediately.

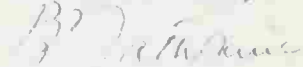
The workers are being asked to go on a 58 days' forced departmental leave which is to the great prejudice of the workmen. This will result into great financial loss etc. to them in various ways.

We hereby serve a notice on you that the concerned Units at Nos. 5 & 6, 7 & 8, (Jaisidih, Deoghar and Giridih) will go on strike from 17th March, 1958 in case no decision is taken by the authorities by that time. The Central Executive Committee has further resolved and have directed the workers of these Units not to proceed on departmental leave and stay at the Headquarters till the final settlement of the issue. All the employees are staying at the Headquarters and will continue to report to duty as usual. You shall be fully liable to pay them their wages because the denial of work is illegal and mala-fide. We hope that wise counsels will prevail on the authorities and they shall rise to the occasion and not precipitate the matter. In case the workmen of these Units are compelled to strike then the Central Executive Committee will further be constrained to consider the future action about strike in other Units as well throughout the country.

We shall be glad to come and discuss with you or with any other appropriate authority for the settlement of the issue at any time and date apprised to us. We once again would like to bring it to your notice that the entire responsibility of the Strike shall lie with you. The workmen are not bound to obey, in law and otherwise, the unjust and illegal order of the authorities. The workmen throughout the country are very much agitated and there is great discontentment and unrest against this action of the authorities.

An early action in the matter will be greatly appreciated.

Yours faithfully,



(B. NATHANIEL)
Acting General Secretary.

Copy to:-

1. Shri Ajit Prasad Jain, Minister of Food & Agriculture, Government of India, New Delhi.
2. The Secretary, Ministry of Food & Agriculture, Govt. of India, New Delhi.
3. Shri Kishan Chand, I.C.S., Jt. Secretary, Ministry of Food & Agriculture, Govt. of India, New Delhi.
4. The Chief Labour Commissioner, Gurdwara Road, New Delhi.
5. The Conciliation Officer (Central), -do- New Delhi.
6. The D.E.III, Dargah (Bihar)

for information and necessary action in the matter.



(B. NATHANIEL)

7. Copy also to:-

All the Units Secretaries throughout the country.

8. The Joint Secretaries of the C.T.O. Emp. Union, in the field.

MINUTES OF THE MEETING HELD ON FRIDAY, 14th MARCH, 1958,
AT 2.15 P.M. IN CHAIRMAN'S ROOM.

PRESENT:-

- | | |
|-------------------------------------|---|
| 1. Shri V.P.Kapur, Chairman, C.T.O. | 1. Shri M.S.Azad, President, CTO Employees' Union. |
| 2. " C.P.Srivastava, Dy. C.E. " | 2. Shri B. Nathaniel, Acting Genl. Secretary, CTO Employees' Union. |
| 3. " H.N.Upadhya, A.A.O. " | 3. Shri B.L.Jain, Secretary, CTO Employees' Union, B/Workshop, Delhi. |

The meeting was arranged to discuss the strike notice that the Union had served on the C.T.O. and to find out ways and means of amicable settlement.

At the outset the Chairman, C.T.O., explained that their reference to stoppage of departmental leave in jungle clearance units was not applicable to Bihar units because these units were not employed on jungle clearance. This contention was not accepted by the Union's representatives. According to them since the daily working hours for jungle clearance units and Bihar units were the same, the rule regarding departmental leave should also be the same.

In spite of the fact it was further explained by the Chairman that the rule of departmental leave was not based on daily working hours but on the availability of the work and the length of the idle season, the Union representatives did not accept this view either and explained at length that it was a hardship to the men to proceed on departmental leave on half the emoluments when they had to spend the railway fare for the journey out of their pocket. They thought that it was unfair treatment and that the Government should keep the staff employed throughout this period on full pay whether there was work or no work.

The attention of the Union was also drawn to their agreement with the Conciliation Officer on 8-3-58 regarding this item of departmental leave. According to their agreement they had to approach the higher authorities and not try to settle the issue by going on strike. Under this agreement the strike would be irregular. The Union representatives did not

agree to this point of view either.

There was further general talk about the present conditions in the C.T.O. and on the assurance of the Union representatives that they were prepared to co-operate with the administration. They were asked to suggest ways and means of improving the efficiency and discipline and decreasing the cost of operations.

The meeting lasted till 9.15 P.M. and ended in a very amicable atmosphere.

Dated: 14.7.52.

Sd/- H.N. Japalaya,
Assistant Administrative Officer,
Central Tractor Organisation,
New Pusa, New Delhi-12.

Copy to:- The General Secretary, C.T.O. Employees' Union,
New Delhi-12.

Attested.

Office Secretary.

No.41-5/58-EII,
Government of India,
Central Tractor Organisation,
New Pusa, New Delhi-12.

15 Mar 58.

To

The General Secretary,
C.T.O. Employees Union,
Mansa Ram Market, House No.3283,
Ranjit Nagar, New Delhi-12.

Subject:- Notice to strike work in Bihar units from 17 Mar 58.

.....

Dear Sir,

With reference to your letter No.GS/780/57-58 of 10 Mar 58 on the subject mentioned above, I am directed to say that the Chairman had a meeting with you on 14 Mar 58 in this regard and he explained to you that:-

(1) The Authority quoted by you that the departmental leave system will not be applicable only refers to jungle clearance units and not to other units. The Units in Bihar are land development units.

(2) The introduction of departmental leave system is not new to C.T.O. Hence there is no cause to go on strike.

(3) In the joint meeting held with the Conciliation Officer on 8.3.58 the question of departmental leave system was also discussed. The agreement arrived at is as under:-

"The Union demanded that departmental leave should be abolished and till this was done the employees should be sent out on such leave in batches. The Management explained (1) that the departmental leave was given only when there was no work for the employees because the nature of work in the C.T.O. was seasonal and that (2) the employees were already sent out on such leave in batches. The Management had already asked the Union to give concrete suggestions as to how the idle labour could be usefully employed during the off-season. These suggestions of the Union were still awaited. The Union did not agree with

the views of the Management and stated that this was a major issue and they would like to take it up on higher level."

Accordingly you should have taken the matter on higher level instead of resorting to strike. In this connection the Conciliation Officer has already advised you similarly.

In the light of the above, you are requested please to advise the workers not to go on strike and withdraw the strike notice.

Yours faithfully,

Sd/- H. N. Upadhya,
Asstt: Admin. Officer,
For Director of Admn. & Operations.

Attested.

Office Secretary.

The staff of the Jungle Clearance Units has been exempted from the application of the departmental leave system".

This will clearly show that departmental leave was abolished in all the Units except Kans Clearance Units. Moreover it has given surprise to us if the Chairman prefers to talk in this manner when he is fully aware that the Jungle Clearance Units, Land Reclamation Units, Earth Moving Units, Developments Units etc., are treated on the same basis. The working hours and the work on Saturdays etc., are the same in these Units. The above authority clearly shows that if any departmental leave was to continue, it was to continue only in Kans Units and in no other section of the C.T.O.

We would like to also invite the attention of the authorities to letter No: COG/162 dated 13th June, 1955 from Shri P. S. Dhamne, Conciliation Officer, Jubbulpore, wherein procedure was agreed regarding the departmental leave. It clearly stated that it was a standing grievance of workers and was legitimate one. It clearly made a suggestion to the administration that departmental leave should be discouraged as much as possible and the workers should be utilised in carrying repairs and other works during off-season. It was agreed by the administration that they would give sufficient notice of the grant of departmental leave in the first or second batch to a certain number of workers to be notified in a notice and individual workers would be given the liberty to select whether they would like to go in first batch or in second batch or they wanted to include the earned leave in the departmental leave.

Though the above arrangement is not applicable to Bihar Units because the agreement dated 19th June, 1956 clearly gives the decision in respect of abolition of the

previous arrangement has only drawn with the intention of showing that they were in such a haste that they did not even follow the agreed principle.

It is further brought to your notice that the departmental leave is only to begin when the operation is completed. It shall be seen that the operations are still in progress in Bihar. The above facts bear ample testimony to the vindictive and hostile attitude of the authorities which has resulted into the present unfair labour practice.

(2) It is emphatically refuted that the introduction of the departmental leave system is not new to the C.T.O. The departmental leave never existed in C.T.O. prior to 1953 from the very inception right upto 1953 there was no system of departmental leave. In the year 1953 it was introduced for field Units and in the year 1954 the infection was spread to Base Workshops. The authorities are fully aware of the fact that the employees through out the country have been resenting and agitating against it. The negotiations with the workmen eventually brought this agreement, that except⁻ⁱⁿ the Kans Units the system will be abolished from all the departments of the C.T.O. It shall be seen that the last year after the agreement, the Units of Bihar were not sent on departmental leave. These Bihar Units were not sent on departmental leave in implemen-
-tion of the agreement of June, 1956. Without prejudice to our agreement that no unit except Kans Units will be sent on departmental leave, it is pointed out that even the procedure adopted in 1955 was not adhered or followed. This is a cogent evidence of victimization.

It is also pointed out that no procedure of departmental leave existed under the rules and regulations which apply to the temporary civil service of Government departments nor such a practice is prevalent in any of the Government department.

The workers are at a great loss as they do not know what set of rules are applied to them. The C.T.O. authorities have been illegally applying various sets of rules and regulations according to their fanciful notions. This practice of departmental leave was never a condition of the service of the employees and is in contravention of the same. Even in all the industrial and other undertakings not a single employee is sent on a departmental leave.

The sudden orders of departmental leave in the Bihar Units are arbitrary, illegal and malafide.

(3) The agreement arrived at on 8.3.1958 in the joint meeting held with the Conciliation Officer as reproduced in your letter is incorrect. It is really very unfortunate that the authorities have even preferred to violate the agreement of 8th March, 1958. The workers have been compelled to go on strike because they have found the violation of the agreement and the principles of natural justice one after the other to the great detriment of the poor workers.

It is a known fact that the workers of C.T.O. have been continuously agitating for abolition of departmental leave from each and every section. In the month of June, 1956 the system of departmental leave was said to continue only in Kans Units. The continuation of departmental leave in Kans Units was troubling the workers all along. Apart from its arbitrariness, this was creating heart-burning in the employees of Kans Units when all other employees of the C.T.O. were relieved of this misery. With a view to get it abolished in Kans Units, the Union made a demand vide their letter No:GS/321/56-57 dated 18th Mar September, 1956. The demand of the above mentioned letter remained pending which eventually was settled in the meeting of 8th March, 1958. This whole matter referred to only Kans Units. However, the attention of the authorities is invited to the fact that it is clearly stated that Union did not agree

with the views of the management and this was a major issue which they would like to take up on a higher level. If a honest interpretation is given to this agreement irrespective of the fact to which Units it applies (though not conceded) then it will be seen that it clearly lays down for the parties that till final decision with the higher authorities the C.T.O. authorities were to maintain a status quo.

The authorities in the Ministry of Food have been approached in respect of other matters as far back as February, 1953 but inspite of several assurances and reminders, meeting has not been arranged by the authorities. Even the copies of these letters have been sent to the authorities in the Ministry of Food but no action has been taken by them. The Under Secretary dealing with the C.T.C. was approached and was requested for an urgent meeting but nothing has been done by him so far. It was incumbent on the C.T.O. authorities to maintain status quo till the final settlement by the higher authorities. In view of the foregoing facts we urge upon you to stop the departmental leave immediately in the Bihar Units.

We shall be glad to discuss with you or with the Higher authorities of Ministry of Food the issue across the table and settle it amicably if the authorities are interested to do so. We are constrained to say that the workers have been compelled to go on strike due to dilly-dally attitude of the authorities in dealing with important matters.

We earnestly hope that the authorities will settle the issue and not precipitate the situation further.

Yours faithfully,

Sd/- B. Nathaniel,
Organising Secretary.

Copy forwarded for information and necessary action to the:-

1. Chief Labour Commissioner (C), New Delhi.
2. Regional Labour Commissioner (C) Kanpur.

Sd/- B. Nathaniel.

CENTRAL TRACTOR ORGANISATION EMPLOYEES' UNION

(Regd.)

C. E. C.

PREIDENT
M. S. Azad
VICE-PRESIDENT
R. D. Jain
GENERAL SECRETARY
S. L. Narsimhan
ORGANISING SECY.
B. Nathaniel
TREASURER
K. K. Kapur
JOINT SECRETARIES
R. Natrajan
Santokh Singh
T. C. Verma
OFFICE SECRETARY
Dr. Ghatge G. B.

(Recognised by the Government of India)

H. O. 3283, Mansa Ram Market, Ranjit Nagar,
NEW DELHI-12.

Ref. No. GS/807/57-58.

Dated 18th March, 1958.

Station NEW DELHI-12.

Shri R.P. Bartaria,
Conciliation Officer (C),
Government of India,
Ministry of Labour & Employment,
New Delhi.

Sub:- Departmental leave - strike notice.

.....

Dear Sir,

Please refer to your letter No. CODLH/CON.17(2)/58/919 dated 15th March, 1958 which reached us on 17th instt. afternoon. We are herewith enclosing a copy of our reply to the Chairman. We are sorry to say that instead of taking immediate conciliation steps for the settlement of the issue, you have mis-interpreted the agreement dated 8th March, 1958 signed on 12th March, 1958. Leaving other facts, even if it be presumed that the issue of departmental leave was to be taken with the higher authorities then it was incumbent on both the parties to maintain status quo which has not been done by C.T.O. authorities. We may also invite your attention to the fact that the issue referred to only Kans Units whereas in respect of other Units a settlement was arrived at in June, 1956.

We request you to kindly move in the matter immediately so as to save the workers and the country from sufferings without any further loss of time.

Yours faithfully,

Sd/- B. Nathaniel,
ORGANISING SECRETARY.

Encl. One.

Copy forwarded for information and necessary action to the:-

1. Chief Labour Commissioner, (C) New Delhi.
2. Regional Labour Commissioner (C), Kanpur.

Sd/- B. Nathaniel,
Organising Secretary,
18/3/58.

C. T. O. AMAR-RAHE.

Government of India,
Ministry of Labour & Employment
Office of the Conciliation Officer (C), Delhi.

No. CODLIH/CON.17(2)/53/919. Dated the 15th March '53.

(24th Phalgun-Chaitra, 1879-80)

To

The Acting General Secy,
Central Tractor Organisation Employees'
Union, 3233, Mans a Ram Market, Rajit
Nagar, New Delhi.

Sub:- Departmental leave - Strike Notice.

Dear Sir,

Reference your letter No. GS/780/57-58, dated the 10th March, 1953, on the above subject, addressed to the Chairman, Central Tractor Organisation, New Pusa, New Delhi and copy endorsed to this office, besides others.

2. In this connection your attention is invited to item 3 of the Memorandum of settlement in respect of major grievances signed on the 12th March, 1953, wherein the Union had stated that as it was a major issue they would like to take it up on higher level.

3. You are advised to act accordingly.

Yours faithfully,

Sd/- R.P. Bartaria,
Conciliation Officer (C), Delhi.

Copy forwarded to the Chief Labour Commissioner (C), New Delhi in continuation of this office letter of even number, of date, for information etc.

Copy forwarded to the Regional Labour Commissioner (C), Kanpur, in continuation of this office endorsement of even number, of date, for information etc.

ATTESTED,

Office Secretary.

No.F.42-5/58-E.II.
Government of India,
Central Tractor Organisation,
New Pusa, New Delhi-12.

Dated the 19th March, 1958.

To

The General Secretary,
C.T.O. Employees' Union,
3283, Mansa Ram Market,
Ranjit Nagar, New Delhi-12.

Dear Sir,

I am directed to refer to your letter No.06/806/57-58, dated March 18, 1958 and to inform you that the meeting held on the 14th March, 1958 which lasted for 1-1/2 hours cannot be termed anything but official. The minutes of the meeting have already been sent to you.

As per letter quoted by you and explained the abolition of departmental leave was only for jungle clearance units in the year 1956. These orders do not absolve the other units from departmental leave.

During the course of discussion an effort was made to explain that technically the jungle clearance units and the Land Reclamation Units were distinctly different from each other and were fitted with different types of equipment for carrying out specialised work. It is, therefore, suggested for you to go on strike on the presumption made by you.

You have referred to Conciliation Officer, Jubbulpore's letter of June 12, 1956, but the matter is governed by the settlement reached during the meeting with the Conciliation Officer on 8/12.3.58 when the two points raised under the heading 'departmental leave' were settled as under:-

- (a) You had demanded that the individuals proceeding on departmental leave should be sent in batches. This was agreed to and has been followed.
- (b) You had demanded complete abolition of departmental leave system. As this could not be agreed to it was settled that you will refer the matter with the higher authorities.

You are, therefore, advised to stick to this agreement and call off this illegal strike.

In this connection your reference is also invited to Conciliation Officer, New Delhi, letter No.CODLR/CON-17(2)/58/919 dated March 16, 1958, in reply to your strike notice in which you have been advised to act according to the settlement arrived at on March 12, 1958. I have again to emphasise that the strike has been undertaken in contravention of the settlement signed on 12.3.58 and is considered illegal and may be called off immediately failing which consequences will have to be borne by the individuals concerned.

As desired by you we are prepared to discuss the matter once more today at 7-30 p.m. in Headquarters office.

Yours faithfully,

Sd/- H.N.Upadhyay,
Asstt. Administrative Officer.

MINUTES OF THE MEETINGS HELD IN CHAIRMAN'S ROOM ON
19-3-58 AT 6-30 P.M. AND ON 20-3-58 AT 11 A.M.

PRESENT:

- | | |
|--|--|
| 1. Shri V.P. Kapur, Chairman, C.T.O. | 1. Shri M.S. Azad, President,
CTO Employees' Union. |
| 2. " C.P. Srivastava, Dy.C.E. " | 2. Shri R.D. Jain, Vice
President, CTO Employees'
Union. |
| 3. " P.L. Goel, Divisional Engr.,
(Stores) C.T.O. | 3. Shri B.Nathaniel, Acting
Genl. Secretary, CTO
Employees' Union. |
| 3. " G.P. Das, Divl. Engineer,
B.W., CTO. | 4. Shri B.L. Jain, Secretary,
CTO Employees Union, B/W. |
| 5. " D.N. Gupta, A.A.O., C.T.O. | |
| 6. " H.N. Upadhy, A.A.O., " | |

Shri R.D. Jain strongly put forth the Union's views on the application of departmental leave to various types of units. He once more referred to a letter of June 19, 1956 written by the Chairman, C.T.O., to the Union, which has already been quoted in their letter No. GS/806/57-58 dated 18-3-58. He further stated that the Bihar Land Development Units have never been sent on departmental leave since their formation. Hence the system of departmental leave ipso facto is not applicable to these units.

In reply the Chairman, C.T.O., explained that since at the time of that letter there were only units which were employed on two types of work, i.e. jungle clearance and kans clearance, consequently the letter clarified the position in regard to these two types of units. Some of the kans units were later, in 1956, diverted to Bihar, hence the departmental leave rules were continued to be applicable to these units.

In reply to the argument that departmental leave was not made applicable to Bihar Units it was explained that in 1956 1st batch of 40% of the staff of these units was sent on departmental leave. In 1957 the operations came to a close in April and it was expected that it would be possible to resume the operations by the middle of May. Consequently special sanction of the Government was obtained to exempt the personnel of the two units in Bihar for 1957. Last year the work was only resumed in July after the first shower. The work remained suspended

from 1st April to 31st April 1957. Since on the same basis the Government's order involved this year would have been applicable, the members of the Government decided to send the same order to the Bihar units in Bihar this year on departmental leave. The Union representatives did not agree to this order and a reference was further made to the Settlement Commission on 3/1/57 which according to the Union representatives would not be applicable in this case. This settlement would be referred to the units and status was to be decided.

The Government's order for the abolition of the leave of absence, Bihar unit, involved at least 1000 workers. The Government decided then had not been followed. It was suggested by the Chairman, C.T.O., that the Government's order on departmental leave question was that of 3/1/57 which may be referred to and the procedure of sending the individuals on departmental leave this year has been the same as during the previous years.

It was suggested as a practical step that the Union may suspend their strike and approach the Government for reconsideration of their order in regard to the departmental leave for Bihar Units. The Union representatives requested for an immediate meeting with the Ministry for a decision on the issue. In case no settlement is arrived at then the matter may be referred for adjudication to the National Tribunal.

On further discussion the Union representatives stated that they agreed to the suspension of the strike immediately on the following conditions:-

- i) That a settlement may be reached between the parties by 31-3-58.
- ii) No worker who has gone on strike will be victimised or his conditions of service will be changed.
- iii) Workers who are asked to go on departmental leave, in case of a settlement, this period will be counted as earned leave.

CENTRAL TRACTOR ORGANIZATION EMPLOYEES' UNION (Regd. & Recognised)

Head Office: 3283, Mansa Ram Market,
Ranjit Nagar, New Delhi-12.

Ref. No. GS/839/57-58.

Dated: 21st March, 1958.

The Chairman,
Central Tractor Organization,
New Pusa, New Delhi-12.

Dear Sir,

Please refer to your letter No.F.41-5/58-E.II, dated 19th March, 1958 delivered to our President at 3.25 p.m. The contents of the letter are not in accordance with the facts. You have made a reference to the minutes of the meeting saying that they have already been sent to us. You are aware of the fact that these minutes which are alleged to have been prepared on 14th March, 1958 were served on the President on 19th March 1958 at 2.30 p.m. i.e. only about an hour before the above mentioned letter. We emphatically reiterate that the alleged meeting of 14th March, 1958 of which a capital is being made was absolutely an unofficial meeting. The Union was not sent any notice for that meeting. Moreover if any official meeting was held or the minutes were to be prepared then they would have been sent with letter No.41-5/58-E.II alleged to be dated 15th March, 1958 which was received by us on 17th March 1958 at 12-35 p.m. This fact was brought to your notice vide our letter No.GS/806/57-58, dated 18th March, 1958. If any such document i.e., the minutes of the meeting of 14th March 1958 existed, it would have been conveniently delivered to us on 14th March, 15th, 17th or 18th March, 1958. The letters are delivered to us always by hand and the office bearers of the Union are at a stone throw from your office.

We may also be permitted to point out to you that the recording of the minutes of the meeting of the 14th March, 1958 is absolutely contrary to the prevalent practice of the recording of the minutes. All the minutes have always been signed by both the parties. The present minutes do not make

any mention of the signature of office bearers of the Union. The Officers concerned after the receipt of our letter dated 18th March thought of preparing this document. We are sorry to say that such a thing is not keeping up with the tradition of any Government Organisation. We have gone through the minutes and we are sorry to say that the whole recording is contrary to the discussions and facts.

On receipt of above mentioned letter the Union representatives attended your office for the discussions at 5-30 p.m. The joint meeting lasted from 6-30 p.m. to 11 p.m. on 19th March and from 11 a.m. to 1 p.m. on 20th March. We had made our best endeavours for the settlement of the issue but eventually our hopes were belied. We made an attempt for the settlement though knowing that it was hoping against hope for the reason that the whole atmosphere in the C.T.O. is charged with hatred and dislike towards the employees. However, we still hope that wise counsel will prevail and some steps will be taken up by the authorities to redress the grievances of the employees and give a check to illegal action.

The interpretation given to the quotation produced from the letter dated 19th June, 1956 is misconceived and vexatious. It was agreed by you that in the month of June, 1956 the C.T.O. consisted of Base Workshops, Kans Units and Jungle Clearance Units. The decision conveyed to us by the letter dated 19th June, 1956 was in respect of whole of C.T.O. and it was clear by that decision that except for Kans Units the Government had agreed not to give departmental leave in the whole of C.T.O. The authorities were aware of the inherent weakness of their argument and so they also advanced another argument saying that the letter of 19th June is written by the Chairman which is not keeping up with the policy of the Government of India which was perhaps conveyed to the authorities vide letters dated 17th March, 1956 and May, 1956. This point could not be appreciated by the Union for the reason that the letter dated 19th June was written much after the above mentioned letters.

- iv) In case no settlement is arrived at by 31-3-58 or the case is not referred to the National Tribunal for adjudication, then the workers may go on strike from 1st April, 1958 and need not give any fresh notice of strike.
- v) The period of suspension of the strike may be extended by agreement if necessity arises.

The Chairman welcomed the suggestion of calling off the strike made by the Union but further advised that the strike may be called off without any conditions to create an atmosphere in which the Government could consider the demands of the Union. The Chairman further stated that it was not possible for him to commit as to how the period of strike before the strike is called off will be treated as it will entirely depend on the settlement of the issue with the Government. The Union was further advised that under these circumstances, as they have already expressed, they may approach the Government and whatever help the C.T.O. could render would be given. The Union, may, however, be rest assured that in keeping with the ultimate settlement the administrative authorities will take as lenient a view as possible and the apprehension of victimisation need not be entertained.

The Union representatives stated that they have made all efforts to have a meeting with the Joint Secretary, Ministry of Food & Agriculture, which have not fructified. They, therefore, suggested that the Chairman, C.T.O., may arrange a meeting of the Union representatives with the Joint Secretary immediately and save the situation.

Sd/- B. Nathaniel,
Acting Genl. Secy.
CTO Employees' Union.
20. 3. 58.

Sd/- H.N. Upadhya
Asstt. Administrative Officer.
20. 3. 58.

Moreover the workers and the Union representatives are not bound by what transpires between C.T.O. authorities and Government of India. If it be argued though not conceded that it was against the decision of the Government then the only person who can be caught for it would be the C.T.O. authorities and not the workers. However, we may also bring it to your notice that the decision conveyed to the Union by the Chairman, C.T.O. is nothing short of the decision of the Government of India. We would request you kindly to supply us the copies of the letters of 17th March and May, 1956 so as to enable us to know the background. We feel that the authorities are withholding some information which has resulted into the letter of 19th June, 1956 by the Government. We would request you also to kindly give us some information about it. It was mentioned in the meeting by your Officers that the Land Development Units etc., in Bihar came into the existence after the agreement of June, 1956. The statements made by the Officers in respect of the Bihar Units did not convey a true state of affairs. The Union representative neither accepted the facts nor the interpretation given by them. The authorities are aware that 40% of the employees were sent on Departmental Leave in the year 1956 from the Kans Units before the formation of the Land Development Units. The Land Development Units were formed on their return from the departmental leave. We are further given to understand that even the sending of 40% of employees on departmental leave from the Kans Units was in respect of only one Unit and no other Units. The departmental leave never existed or was never introduced for the Land Development Units. The authorities being aware of this fact have further tried to improve by making a reference to the experience of 1957. It has been alleged that the operations came to a close in April and it was expected that the operations may be resumed in May. It has been further alleged that actual operations were resumed in July, 1957. It will be seen that these allegations do not hold any water for the following reasons:-

The authorities are not expected to come out with any
justification for the delay in the statistics
about weather are available from the Meteorological department
for each and every state. The authorities were fully aware
of the fact of commencement of the rainy season in Bihar.
The question of expectations does not arise when scientific
datas are before them. It is a practice with the C.T O. that
they get always necessary advance information from the Metro-
logical department. We do not think that the Meteorological
department made any report of abnormal delay of rains in the
year 1957 in Bihar. The authorities already had an experience
that the operations came to an end in the month of April and
it is not understood why now they allege to close the operations
from 7th March, 1957. It was brought to the notice of the
authorities that the actual operations have not come to an end
in the month of March. It was brought to your notice that
after a declaration of the close of operations the following
was the position of operations on 10th March, 1958:-

In No 5 and 6 Units,	8 Machine operating.
In No.7 Unit,	2 machine operating.
In No.8, Unit	6 " "

The operations are still continuing in Bihar. There is no
reply by the authorities to the fact that in the midst of
operations why the workers have been sent on departmental
leave.

It has been argued by the authorities that as the
Development Units etc., were formed out of Kans Units, so the
rules applicable to Kans Units can be made applicable to
these Units. We would like to say that this is an ingenious
manoeuvre on which we cannot help but compliment the authori-
ties. All knowledge that is divorced from justice must be
called cunning rather than wisdom. We would invite your
attention that this stand of the authorities is without legs
and is falsified by the subsequent decisions and meetings.

Your attention is invited to an agreement signed before the Conciliation Officer by the authorities and the Union representatives on 5th August, 1957 which bears an ample testimony to the fact that all other Units other than Kans Units have uniform conditions of working. The rules applicable to them are same. It is further brought to your notice that as late as 23rd January, 1958 in the joint meeting held between the authorities and the Union representatives decision was taken for working hours on Saturdays in Jungle Clearance, Land Development Units etc. have been treated as one section and the Kans Units has been treated as other section. In these circumstances, the above facts make it crystal clear that the inferences drawn by the authorities are misconceived and against facts. The arguments of not absolving other Units from departmental leave as alleged by Shri Upadhyaya is a baseless argument.

The difference between the Jungle Clearance Units and the Land Development Units in respect of possessing of machinery is not disputed by the Union. The question is not of the difference of machines. The question is of the conditions of service applicable to the employees working on such Units. In view of the foregoing submissions it shall be seen that same set of rules existed in Jungle Clearance and Land Development Units etc. Even today the whole Organisation is divided in 3 sections as it existed in the months of June, 1956 i.e., Base Workshops, Kans Units, Jungle Clearance, Land Reclamation and Land Development units etc. The principles enumerated and decided by Government of India in the letter dated 19th June are still applicable in the same way to the C.T.O. It may also be pointed out that Government of India has not revived their decision after 19th June, 1956. The Union has not acted on presumptions but on facts which cannot be denied by the authorities and an attempt is being made to misinterpretate them.

The authorities are acting in contravention of the Govt. decision of 19th June, 1956. The deterioration of any Organisation begins almost always by the decay of its principles.

A reference has been again made by the settlement signed on 12th March, 1958 before the Conciliation Officer though the position in respect of it has been explained in detail in our letter of 19th March, 1958. It is not understood as to what a settlement is being called. In fact there was no settlement about it. The dispute remains unsettled even upto this day. You are aware that it needs no settlement with the C.T.O. authorities for approaching the higher authorities. It is crystal clear that the issue of departmental leave which only referred to Kans Units was left open as unsettled even on 12th March, 1958. We are sorry to say that inspite of best efforts of the authorities they have miserably failed in bringing the Land Development Units within the mischief of the settlement referred to in respect of the Kans Units. The authorities were in receipt of Strike notice much before the 12th March, 1958 when the agreement was signed. A reference or discussion would have taken place even if it was remotely connected with the issue of settlement. No discussion took place about it as parties did not travel beyond the scope of agreement.

By no iota of imagination the dispute in respect of Kans Units can be identified with the present issue. One fundamental principle cannot be lost sight of, is that a settlement can only be in respect of demand and not outside it. When we make a reference to this settlement we have got to look back to the letter of demand. There was no demand for abolition of departmental leave in Land Development Units as no such leave was in force in that Unit and so a settlement cannot be in respect of it. There is no suggestion in the settlement that the authorities ruled out the possibility of an agreement in respect of abolition of departmental leave

from the Kans Units. It is the Union which did not agree with the views of the management and of their own accord they proposed to get the matter settled by approaching the higher authorities. This step of the Union was in succession to several attempts made by them in last many years.

We would like to assure you that the observance of Law and the rules have always our foremost attention. We have never violated any agreement and even today we stand by the said agreement. You have made a reference to the Conciliation Officer's letter dated 15th March, 1958. We have immediately replied to him by our letter No.GS/807/57-58 dated 18th March, 1958. The stand taken by us and the facts brought to his notice have not been denied by him. His letter does not speak in respect of Bihar Units at all. Apart from his letter we are fully conscious of our obligation and have not violated the agreement signed on 12th March, 1958. The Conciliation Officer will have to take a fresh notice of this new dispute as the present issue has nothing to do with the said settlement. It is really our misfortune that the dilly-dally on the part of the Conciliation Department and C.T.O. authorities is resulting into such a great hardship and suffering to the employees. We endorsed the copies of our letters to the Conciliation Officer and also to the Ministry but no action has been taken by them so far. It is emphatically refuted that the strike notice is in contravention of the settlement signed on 12.3.1958. The authorities are fully aware of the fact that the strike is neither irregular nor illegal.

The workmen served on the authorities the notice of strike on 10th March, 1958 and there was sufficient time for taking stock of the situation if they were interested to do so. The entire responsibility for the strike lies on the authorities who have been subjecting the poor employees to rule of Jungle. The workmen have all along tried to settle the dispute by constitutional methods inspite of the fact that hunger knows no friends. It is the authorities, who have

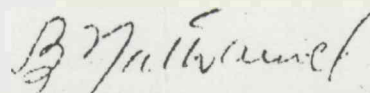
violated the rules, decision of the Government and principles of natural justice, equity and good consciences.

In spite of best efforts of the Union representatives and their agreement to suspend the strike as desired by the Chairman, the whole spirit of cooperation and settlement was marred due to perverted forensic abilities of a few Officers. The basic and elementary conditions for negotiations were ignored and lost sight of. The Chairman's apprehension of financial commitment was also removed by the Union representatives by going to the extent that the period of strike of all the employees may be treated as a period of earned leave though this would have resulted into great hardship to the employees. No settlement can be made with soiled hands. The authorities have to bear in mind that when they have to act in the larger interests of Nation, Government and the workers, then they would have got to come with clean heart and hands. No sufferer on earth can be made to suffer for raising his cry against the suffering.

We anxiously look forward for a settlement based on equity and justice.

We hope that you shall be able to tell us by tomorrow the time and date of meeting with the Joint Secretary as promised by you. We hope the authorities will save the situation and will not compell the workers of C.T.O. throughout the country to serve a General Strike Notice, if the sacrifice of the Bihar Units is not able to set the wrong to right.

Yours faithfully,



(B. NATHANIEL)

Acting General Secretary.

APPENDIX ONE.

From:

Chairman,
Central Tractor Organisation,
Government of India,
New Pusa, New Delhi-12.

To

The General Secretary,
C.T.O. Employees' Union,
House No. 3283, Mansa Ram Market,
Ranjit Nagar, New Delhi-12.

No.F.17-82/55-OP

Dated the 19th Dec., 1955.

Subject:- NOTICE OF STRIKE UNDER SUB-SECTION (I) OF SECTION 22 OF THE INDUSTRIAL DISPUTES ACT, 1947 GIVEN BY C.T.O. EMPLOYEES' UNION - POINTS ARISING THEREFROM.

Sir,

With reference to the discussion which took place between the Chairman, C.T.O. and the office bearers of the C.T.O. Employees' Union on 28.9.1955, I am directed to inform you that the following decisions have been taken by the Govt. of India on the points arising from the discussions:-

.....

Point (iv) and (v).

A Committee of the Representatives of the Ministry of Finance and the Food and Agriculture and the present Deputy Chairman, C.T.O. is proposed to be formed for going into and recommending the future system of bonus, also whether the departmental leave should be continued as such or any relaxations are necessary. The decisions taken by the Committee will be communicated to the Union in due course.

.....

.....
Yours faithfully,

Sd/- S. R. Barooah,
Director of Operations,
for Chairman.

Copy forwarded to the Ministry of Food & Agriculture (Agri) New Delhi with ref: to their letter No.F.2-99/55-LR dated 10.12.1955.

.....
ATTESTED.

(APPENDIX A.)

From

The Chairman,
Central Tractor Organisation,
Now Pusa, Now Delhi-12.

To

The General Secretary,
C.T.O. Employees Union,
House No.3283, Mansa Ram Market,
Ranjit Nagar, Now Delhi.

No.F.1-3/Ch.C.T. O. (Pt III)

Dated the 19th June, 1956.

Sir,

In continuation of this office letter of
over No. dated the 14th May, 1956, I am directed to inform
you that it is regretted that No.T.A. and D.A. can be
given to persons for journeys from the base camp to the
field camp and vice versa, since these journeys are with-
in the sphere of their normal duty. Free Government
Transport is also being allowed for the purpose.

2. As regard the other points i.e. overtime,
bonus and departmental leave, the Committee appointed by
the Government for the purpose have examined these points.
In the light of the Committee's recommendations Govt.
have taken the following decisions:-

OVERTIME:-

Sanction to the payment of overtime wages
to the staff in the units for working on Sundays and
other Gazetted Holidays during the 1955-56 season has
been accorded. The rates of overtime wages and other
conditions will be the same as during the last season.

BONUS.

No-bonus targets for the season 1955-56.
as recommended by the Committee have been approved by
the Government. These figures and details have also been
communicated to the Divisional Offices and Units.

DEPARTMENTAL LEAVE.

The system of granting departmental leave
has been abolished in so far as it relates to the staff
employed in the Base Workshops with immediate effect.

As regards the field staff of the Kans Clear-
ance Units, the system of departmental leave will continue to
apply during 1956 on the same basis as during the year 1955.

The staff of the Jungle Clearance Units has
been exempted from the application of the departmental leave
system.

Yours faithfully,
Sd/-K.S.Agarwala, 19/6
For Chairman.

*Allocated
B. 7/11/56*

(APPENDIX B.)

IN THE MATTER OF A DISPUTE BETWEEN THE C.T.O.EMPLOYEES' UNION, NEW DELHI, AND THE CENTRAL TRACTOR ORGANISATION, NEW DELHI, REGARDING RETRENCHMENT OF 67 TECHNICAL PERSONNEL OF THE CENTRAL TRACTOR ORGANISATION.

PRESENT:-

1. Shri R.P.Bartaria, Conciliation Officer(C),
Ministry of Labour.
2. " D.K.Kachru, Director of Admn.& Operations,C.T.O.
3. " M. S. Azad, President, C.T.O.Employees' Union.
4. " S.N. Sharma, General Secretary, -do-
5. " A.Ranjithamony, Labour Welfa-ro Officer,C.T.O.
6. " H.N. Upadhya, Asstt.Administrative Officer,
C.T.O.

1. The matter was discussed separately and jointly with the officers of the Central Tractor Organisation and the office bearers of the C.T.O. Employees' Union on different dates. Finally a joint meeting was held on August 3, 1957 and continued on August 5, 1957. The three suggestions made by the Union in their meeting with the Conciliation Officer(Central) on July 15, 1957 were thoroughly thrashed out on both the sides. It was agreed that conciliation would not be possible on the basis of any of those three suggestions as it would not lead to the stoppage of retrenchment. It was, however, agreed that the C.T.O. authorities who had already placed their proposals before the Government for the purchase of eight additional units would try to expedite Government orders so that those additional units may be purchased as there is more than enough work in the country for the C.T.O. With the purchase of these units not only will it be altogether unnecessary to have retrenchment in future but the Organisation will instead expand.

2. The suggestion made by the Union that 67 persons likely to be retrenched could be deployed within the Organisation itself if three shifts are arranged in some units was acceptable to the C.T.O. authorities subject to the condition that two hours are spent daily after each shift on the maintenance of the machines. It was agreed that in all land development units the hours of work would be as follows:-

Operational hours of work.	6
Hours of work for maintenance.	2
Total	8

In regard to Kans units it was agreed that in addition to the scheduled hours of work two hours will additionally be spent on maintenance of the machines after each shift.

On the basis of this agreement which the Union and the C.T.O. have accepted (the latter subject to the approval of the Government of India) and which is commended for acceptance, it should be possible not to have any retrenchment or reversions in the C.T.O. The question of the issue of the retrenchment notices need not, therefore, arise nor that of any strike for the purpose.

Sd/- R.P.Bartaria,
Conciliation Officer (Central)
August 5, 1957.

Sd/- M.S.Azad, 5.8.57,
President.

Sd/- D.K. Kachru, 5/8/57,
Director of Admn.& Operations.

*Attested
By M.S. Azad*

(APPENDIX C.)

MINUTES OF THE MEETING HELD IN CHAIRMAN'S ROOM
ON 23RD JANUARY, 1958.

P R E S E N T :-

Shri V.P.Kapur,
Chairman, C.T.O.

Shri M.S.Azad,
President, CTO Employees'
Union.

Shri C.P.Srivastava,
Dy.Chief Engineer, C.T.O.

Shri R.D.Jain,
Vico-President, -do-

Shri B.N. Gupta,
Asst. Adm. Officer, C.T.O.

Shri B.Nathaniol,
Organizing Socy, -do-

Shri H.N.Upadhya,
Ass t. Adm. Officer, C.T.O.

Dr. A .S. Sandhu,
Agricultural Officer, C.T.O.

The agenda consisted of 6 points and the discussion
that took place on each one of them is given below:-

(1) CASE OF SHRI S.L. NARSIMHAN.

.....

(2) LOADING & UNLOADING QUESTION.

.....

(3) WORKING HOURS ON SATURDAYS.

The question regarding working hours was further
discussed and clarified as under:-

(1) Kans Clearance Units.

(a) The period during which full Saturdays will
be observed will be from 1st November to
14th June.

(b) From 15th June to 31st October individuals
will work for five hours on Saturdays.

(ii) Other Units (Jungle Clearance, Land Development,
Earth Work, etc.

Saturdays will be observed as full working
days during the actual operational period.

Dated: 23-1-58.

Sd/- D.N. Gupta,
Asstt. Administrative Officer,
for Chairman.

No.10-27/57-CP Dt.25.1.58.

Sd/- B.Nathaniol,
Organizing Secretary.

Copy forwarded to:-

1. The General Secretary, C.T.O. Employees' Union,
New Delhi-12.
- (2) Dy. C.E.
- (3) Ag.O.
- (4) A.A.O.I.
- (5) A.A.O.II.
- (6) A.D. St.

*Amended
B.N. Nathaniol*

(APPENDIX D.)

Memorandum of settlement in respect of the major grievances of C.T.O. Employees represented by the C.T.O. Employees Union, New Delhi.

NAMES OF PARTIES.

1. Shri G.P. Srivastava, Dy. Chief Engineer, C.T.O., New Delhi.
2. Shri G.P. Das, Divisional, B/W, C.T.O., Now Delhi.
3. Shri D.N.Gupta, Astt. Admn. Officer, C.T.O., Now Delhi.
4. Shri H.N. Upadhyay, Astt. Admn. Officer, C.T.O., Now Delhi.
5. Shri A.S. Sandhu, Agricultural Officer, C.T.O., Now Delhi.
6. Shri A.S. Venugopalan, Astt. Director of Statistics, C.T.O., Now Delhi.
7. Shri Rajendra Nath Singh Chaudhry, Labour Welfare Officer, C.T.O., Now Delhi.

... Representing Employers.

1. Shri M.S. Azad, President, C.T.O. Employees' Union, Delhi.
2. Shri B. Nathaniel, Acting Genl. Secy., C.T.O. Employees' Union, Delhi.
3. Shri B.L. Jain, Local Secy., C.T.O. Employees' Union, Delhi.

... Representing workmen.

SHORT RECITAL OF THE CASE.



Some-time back the C.T.O. Employees Union, New Delhi submitted a list of 16 points representing major grievances of the C.T.O. employees and wanted settlement of the same. The points were discussed on several occasions. Conciliation Proceedings were later held on 8th March, 1958 in the office of the Dy. Chief Engineer, C.T.O., Now Pusa, Now Delhi and the following settlement was reached:

TERMS OF SETTLEMENT:

1. Bonus & Overtime.
2. No Bonus Target.
3. Departmental leave.

The Union demanded that departmental leave should be abolished and till this was done the employees should be sent out on such leave in batches. The Management explained (1) that the departmental leave was given only when there was no work for the employees because the nature of work in the C.T.O. was seasonal, and that (2) the employees were already sent out on such leave in batches. The Management had already asked the Union to give concrete suggestions as to how the idle labour could be usefully employed during the off season. These suggestions of the Union were still awaited. The Union did not agree with the views of the Management and stated that this was a major issue and they would like to take it up on higher level.

Handwritten notes:
A.P. Singh
B. Nathaniel

Representing workmen.	Representing employers.
Sd/-B.Nathaniel, 12.3.58.	Sd/- C.P.Srivastava, Dy.Chief
Acting General Secy.	12.3.58. Engineer.

CENTRAL TRACTOR ORGANISATION EMPLOYEES' UNION,
3283, Mansa Ram Market,
Ranjit Nagar, New Delhi-12.

Ref.No.GS/882/57-58.

Dated: 25. 3. 1958.

To

The Chairman,
Central Tractor Organisation,
Government of India,
New Pusa, New Delhi-12.

Dear Sir,

We invite your attention to our letter No.GS/839/57-58, dated 21st March, 1958 which has not been replied by you so far.

The Union representatives with the hope of settlement again met you at 3 P.M. on 22nd. March, 1958 as advised by Shri Kishan Chand, I.C.S., Joint Secretary of Ministry of Food & Agriculture, Government of India, New Delhi. The meeting lasted for nearly two hours without any results. We are constrained to say that the atmosphere in the meeting of 22nd was not the one as it should have been created after the advise of the Jt. Secretary. The matter was discussed at length. The Management had no reply to the issues raised by the workers representatives and every time the question of prestige was brought in. The state of affairs at the meeting was such that even minutes were not recorded. However, Chairman desired that after consulting the Joint Secretary he would be able to take a final decision in the matter. On 24th evening the Union Representatives were informed that the Chairman did not think desirable to meet Shri Kishan Chand as was decided by him on 22nd. The workers' representatives were further informed that the matter was left as unsettled by the authorities.

The workers representatives were full of hope after their interview with Shri Kishan Chand that his advise might change the heart of the C.T.O. authorities and better results may follow. But it was merely ploughing the sand. The experience of the workers in respect of the present regime of the C.T.O. authorities is not new. We herewith enclose the statement of employees who have been made victims of the design and policy of harassment and victimization. There have been acts in succession for

contd.... 2

breaking solidarity of the working class. The introduction of departmental leave in the Land Development Units at Bihar for the first time is another unfair labour practice which is also keeping up in line with other vicious policies pursued by the authorities. The attitude all along had been of conservatism. Conservatism tends to universal seeming and treachery, believes in a negative fate, it distrusts nature. The attitude of the authorities is also clear from the correspondence between the Union and the Chairman after 4th March, 1958 in respect of the introduction of departmental leave for the first time in Bihar Land Development Units. In spite of intimidation and provocation the workers' representatives maintained a very calm and cool approach to the whole matter with a view to save the situation which was being created by the authorities. The minutes recorded on 20th March, will bear ample testimony to the compromising and settling attitude of the workers and adamant and uncompromising attitude of the authorities. Our fate had been of wounding a Hydra. The Hydra produced two heads for every one cut off. The matter in respect of introduction of Forced Departmental Leave to Bihar Units has been dealt in detail in the Union's letter No. GS/780/57-58, dated 10th March, 1958: ~~GS/807/57-58, dated 12th March, 1958~~ GS/839/57-58 dated 21st March, 1958, and GS/865/57-58, dated 24.3.1958 and these letters be treated as a part of this letter. It may also be mentioned here that the Conciliation talks in respect of other issues were held on 8th March and 12th March, 1958. The workers' Representatives made a reference to the issue of Forced Departmental Leave in Bihar Units but the C.T.O. authorities and the Conciliation Officer stated that this shall not be taken up in these proceedings. The workers' representatives kept quiet over the matter with a view that

the stand taken by the Conciliation Officer was correct. They requested him to take up the matter separately in the Conciliation proceedings and he informed the workers' representatives and the C.T.O. authorities that the matter is outside his jurisdiction.

In the meetings and talks the C.T.O. authorities were trying to reply on certain facts and when they failed to substantiate those facts then they wanted to rely on the agreement of 12th March, 1958 and a letter of the Conciliation Officer alleged to be dated 15th March, 1958. They have all along been acting with a prejudiced mind. Prejudice is the child of ignorance. These points have been dealt with in detail in Union's letter of 21st March, 1958 which has remained unreplyed so far by the Management. While on return from the Ministry of Food & Agriculture on 22nd. March, 1958 the Union Representatives and one of the Officers of the C.T.O. went to the Conciliation Officer to know his views and the interpretation of his letter of 15th March, 1958. The Conciliation Officer said that the matter is out side his jurisdiction and he is not concerned with it in any manner. The statement of his letter dated 15th March, 1958 is a innocent one which only relates to the demand in respect of Kans Units. It was further pointed out that in fact it is no settl ment, it only amounts withdrawal of the demand by the workers which they may take up with the higher authorities. This is not a settlement as is interpreted by the Legal Pandits of the C.T.O.

The workers were keenly interested in getting their grievances redressed by negotiations and other constitutional methods. Now it is a period more than 20 days when the Union addressed a letter to the C.T.O. authorities for redressing the grievances and it is now nearly 10 days since the time the Bihar Units are on complete striko. We are sorry to say that the matter has been treated with levity by the C.T.O. authorities

whereas it involves great suffering and hardship to the employees. This has utterly disappointed the workers' representatives and all their hopes for a settlement and the redress of the grievances of the workers have been lost. Policy have been sitting on conscience.

The workers' representatives having left with no alternative except to bring further pressure on the authorities by Constitutional methods called meeting of the Central Executive Committee and the matter was discussed. The Union had called ballots from all the Units throughout the country for a strike in case the authorities do not give a check to their arbitrary and illegal activities and unfair labour practices. The workers through out the country have given their consent by bringing majority for strike in case the authorities do not settle the issue.

In the circumstances, we on behalf of the C.T.O. Employees serve on your Strike Notice that the workers of C.T.O. throughout the country will go on Strike from the morning of 27th March, 1958 in case the illegal practice of the Forced Departmental Leave is not stopped. The workers have been constrained to take this decision under very difficult circumstances created by the C.T.O. authorities by having resorted to large scale persecution of the workers. The whole atmosphere of C.T.O. has been charged due to highhanded action of the authorities.

We once again request you to give your serious consideration to the matter and stop the illegal practices without any further loss of time and save the situation. It is never too late to give up prejudices.

The whole responsibility of the strike throughout the country shall be of the authorities who are responsible for it. The authorities shall be responsible for all the wages etc., to the employees during the strike period. In the end once

again pray to God that wise counsels may prevail and the situation may be saved.

We also appeal to the authorities of the Ministry of Food & Agriculture to intervene and give a check to the highhanded action of the Chairman and his other colleagues, who are acting absolutely against the declared policy of the Government of India. They are treating the whole matter as a personal matter and have not spared even their little mite in harming employees and national interest. The autocracy can be seen at its nudity in C.T.O. We still hope that timely intervention of the Ministry may save the situation. We once again would like to assure that the Union Representatives will always be willing and ready to extend all possible co-operation for a fair settlement.

Yours faithfully,

B. Nathaniel

(B. NATHANIEL)
Acting General Secretary.

Encl: Two pages "TELESCOPIC VIEW OF UNFAIR LABOUR PRACTICE, HARASSMENT AND VICTIMIZATION IN CENTRAL TRACTOR ORGANISATION DURING THE LAST 12 MONTHS.

Copy to:-

1. Conciliation Officer, (Central), Govt. of India, Ministry of Labour, Gurdwara Road, New Delhi.
2. Conciliation Officer, Delhi State, 1, Rajpur Road, Delhi-8.
3. Conciliation Officer, (Central), Civil Lines, Jubbulpore.
4. Conciliation Officer, (Central), Govt. of India, Ministry of Labour, Dhabad.
5. Conciliation Officer, (Central), Govt. of India, Ministry of Labour, Calcutta.
6. Conciliation Officer, (Central), Govt. of India, Ministry of Labour, Madras.
7. Chief Labour Commissioner, (Central), Gurdwara Road, New Delhi.
8. Regional Labour Commissioner, (Central), Govt. of India, Ministry of Labour, Jubbulpore.
9. Regional Labour Commissioner, (Central), Govt. of India, Ministry of Labour, Kanpur.

Government of India
Ministry of Steel, Mines & Fuel,
(Deptt. of Iron & Steel)
33, Netaji Subash Road, Calcutta-1

Dated. 2nd April, 1958

Ref: No. PRB-26 (10)(1)/58/1722

TRUE COPY.

M/s. Hind Wire Industries, Ltd.,
Indis Exchange,
Calcutta-1.

Sub:- Establishment and Operation of your
undertaking as a Producer.

Dear Sirs,

In ~~the~~ supersession of any sanction and orders issued to you earlier, I, in exercise of powers conferred on me under the Iron & Steel Control (Order) 1956, hereby authorise you to operate as a Producer within the meaning of the Iron & Steel (Control) Order 1956 for production of steel wires and wire products subject to the following terms and conditions :-

- (a) That you will work your existing plant & Equipment based on a wire drawing capacity not exceeding 225 tons per month on 1 (One) shift.
- (b) That the production of wires based on the above capacity will be utilised according to the ~~break~~ break-up given below:-
- | | |
|---------------------------|--------------------|
| (1) H.B. & Annealed wire | |
| 5 to 22 G-- | 150 tons per month |
| (ii) Galvanised 8G to 14G | 75 " " |
| Total: | <u>225 Tons."</u> |

Out of (1) above you may produce:

- (a) Wire Nails upto a maximum of --- 40 tons per month.
(b) Panel pins upto a maximum of 10 " "
(against D.S.S. & D.'s order only).

2. That you will report details of your entire production, disposal and stock of wire & wire products as well as defectives and cuttings and/or scrap to this office and that you will dispose of H.B. & Annealed wire, Galvd. wire in accordance with the directions issued by this office.
3. That for the present you will be allowed to use unsubsidised imported wire-rod which will be allotted to you as when available at the full landed cost.
4. That your maximum selling price of wire of wire products produced from such wire rod will be based on the price paid by you for wire rods plus a conversion charges which will be fixed by this office as notified in the Gazette of India.
5. That the allotment of wire rods will be made according to availability from imports and will also depend on the import policy for ~~Iron & Steel~~ Iron & Steel.
6. That this authorisation is provisional and will not entitle you to claim any assistance from Government on account of higher cost of producing or in any other form.
- Please acknowledge receipt of this letter and confirm your acceptance of the above conditions.

Yours faithfully,

Hind Wire Industries Mazdoor Union

(Regd. No. 2267)

President: ~~XXXXXXXXXXXX~~ ~~XXXXXXXXXXXX~~ ~~XXXXXXXXXXXX~~
Secretary: ~~XXXXXXXXXXXX~~ Nandlal Srimani.

Office:—
EKFORD ROAD,
P. O. SUKCHAR, 24 Parganas.

Ref. No. H.W.I.M.U/17/58

Date 21.4.1958

For Personal attention.

To

Sri Jahar Lal Neheru,
Honble Prime Minister,
Govt. of India,
New Delhi.

Sub: Lay off in m/s. Hind Wire Industries Ltd., Sukchar, 24 Parganas, West Bengal for want of raw materials and consequent unemployment of workmen.

Dear Sir,

We have the honour to bring the following facts to your kind notice for the favour of your sympathetic consideration and necessary intervention at your earliest convenience. We are quite aware of the importance of your valuable time; but finding no other alternative we are constrained to write to you for this less-important matter in relation to the tasks and responsibilities that have been vested on you as prime minister of India.

- 1) That the management of M/s. Hind Wire Industries Ltd., Sukchar, 24 Parganas, is a small engineering concern producing wire products and employing about 230 workmen including clerical, supervisory and subordinate staffs. It was started to provide refugees from East Pakistan and it was considered as a registered producer within the meaning of the Iron & Steel control order (1956). But in 1956 the said registration was discontinued. For the last 2 months the said management has been keeping all this workmen under lay off due to non-availability of raw materials.

P.T.O.

தி ஆட்டோ எஞ்சினியரிங் அண்டு அலிடு இண்டஸ்ட்ரீஸ் தொழிலாளர் சங்கம்

ஆரம்பம்: 1956]

ஸாயி லேன்ஸ். 7, ஒண்முகம் ரோடு, தாம்பரம்

[பதிவு எண்: 2184

THE AUTO ENGINEERING AND ALLIED INDUSTRIES WORKERS' UNION

(Founded: 1956-R. No. 2184)

Sayee Lines, 7, Shanmugam Road, TAMBARAM

Ref:

Date: 17-4-58

To
The Manager,
Standard Motor Products (S) Ltd
Vandalur.

Sir,

Sub: Industrial Disputes - Unfair Labour Practices -
Violation of the provisions of the Industrial
Disputes Act and Rules there under - non
reference of issues to our Union - illegal
and vindictive actions.

Ref:- 1. Our written representation to your office
dated 7-4-58.

2. your office Retrenchment Notices
NOTD/RET/58 dated 10-4-58

3. your Lay-off notice dated 16-4-58 put
up on your factory notice Board.

With reference to the above matters,
our Union would like to state as follows:-

1. Prior to effecting any retrenchment
of any workmen, your management
should have referred the proposal
and issues to our Union for
reference.

section 25F(a) of the Industrial Disputes Act 1947 and Rule 32(a) & (b) of the Madras Industrial Dispute Rules 1948. These provisions have been wantonly violated by your management in effecting a retrenchment of 63 workers on 10-4-58 and laying-off the rest of the workers subsequently in batches beginning from 17-4-58.

2. your management while arbitrarily acting in this manner have alleged that this retrenchment and lay-off have been needed on the plea of 'Import licence position' which we are not in a position to put up with.
3. granting argument sake, that there is import licence difficulties, this position should have been placed before the workers in advance. Further any Trade Union that has got any interest in the Causes of the workmen concerned can never accept both "Retrenchment and Lay-off" simultaneously. This kind of action on the part of your management is nothing but vindictive and malicious. your management should have resorted to only one way of solving the problem temporarily. It is our strong contention that "Retrenchment and lay-off" cannot be



GENERAL ENGINEERING EMPLOYEES' UNION

(Regd. No. 1642)

President: K. T. Sule
Gen. Secretary: Vithal Choudhari
Org. Secretary: M. V. Gopalan
Secretaries: A. D. Gadkari
B. S. Dhume
Mrs. Maina Gavankar

Office:
25, Dalvi Building, 2nd Floor,
Poibaodi, Parel,
BOMBAY 12.

Ref. No. GEEU/

Date 16th April, 1954

To,
Secretary,
India Trade Union Congress,
1st Road,
Bombay.

Dear Sir,

Please find, herewith a copy of the
statement issued in respect of Premier
workers' dogged struggle in Bombay.

It is sent to you for your
information.

Yours fraternally,

GENERAL SECRETARY.

General Secretary,
Bombay State T.U.C.,
Bombay 1.

[Handwritten notes and stamps, including a date stamp '16/4/54']

STANDARD MOTOR PRODUCTS OF INDIA LTD.
Factory : Perungalathur.

TD/Ret./58

Date: 10th April 58

From

266

Manager (Factory)

S.M.P.I. Ltd.

TO

To

Sri... ..

Token No. 538
S.M.P.I. Ltd.

Due to the reduction in the number of cars to be assembled in the factory necessitated by the import licence position, we are forced to dispense with the surplus labour and effect retrenchment under the provisions of Section 25-F of the Industrial Disputes Act read with Rule 31 of the Madras Industrial Disputes Rules, 1948.

We regretfully give you notice that we shall be retrenching you under the above rules with effect from //th April, 1958.

In lieu of the month's notice required to be given to you under Clause (a) of Section 25-F of the Industrial Disputes Act, 1947, you will be paid wages for 27 working days falling within the period of one month beginning from the //th April, 1958, and ending with the //th May 1958 in addition to the compensation, if any, due to you, as per clause (b) of Section 25-F ibid, i.e., fifteen days average pay for every completed year of service or any part thereof, in excess of 6 months.

Time Office has been given instructions to pay you all moneys to which you may be entitled. Payments will be made from //th April 1958 during working hours.

Handwritten notes: 266, 12/10, 2/15

MANAGER [Signature]

த. ஆட்டோ எஞ்சினியரிங் அண்டு அலிடு இண்டஸ்ட்ரீஸ் தொழிலாளர் சங்கம்

ஆரம்பம்: 1956]

ஸாயி லைன்ஸ், 7, ஷண்முகம் ரோடு, தாம்பரம்

[பதிவு எண்: 2184

THE AUTO ENGINEERING AND ALLIED INDUSTRIES WORKERS' UNION

(Founded: 1956—R. No. 2184)

Sayee Lines, 7, Shanmugam Road, TAMBARAM

Ref:

Date 25th April, 1958.

To The General Secretary,
The All-India Trade Union Congress,
NEW DELHI:

Dear Comrade,

Please find herein a copy ~~xxx~~ of the representation made to the Ministry of the Commerce and Industries, Government of India, New Delhi on the situation prevailing in the Standard Motor Products of India Ltd., Vandalur (Madras State).

We have also sent in already to you all the related materials connected to this disputes.

Out of 1000 workers, about 600 are affected by the action of the said management (retrenchment and Lay-Off effected since 11-4-58 and 17-4-'58, respectively). The said management are out there to "smash up our Union" by means of this method.

Kindly make representations to the concerned ministry and do the needful in this matter.

With greetings.

Yours fraternally,

J. Narain (Secretary)
For Gen. Secretary.

சென்ட்ரல் எஞ்சினியரிங் அண்டு அலை இண்டஸ்ட்ரீஸ் தொழிலாளர் சங்கம்

ஆண்டு : 1958]

ஸாயி லைன்ஸ், 7, ஷண்முகம் ரோடு, தாம்பரம்

[பதிவு எண் : 2184

THE AUTO ENGINEERING AND ALLIED INDUSTRIES WORKERS' UNION

(Founded: 1956—R. No. 2184)

Sayee Lines, 7, Shanmugam Road, TAMBARAM

Ref:

Date 25th April, 1958.

To The Hon'ble Minister for Industries & Commerce,
Government of India,
N E W D E L H I :

Dear Sir,

Sub:-Industrial Disputes--Disputes between the workers and the Management of the Standard Motor Products of India Ltd., Vandalur (Madras State)--Retrenchment and Lay-Off--Reasons alleged by the management, "Import License Position":

In respect of the above matter, our Union would like to submit and state as below:-

- (a) The said management have effected retrenchment (63 workers) and Lay-Off (to the rest of the workers) from 11-4-'58 and 17-4-'58 respectively on the plea of, "IMPORT LICENSE POSITION" etc.etc. whose bona-fide is questionable.
- (b) The said management have further stated before the Conciliation Officer, that they have resort to this method because they (the management) have not been given due protection by the Government of India, this year.

Under the circumstances, our Union would be very much ^{obliged} ~~pleased~~ if your good offices is pleased/furnish us the following informations:-

- (i) Is it a fact that the Government of India have placed ~~strict~~ restrictions on the management on import of raw materials, this year?
- (ii) Is it a fact that ~~there is a restriction~~ there is a restriction on production of the number of Units, this year (the management have now reduced the number from 2240 to 1800) ?
- (iii) Is it a fact that no protection whatsoever has been given to the Standard Motor Products of India Ltd., Vandalur (Madras) this year?

Thanking your good offices.

Yours faithfully,

P. Parai (Secretary)

Gen. Secretary

Encls:

Copy of the Retrenchment Notice
Served on the workers:

No: 2-43/58-IR
Government of India,
Ministry of Food & Agriculture,
(Department of Agriculture).

....

New Delhi, the 26th April, 1958.

From:

Shri Gurbachan Singh, P.C.S.,
Under Secretary to the Govt. of India.

To

The Secretary,
Central Tractor Organisation Employees' Union,
3283, Mansa Ram Market, Ranjit Nagar,
New Delhi-12.

Sir,

I am directed to say that an Inter-Ministerial Committee, consisting of three Ministries of Govt. of India, including the Ministry of Labour, will be set up immediately to go into the question of the work load in the CTO and the number of workmen required having regard to the machinery available and the economic running to the consumer of the organisation, and to consider whether the system of Departmental leave is applicable to CTO, if it is not applicable, then the Committee will suggest the alternatives to it.

The notification setting up this Committee with suitable terms of reference will be announced by the Ministry of Labour shortly. The Ministry of Labour have been addressed in the matter accordingly.

The following are the clarifications on the points which fall within the purview of this Ministry as a result of the calling off of the strike.

- 1) The strike will be called off immediately;
- 2) The strike period will not affect the continuity of the service of the employees;
- 3) The period of strike will be adjusted against leave due to the employees where such leave is due or in cases where this leave is not due, the period of strike will be treated as leave without pay. There will be no payment of wages for the period of the strike.

To

Shri K. G. Shrivastava,
Ashoka Road,
Delhi

contd.....2/-

- 4) The employees-casual, Ministerial and industrial - will be taken back on duty.
- 5) Time upto 10 days will be allowed to the employees to report back for duty, and
- 6) There will be no victimisation for the reason that any person has participated in the strike.

Yours faithfully,

Sd/- Gurbachan Singh,
Under Secretary to the Govt. of India.

ATTESTED TO BE TRUE COPY,

M. S. Azad

(M. S. Azad)
PRESIDENT,
C.T.O. Employees' Union,
Hd. Qrs., New Delhi.

CENTRAL TRACTOR ORGANISATION EMPLOYEES' UNION (REGD. & RECOGNISED)

Head Office: 3283, Mansa Ram Market,

Ranjit Nagar, New Delhi-12.

Ref.No. GS/223/58-59.

Dated: 24th April, 1958.

(STRIKE ENTERS IN 2ND MONTH)

DETAILED REPORT OF GENERAL STRIKE IN THE CENTRAL TRACTOR ORGANISATION, MINISTRY OF FOOD AND AGRICULTURE, GOVT. OF INDIA (HEAD QTRS. AT NEW PUSA, NEW DELHI-12).

Position of General Strike in all the Units scattered All Over India as on 24-4-58.

Unit Committee No.	Station.	Date of commence- ment.	Percentage of staff on strike.	Remarks.
1.	(a) Dharamjaigarh (b) Raipur (c) Raigarh (d) Kondagaon (e) Pharasgaon	28.3.58.) 28.3.58.) 28.3.58.) 28.3.58.) 28.3.58.)	90%	28th day of strike.
2.	Ramkrishnanagar Distt: Cachar (Assam)	27.3.58	100%	29th day of strike.
3.&4.	Sooni Malwa (Itarsi)	28.3.58	85%	28th day of strike.
5.&6.	Jaisidih (Bohar)	17.3.58	100%	39th day of strike.
7.	Dooghar (Bohar)	17.3.58	100%	39th day of strike.
8.	Giridih (Bohar)	17.3.58	100%	39th day of strike.
9.&10.	Ashoknagar (Guna)	28.3.58	95%	28th day of strike.
11&12.	Ambikapur	27.3.58	87%	29th day of strike.
13.	Patharia	27.3.58	100%	29th day of strike.
14.	Bina	27.3.58	100%	29th day of strike.
15.	Mungaoli (Guna)	27.3.58	85%	29th day of strike.
16.	(a) Bajrangarh (Guna) (b) Morona (Gwalior)	27.3.58 31.3.58	95% 95%	29th day of strike. 25th day of strike.
17.	Bari (Bhopal)	31.3.58	90%	25th day of strike.
18.	Bangalore	28.3.58	90%	28th day of strike.
19&20.	New Delhi Base Workshop	27.3.58	90%	29th day of strike.

Overall percentage 94% and the morale of the workers is very high.

The following heroes of C.T.O. Employees' Union have gone on hunger strike for one week only in protest against the policy of high handed and vindictive attitude of the C.T.O. authorities toward the workers and for granting forced Departmental Leave to them arbitrarily and malaciously.

Sr.No.	Name,	Date of commencement	Station	Remarks.
1.	Shri Chokha Nand	22/4/58	New Delhi.	3rd day.
2.	Shri N.N.K. Gulati	22/4/58	Assam	3rd day.
3.	Shri Dal Bahadur	22/4/58	Assam	3rd day.
4.	Shri M.L. Dudoja	22/4/58	Bihar	3rd day.
5.	Shri Ram Chand	22/4/58	Bina	3rd day.

(B. NATHANIEL)

ACTING GENERAL SECRETARY,
C.T.O. EMPLOYEES' UNION, Hd. Qrs.,
NEW DELHI.

தி ஆட்டோ எஞ்சினியரிங் அண்டு அலைடு இண்டஸ்ட்ரீஸ் தொழிலாளர் சங்கம்

ஆரம்பம் : 1958]

ஸாயி லேன்ஸ், 7, ஷண்முகம் ரோடு, தாம்பரம்

[பதிவு எண் : 2184

THE AUTO ENGINEERING AND ALLIED INDUSTRIES WORKERS' UNION

(Founded: 1956—R. No. 2184)

Sayee Lines, 7, Shanmugam Road, TAMBARAM

Ref:

Date... 17-4-58

To
The Manager,
Standard Motor Products (S) Ltd
Vandalur.

Sir,

Sub:- Industrial Disputes - Unfair Labour Practices -
Violation of the provisions of the Industrial
Disputes Act and Rules there under - non
reference of issues to our Union - illegal
and vindictive actions.

Ref:- 1. Our written representation to your office
dated 7-4-58.

2. your office Retrenchment Notice
NOTO/RET/58 dated 10-4-58

3. your Lay-off notice dated 16-4-58 put
up on your factory notice Board.

With reference to the above matters
our Union would like to state as follows:-

1. Prior to effecting any retrenchment
of any workmen, your management
should have referred the proposals

4. After bringing about "Retrenchment and Lay-off" we have informations that the apprentices are being forced to work in the places of vacancies caused by the "Retrenchment and Lay-off". We would submit that this action on your part is illegal, violation of the principle "Last come first go" and amounts to unfair practices.

Thus our Union would submit and state that the actions on the part of your management in these matters are illegal, malicious, vindictive and motivated.

Therefore our Union request that steps may be taken to rectify these defective actions which affect the living conditions of the workers for no fault of theirs.

yours faithfully
G. See

Copy to

1. Secretary,
Department of Labour,
Government of Madras.
2. Commissioner of Labour,
Chennai, Madras-5
3. Labour Union, Chennai-50

We, the following Members of Parliament representing various political parties of the country un-reservedly support the countrywide Strike by C.T.O. workers from 17th March, 1958.

The C.T.O. workers have been working all along and are still assigned to make valuable contribution in the fulfilment of the targets under the Second Five Year Plan which are vital to our economic prosperity. The Nation Building work such as Rehabilitation of Displaced Persons, Land Reclamation and the Production of Food Grains in the country are being greatly set back on account of this strike. Production worth Lakhs of Rupees is being lost daily which is a National Loss and the same must be averted without any loss of time.

In view of the above mentioned circumstances, we Appeal to the Central Government to take immediate steps to resolve the dispute.

- | | |
|-------------------------------|----------------------------|
| 1. Sd/- S.M. Banerji. | 10. Sd/- P. K. Deo. |
| 2. Sd/- H. N. Mukerjee. | 11. Sd/- S. Mahanti. |
| 3. Sd/- P. K. Vasudevan Nair. | 12. Sd/- T. C. Menon. |
| 4. Sd/- B. Dass Gupta. | 13. Sd/- T. Nadi Reddy. |
| 5. Sd/- Khushwaqt Rai. | 14. Sd/- Md. Elias. |
| 6. Sd/- Ramji Verma. | 15. Sd/- N. G. Gorey. |
| 7. Sd/- V. P. Nair. | 16. Sd/- B. K. Gaekwad. |
| 8. Sd/- Arubindhu Ghoshal. | 17. Sd/- Renu Chakravathy. |
| 9. Sd/- B. Ghosh. | |

M E M B E R S P A R L I A M E N T. 18-4-58

ATTESTED:

B. Nathaniel

(B. NATHANIEL)
ACTING GENERAL SECRETARY,
CENTRAL TRACTOR ORGANISATION EMPLOYEES' UNION,
(Regd. & Recognised),
H.O. 3283, Mansa Ram Market, Ranjit Nagar,
NEW DELHI-12.

CENTRAL TRACTOR ORGANISATION EMPLOYEES' UNION (Regd. & No cognised)
H.O. 3283, Mansa Ram Market, Ranjit Nagar,
NEW DELHI-12.

Ref.No. GS/178/53-59.

Dated: 18th April, 1958.

Station: NEW DELHI-12.

To

Hon'ble Shri Panjab Rao Deshmukh,
State Minister for Co-operation,
Government of India,
NEW DELHI.

Sir,

We invite your kind attention to the discussions held in your office on 12.4.1958 at 12-0 Noon between the representatives of the C.T.O. Employees' Union and yourself in the presence of Shri Kishan Chand, I.C.S., Joint Secretary, Ministry of Food & Agriculture and Shri S.M. Banerjee, Member Parliament. During the discussions a suggestion was put forth by the Government that the points under dispute may be referred to a three-men Committee of arbitrators selected from the Ministries other than Ministry of Food and Agriculture or a one-man Committee of Arbitrator belonging to the Ministry of Labour.

In this connection we have thoroughly gone into the pros and cons of the matter and have suggested that the selection of a one-man Committee as Arbitrator who is serving in Ministry other than the Ministry of Food and Agriculture shall be helpful in resolving the dispute. Keeping this in view, we had suggested the name of Shri Istikhhar Hussain Khan, I.A.S. who is at present holding the post of a Deputy Secretary in the Government of India. The main criterion for suggesting his name is that he was the Chairman of the High-Power-Committee whose decision regarding Departmental Leave and other points in C.T.O. were conveyed to us by the Chairman, C.T.O., New Delhi vide his letter No. FL-3/Ch. CTO (Pt. III) dated 19.6.56.

We hope that the said Officer of the Government of India shall be able to give his findings in an impartial manner, since he is not serving the Ministry of Food & Agriculture at present, and his selection as arbitrator shall be acceptable to the C.T.O. Employees' Union.

Yours faithfully,

Sd/- B. Nathaniol,
ACTING GENERAL SECRETARY.

Copy to:-

1. Hon'ble Shri S.M. Banerjee, Member Parliament.
2. Secretary, Labour Ministry, Govt. of India, New Delhi.

ATTESTED:

Copies to Jt. Secretaries and All Unit Secretaries.

Dr. Ghisette G. B.
(DR. GHITGE G. B.)
OFFICE SECRETARY.

CENTRAL TRACTOR ORGANISATION EMPLOYEES UNION (REGD. & RECOGNISED).

Head Office: 3283, Mansa Ram Market, Ranjit Nagar,
New Delhi-12.

Ref. No. GS/200/58-59.

Dated: 19th April, 1958.

Dear Friends,

It is hereby recorded for the information of all concerned that the high dignitaries of the country who are at the helm of affairs at Delhi have been receiving heaps of telegrams and resolutions from all corners of the country in support of our struggle. In this connection we have received the following information at Delhi.

1. Shri Saugar Singh M.L.A. of Guna has sent telegrams to S/Shri U.N. Dhebar, Congress President; Ajit Parshad Jain, Food & Agriculture Minister; and Kanaiya Lal Khadiwala, Member Parliament for intervening in the strike of C.T.O. Workers as it was hampering the progress of food drive in Guna district where four C.T.O. units are working and it was a great loss to the cultivators also.

2. A public meeting of workers representing various unions and citizens of Raipur city was held on 10.4.58. The meeting unreservedly supported the country-wide strike of C.T.O. Workers and have strongly urged upon the Government to take immediate steps to resolve the disputes. Copy of resolutions on the above lines have been sent to:-

- (1) Hon'ble Shri Rajinder Prasad, President of India,
- (2) " " Jawahar Lal Nehru, Prime Minister,
- (3) " " Ajit Parshad Jain, Food & Agr. Minister,
- (4) " " G.L. Nanda, Labour Minister,
- (5) Labour Commissioner (Central) New Delhi,
- (6) Regional Labour Commissioner (Central) Jabalpur,
- (7) Deputy Commissioner, Raipur,
- (8) Deputy Commissioner, Jabalpur,
- and (9) Secretary to the Labour Minister, Govt. of India,
New Delhi.

3. A public meeting of the citizens of Ambikapur was held under the Presidentship of Shri R.R. Mishra on 9.4.1958 at 7-00 P.M. and supported our struggle whole heartedly and resolved that the Government should atonce concede the demands of C.T.O. Workers. Copies of resolutions have been forwarded to the Prime Minister; Food & Agriculture Minister; Rehabilitation Minister and Home Minister, Government of India.

4. Shri S.C. Barod, Chairman Jampad, Seoni Malwa has sent the following telegrams to Prime Minister, Food & Agriculture Minister, Labour Minister and Congress President --

"KINDLY SETTLE CTO EMPLOYEES' DISPUTE IN THE INTEREST OF CULTIVATORS."

5. Congress President, Distt. Congress Committee, Ambikapur Distt. Sargooja requested the Prime Minister and Food and Agriculture Minister, Govt. of India to settle the dispute of CTO workers and the C.T.O. Administration as early as possible and supported the stand taken by us.

6. Five prominent persons of Tehsil Seoni Malwa have appealed to the Prime Minister, Food & Agriculture Minister, Home Minister, Labour Minister, Government of India and Congress President Shri U.N. Dhebar to Intervene in the C.T.O. workers strike and resolve the dispute in the interest of the country.

7. The President and Secretary of the Unit Committee No. 11 & 12 Ambikapur sought an interview with Shri Kailash Nath
contd. 2.

Katju, Chief Minister of Madhya Pradesh and placed before him the demands of workers of C.T.O. He promised to help in resolving the dispute.

8. The Secretary Unit Committee No. 3 & 4 Seoni Malwa met Shri Madan Lal Bagri, Member Parliament and placed before him the demands of C.T.O. workers. He promised to help in resolving the dispute.

9. A "Kisan Sammelan" was held at Sankhera near Itarsi on 5.4.58 and appealed to the Govt. of India to accede to the demands of C.T.O. Workers.

10. Shri Udham Singh, Secretary Communist Party, Distt, Guna sent express telegrams to Shri Shakir Ali, M.L.A. Bhopal and Shri S.A. Dange, M.P. New Delhi to help in resolving the dispute of C.T.O. Workers with C.T.O. Administration.

11. A meeting of the citizens of Bina was held under the Presidentship of Shri Jagdish Parshad, on 29.3.58 It was resolved to urge upon the Govt. to intervene in the strike of C.T.O. workers and agree to their demands in the interest of the nation.

12. At a General Body meeting of the National Railway Mazdoor Union BINAR on 29.3.58 It was resolved to sympathise with the C.T.O. workers who are on strike and to urge upon the Govt. of India to intervene.

13. At a public meeting at Bari on 12.4.58 S/Shri Razmi/Aijaz Chairman and Secretary of the Madhya Bharat Socialist Party and Shri Nathi Lal Vias, Gram Sewa Samiti Bari spoke in support of C.T.O. Workers strike and requested the Govt. of India to intervene in the strike and agree to the legitimate demand of workers. *They* also assured full help from the socialist Party of the Province. *and*

14. Shri P.C. Pandey a local pleader and active workers of our Unit Committee No. 11 & 12 Ambikapur has requested Honourable Shri C.S. Deo Member Parliament to help in resolving the dispute of C.T.O. workers with the administration.

15. Shri Capt. N.C. Bose of Ambikapur has requested Honourable Shri A.C. Guha, Member Parliament to help in resolving the C.T.O. workers strike in the national interest.

16. Seventeen Members of Parliament have unreservedly supported our strike and have appealed the Govt. to resolve the dispute at an early date.

An extract of Lok Sabha Questions bulletin is also given below for the information of all concerned:

LOK SABHA

List of Questions for Oral Answers : the 23rd April, 1958.(Wednesday)

(Ministries of Community Development, Food & Agriculture, Health, Irrigation and Power, Railways and Transport and Communications)

Total Number of questions - 21.

X	X	X	X	X
X	X	X	X	X

Strike by C.T.O. Workers

1798

- (Shri Sadhan Gupta
- (Dr. Ram Subhag Singh
- (Shrimati Ila Palchaudhary
- (Sardar A.S. Saigal.

contd. 3

Will the Minister of Food and Agriculture be pleased to state:

- (a) the steps taken so far by Govt. to put an end to the strike by the employees of the Central Tractor Organisation,
- (b) the number of employees of C.T.O. who are still on strike and
- (c) the daily financial loss resulting from the strike.

x	x	x	x
x	x	x	x

The hunger strikers at New Delhi, Assam, Bina and Bihar have been advised telegraphically to go on Hunger strike w.e.f. 22.4.58 at 8.00 A.M. This is for the information of all concerned.

We are receiving reports from several Unit Committees about the non-receipt of Dak regularly. In this connection all the Unit Committees are requested to make appropriate arrangements with the postal authorities as we are regularly sending the Dak. Moreover it is requested that all the Unit Committees acknowledge receipt of all the circulars and letters issued by the Union Head Quarters since 10th March, 1958 to enable this office to have first hand information, about the delivery of Dak. Also please continue to acknowledge receipt of all the letters regularly afterwards.

There were several meetings of C.T.O. Officers held at C.T.O. Head Qr. and at the residence of Chairman C.T.O. very recently. We have not come to know what are the plans of the authorities. It is most likely that they might play mischief in their respective divisions and start new tactics. All are advised to be alert and keep the morale of workers high.

Victory is ours

C.T.O. EMPLOYEES' UNION ZINDABAD.

RAM BHADRA LE KAR RAMESHGE.

TAKHIA JAYA TAKHIA.

Yours sincerely,

(B. NATHANTIL)

GENERAL SECRETARY.

RESOLUTION No.4.

' ON ECONOMY DRIVE IN BURMAH-SHELL '

The General Council takes a serious note of the so-called 'Economy Drive' launched by Messrs. Burmah-Shell Oil Storage & Distributing Company of India, with the apparrant reason to ~~xxx~~ reduce the expenditure in an effort to meet the wishes of the Government of India to reduce the price of petrol and petroleum products.

However, the manner in which this 'Economy Drive' has been launched shows the intention of the Burmah-Shell is just the opposite i.e. to counter blast the efforts of Government of India to secure relief to Indian consumers.

It is a known fact that Burmah-Shell has increased its Administrative, Technical and Supervisory Staff five fold during last 7 years, whereas the strength of Labour and clerical staff has remained stationery. The business of the company has expanded 100 per cent during last 8 years without any increase in the strength of the staff. Burmah-Shell wage bill of about 1700 Executive and Supervisory staff exceeds the wage ~~of~~ bill of 13,800 clerks and workers. Besides millions of rupees are spent annually in maintaining highly rented bangalows; on furnishing them as exorbitant costs, for the provisions of costly items of furniture, crockery, cutlery etc. Besides foreign and Indian executives are paid huge sums in the shape of 'Confidential allowances' like separation allowances, ~~xxx~~ entertainment allowances etc. The cost of institutional publicity and advertisement are enormous. The economy is required in extremely top heavy administration and in overhead charges and ~~in~~ avoiding waste and not reducing staff either labour or clerks by 'improved methods or speed ups'. The economy which may be effected would be insignificant through this methods.

It is therefore clear that the 'Economy Drive' has been launched not with the intention to effect economy but only to put up a 'sham show' of economy with a view to black mail the public opinion and hood wink the Government that no price reduction is possible in spite of Company's best efforts. This conclusion is irresistible as the items from where economy can be effected are not at all being touched.

The General Council is of the opinion that Burmah-Shell seeks to create the impression that no economy is possible without large ~~xxxxx~~ scale retrenchment of labour and clerical staff and without introducing rationalisation and re-organising measures. The whole attempts is to counter-blast the Government's efforts to secure the price reduction, to tell the Government that one problem can be solved by another problem.

The General Council re-iterates that there is great scope for reduction in price of petrol and petroleum products and calls upon the Government to undertake studies of the price build-up with help of employees and their organisations.

The General Council calls upon all petroleum workers and affiliated Unions to expose the game of Burmah-Shell and focus the attention of Government and the Public on wasteful items of company's expenditure.

The General Council therefore calls upon all the petroleum workers to resist all attempts of Burmah-Shell to retrench any worker in India and simultaneously carry on the campaign for price reduction. It also calls upon affiliated Unions to maintain maximum co-ordination among themselves which alone ~~is~~ is the guarantee for their success.

The General Council is of the view that petroleum workers can through their united action force the company to give up its plans.

Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner (C).

No. Con-II.155(9)/58.

New Delhi, the 1st April, 58.

To

The Secretary to the Government of India,
Ministry of Labour & Employment,
New Delhi.

Subject:- Strike in the Central Tractor Organisation - question of Departmental Leave.

Sir,

The workers of Unit Nos.5, 6, 7 and 8, viz., Jaisidih, Deogarh and Girdih in Bihar State of the Central Tractor Organisation went on strike from 17th March, 1958., in pursuance of strike notice served by the C.T.O. Employees' Union, Ranjit Nagar, Delhi, on 10th March, '58 (copy enclosed). The demand of the workers was that the tractor and motor drivers of the above referred units should not be required to go on compulsory departmental leave of 58 days as ordered by the authorities. The union advised the workers not to proceed on departmental leave and stay at the head-quarters till final settlement of the issue.

2. The Union vide its letter dated the 18th September, 1956, had raised the question of departmental leave before the Director of Administration and Operations, and the Conciliation Officer Delhi was looking into the matter. On 12th March, 1958, an agreement was signed by the parties before the Conciliation Officer which inter alia on the issue was:

"The management had already asked the union to give concrete suggestions as to how the idle labour could be usefully employed during the off season. These suggestions of the Union are still awaited. The Union did not agree with the views of the management and stated that this was a major issue and they would like to take it up on higher level."

3. The C.T.O. Employees' Union vide their letter No.GS/882/57-58 dated the 25th March, 1958, (copy sent to Ministry of Labour & Employment also) addressed to the Chairman of the C.T.O. informed that the question of departmental leave in the Land Development Units at Bihar has not been settled and that C.T.O. employees throughout the country would go on strike from the morning of 27th March, 1958, unless the practice of giving compulsory departmental/leave was abolished in the meantime.

p.2.

4. The Union's letter of 25th March, 1958, was received in this office on the 27th March, 1958. I started negotiations with the parties on that date as it was an all-India issue and held joint and several meetings. On the side of the Union the proceedings were attended by Sarvshri M.S. Azad, R.D. Jain and B.Nathaniel, President, Vice-President and the Acting General Secretary of the Union.

5. The case of the Union is that the Union has been representing against the system of departmental leave for long and the system is detrimental to the interest of the workers. In letter No.F.1-3/Ch.C.T.O.(Pt.III) dated the 19th June, 1956, it was agreed by the Chairman that the system of departmental leave will be abolished for employees of Base Workshops and the staff of Jungle Clearance Units will be exempted from the application of this system. It was further stated that as regards field staff of Kans Clearance Units, the system will continue to apply....

during 1956, on the same basis as during the year 1955. The Union argues that in 1956, the C.T.O. consisted of Base Workshop, Kans Clearance Units and Jungle Clearance Units, and since in the letter cited above the system of departmental leave was only to be in vogue in Kans Clearance Units, the other Units were not covered by the system, and therefore, the staff of Land Development Units cannot be asked to go on departmental leave. Workers of Land Development Units were not required to go on departmental leave last year.

6. The management explained that the Land Development Units are the off-shoots of Kans Clearance Units. These Units were created in August, 1956, out of the staff of Kans Clearance Units. They further argued that the Union had agreed to approach the higher authorities on the issue and they have acted in contravention of the agreement signed on 12th March, 1958, and have precipitated crisis. The Union replied that the agreement dated the 12th March, 1958, was only in respect of Kans Clearance Units and the other Units were not covered by it.

7. After prolonged discussions, it was suggested by Shri Jain, that the question of departmental leave with its all other allied implications may be referred to a Committee whose decision should be binding and that they should be associated with the working of the Committee. He further suggested that the orders of departmental leave / in case of 110 workers should be immediately withdrawn and the period of absence both on departmental leave and during the period of strike should be adjusted towards leave due and the balance should be regularised as on duty and full pay should be given for the remaining period. Or in the alternative, he suggested, that the strike can be withdrawn if:-

p.3.

- 1) the continuity of service of the employees during the period of strike is not disturbed, and
- 2) the issue of compulsory departmental leave, with all the implications including payment of wages for the strike period is referred to Shri Gulzari Lal Nanda, Minister for Labour & Employment for arbitration.

These terms were not acceptable to the Chairman. He was prepared for appointment of the Committee to examine all its implications, and did not like to commit regarding the period of strike and implied conditions of continuity of service and full wages for the period. The negotiations failed.

Yours faithfully,

Sd/-D.G.JADHAV,
Dy.Chief Labour Commissioner(C).

ATTESTED.

CENTRAL TRACTOR ORGANIZATION EMPLOYEES' UNION (REGD. & RECOGNISED)
323, Mansa Ram Market, Ranjit Nagar,

Ref. No. GS/1/53-59.

New Delhi,
April 1, 1958.

Detailed Report of General Strike in the Central Tractor
Organisation, Ministry of Food & Agriculture, Government
of India (Head Quarters at New Pusa, New Delhi-12).

Position of General Strike in all the Units
scattered all over India as on 1-4-1958.

<u>Unit-Committee No.</u>	<u>Station</u>	<u>Date of Commencement.</u>	<u>Percentage of staff on strike.</u>	<u>Remarks.</u>
1	a. Dharam Jalgarh b. Raipur c. Raigarh. d. Kamlagan. e. Phansgaon	27.3.58) 28.3.58) 28.3.58) 28.3.58) 28.3.58)	85%	Fifth day of strike.
2	Ram Krishan Nagar Distt. Cachar (Assam).	27.3.58	100%	Sixth day of strike.
3 & 4.	Seoni Malwa (Bansi)	28.3.58	80%	Fifth day of strike.
5 & 6.	Jalsidih, Bihar.	17.3.58	100%	10th day of strike.
7.	Deogarh, "	17.3.58	100%	10th day of strike.
8.	Giridih, "	17.3.58	100%	10th day of strike.
9 & 10.	Asbok Nagar (Guna)	28.3.58	95%	Fifth day of strike.
11 & 12.	Ambikapur.	27.3.58	85%	Sixth day of strike.
13.	Fatharia (Damon)	27.3.58	100%	Sixth day of strike.
14.	Bina (Sagar)	27.3.58	100%	Sixth day of strike.
15.	Mungoali (Guna)	27.3.58	80%	Sixth day of strike.
16(a)	Bajrangarh(Guna)	27.3.58	100%	Sixth day of strike.
	(b) Morena (Gwalior)	31.3.58	100%	Second day of strike.
17.	Bari (Bhopal)	31.3.58	90%	Second day of strike.
18	Bangalore	28.3.58	90%	Fifth day of strike.
19 & 20.	New Delhi Base Workshops	27-3.58	95%	Sixth day of strike.

M. S. Azad.
(M. S. Azad)
President.

CENTRAL TRACTOR ORGANIZATION EMPLOYEES' UNION (Regd.& Recognised)

Head Office: 3283, Mansa Ram Market,
Ranjit Nagar, New Delhi-12.

No.GS/23/58-59.

Dated:3.4.58.

To

The Chairman,
Central Tractor Organization,
Government of India,
New Delhi-12.



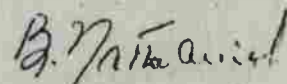
Dear Sir,

We invite your attention to the Notice No.Strike/58-Adm. DE dated 1-4-58 signed by the Divisional Engineer, Base Workshop and a copy of the same endorsed to us. The notice has given us great surprise. The notice is bad in law and on facts. The strike is justified and legal. The question of taking disciplinary action against any employee does not arise. The question of recruitment of substitute also does not arise. The authorities have not given any reply to the Union's letter dated 21-3-58 and 25-3-58.

You fully know that strike had been peaceful and non-violent in its nature. Any step by the authorities to defeat the workers' unity and the demands will be resented by the workers. We earnestly hope that the authorities will not adopt violent and destructive methods instead of solving the issue in a constitutional manner. Any such act of the authorities will have serious repercussions on the workers.

You are hereby further informed that the organization shall be liable for wages etc. to all the employees for the strike period. You are requested to advise the officers not to issue such notices and further precipitate the situation.

Yours faithfully,


(B. NATHANIEL)
ACTING GENERAL SECRETARY.

CENTRAL TRACTOR ORGANISATION EMPLOYEES UNION (REGD. & RECOGNISED)

Head Office: 3283, Mansa Ram Market,
Ranjit Nagar, New Delhi-12.

G
Ref.No. GS/56/58-59.

Dated: 7.4.58.

DETAILED REPORT OF GENERAL STRIKE IN THE CENTRAL TRACTOR
ORGANISATION, MINISTRY OF FOOD AND AGRICULTURE, GOVT. OF
INDIA (HEAD QTRS. AT NEW PUSA, NEW DELHI-12).

Position of General strike in all the Units scattered
all over India as on 7.4.58.

Unit No.	Committee Station	Date of commencement	Percentage of staff on strike	Remarks
1.	(a) Dharamjaigarh	28.3.58	90%	11th day of strike
	(b) Raipur	-do-		
	(c) Raigarh	-do-		
	(d) Kondagoan	-do-		
	(e) Pharasgaon	-do-		
2.	Ramakrishnagar Distt. Cachar (Assam)	27.3.58.	100%	12th day of strike
3 & 4.	Seoni Malwa (Itarsi)	28.3.58	85%	11th day of strike
5 & 6.	Jaisidih (Behar)	17.3.58	100%	22nd day of strike
7.	Deoghar (Behar)	-do-	100%	-do-
8.	Giridih (Behar)	-do-	100%	-do-
9 & 10.	Ashoknagar (Guna)	28.3.58	95%	11th day of strike.
11 & 12.	Ambikapur	27.3.58	87%	12th day of strike
13.	Patharia	-do-	100%	-do-
14.	Bina	-do-	100%	-do-
15.	Mungoli (Guna)	-do-	85%	-do-
16.	(a) Bajrangarh (Guna)	-do-	95%	-do-
	(b) Morena (Gwalior)	31.3.52	100%	8th day of strike
17.	Bari (Bhopal)	31.3.58	90%	-do-
18.	Bangalore	28.3.58	98%	11th day of strike.
19 & 20.	New Delhi Base Workshop	27.3.58	90%	12th day of strike.

Overall percentage has increased to 95% and the morale of workers is very high.

- N.B. (a) Approximately progress worth Rs.3 lakhs a day is being lost by the C.T.O. authorities on account of their un-compromising attitude to the issue.
- (b) The C.T.O. Employees Union is always ready for a fair settlement and shall give all assistance to any body who intends to intervene.
- (c) The C.T.O. Employees Union shall agree if the points of dispute are given to (a) National Tribunal for adjudication or (b) any judicial body whose decision should be binding upon the authorities as well as workers.

B. NATHANIEL. *B. Nathaniel*
Acting General Secretary.

CENTRAL TRACTOR ORGANISATION EMPLOYEES' UNION, (Registered)
(RECOGNISED BY THE GOVT.OF INDIA)
H. O. 3283, Mansa Ram Market, Ranjit Nagar,
NEW DELHI-12.

Ref.No.GS/ 73 /57-58.

Dated: 7th April, 1958.

A P P E A L T O T H E
C I T I Z E N S O F I N D I A
A N D

THE HON'BLE MEMBERS OF THE LOK SABHA,
AGAINST THE
ARBITRARY, INIQUITOUS, ILLEGAL AND MAL AFIDE
PRACTICES & THE FORCED DEPARTMENTAL LEAVE TO
THE WORKERS BY THE CENTRAL TRACTOR ORGANISATION,
MINISTRY OF FOOD & AGRICULTURE, GOVT. OF INDIA,
NEW DELHI.

Dear Countrymen,

The employees of the Central Tractor Organisation have been shocked to read the statement made by the Hon'ble Food & Agriculture Ministers in the Lok Sabha regarding the strike by the employees of the Central Tractor Organisation. The version placed before the nation is partial, one sided, distorted and mutilated. The true information has been withheld and a coloured version has been placed before the House and the country.

The Union now owes a duty to the Nation to acquaint them with the Facts and Figures:--

With a view to achieving self sufficiency in food grains the Government of India, as a part of the Grow More Food Schemes, decided to undertake reclamation of waste lands by means of heavy tractors. The Central Tractor Organisation, which was set up for the purpose started its work from the year 1947 with about 100 old tractors taken over from the U.S. Army Disposals and reclaimed an area of 1,96,991 acres of land in the States of Madhya Pradesh, Punjab, Madhya Bharat, Bhopal

and Uttar Pradesh upto the 1950-51 season. These old tractors were then withdrawn as these had completed their useful life, though they could have been kept working with maintenance.

Encouraged by the success achieved with the old tractors, the Government of India obtained a loan of 10 million dollars from the International Bank for Reconstruction and Development and purchased a total of 270 tractors with the auxiliary equipment for a bigger programme of reclamation and jungle clearance. The amount of the loan actually drawn was 7.2 million dollars, and it is a pleasure for the workers to record here that this Loan was fully repaid with interest in the year 1956. Thus it would be abundantly clear that the fleet of machines with the C.T.O. has already earned their cost and are actually free of cost now.

The target set under the First Five Year Plan was actually achieved almost a year ahead of the schedule. The tangible results of the work of the C.T.O. can be seen in all the villages of the reclaimed areas in Madhya Pradesh, Madhya Bharat, Bhopal and Uttar Pradesh, where better yields of crops have been obtained, more land has been brought under the plough and larger incomes earned by the cultivators. Improved methods of agriculture, co-operative farming and mechanised cultivation are among some of the important features of the post-reclamation pattern of agriculture. The workers are now eagerly looking forward to clear the vast Land under Dandkarni Scheme for the rehabilitation of Displaced persons there. In the Naini Tal Tarai Area of Uttar Pradesh, where once wild animals roamed, today prosperous farm colonies live - a standing proof of the enduring benefits conferred by the operations of the C.T.O. So far more than 15 Lakhs Acres of land have been brought under cultivation and even now the Organisation is working for the reclamation of waste land.

At a conservative estimate, the reclamation work done by the Organisation has added to the food resources of this country by about 2.26 Lakhs tons per year.

The nation is aware that due to the growing population, food shortage was being felt. The Father of the Nation, Gandhiji, time and again reminded the country to get rid of the food slavery of motherland and save the country from the curse of importing food grains. The simple question before the country was to Grow More Food. The contribution made by the employees to achieve this goal has earned the praise from all quarters. It is an irony of fate that the persons who are engaged in producing more food for the country are being paid inadequate wages. More so the authorities of the C.T.O. are further compelling the workers to go on Forced Departmental Leave and thus forego their right to full pay during this period, which further deteriorates the financial condition of the poor workers. They have been made targets of extreme exploitation and have been ill-fed, ill-clothed and ill-housed. But the workers with a common approach to serve their motherland have still been working with full zeal and enthusiasm. Many workers lost their lives, many of them were disabled permanently and many were the victims of the fatal diseases and some workers are the victims of chronic diseases. On the other side, the officials thought it the best opportunity to make hay while the sun shines. At the time of partition of the country machinery worth millions of rupees remained unaccounted for. For this we would only invite the attention to the 7th Estimate Committee Report by the Lok Sabha where the state of affairs prevailing in the Central Tractor Organisation were exposed. The authorities of Central Tractor Organisation became conscious and thought some of the Union workers responsible of having disclosed the information to the Members of the Estimate Committee etc.

There had been a sort of partisan spirit from the authorities towards the workers of the Central Tractor Organisation. The Union made an Appeal to the Nation in the month of September, 1955 that they were facing an ordeal, illegal and malafide retrenchment of 92 employees by the C.T.O. authorities.

The present dispute which forced the employees to go on strike has also chequered the history of the struggle of the workers. Upto the year 1953, the Central Tractor Organisation was working in an efficient and proper manner which is justified from the acreage reclamation figures of each year. The Central Tractor Organisation employees were immediately mollised to improve their lot. They formed themselves into a Union. The Central Tractor Organisation authorities with vindictive attitude and malafide intentions introduced a strange and new scheme of Forced Departmental Leave, which was never a condition of service of any of the employees. It may also be submitted that from the year 1947 upto the year 1953, whenever there was off season for the operation of the tractors, that period was taken to be a breathing time for the machines. In this period, the machines were cleaned, overhauled and properly maintained, which gave almost new life to the machines. As soon as the season started, the machines were ready to go in operation with full strength. This was the main factor for ever rising spiral success in achieving acreage from year to year till 1953. On the introduction of the Forced Departmental Leave in the year 1953, all the employees were stunned and a wave of panic prevailed throughout the country. Employees raised objections after objections against this highhandedness. Several letters were addressed from the Units and the parent body of the Central Tractor Organisation Employees' Union & several conciliation meetings were held. The Union workers made memorandums after memorandums to the Hon'ble Minister for the removal of this unfair labour practice. Some time in the Conciliation meetings, a little relief was given to the workers keeping in view the arbitrariness of the action of the authorities. It was many a times conceived that the Departmental leave was detrimental both to the interest of the Organisation, the workers and the country as a whole.

Now in the recent statements made before the Lok Sabha the Hon'ble Minister has stated that there had been criticism that the charges of the Central Tractor Organisation were high and these had to be brought down. The authorities have further tried to justify the scheme of forced departmental leave to workers. This statement on the very face of it is a patent distortion of facts. Since the introduction of the departmental leave in the year 1953 in the Field Units and in the year 1954 in the Workshops, the incentive for work has been lost. The Acreage of Kans Clearance and Land reclamation, jungle clearance etc. has started declining, resulting into national loss. The workers felt very much aggrieved that instead of appreciation of their sacrifices, they have been subjected to such highhandedness and arbitrary action which has added to their miseries by taking away substantial part of whatever little wages they got. The Central Tractor Organisation authorities resorted to this departmental leave with a deliberate intention of throwing a dust in the eyes of the higher authorities by saying that they are taking certain steps as a means of economic drive to improve the conditions in the Central Tractor Organisation. The conditions of those persons and their action was superfluous and lacking bonafides. Though apparently, they have been successful in misleading the Ministry of Agriculture, but they themselves fully know that introduction of departmental leave has resulted in the tremendous financial loss to the whole Organisation.

The Life of the machines in the absence of proper

attention and maintenance in the period, which is now being treated as departmental leave, has been reduced. The machines have been declared scraps, more over their potentiality has gone down to a great extent. We may be permitted to say that the state of affairs of Central Tractor Organisation is at par with the Aviation machines. The authorities have been penny-wise and pound foolish. Some ignorant man has been put as the Head of the Aviation Department and he has done away with all the maintenance and repairs of the planes after their flight. The next thing to happen in such case would be that the passengers and the life of the machines will not be safe in the hands of such a person. The life of the machines and their depreciation had been enormous and results into loss of millions of rupees, apart from the loss in work and wages paid to the employees.

The over rising progress upto the year 1953 has become now a declining feature. The break-downs of the tractors and the amount of money spent in its repairs during the operation season has risen to a very great extent. Apart from the monetary loss, the loss of working hours and the loss of wages during the operation period is also much more, which was never in existence prior to the introduction of the departmental leave.

In these deteriorating state of affairs, an Army Man Lt. Col. Kapoor was brought into the Organisation to manage it. The Chairman when going to the roots of the problems thought best to take a stick and beat the employees the way he liked. He thought best to work on a policy "Spare the Rod and Spoil the Child". His policy has neither improved the conditions of the machines or of men. He knows more of men than machines. The Ministry and the authorities know it very well that this policy of persecution has yielded no results. The active trade Union and honest workers of the Organisation although having credit of 9/10 years experience had sacrificed their services one after the other. The authorities did not praise their work, but on the other hand thought of mass scale persecution, victimisation, harassment and intimidation of the workers. So much so that about 60 workers had to leave the Organisation under very supressing circumstances from September, 1957 till now.

In the year 1955, the Chairman Central Tractor Organisation wrote a letter No. F-17-82/55-OP, dated 19th December, 1955, to the Central Tractor Organisation Employees' Union informing of constituting a Committee of the representatives of the Ministries of Finance, Food and Agriculture and the Dy. Chairman, C.T.O. for going into the future system of Bonus and also whether the departmental leave should be continued or any relaxations are necessary. He further advised the Union that the decision taken by the Committee will be communicated to the Union in due course. The arrangement of this Committee was more significant and important for the reasons that they wanted to go into the details of the Departmental leave in respect of which a regular struggle was going on between the authorities and the workers since the year 1953. The said Committee had met and thoroughly examined the whole question and they conveyed their decision to the General Secretary of the C.T.O. Employees' Union vide their letter No. F.1-3/Ch. 210/P.T.III dated 19th June, 1956. These decisions arrived at in those conditions were to end the whole controversy of the departmental leave for the future.

It was decided by the Committee that the departmental leave is done away for good, from all the sections except for the Kans Clearance Units for the year 1956, with a view of decline in efficiency and recurrence of break-downs after the introduction of the departmental leave. The question of Departmental Leave in Kans Clearance Units was also to be avoided after the year 1956 though no definite decisions were taken for the year 1957. The matter was to be examined for its stoppage from those Units also. The C.T.O. authorities were also advised by the Government to implement their decision fully. At that time a different person was holding the Office of the Chairman than the person who is now in power. After the decision of the Government of India of 19th June, 1956, the policy laid down was fully implemented upto the unfortunate day of 7th March, 1958.

This year Shri S.T. Mirchandani, Divisional Engineer III, Bihar - known for his impragnable attitude and anti-Union sentiments, in contravention of the policy of the Government of India threatened the workers on 26th February, 1958, that some of them would be sent on departmental leave. The workers did not take him seriously, because they never thought that he will be able to carry his plans against the policy of the Government of India. However, they informed the Union Hd.Qrs. of such a rumour. The Union Hd.Qrs. immediately wrote a letter on 4th March, 1958 to the Chairman enquiring about the facts. The Chairman was alleged to be very busy and did not think it proper to take any notice of the same. The Union got a strange information that Shri Mirchandani's plans are to come in to force from 7th March, 1958, which were officially made known to the workers on 6th March, 1958. This alarmed them and they immediately addressed the communication to the Union Hd.Qrs. The Union under the circumstances was left with no choice except to write a letter for the immediate decision in the matter.

A letter was addressed to the Chairman on 10th March, 1958, bringing the gravity of the situation to his notice and it was further brought to his notice that in case no action is taken on it, the workers of Bihar Units will be constrained to go on strike. Even this pressure of the workers was found to be insufficient to move the Chairman to take stock of all the situation. No meeting was called till 20th March, 1958. The minutes of the joint meeting held on 20th March are enclosed for your perusal. The workmen having failed in their endeavours, approached the Ministry of Food and Agriculture. The Union representatives were advised by Shri Kishan Chand, I.C.S., Joint Secretary to sit round the table with the Chairman. He had advised the Chairman not to be bureaucratic in approach to the problems. He impressed for bringing the human elements in settling the issues. The workmen were surprised to note the remarks of the Jt. Secretary to touched the root of the problems that the Chairman should keep his influence off from the victimisation of individuals. The Jt. Secretary addressed that the Chairman should shelve the issues of initiating the trouble and then sit with the Union representatives and not get the matter passed on to the Ministry. He, as Chairman - head of the Organisation - should settle the issues amicably. The Chairman had to cut a sorry figure. The workmen were very hopeful of the settlement, but they never know that the Chairman would exercise his authority in doing away with the advice of the Jt. Secy.

contd.....6

It seems that he became over conscious of his power and thought that he can by-pass the advices and can act with greater zeal to carry out his designs and plans. In the meeting of 22nd March, 1958, even the spirit of the meeting of 20th March, 1958 was not to be seen. Now a false bogie of the prestige of the Government was introduced. The workers representatives had to come out of the meeting inspite of their best endeavours with great disappointment and frustrations. The Chairman and his associates instead of solving the problem thought of complicating it more and more. They started issuing "Furmans" to their Lieutenants at various Units for suppressing the workers movement if in any case an All India Striko crops up. On the one side they were preparing their Lieutenants for a total crush of the workers and on the other side they were creating an atmosphere that eventually the workers representatives may be compelled to decide for an All India Striko. One after the other the attempts of the Union workers for a fair settlement were thrown to the winds by the War Lords.

These Officers had drawn a very different picture before the Ministry that even if they solve the difficulties of the workers, they would go on striko. They had perhaps made a very wrong calculation of the whole situation. During the various meetings, the workers representatives time and again brought the policy decision of 19th June, 1956 of the Govt. of India to the notice of the Central Tractor Organisation authorities. They all along said that there is no such decision nor they are aware of it. They went to the extent of asking for the copies of those letters as they were not available with them. On Workers' representatives' having shown them the relevant letter, they thought that the wisdom now lies in mis-interpreting the same. They started giving wrong inferences to suit their own convenience. Their interpretations were ridiculous. A detailed interpretation and correct state of affairs were brought to the notice of the authorities vide Union's letter of 21st March, 1958.

On the failure of discussions on 22nd March, 1958, the Workers' representatives had to consider the matter very seriously and eventually a decision was taken under the forced circumstances for declaration of an All India Striko. The workers with great regret had to serve the striko notice on 25th March, 1958, for going on striko from 27th March, 1958. Even in this letter, the Union appealed to the Ministry of Agriculture to intervene and save the situation. The authorities had made successful attempts with the Ministry in diverting their attention from the seriousness of the problem.

The Dy. Chief Labour Commissioner held the Conciliation proceedings for 2 or 3 days and a final meeting was held on 29th March, 1958. The Union representatives in this meeting made two/three very fair proposals for the settlement of the issues which have been incorporated in the Dy. Chief Labour Commissioner's report. The Union representatives went to the extent of leaving the whole matter into the hands of Labour Minister Shri Gulzari Lal Nanda, as an Arbitrator. The Chairman did not accept these proposals as they would have brought an end to the present state of affairs, which he was not interested to do so.

The workers have been extremely pained to go through the statements of the Hon'ble Ministers making declaration on the floor of the House that they have referred the matter to the Labour Officer and they are prepared to abide by his decision. This statement has come from the Hon'ble Minister

on 3rd April, 1958, whereas the report of the Dy. Chief Labour Commissioner to the Secretary of the Ministry of the Labour was made on 1st April, 1958. This report was in the hands of the Chairman and the Ministry on the same day. The report clearly states that the Chairman has refused to leave the matters to the Labour Minister Shri Gulzari Lal Nanda for arbitration. The relevant para of Shri D.G.Jadhav, Dy. Chief Labour Commissioner's report is reproduced below:-

"After prolonged discussions, it was suggested by Shri Jain, that the question of Departmental Leave with its all other allied implications may be referred to a Committee whose decision should be binding and that they should be associated with the working of the Committee. He further suggested that the orders of departmental leave in case of 110 workers should be immediately withdrawn and the period of strike should be adjusted towards leave due and the balance should be regularised as on duty and full pay should be given for the remaining period. Or in the alternative, he suggested, that the strike can be withdrawn if:-

- 1) the continuity of service of the employees during the period of strike is not disturbed, and
- 2) the issue of compulsory departmental leave with all the implications including payment of wages for the strike period is referred to Shri Gulzari Lal Nanda, Minister for Labour & Employment for arbitration.

"These terms were not acceptable to the Chairman".

Under the circumstances we leave the matter for judgment and proper adjudication of the representatives and the people of this country, as to where lies the truth.

The workers' representatives even on 29th March, 1958 made a suggestion to the Dy. Chief Labour Commissioner to arrange a meeting with the responsible Officers of the Ministry of Food & Agriculture, in view of the non-cooperative attitude of the Chairman. The Chairman again harped on the same old tune that he has to dance on the tune of the Fiddle of the Ministry. The workers' representatives thought it proper to directly contact the Fiddler, but even that was refused.

The Workers' representatives approached the Hon'ble Labour Minister and the Secretary, Ministry of Labour for their effective intervention. They had interview with the Labour Secretary on 3rd April, 1958. The Union representatives handed him over a complete file of the case from 4th March, 1958 upto that date. Shri Menon desired some time for going through the whole case and has assured to see the deputation of workers in this week. The workers are also waiting an interview from the Hon'ble Labour Minister. They look to him more as a National Labour Leader than the Labour Minister.

The Hon'ble Food & Agriculture Minister is trying to convey an impression to the country that the introduction of departmental leave has been resorted to as an alternative to retrenchment. This is a crass misrepresentation of the actual facts. Whenever the question of retrenchment arises, an impression has been created that highly skilled and

technical staff which is the back bone of the C.T.O. are lying on the roads, which they will be able to pick any time they like. All the workmen who are carrying on C.T.O. work are highly skilled and technical personnel, with 9/10 years solid experience at their credit. They are working on inadequate and lower wages.

In the Conciliation meeting a settlement was arrived at where the authorities withdrew the retrenchment notices on the condition that the employees will put two hours more work per day and would also agree to work in 3rd. shift. The withdrawal of retrenchment brought a greater obligation on the workers to work more. The situation is not that the workers have to choose between the retrenchment & departmental leave. In fact the introduction of departmental leave will eventually result in the retrenchment of workers when the machines in the season will not be able to work due to no attention and no proper maintenance. The abolishment of the Departmental leave will result into minimisation of the alleged high charges of the Central Tractor Organisation and also result into smooth and efficient running of the Organisation.

There is not a single instance throughout the country where the peaceful and disciplined character of the strike could even be challenged by the authorities. The Union has given strong directives that the strike should be non-violent and peaceful throughout the country. The authorities were confronted with a great problem due to the non-violent and peaceful attitude of the employees. During the strike period, with a view to harass the workers, they have stopped the water supply, are asking the employees to vacate the quarters, threatening them with the termination of their services and withdrawing boarding arrangements from the Field Units. Even the earned wages of the employees have been withheld. The coercion is at its climax. The strike in Bihar Units started from 17th March, 1958.

In case there is no fair settlement of the dispute, then the employees throughout the country will be constrained to go on Hunger Strike in batches from 17th April, 1958 in order to protest against this highhandedness of the authorities. They would not hesitate to meet their end in honour than to live a life of humiliation.

The authorities of Central Tractor Organisation are guilty of violating the decision of the Government of India of 19th June, 1956, and are metting out arbitrary and capricious treatment towards the workers of the Central Tractor Organisation. It is a matter of existence for the employees when the Central Tractor Organisation authorities have transgressed all limits. WE APPEAL TO THE NATION AND TO THE REPRESENTATIVES OF THE PEOPLE TO TAKE IMMEDIATE STEPS TO GIVE A CHECK TO THIS LAWLESSNESS BY FEW ATOCRATS IN FREE INDIA.

The workers are fully conscious of the great financial loss involved in delaying with the settlement of the issue by the authorities. The employees earnestly hope that the authorities of the C.T.O. will not prove stronger than the public opinion. The employees are confident and earnestly hope that through your intervention and efforts, in the end, justice and truth will triumph. As it has been said that "Husband Justice Ye Garner Peace". We pray to God that it may bring Peace to All.

LONG LIVE NATION - WORKERS' UNITY ZINDABAD.

LONG LIVE THE WORKERS' UNITY

CENTRAL TRACTOR ORGANISATION EMPLOYEES' UNION (REGD. & RECOGNISED)
 Head Office: 3283, Mansa Ram Market,
 Ranjit Nagar, New Delhi-12.

Ref. No. GS/133/58-59.

Dated: 15th April, 1958.

(STRIKE ENTERS IN IIND MONTH)

DETAILED REPORT OF GENERAL STRIKE IN THE CENTRAL TRACTOR ORGANISATION, MINISTRY OF FOOD AND AGRICULTURE, GOVT. OF INDIA (HEAD QTRS. AT NEW PUSA, NEW DELHI-12).

Position of General Strike in all the Units scattered All Over India as on 15.4.1958.

<u>Unit No.</u>	<u>Committee Station.</u>	<u>Date of commencement.</u>	<u>Percentage of staff on strike.</u>	<u>Remarks.</u>
1.	(a) Dharanjungarh (b) Raipur (c) Raigarh (d) Kondagoda (e) Pharasgaon	23.3.58) -do-) -do-) -do-) -do-)	90%	19th day of strike.
2.	Hankrishnanagar Distt: Cachar (Assam)	27.3.58	100%	20th day of strike.
3.	Seoni Malva (Uttar)	28.3.58	85%	19th day of strike
5 & 6.	Jaisidih (Behar)	17.3.58	100%	30th day of strike.
7.	Deoghar (Behar)	-do-	100%	30th day of strike.
8.	Gridih (Benar)	-do-	100%	-do-
9. & 10.	Ashoknagar (Guna)	23.3.58	95%	19th day of strike.
11 & 12.	Amhikapur	27.3.58	87%	20th day of strike.
13.	Patharia	-do-	100%	-do-
14.	Bina	-do-	100%	-do-
15.	Mungaoli (Guna)	-do-	85%	-do-
16.	(a) Bajrangach (Guna) (b) Morena (Madhya)	-do-) 31.3.58)	95%) 100%)	-do-) 16th day of strike.)
17.	Bari (Bhopal)	-do-	90%	-do-
18.	Bangalore	23.3.58	98%	19th day of strike.
19. & 20.	New Delhi Base Workshop	27.3.58	90%	20th day of strike.

Overall percentage has increased to 95% and the morale of the workers is very high.

- N.B:- (a) Approximate Rs. 200 lakhs worth Rs. 3 lakhs a day is being lost by the C.T.O. authorities on account of their unco-operative attitude to the issue.
- (b) The C.T.O. Employees Union is always ready for a fair settlement and shall give all assistance to any body who intends to intervene.
- (c) The C.T.O. Employees Union shall agree if the points of dispute are given to (i) National Tribunal for adjudication, (ii) any Judicial Body, or (iii) any independent impartial arbitrator, whose decision should be binding upon the authorities as well as workers.
- (d) Last year the operations in the Land Development Units of Behar ended in April. But this year the authorities issued orders to the workers to proceed on forced D/L w.e.f. 7.3.58 and the operations were brought to standstill much earlier which otherwise must have run upto

15th April, 1958. But the authorities were not concerned with the work but were out to stab at the back of workers, thus entailing great national loss.

(e) There was no Departmental Leave in the Central Tractor Organisation upto June, 1953 since its inception i.e. 1946 and it enforced for the first time in field Units just in the Middle of 1953 and in Base Workshops in the year 1954. The system for sending the employees on D/L was not a service condition at the time of their appointment.

(f) In the whole of C.T.O. the strength of technical workers i.e. from Mate to Supervisor was 1500 four years back, 1100 about eight months back and 1000 about two months back.

(g) False Economy. The Administration of this Department who wanted to check the upgoing expenses have brought in a novelty in the shape of Departmental Leave. This policy instead of bringing in economy has gone the other way. Efficiency and output went downwards and breakages in Machinery increased due to no proper maintenance in off season.

(h) Top Heavy Expenditure: The proverb regarding C.T.O. is "One Tractor One Director". The monthly pay bills of this Organisation on the whole come to ratio of nearly 1:4 i.e. there is one supervisor (Gazetted and Non-gazetted - indirect labour) after every four workers (direct labour). Thus the gazetted and non-gazetted supervisory staff is superfluous in C.T.O.

(i) The C.T.O. has repaid with interest entire loan taken from the World Bank. The C.T.O. has reclaimed 16 Lakhs acres of Kans infested land. C.T.O. has cleared 60,000 acres of Jungle. C.T.O. has rehabilitated 4,000 families i.e. 20,000 citizens of India who are displaced persons, landless labourers, political sufferers and ex-servicemen. C.T.O. has contributed in an annual additional yield of food grains i.e. 2,50,000 tons per year, valued at Rs.6,25,00,000. C.T.O. has helped in a total additional yield of 10,00,000 tons so far valued at Rs.25,00,00,000.

(j) The C.T.O. is semi-commercial in character being run on a "No Profit No Loss basis".

(k) The Government has gained Rs.10,000 by sending 55 workers of the Land Development Units of Bihar i.e. present dispute, on Departmental Leave. On the whole the Government would gain about Rs.35,000/- by sending about 375 workers of C.T.O. including the staff of Bihar Units. About Rs.70,000/- can be earned by only one single Unit of 15 tractors in one day.

(l) We assure that the participation of the workers in the management can bring much more profit and economy for the department. The Losses incurred to the Organisation are due to the mis-management, mis-planning and highhandedness of the authorities.

(m) Any just, equitable and right approach to the dispute can save the National Loss.

B Nathaniel

(B. NATHANIEL)
ACTING GENERAL SECRETARY,
C.T.O. EMPLOYEES' UNION, Hd. Qrs.,
NEW DELHI.

GENERAL TRACTOR ORGANISATION EMPLOYEES' UNION, (Regd. & Recognized)
Unit Committee No. 19-20, New Delhi-12.

Ref.No.GS/166/58-59.

Dated: 17th April, 1958.

Station: New Delhi.

To

The Chairman,
Central Tractor Organisation,
New Delhi.

Dear Sir,

I have the honour to state that in accordance with the call of the Union Head Quarters Shri Chokha Nand, President of this Unit Committee had volunteered himself to go on Hunger Strike. His offer has been accepted by the Union Head Qrs. and he has been permitted to sit on Hunger strike for one week only for the time being i.e. 22.4.58 at 3-0 A.M. opposite to Base Workshop Gate in protest to the policy of highhandedness adopted by the C.T.O. Administration towards the workers of C.T.O. by sending them on Forced Departmental Leave and by resorting to the acts of victimization and harassment towards them.

This is for your information please.

Yours faithfully,

Sd/- (B. L. JAIN)
Secretary.

Copy forwarded to:-

1. Hon'ble Shri Punjab Rao Deshmukh, Minister for Co-operation, Government of India, New Delhi.
2. Joint Secretary, Ministry of Food & Agriculture, New Delhi.
3. Deputy Commissioner, Delhi.
4. Resident Magistrate, New Delhi.
5. Superintendent of Police, New Delhi.
6. S.H.O. Roading Road Police Station, New Delhi.
7. Officer Incharge, Police Post Pusa, New Delhi.
8. General Secretary, C.T.O. Emp. Union, Hd. Qrs., New Delhi.

Sd/- B.L.Jain.
Secretary.

This is with reference to the Appeal to the citizen of India and Hon'ble members of Lok Sabha issued by the Union Hd. Qrs. vide No. GS/73/58-59, dated 7.4.58 and Press Conference held by the President, C.T.O. Employees' Union Head Office at New Delhi on 9.4.58.

ATTESTED:

M. G. G. G.
OFFICE SECRETARY.

CENTRAL TRACTOR ORGANISATION EMPLOYEES' UNION, (Regd. & Recgnd)

H.O. 3283, Mansa Ram Market,
Ranjit Nagar, New Delhi.

Ref.No. GS/168/58-59.

Dated: 17. 4. 1958.

To

The Editor,

DELHI/NEW DELHI.

Sub:- STRIKE IN C.T.O. ENTERS 2ND MONTH.

Dear Sir,

The strike of workers in the Central Tractor Organisation has entered the 2nd. month and the authorities are adamant to our demands. In view of this we have decided to chalk out further programme as per details given below to bring home to the authorities the urgency and the importance of our struggle:-

- (a) Four persons: Shri Chokha Nand (Base Workshop, New Delhi) Shri Dal Bahadur (Assam), Shri M.L. Dudeja (Bihar) and Shri Ram Chand (BINA) have been permitted to go on Hunger strike for a period of one week for the time being w.o.f. 22/4/58 8-0 A.M.
- (b) The C.T.O. workers will demonstrate before the Lok Sabha on 22/4/58 at 4-0 P.M. in protest to the highhandedness of the authorities.
- (c) All the C.T.O. Workers who are on strike shall observe one day's fast throughout the country in protest to the highhandedness of the authorities.

The morale of C.T.O. workers who are on strike throughout the country is very high. The present position of the strike is given on the enclosed proforma.

Kindly publish the above information in your esteemed paper and oblige.

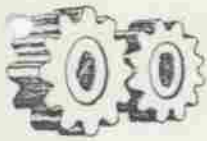
Yours faithfully,

B. Nathaniel

(B. NATHANIEL)

ACTING GENERAL SECRETARY.

Encl: Two paged Proforma.



GENERAL ENGINEERING EMPLOYEES' UNION

President : K. T. Sule
Gen. Secretary : Vithal Choudhari
Org. Secretary : M. V. Gopalan
Secretaries : A. D. Gadkari
 B. S. Dhume
 Mrs. Maina Gavankar

Office :
25, Dalvi Building, 2nd Floor,
Poibaodi, Parel,
BOMBAY 12.

Ref. No. GEEU/

Date 28th April, 1958.

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

Re: Photographs of the Fourth Annual Meeting of
the Union.

Dear Com. Srivastava,

Please find herewith a few(3) photographs of the
Union's meetings taken at the time of last Annual Meeting.

They were kept aside for sending them to you,
but somehow they remain undispached.

However, they may^{be} of interest to you even now.
Please acknowledge their receipt.

With greetings.

Yours fraternally,

Enclo: 3.

[Signature]
GENERAL SECRETARY.



GENERAL ENGINEERING EMPLOYEES' UNION

Local No. 16421

President: John J. Lane
Vice President: Orval Choudhury
Secretary: H. F. Topolatz
Treasurer: J. D. Griffin
C. S. Brown
Fred Blumenson

Address:
25, Dalry Building, 2nd Floor,
Fairbank, Paeh.
EOMBAT 12

Form No. 4-1-12

Date: Feb 11, 1951

Dear Sirs,

Reference is made to your letter of the 10th day of February, 1951, regarding the proposed new contract for the year 1951-1952.

The Union has reviewed the proposed contract and finds it to be unsatisfactory. The proposed contract does not provide for a fair and equitable wage increase for the year 1951-1952.

Very truly yours,

John J. Lane,
President

WORKERS TRAINING CLASSES

by GENERAL SECRETARY
25, BANGALORE ROAD

THE GENERAL ENGINEERING EMPLOYEES' UNION, BOMBAY. ✓

- * 105 Active and enthusiastic students attended.
- * Prominent M.L.As and Trade Unionists and Lawyers among teachers.

For the first time in the recent period of trade union movement in Bombay, the General Engineering Employees' Union, conducted a series of training classes for the workers of the Engineering Industries from 23rd to 29th March, 1958.

The classes were inaugurated by Com. P. D. Sane, Ex. M.L.A. and Secretary of the Samiti Assembly Party and himself an old Trade Unionist also. More than 105 active trade union workers took advantage of the classes by attending every day for two and half hours in the evening.

On the ~~first~~^{second} day, Shri S. V. Kolhatkar, General Secretary, Bombay State Committee of the AITUC gave an interesting account of the History of Labour Movement and said that whatever has been achieved by the working class so far has been through hard and dogged battles relentlessly carried on since 1870.

Shri Bardman, M.L.A. Bombay, who followed next day, gave an exhaustive account of the Second Five Year Plan. He focussed his attention on the major features of the plan, such as, Public Sector, Building of Heavy Industries, Land Reforms and goal of Socialism and urged upon the students to fight not only for welfare and improvement of living and working conditions, but also to lead and take keen interest in the implementation of the plan.

On the ~~third~~^{fourth} day, Shri V. D. Deshpande, M.L.A. gave a talk on "what is capitalism?" Starting from the Slave Period of Society, he traced the origin of feudal period and the graphically explained how the capitalist society grew on the sweat and surplus labour of the working class throughout the whole world into present form now dividing the world into two camps, ultimately ^{leading to} meeting its own doom.

The last day's lecture was by Shri D. S. Nargolkar, an advocate, on Industrial Relations and Labour Legislations. The subject was so exhaustive that the lecturer was able to cover only the major aspects of labour legislation with the limited time at his ~~laying~~ disposal.

On 29.3.58 a get-together was arranged to find out as to how far the students were benefited by such classes. Nineteen different students participated in the discussion and it was made abundantly clear that people have

Secretary of the Union, Shri Vitthal Chaudhari was urged upon to take a special note of this decision.

A notable feature at the end of each day's class was the question time. Many people participated in asking interesting and searching questions and in all eight prizes in the form of books were awarded to questioners which deserved such merit.

THE AUTO ENGINEERING AND ALLIED INDUSTRIES WORKERS' UNION

(Founded: 1956—R. No. 2184)

Sayee Lines, 7, Shanmugam Road, TAMBARAM

Ref:

Date 24th May, 1958

To The General Secretary,
All-India Trade Union Congress,
NEW DELHI:

Dear Comrade,

Please find herein copies of written representations made to the management of the Standard Motor Products of India Ltd., Vandalur (Madras State) and the concerned Labour Officer respectively on the situation prevailing in the said factory and the conditions of the workers therein. The said management have resorted to retrenchment and Lay-Off actions on the plea of "Import license Position and want of raw materials".

The said management have not adopted the principle of, ~~LAST~~ "LAST-COME-FIRST-GO" nor they cared to adopt any legal method while resorting to these actions of retrenchment and Lay-Off. The sole purpose and motive behind these actions of the management was to "smash up" our Union in favour of the TNCC (Tamil Nad Congress Committee) favoured union sponsored by the management themselves.

Therefore, kindly make a representation to the Ministry of Industries and Commerce, Government of India, in this matter and do the needful.

With greetings.

Yours fraternally,

Enclr: 1. Copy of the representation
made to the management
2. Copy of the communication
made to the Labour
Officer.

Somanian
(Secretary)
Gen. Secretary.

Copy to:- TNTUC., Madras-1.

தி ஆட்டோ எஞ்சினியரிங் அண்டு அலைடு இண்டஸ்ட்ரீஸ் தொழிலாளர் சங்கம்

ஆரம்பம்: 1956]

ஸாயி லைன்ஸ், 7, ஷண்முகம் ரோடு, தாம்பரம்

[பதிவு எண்: 2184

THE AUTO ENGINEERING AND ALLIED INDUSTRIES WORKERS' UNION

(Founded: 1956—R. No. 2184)

Sayee Lines, 7, Shanmugam Road, TAMBARAM

Ref:

Date 24th May, 1958.

To The Manager,
The Standard Motor Products of India Ltd.,
V A N D A L U R:

Dear Sir,

Sub: Industrial Disputes--Unfair Labour Practices--Resorting to Retrenchment and Lay-Off Simultaneously--Retention of Junior workers and Apprentices in the places of the Retrenched and Laid--Off workers with longer services--Restitutions requested:

In respect of the above matter, our Union would like to draw your kind attention to the following points:-

1. Your management have resorted to retrenchment of 64 workers on 10-4-'58 with longer services while retaining in services the junior hands ~~(Kikik)~~ and Apprentices (lists appended hereto from whom productions are exacted eventhough the Apprentices are there only to learn particular trades) in the places of the retrenched workers; and
2. Since 17-4-'58, your management have resorted to laying-off workers with longer services while again retaining junior hands and Apprentices with lesser services.

These actions on the part of your management are unfair, illegal vindictive, motivated and thus they amount to violations of the provisions of the Laws of the Industrial Relations, denial of Social and Natural Justice and by-passing all principles and conventions since:-

- (a) since no management could resort to retrenchment and Lay-Off simultaneously;
- (b) no law could permit the management to retain junior hands and Apprentices in the places of the senior hands, if at all there arises any justifiable necessity for Retrenchment or Lay-Off; and
- (c) the principle of "~~Seniority--First-go~~" would not permit any management to resort to Retrenchment and Lay-Off the senior workers retaining the junior ones and apprentices.

Under the circumstances, it is the submission and request of our Union to your management that these actions of retrenchment and Lay-Off shall be withdrawn and the workers affected adversely shall be taken in for work with adequate compensation for the period that of their enforced unemployment etc.

Further, our Union hopes that your management shall be pleased to consider the matter sympathetically and do the needful in the matter as expeditiously as possible.

Yours Faithfully,

Enclose: Annexures 1-11.

(A. Henry)

Gen. Secretary

- Copy to:-
1. Commissioner of Labour, Madras-5.
 2. Labour Officer-II, Madras-2.
 3. Sri.M.Kalyanasundaram, M.L.A., Madras-1.
 4. Sri.K.T.K.Thangamani, M.P., New Delhi.
 5. All India Trade Union Congress, New Delhi.

REPLY TO THE LETTER DATED 10-4-58

REPLY TO THE LETTER DATED 10-4-58

Re: [unclear]

Date, 24th May, 1958.

To The Labour Officer-1,
360, Mount Road, MADRAS-28

Dear Sir,

Kindly find herein a copy of the written representation made to-day to the management of the Standard Motor Products of India Ltd., Vandalur, on the issues of Retrenchment and Lay-Off resorted to by the said management on 10-4-'58 and 17-4-'58 respectively.

The issues have been referred to your good offices immediately as and when they were brought to the notice of our Union. But, our Union regrets to state that the said issues are still pending to be conciliated on. The lot of the workers are hard put and they are remaining with seething discontent.

Hence, it is the request of our Union to your good offices to take up the issues for early conciliation and do the needful in the matter.

Yours faithfully,

S. Manian
(S. Manian)

Gen. Secretary.

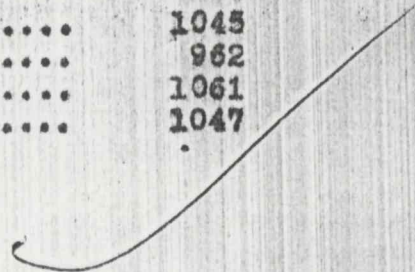
ANNEXURE II

A partial list of the apprentices, out of the total of 300 and odd, who have been retained by the Standard Motor Products of Ltd. Management who are being made to work in the places of those workers (with greater services) who have been retrenched (67 workers) and laid-off since 10-4-'58 and 17-4-'58 respectively.

<u>Name of the Apprentice</u>	<u>Joining No.</u>
1. J. Egbert Paul	807
2. K. Gopalaraman	1075
3. S. Subramanian	932
4. K. A. Bhooapati	1011 978
5. T. K. Purushothaman	1049
6. A. Sampath	1009
7. K. P. Purushothaman	903
8. S. Santharam	906
9. S. Sublingam	1011
10. G. P. Jayaraj	800
11. S. V. Narayanan	807
12. S. Alboj	853
13. I. Arunugnan	890
14. H. G. Sankar	1002
15. C. Saruel	1009
16. K. Jagannathan	1008
17. Martin	1041
18. A. Sivasankar	1032
19. G. P. Swamy Ramu	1051
20. K. Sankar	904
21. P. Alagappa	905
22. H. Nataraj	899
23. D. A. Subramaniam	951
24. T. K. Swaminathan	969
25. B. Rajasekar	802
26. K. Alagappa	909
27. H. Jayaraman	839
28. K. Subramaniam	892
29. K. N. Gopal	795
30. T. Padmanabhar	904
31. H. Gopalakrishnan	866
32. S. T. Sampath Kumar	808
33. G. Venkatasubramanian	1069
34. A. Bhupalak	1005
35. S. Thyagarajan	790
36. S. Silaraman	883
37. G. Subban	811
38. G. P. Anantharaman	843
39. T. Kabinthulla	1010
40. S. Ramanathan	1087
41. C. Padurangan	783
42. Purushothaman	Transferred from office
43. Rangachari	879
44. S. Krishnan	836
45. C. Gopal	Transferred to Machine shop from paint shop
46. Sampath	
47. Kannan	
48. T. Ganapathi	759
49. C. N. Sankaran	780
50. A. Velayuthan	379 Transferred to M. Shop from Welding shop.
51. C. S. Raman	152
52. Jhon	349
53. K. S. George	382
54. V. T. Kadirvela	325
55. C. Doraiswamy	942

A N N E X U R E II (Contd.)

<u>Name of the Apprentices:</u>	<u>Token Nos:</u>
56. V.Kadirvelu.....	1045
57. P.D.Jha.....	962
58. B.S.Subramaniam.....	1061
59. Mathews.....	1047



Somanian
Secretary.

Rayan Adyar, The Standard Motor Road, Madras

Ref:

Date, 24th May, 1958.

To The Labour Officer-II,
360, Mount Road, MADRAS-24

Dear Sir,

Kindly find herein a copy of the written representation made to-day to the management of the Standard Motor Products of India Ltd., Vandalur, on the issues of Retrenchment and Lay-Off resorted to by the said management on 10-4-'58 and 17-4-'58 respectively.

The issues have been referred to your good offices immediately as and when they were brought to the notice of our Union. But, our Union regrets to state that the said issues are still pending to be conciliated on. The lot of the workers are hard put and they are remaining with seething discontent.

Hence, it is the request of our Union to your good offices to take up the issues for early conciliation and do the needful in the matter.

Yours faithfully,

Domianian
(M. Henry)

Gen. Secretary.

Jessop Mazdoor Union

Regd. No. 3760.

1, RISHI BANKIM CHANDRA ROAD,
DUM DUM, CALCUTTA-28

Ref

Dated, the 6th May 1958.

To
The Leader of the Opposition,
Lok Sabha,
Sri B. D. Dange,
11, Ashoka Road,
New Delhi.

SARAL
16/5/58

Dear Comrade,

Sub: Nationalisation of Jessop & Co. Ltd., Dum Dum.

I on behalf of 6,000 thousand workers of Jessop & Co. Ltd., very glad to announce and let you know that from 1st of May 1958 the workers of Jessop & Co. Ltd have started wearing the badges and collecting mass signatures for the demand of complete nationalisation of Jessop & Co. Ltd. and reinstatement of all victimised workers and recognition of Trade Union Rights.

A copy of the victimised workers and a copy of the mass application form on nationalisation question are attached herewith for favour of your early information and necessary action.

Please note that the statement submitted before the 'Enquiry Commission on Jessop' set by the Govt. of India by Jessop Mazdoor Union is also attached herewith for your information.

Herewith I am requesting you to arrange a publicity to all news papers at Delhi on the active mass action of the Jessop workers on the issue of Nationalisation as stated above.

Awaiting for your early suggestion.

Thanking you.

With Trade Union greetings,

- Enclo: 1. Copy of our letter to Sri Jawaharlal Nehru 11/7th March & 5th April '58.
2. copy of our letter to the Enquiry Commission on Jessop.

Saral Sen
(Saral Sen)
Jt. Secretary,
Jessop Mazdoor Union.

P.B.
The mass application along with the signatures will be sent to you latter on.

JESSOP MAZDOOR UNION.

Dum Dum, Calcutta-28.

Jessop Mazdoor Union

Regd. No. 3760.

1, RISHI BANKIM CHANDRA ROAD,
DUM DUM, CALCUTTA-28

Ref. JMU/PM/1/58

Dated, the 7th March, 1958.

To
The Honourable Sri Jawaharlal Nehru,
Prime Minister of India,
New Delhi.

Sub: Nationalisation of Jessop's.

Sir,

On behalf of the Jessop Mazdoor Union, I am authorised to forward to you (enclosure) true copy of a Resolution adopted at a general meeting of Jessop Workers held at Dum Dum on February 27th, 1958, for your kind attention and necessary action.

In view of the fact that this is the first time that the workers have publicly expressed themselves on the Mundhra affair, we hope you will give serious and sympathetic consideration to their views.

Assuring you, Sir, of our fullest co-operation in this matter.

Yours faithfully,

Encl:

True copy of the resolution

~~XXXXX~~

Saral Sen

(Saral Sen)

Jt. Secretary,
Jessop Mazdoor Union.
JESSOP MAZDOOR UNION.

Dum Dum, Calcutta-28.

True Copy.

RESOLUTION OF NATIONALISATION OF JESSOP & Co. LTD.

This general meeting of the workers of Jessop while congratulating Mr. Justice Chagla on the forthright public inquiry carried out by him into the L.I.C. transaction in Mundhra-held shares, expresses its grave concern at the Commission's findings. These findings show that Sri Haridas Mundhra in co-operation with high Government Officials has been misusing large quantities of Jessop shares for the purpose of speculation on the share-market and individual profiting.

We, the workers, are also deeply concerned to find, from the reported proceedings of a recent court case, that even the share-holders of Jessop's have been deceived by the directors acting in mutual collusion, who have without authority used an amount of Rs.66/- lakhs from the Jessops Funds to purchase shares in 'RICHARDSON & CRUDDAS' ANOTHER Mundhra concern.

Since the days of the British regime in India, the workers of Jessop had been demanding that this concern should be nationalised as soon as independence was achieved. The need for nationalisation was never as acute as it is to-day. The Jessop works are fully booked up for years ahead with vital Government orders for different 5 years Plan Project. While the Company is earning huge profits and its funds are being squandered for speculative and profiteering purposes, industrial peace is also constantly under threat due to the utterly reactionary and anti-union labour policy of the management.

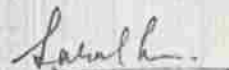
This meeting draws the attention of the Government and the public to the fact that about 6000 workers and employees of Jessops are paid extremely low wages and a negligible amount of annual bonus which represents a tiny fraction of the enormous profits earned. They do not get any incentive bonus or even Dearness allowance linked with the cost of living. Trade Union rights do not exist; the Jessop Mazdoor Union which commands the support of the overwhelming majority of the workers, is not only denied recognition but the management even refuse to participate with it in conciliation proceedings under the Industrial Disputes Act. No elected Works Committee has been formed up-to-date.

In view of the above circumstances, the meeting is of opinion that in the interests of the country and of the workers immediate steps should be taken to bring the management and conduct of Jessops under the direct ownership and control of the State Sector and the ~~Rexit~~ Scrutiny of the Parliament.

This meeting welcomes the demand for nationalisation of Jessop raised in the Loka-Sabha by the leader of the opposition, Sri S.A. Dange, and also the Prime Minister's statement welcoming the idea as worthy of consideration.

This meeting therefore requests the Government of India not to delay in the matter any longer but to Nationalise ~~the~~ Jessops and thereby convert it into a valuable public asset.

Sd/-Kedar Nath Pandey,
President
of the meeting 27.2.58.


J. Secretaries.

JESSOP MAZDOOR UNION.

Dum Dum, Calcutta-28.

Jessop Mazdoor Union

Recd. No. 3760.

1, RISHI BANKIM CHANDRA ROAD,
DUM DUM, CALCUTTA-28

Ref. 100/1/19/50

Dated, the 2th April 1950

To
The Honourable Sri Jawaharlal Nehru,
Prime Minister of India,
New Delhi.

Sub: Nationalisation of Jessop's.

Sir,
on behalf of the Jessop Mazdoor Union, I am authorised to forward to you (enclosure) true copy of a Report submitted by the union before the Enquiry Commission on Jessop on 3rd April, 1950 for your kind attention and necessary action.

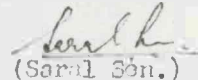
We hope you will give serious and sympathetic consideration to the above mentioned statement.

Assuring you, Sir, of our fullest co-operation in this matter.

Encls.

True copy of the report
before the Enquiry
Commission on Jessop.

Yours faithfully,


(Saral Sen.)

Jt. Secretary,
Jessop Mazdoor Union.

~~XXXXXXXXXX~~ for loan in their own scheme. So the workers are forced to take loans from the Kistiwalas' from out side at the time of their real necessities, i.e. medical treatment, daughters marriage, construction of houses etc. So to save the workers from the jaw of "Kistiwalas" interests, the provision of sanctioning loans to all workers should be provided with as per the P.F. Scheme of the Company.

PRODUCTION BONUS SCHEME:

The company's output has been increasing from year to year & further increases are contemplated in order to fulfil in time the important Government Orders placed with the company. But there has not been any commensurate increase in the number of workers employed or their earnings. This is a legitimate ground for acute discontent and may lead in future to bottle-neck in the production chain. Hence introduction of a proper production Bonus Scheme should be considered, provided it is worked out in consultation with the Union & on the basis of agreed norms of output, etc.

TOP HEAVY ORGANISATION:

Previously there were one General Manager and three works Manager, but now there five Works Managers and four Assistant Managers drawing heavy salaries.

Besides that they are getting free house, fuel, repairing charges for the houses and the cars etc, and any material of the company for their own uses, also free conveyance for all purpose for their families even on outdoor trip. They are provided with two gardeners, one sweeper and a watchman for each Bunglow. They are getting also 6 months leave with pay for every three years and over-seas allowance, casual leave 30 days and free medical treatment for them and also their families. Every worker manager is provided with a car for its own use; free Refrigerator, air condition room, heater with Electric Bill ranging upto Rs-300/- per month per Bunglow.

Mr. A.K.Thakur, who is functioning as acting secretary, is drawing Rs.1800/- as salary per month. Besides that unnecessary Executive Staffs have been increased which is not at all essential for increase of production or for smooth running of the organisation.

Disparity between Indian & European Staff:
Supervisory Staff Class-I

Five Indians and Sixteen Britishers and Anglo-Indians have been engaged.

Indians:
Rs.1800/- as maximum salary.

European & Anglo-Indians:
Rs.1800/- as starting salary.

Supervisory Staff Class-II

Indian:
Minimum Rs.120/-
Maximum Rs.1100/-

European and Anglo-Indians:
Minimum Rs. 1600/-

Do not get any other facilities) except conveyance to the Factory.

Are getting facilities same as Managerial staffs.

(P.T.O.)

MEDICAL OFFICERS:

This factory has three medical officers amongst them the two viz. Mr. Bishnu and Mr. Panja are engaged in their duties in the day time, but at night none attend the factory and the other Mr. S. Basu, a children specialist of R.G.kar Hospital, performs only 12 hours duty in a month and drawing Rs.800/- as salary. The other two Mr. Bishnu and Mr. Panja are getting Rs.500/- and below Rs.500/- as their salaries. Medical rooms of the factory are jammed with Fishing Rods as the Doctors are more interested in fishing than treating the patients. In case of serious injuries Doctors are not available even for two or three hours.

Though 1000 employees are working in the night shift yet there is no arrangement for any Doctor in the factory.

TIME OFFICERS:

There are four time officers most of them newly recruited, their salaries are about Rs.600/- each, most of the time officer newly appointed are coming from highly placed Governmental families, Labour Directorate, Court etc.

SECURITY OFFICERS:

A British Security Officer has been appointed on a salary of Rs.100/- per month.

LABOUR OFFICERS:

One Chief Personnel Officer, Mr. P.B.Chakravorty, with a salary of Rs.1100/- plus one free flat and a car with a driver. One Assistant Labour Officer, Mr.Gobardhan Roy Choudhury, for Mechanical & Wagon Works and one controlling the Labour Bureau of the Company Mr.A. Mukherjee.

Prior to that one officer who was acting as Security officer, Labour & Welfare, and Time Officer, used to draw Rs.1500/- but now more than Six (Rs.600/-) is expensed for the above appointments.

All these appointments including the Dr.Panja and Dr. S. Basu are made by Mr. A.T.Thakur acting secretary of the company.

WHAT THE WORKERS ARE GETTING:

The workers on the other hand are getting Rs.70/- as an average monthly pay or wage (including Bonus) which is to be noted.

CASE FOR NATIONALISATION :

We feel that Government of India should take over the concern immediately and set up a commission on the service conditions on the service conditions and administration of the factory for the re-organisation of the whole Structure.

The Company is fully booked with the Orders of Second Five Year Plan e.e. Nokana Bridge construction, Electric Coaches & Railway Wagons, Road Rollers, Cranes for different Docks and other Engineering and construction Works. Under this present

P.T.O.

Under this present state of administration there is no guarantee of fulfilment of works booked for the National Re-construction Schemes of our Country. The Coach Works which was supposed to be started by June 1957 has not yet been started as per the declaration of the Company's Director. It is understood that they will begin the work by June 1958, but we the workers and their Organisation, apprehend that if this present state of affair is allowed to continue and new hands are not recruited for the work of the Electrification of Coach Works, it will not be possible to start production even by June 1958, thereby the work of the Five Year Plan will also be hampered, so for the National Security and the development, this important concern should not be left in the hands of the Private enterprise, which is more concerned with its profits than with the overall national interests.


Lastly, we request the Government of India through the Honourable Members of the Commission to adopt the following specific measures:-

1. Re-organisation of the whole administration.
 2. Re-cognition of the Trade Union and re-instatement of all Victimised Workers.
 3. Top heavy administration to be rationalised.
 4. Disparity in Salaries & Service conditions between Indian and European Staffs & Anglo-Indian Staffs to be abolished.
 5. Services Commission to be set up for the development of the production and the process of work and proper standards of wages & rates to be fixed for different categories of jobs.
 6. Production Bonus Scheme to be Formulated & introduced in consultation with the Union.
 7. Full fledged Provident Fund Scheme is to be introduced.
 8. Security of Service is to be ~~xxxx~~ guaranteed.
 9. No re-trenchment but new recruitments for the increase of works.
 10. Better co-operation and mutual understanding is to be established with the workers and their organisation for the betterment of the Industry and the Workers concerned.
- II. Modification of the "Standing Order" in consultation with the Union.
12. Works Committee to be set up.

We, hope the Government of India will consider our view points as expressed above and do the needful as early as possible and oblige.

Thanking you.

Yours faithfully,


(Saral Sen)

Jt. Secretary.

Jl. Secretaries.
JESSOP MAZDOOR UNION:
Dum Dum, Calcutta-28.

अलीगढ़ मेटल इन्डस्ट्रीज वर्कर्स यूनियन

(ट्रेड यूनियन विधान के अंतर्गत रजिस्टर्ड)

अखिल भारतीय ट्रेड यूनियन कांग्रेस तथा विश्व मजदूर संघ से सम्बद्ध

दरीबा पान, अलीगढ़ ।

पत्र संख्या

६३/६/५८

दिनांक ... 5th Nov. 1958.

The General Secretary,
U.P. Trade Union Congress,
12/1, Ghatoli, KANPUR.

Dear Comrade,

In continuation of our letter no. ... dated ... and personal visit of comrade D.D. Bhardwaj to your Kanpur office, and after verbal discussion with comrade Ganabham Sahasrabudhe regarding Govt. Order of March 27, 1958, for the approval of Trade Union Federations, we are giving you the details of our Union as follows:-

1. Registration Number ... 1927.
2. Date of Registration ... 9th Nov. 1957.

As you will know that the unions of less than two years standing cannot fight any case of workers in C.B. or Labour Court, we are fighting a number of cases through our Executive i.e. U.P.T.U.C. Hence the above cited Govt. Order has curtailed the right of representation of our Federation.

Several cases we have filed in C.B. against a occupier of Indian Industries - Mfg. Co., Aligarh, are kept in pending by the U.C.O., Agra, in compliance of the above cited Govt. Order. The U.C. Case No. 82/58 of 7 dismissed workers during Absence of C.B. Case No. 450-51 of 57 was on the concluding stage. The last date of the above mentioned case was 25th April 1958, but, as the opposite party raised the point of order for the compliance of the U.P. Govt. Order of March 27, 1958, the U.C.O., Agra, demanded the copy of approval of our Federation by the Labour Commissioner, Uttar Pradesh, which will have to be submitted on 12th May 1958.

Kindly arrange to send the order of Approval before the appointed date i.e. 12th May 1958 and if you cannot do so, please do send the copy of the letter to be addressed to the Labour Commissioner for approval so that by producing the same to the U.C.O., we can get the required extension in our cases.

With best wishes,

Yours cordially,

Bhoo Das Shaw
Member Exec
U.P.T.

தி ஆட்டோ எஞ்சினியரிங் அண்டு அலிடு இண்டஸ்ட்ரீஸ் தொழிலாளர் சங்கம்

ஆரம்பம்: 1950]

ஸாயி லைன்ஸ், 7, ஷண்முகம் ரோடு, தாம்பரம்

[பதிவு எண்: 2184

THE AUTO ENGINEERING AND ALLIED INDUSTRIES WORKERS' UNION

(Founded: 1956—R. No. 2184)

Sayee Lines, 7, Shanmugam Road, TAMBARAM

Ref:

Date 2-8-58

To
The Manager
Standard Motor Products Ltd
Madurai

Dear Sir,

Re: - Industrial disputes - Unfair Labour Practices -
Obtaining signatures from the workers illegally

We have reports from the workers of your factory that they have been compelled to sign documents whose contents not known to them. It seems the workers have been made to understand that they are signing documents pertaining to Provident Fund Corporation.

Our Union apprehends that the signatures thus obtained were in relation to Retrenchment and Lay off. If this apprehension is real, then we have to submit and state that these signatures can never bind the workers to any policy adopted by your management with regard to Retrenchment and Lay off. Since our Union feels that the Retrenchment and Lay off are unwarranted motivated and vindictive action.

yours faithfully,
S. Manian
Secretary.

Copy to

1. Labour Officer
No. 10, Mount St. Nicholas

S. J. N. T. U. C., Madurai

ENGINEERING MAZDOOR SABHA

(Registered Under Indian Trade Union Act, 1926.)

KAMGAR SADAN, NAWAB TANK ROAD,
MAZGAON, BOMBAY, 10.

Our Ref. S/AITUC/105

UNITS :

Acme Manufacturing,
Alcock Ashdown,
Automobile Products,
Ashok Nut Bolts,
Batliboi & Company,
Berks Engineering,
Champion Engineering,
Diamond Drum & Bucket,
East Asiatic Co.,
English Card Clothing,
Garlick & Company,
Gammon India Private Limited
Hakimrai Jaichand,
Hind Tank Mfg., Co.
Hind Cycles Ltd.,
Indian Hume Pipe,
Investa Machine & Tools,
Indian Foundries,
Jayant Metal,
Krishna Steel Industries,
K. J. Engineering,
Kersons Mfg. Co.,
Metropolitan Garages,
Meehanite Foundry,
Mazgaon Dock Ltd.,
Motiwala & Natekar,
Metropolitan Springs,
New Trinity & Metal Works,
National Steel Works,
Osler Lamps Mfg. Co., Ltd.
Oriental Metal Pressing Works,
Premier Automobiles Ltd.,
Richardson & Cruddas Ltd.
Radio Lamp Works,
Remington Rand,
Sam Ruston,
Scindia Workshop Ltd.,
Structural Engineering Works,
Shaparia Docks Ltd.,
Sardar Iron & Steel Works,
Steel Industries of Hindustan,
Swastik Engineering,
Taj Iron & Steel Works, Ltd.,
Vasant Industrial & Eng. Works,
Zenith Blade,
Etc. Etc.

May 14 1958

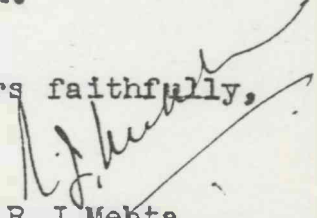
All India Trade Union Congress,
4, Asoka Road,
New Delhi.

Dear Sirs,

Shri S.A. Dange, General Secretary of your Organisation announced the donation of Rs. 500/- for the striking workmen of the Premier Automobiles Limited in Bombay at their meeting held on 12th May, 1958. The Sabha thanks your Organisation for this generous amount and requests early remittance of the same.

Thanking you once again.

Yours faithfully,


R.J. Mehta
Secretary & Treasurer

ENGINEERING MAZDOOR SABHA

(Registered Under Indian Trade Union Act, 1926.)

KAMGAR SADAN, NAWAB TANK ROAD,
MAZGAON, BOMBAY, 10.

Our Ref. S/AITUC/71

UNITS :

Acme Manufacturing,
Alcock Ashdown,
Automobile Products,
Ashok Nut Bolts,
Batliboi & Company,
Berks Engineering,
Champion Engineering,
Diamond Drum & Bucket,
East Asiatic Co,
English Card Clothing,
Garlick & Company,
Gammon India Private Limited
Hakimrai Jaichand,
Hind Tank Mfg., Co.
Hind Cycles Ltd,
Indian Hume Pipe,
Investa Machine & Tools,
Indian Foundries,
Jayant Metal,
Krishna Steel Industries,
K. J. Engineering,
Kersons Mfg. Co.,
Metropolitan Garages,
Meehanite Foundry,
Mazgaon Dock Ltd.,
Motiwala & Natekar,
Metropolitan Springs,
New Trinity & Metal Works,
National Steel Works,
Osler Lamps Mfg. Co., Ltd.
Oriental Metal Pressing Works,
Premier Automobiles Ltd.,
Richardson & Cruddas Ltd.
Radio Lamp Works,
Remington Rand,
Sam Ruston,
Scindia Workshop Ltd.,
Structural Engineering Works,
Shaparia Docks Ltd.,
Sardar Iron & Steel Works,
Steel Industries of Hindustan,
Swastik Engineering,
Taj Iron & Steel Works, Ltd.,
Vasant Industrial & Eng. Works,
Zenith Blade,
Etc. Etc.

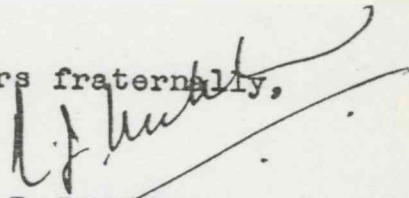
May 5 1958

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

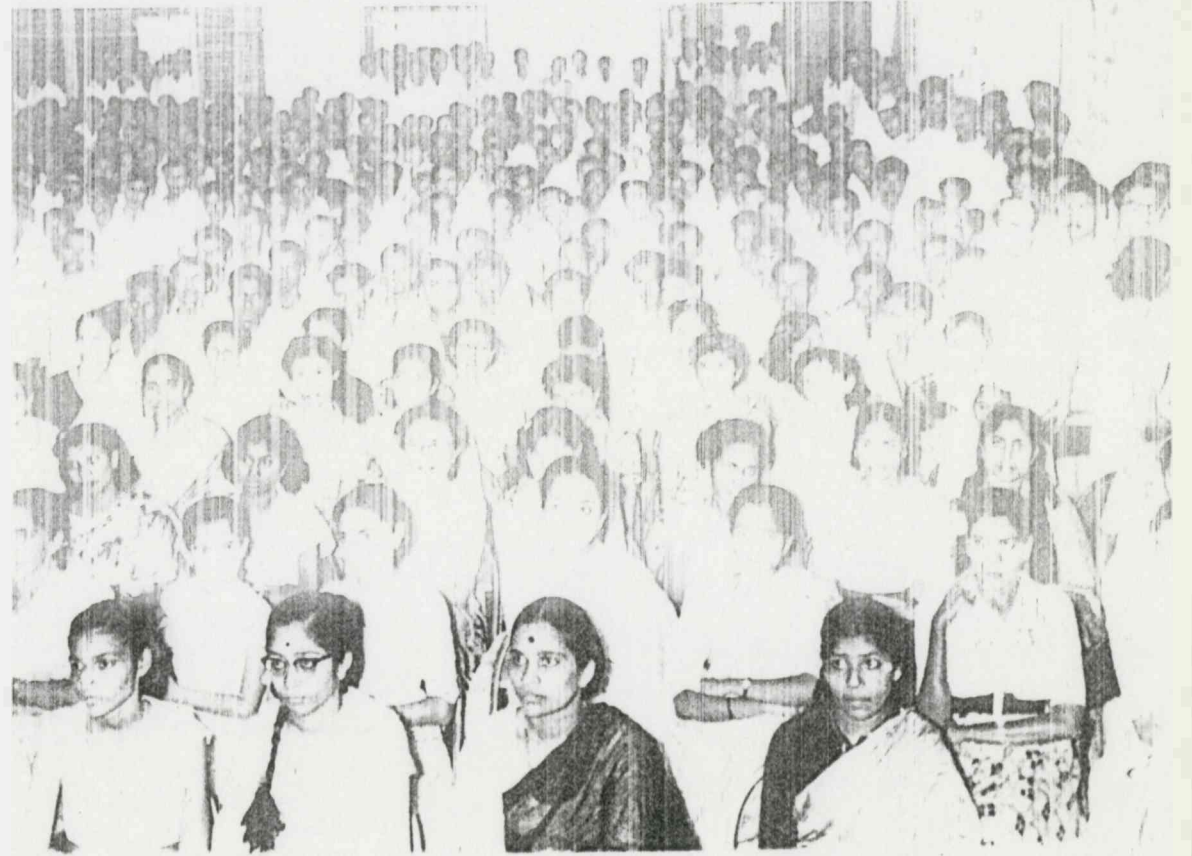
Dear Sir,

We have received a copy of the press Statement issued by Shri S.A. Dange, General Secretary of your Organisation. We on behalf of workmen of Premier Automobiles Limited thank your Organisation for extending this support to the heroic struggle of automen in this city.

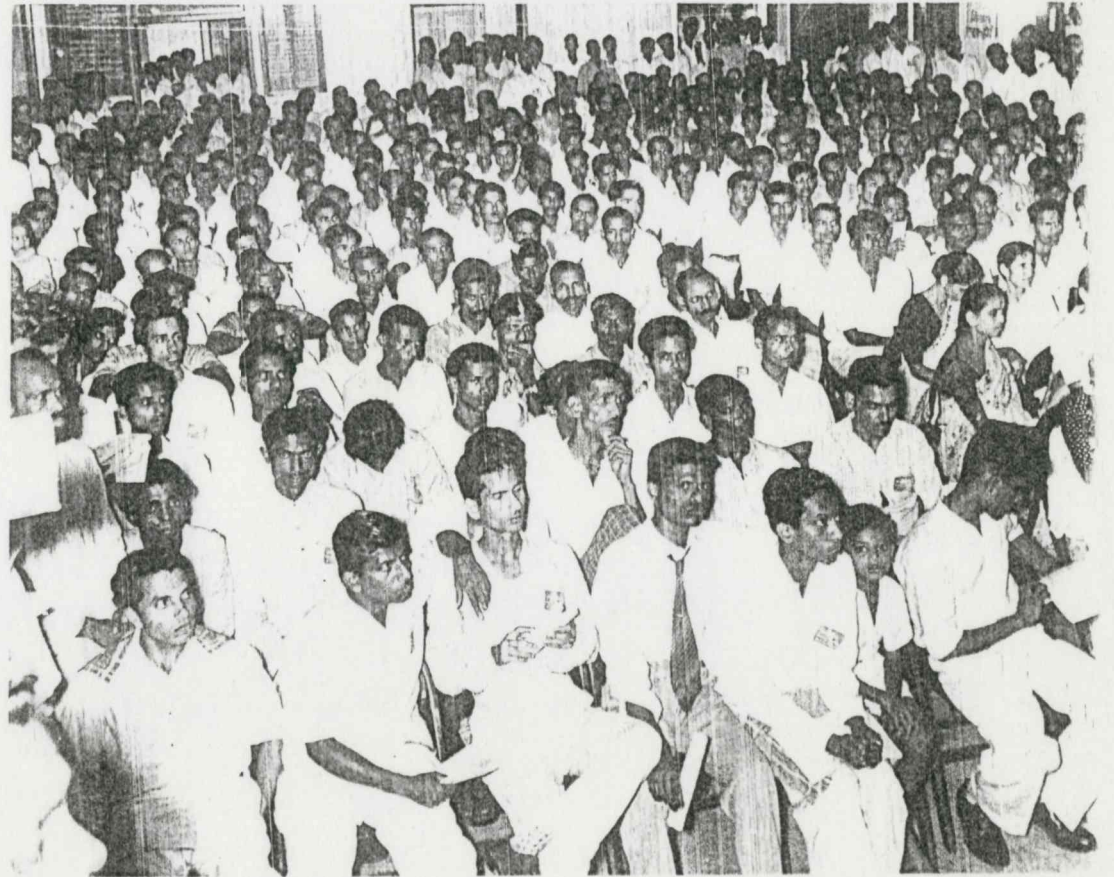
Yours fraternally,


R.J. Mehta
Secretary & Treasurer

cc: Secretary,
Hind Mazdoor Sabha,
All India Head Quarters,
Bombay.







M. M. C. Employees' Union

REGD. NO. 2465

AFFILIATED TO ALL INDIA TRADE UNION CONGRESS & FEDERATION OF ENGINEERING WORKERS' UNION S

4-3, BHUKAILASH ROAD, KIDDERPORE : CALCUTTA-23

Ref. No.

Dated 5th May 1955

Com. S. A. Dange (M.P.)
General Secretary,
All India Trade Union Congress,
NEW DELHI.

Dear Comrade :

Machinery Manufacturers Corporation of Calcutta, Managing Agents (Mahindra & Mahindra Ltd) is one of the textile machine manufacturing enterprise producing Carding Engine ever since 1950. Company has the authorised capital of 1.5 crores out of which 98 lakhs is the paid up capital. The Government of India is the partner share, owning 25000 shares of hundred rupees amounting to 25 lakhs. The Company has nearly thousand working strength and the factory is equipped with most modern machine tools of a heavy industry. The Board of Directors comprise of Messrs. K. C. Mahindra (Chairman), ~~HEPISHANASIFAC(ESSEHED)XEX~~ Sova Singh, Jal H. Mehta, M. M. Parikh, M. A. Chitambar, D. N. Bhattacharjee, A. K. Mitra, A. Bakshi (Govt.), N. Mazunder (Tex. Commissioner), P. C. Malhotra. The industry was covered by the First Five Year Plan and was also on the second. The production is planned according to the recommendations of the Government and its Textile Ad-hoc Committee. The present production rate under an incentive scheme is 55 machines per month. Plans for increased production upto 100 machines per month under a different scheme of incentive was ready for agreement to meet up the estimated demands of the Planning Commission of the Carding Engine which was fixed at more than 4000 annually.

Loans from the I. F. C. of 75 lakhs and further loans from the Lloyds Bank of 25 lakhs have been received during the past eight years against mortgaging fixed assets of the Company and 62 thousands rupees of interest are being paid to I. F. C. per annum. Lately fresh loans were granted by I. F. C. to expand the existing Foundry to twelve tons production per day. On the face of such an expansion programme and after having completed the second year of the Second Five Year Plan the Union has been suddenly informed by the Management of an imminent crisis of market in that we have no orders after two months and the financial condition of the Company is said to be so precarious that the Management has decided to cut annual wages increases and had stopped all incentive production schemes inflicting heavy economic privations to all the employees. Moreover, if the situation does not change the Management is determined to retrench heavily.

The workers are united to fight against any attack on their living conditions and service status. The Union has decided to make representation to the Board of Directors and to the Minister of Commerce & Industry and has also decided to get the all possible help from all the opposition leaders in the Parliament. Since the Parliament will be closing by the middle of May, the question may please be raised immediately in the floor, so that the Government renders immediate financial assistance to tide over the initial crisis and for alternative machine tool production for which the plant is sufficiently equipped, since the Government is the partner Shareholder and nearly 80 lakhs of public money have been invested into this industry, because of its vital role in fulfilling Five Year Plans, we appeal to all the democratic leaders

.....contd.

M. M. C. Employees' Union

REGD. NO. 2465

AFFILIATED TO ALL INDIA TRADE UNION CONGRESS • FEDERATION OF ENGINEERING WORKERS' UNIONS

4-3, BHUKAILASH ROAD, KIDDERPORE : CALCUTTA-23

Ref. No.

- 2 -

Dated 195

of the Parliament to come to the rescue of this national industry.

Further details are being carried by the Union Officials who will meet you with necessary memorandum positively on 10th May at your address in New Delhi. We are sending you this letter in advance to treat this as an S.O.S.

With regards and trusting that you will spare no pains to assist us and lead to success from this imminent crisis.

Yours Comradely,

Haradhan Chatterjee

(Haradhan Chatterjee)

President

M. M. C. EMPLOYEES UNION

*See G. D. file
Lme
8/5*

2. That the matter was represented to the Hon'ble Minister-in-Charge, Commerce and Industry Govt. of India and the controller of Iron & Steel by the Union vide letter No. H.W.I. M.U/11/58 dated 1.4.58. The management also brought the notice of the appropriate authority in the above matter. As a result of this joint endeavour of the management and the representative body of the workmen, the controller of Iron and Steel, Govt of India, West Bengal, allowed the said company to work as a registered producer and granted some raw materials of 225 tons per month under certain terms and conditions to the management vide his letter No. P.R.B.-26(10)(1)/58/1722 dated 2.4.58 (Copy attached) with the instruction to run the factory on one shift on the existing plant and equipment.
3. That the said company has a maximum capacity of about 600 tons of raw materials per month as far as we have collected from the report of the management. In pursuance of the said order the company cannot provide all the existing strength of workmen that had been previously employed by them. It is proposed that the management is going to run the factory with about 87 workmen in one shift in place of 230 workmen. As a result about 143 workmen are going to be declared surplus who will have to face unemployment and consequent starvation. The company has also represented the matter before the Iron & Steel Controller vide the letter dated 9.4.58 (Copy attached)
4. That our union is always in favour of the development and growth of national industry. We try our utmost to maintain industrial peace in the factory and attribute our all for a maximum production in this era of national reconstruction. We fully share the view of the Govt. in the matter of industrialisation in the country. But we are sorry to note that a national concern is going to be closed down for non-supply of raw materials from the Govt. and in consequence of that so many workmen are going to be unemployed. So far as we know that the Govt. is sponsoring the growth of small scale industries in all possible ways so as to stand in competition with large scale industries by granting subsidies and other scopes for growth and development. But here we are noticing otherwise with deep regret.

Under the above circumstances, we request your honour to intervene into the matter personally and issue such directions to the depts concerned to enable the Company to get requisite quota of raw materials sufficient to provide the existing strength of the workmen and thereby save the affected workmen and their families from being unemployed and die of starvation.

An early action in the above matter will be highly appreciated.

Thanking you,

Yours faithfully,

Nandabulabramani

Secretary;

P. HUNDWIRE INDUSTRIES MAT'DOR UNION

Copy for warded to:-

- 1) Hon'ble Minister-in-Charge Commerce & Industries,
Govt. of India, New Delhi.
- 2) Hon'ble Minister-in-Charge Mine, Steel & Fuel etc.
Govt. of India New Delhi.
- 3) Hon'ble Labour Minister, Govt of India, New Delhi.
- 4) Hon'ble Minister-In-Charge Commerce and Industry
Govt. of West Bengal, Writers' Buildings, Calcutta.
- 5) Hon'ble Labour Minister, Govt. of West Bengal,
Writers Buildings, Calcutta.
- 6) The Controller of Iron and Steel , Govt of India,
West Bengal, 33, Netaji Subhas Rd., Calcutta.
- 7) Sri S.A. Dange, Leader of the opposition Indian
parliamentary office of the Parliamentary Board,
Communist Party of India, New Delhi.
- 8) Jannab Md. Illias M.P. of West Bengal, Office
of the Parliamentary Board, Communist Party New Delhi.
for information and taking necessary action.

ENGINEERING MAZDOOR SABHA

(Registered Under Indian Trade Union Act, 1926.)

KAMGAR SADAN, NAWAB TANK ROAD,
MAZGAON, BOMBAY, 10.

Our Ref. S/AITUC/170

UNITS :

Acme Manufacturing,
Alcock Ashdown,
Automobile Products,
Ashok Nut Bolts,
Batliboi & Company,
Berks Engineering,
Chamoion Engineering,
Diamond Drum & Bucket,
East Asiatic Co,
English Card Clothing,
Garlick & Company,
Gammon India Private Limited
Hakimrai Jaichand,
Hind Tank Mfg., Co.
Hind Cycles Ltd,
Indian Hume Pipe,
Investa Machine & Tools,
indian Foundries,
Jayant Metal,
Krishna Steel Industries,
K. J. Engineering,
Kersons Mfg. Co.,
Metropolitan Garages,
Mechanite Foundry,
Mazgaon Dock Ltd.,
Motiwala & Natekar,
Metropolitan Springs,
New Trinity & Metal Works,
National Steel Works,
Osler Lamps Mfg. Co., Ltd.
Oriental Metal Pressing Works,
Premier Automobiles Ltd.,
Richardson & Cruddas Ltd.
Radio Lamp Works,
Remington Rand,
Sam Ruston,
Scindia Workshop Ltd.,
Structural Engineering Works,
Shaparia Docks Ltd.,
Sardar Iron & Steel Works,
Steel Industries of Hindustan,
Swastik Engineering,
Taj Iron & Steel Works, Ltd.,
Vasant Industrial & Eng. Works,
Zenith Blade,
Etc. Etc.

June 9 1958

All India Trade Union Congress,
4, Asoka Road,
New Delhi.

Dear Sirs,

It is a matter of great regret that we have not received so far the donation of Rs.500/- announced by Shri S.A.Dange on 12th May 1958 towards the struggle of the Premier Automobiles Workmen. We wrote to you ~~the~~ letter on 14th May and a reminder on 23rd May.

It would be greatly appreciated if the amount is remitted at the earliest.

Yours faithfully,

R.J. Mehta
R.J. Mehta

Secretary & Treasurer

cc: All India Trade Union Congress,
55, Girgaum Road,
Bombay-4.

SIEMENS ENGINEERING EMPLOYEE'S UNION

(REGISTERED)

KATRA SHAHANSHAHI,
CHANDNI CHOWK.

Ref. No. GEN/ISG/58

DELHI-6 June 7, 1958.

The Management,
Siemens Eng. & Mfg. Co. of India Pvt. Ltd.,
New Delhi.

Dear Sir,

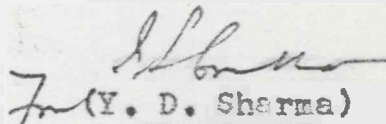
Please find enclosed herewith a resolution-adopted by the Siemens Engineering Employees' Union at the General Body Meeting held on 7-6-1958.

It is, therefore, imperative that a meeting between the representatives of the Union and the Management should be immediately convened, so that the following issues of dispute could be discussed and amicably settled. We need not emphasise the importance of such a meeting to be arranged at the earliest, in the interest of better cooperation between the employees and the Management:-

- 1). Reinstatement of Shri J.K. Kanda;
- 2). Cancellation of the discriminatory appointment of Stenographer;
- 3). Promotions based upon seniority;
- 4). Leave facilities in fulfilment of clause 5 of the Memorandum of Settlement dated 19-12-1957,
- 5). Payment of arrears of salary of Shri Keji Charan,
- 6). Discussions on General and Special Rules circulated by the Management.

Thanking you,

Yours faithfully,


Y. D. Sharma
PRESIDENT

Encl : Resolution.

- cc - The Conciliation Officer, Delhi Administration, Delhi with a copy of resolution.
cc- The Secretary, Min. of Labour, Govt. of India, New Delhi.
cc- The Councilor, Central Trade Union, Org., Trade Union House, De

RESOLUTION

This Council fully condemns the Directors Engineering Employees' Union held on 22-11-1957 against the unfair labour practices, namely, the management, written protests and strike representation from the Union as well as the members of the staff.

This meeting strongly condemns the recalcitrant attitude adopted by the management in upholding their wrongful dismissal of Shri J.N. Bhatia.

This meeting further vigorously protests against the discriminatory appointment of a stenographer on a higher starting salary superseding the seniority of the existing stenographers. The departure from the principle of making any new appointment in the lowest category has been specifically done by an officer of the Company as an act of favouritism and nepotism. It is also regretfully noted that one of the senior stenographers has been asked to perform similar duties other than his duties in accordance with laws and contract of his employment.

We cannot but coin with disapproval of fair labour practices such as that Shri J.N. Bhatia was dismissed by the management without the opportunity to be in contact with the Delhi Shops and Establishments Act. The management is requested to issue such a letter only on the intervention of the Union through the Inspector General of Factories and Establishments, Delhi Administration. The management has been indulging in acts of coercion and intimidation by their attempts to prevent members of the staff to join the Union in violation of the Government's policy.

This meeting takes strong objection to the Management's action of circulating General and special Bonus without consultation and agreement with the Union. These general and special rates also contain proposals on leave entitlements, which according to the clause 5 of Memorandum of Settlement between the Management and the Union signed on 19-11-1957 should have been framed in consultation and agreement with the Union. The Management does not even care to acknowledge or reply to the various representations made by the Union for removing certain grievances of the staff. This attitude of the Management vitiate all attempts to bring about cordial employer-employees relation. This meeting, therefore, urges upon the management to discuss with the Union's representative various outstanding issues with a view to resolve them peacefully and amicably so that better employer-employees relations could be promoted.

Failing this, the Union shall adopt such ways and means including direct actions as a last resort actions behind their demands and their settlement.

Further, the Union shall hold the management responsible for all unfair labour practices and will continue to hold the management responsible for all unfair labour practices including their extra fair labour practices.

This meeting authorizes Shri Inder Sen Gupta, a member of the Managing Committee, to act on their behalf for negotiation and settlement with the Management.

Respectfully,
Secretary

New Delhi,
Dated: 7-6-1958.

ENGINEERING MAZDOOR SABHA

(Registered Under Indian Trade Union Act, 1926.)

KAMGAR SADAN, NAWAB TANK ROAD,
MAZGAON, BOMBAY, 10.

Our Ref.S/AITUC/226

UNITS :

Acme Manufacturing,
Alcock Ashdown,
Automobile Products,
Ashok Nut Bolts,
Batliboi & Company,
Berks Engineering,
Champion Engineering,
Diamond Drum & Bucket,
East Asiatic Co.,
English Card Clothing,
Garlick & Company,
Gammon India Private Limited
Hakimrai Jaichand,
Hind Tank Mfg., Co.
Hind Cycles Ltd,
Indian Hume Pipe,
Investa Machine & Tools,
Indian Foundries,
Jayant Metal,
Krishna Steel Industries,
K. J. Engineering,
Kersons Mfg. Co.,
Metropolitan Garages,
Meehanite Foundry,
Mazgaon Dock Ltd.,
Motiwala & Natekar,
Metropolitan Springs,
New Trinity & Metal Works,
National Steel Works,
Osler Lamps Mfg. Co., Ltd.
Oriental Metal Pressing Works,
Premier Automobiles Ltd.,
Richardson & Cruddas Ltd.
Radio Lamp Works,
Remington Rand,
Sam Ruston,
Scindia Workshop Ltd.,
Structural Engineering Works,
Shaparia Docks Ltd.,
Sardar Iron & Steel Works,
Steel Industries of Hindustan,
Swastik Engineering,
Taj Iron & Steel Works, Ltd.,
Vasant Industrial & Eng. Works,
Zenith Blade,
Etc. Etc.

June 24 1958

The General Secretary,
All India Trade Union Congress,
Bombay.

Dear Comrade:

We acknowledge with thanks your valuable contribution of Rs.500/- (Rupees five hundred only) which you have made to the above Sabha towards struggle of the Premier Automobiles workmen. Your moral and financial support shall give great encouragement to five thousand workmen who have been fighting a grim and determined battle since last seventy days.

Enclosed herewith please find official receipt for the amount.

Kindly acknowledge receipt of the same.

Thanking you once again.

Fraternally Yours,

R. J. Mehta
R. J. Mehta

Encl: A receipt for Rs.500/-

ENGINEERING MAZDOOR SABHA

KAMGAR SADAN NAWAB TANK ROAD,
MAZAGAON, BOMBAY, 10.

Our Ref.

Received with thanks from All India Trade
Union Congress a cheque of Rs.500/- (rupees five
hundred only) on 23rd June 1958 towards the struggle
of the Premier Automobiles workmen.

23-6-1958.



266

June 26, 1958

Secretary,
Engineering Mazdoor Sabha,
Kangar Sadan, Nawab Tank Road,
Mazgaon, BOMBAY 10

Dear Friend,

We shall be much obliged if
you could arrange to send us your
official receipt for the donation
made by Comrade Dange, in aid of the
workers of Premier Automobiles.

With greetings,

Yours fraternally,

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

14 AUG 1958

SUDARSHAN COMPANY EMPLOYEES' UNION.

(Regd. No. 1767.)

President: K. RAJAN.

Secretary: S. V. SUBBARAJU.

Com. K. G. Sriwastava,
The Editor,
TRADE UNION RECORD,
5, Jhandewallan,
M. K. Road, NEW DELHI.

VIJAYAWADA-2,
(Andhra Pradesh)
D/29th July, 1958.

of
For favour/publication.

Sir,

1) The following Awards of the Industrial Tribunal, Hyderabad and Labour Court at Guntur, concerning Industrial Disputes between the workers and the management of Sudarshan Company, Vijayawada, details of which are given below have become enforceable on the dates noted against each, whereas the Award in Industrial Dispute No. 14 of 1957 on the file of the Labour Court, at Guntur published in Andhra Pradesh Gazette dated 3rd July 1958 becomes enforceable on the 2nd August 1958.

- | | |
|--|---|
| i) Award in Miscellaneous petition Nos. 96, 97, 98, 99, 100, 101, & 115 of 1957 in Industrial Dispute No. 19 of 1957 on the file of the Industrial Tribunal, Hyderabad, published in the Andhra Pradesh Gazette dated 17th April 1958. | Became enforceable on 16th April '58. |
| ii) Award in Industrial Dispute No. 17 of 1957 on the file of the Labour Court, Guntur published in Andhra Pradesh Gazette dated 29th May '58. | Became enforceable on 28th May '58. |
| iii) Award in Industrial Dispute No. 20 of 1957 on the file of the Labour Court, Guntur published in Andhra Pradesh Gazette dated 29th May '58. | |
| iv) Award in Industrial Dispute No. 14 of 1957 on the file of the Labour Court, Guntur published in Andhra Pradesh Gazette dated 3rd July 1958. | Will become enforceable on 2nd August 1958. |

-dc-

2) Although the above Awards have become enforceable on the dates noted against each in accordance with Sec. 17-A of the Industrial Disputes Act, 1947, the management have not implemented the said Awards and thereby committed a breach of the Awards attracting penal provisions contained in Sec. 29 of the Act.

3) Since no Court inferior to that of Magistrate of I Class can take cognisance of any offence punishable under the Act, and that too except on a complaint made by or under the authority of the State Government in accordance with Sec. 34 (1) and (2) of the Act, the State Government has got to take necessary action against the management as provided for under Sec. 29 of the Act.

.....Contd. in page 2

4) In this connection we wish to point out that we are more interested in the matter of implementation of the Awards fully than in requesting the Government to launch Prosecution Proceedings and leave the matter there at the cost of the interests of the workers contained in these Awards, monetary or otherwise, as we entertain a doubt whether it is a continuing offence or otherwise even after such prosecution.

5) Therefore, in the circumstances, we wish to inform you that the management is very adamant and is not prepared to respect the Awards. The management is, further, bent upon continuing its unfair labour practices with the malicious intention of causing more and more trouble to the Union, ultimately destroying it so that it may carry on its business unchecked without caring for or implementing any of the Statutes concerning labour. Two independent Judges presiding over the Industrial Tribunal at Hyderabad and the Labour Court at Guntur have HELD THAT THE MANAGEMENT IS ACTING WITH MALICIOUS INTENTIONS. Yet, the management is continuing its wicked programme and comes forward with a proposal to retrench 84 workmen without following the well-established convention of "Last Come--First Go", contained in Sec. 25-G of the Industrial Disputes Act, 1947.

6) This retrenchment is said to be because of slump in Trade, closure branches and business losses. This is totally a false pretext as can be proved from the Company's advertisement which appeared in the Telugu Daily newspaper "Andhra Patrika" dated 27th July, 1958, which categorically states that the Company is flourishing from day to day with the Aid of the Government through the Andhra Pradesh State Finance Corporation, the State Bank of India and the patronage of the Government.

7) It is curious to know that the various departments of the State Government of Andhra Pradesh extend patronage and one department, the Department of Industries and Commerce extend financial Aid through the Finance Corporation, while this management challenges the statutes, never cares to implement the Awards of the Courts and Tribunals constituted by the authorities of the State Government and constantly gives head-aches to the Labour Department particularly.

8) In the circumstances, we request the Government of Andhra Pradesh to exert all its influence and cause implementation of the Awards with coordination of all the Departments of the State Government.

9) Besides, we also request that the Government may be pleased to immediately move into the matter and stop retrenchment, which the management tries to bring about with malicious intentions.

10) We, therefore, request you kindly to give publicity to above matter and suitably comment on the affair in the Editorial of your esteemed Newspaper in order that public and the Trade Unions in the Country will bring pressure on those responsible for causing implementation of these Awards. We make this special request because IT IS SCANDALOUS THAT THESE AWARDS OF THE JUDICIAL AUTHORITY OF A DEMOCRATIC STATE GOVERNMENT SHOULD REMAIN INEFFECTIVE ONLY DUE TO THE ADAMANT NATURE OF A MANAGEMENT REPRESENTED IN THE PERSON OF AN INDIVIDUAL.

Yours faithfully,

SECRETARY.

इंजीनियरिंग मज़दूर यूनियन (रजिस्टर्ड) ENGINEERING MAZDOOR UNION

(REGISTERED)

(Affiliated to Delhi Trade Unions Council & All India Trade Union Congress)

President : SHRI B. D. JOSHI M.L.A.
Gen. Secretary : SHRI R. N. KAUL



MUNSHI NIKETAN
10-B, ASAF ALI ROAD,
Opp. KAMLA MARKET,
NEW DELHI-1.

No. EMU/C.C./ 5742

Dated 28th. July 1958.

11. Krishna Market
Paharganj New Delhi.

.....

Comrade General Secretary,
All India Trade Union Congress,
4-Ashoka Road,
New Delhi.

Sub:- COMMON CHARTER.

Dear Comrade,

We are enclosing herewith a copy of the COMMON CHARTER of demands of the Engineering Workers of Delhi for favour of your information.

The demands contained in the enclosed charter mainly concern ~~in~~ with the upliftment of the living conditions of the Engineering Workers of Delhi Region.

We are of full confidence that we will get ~~x~~ your cooperation and timely and proper guidance in achieving of these demands.

Thanking you,

Yours Comradely,

Handwritten signature of Hari Singh Sharma
28/7/58.

(Hari Singh Sharma)
Joint Secretary.

Encl = ONE

Address noted

ENGINEERING MAZDOOR UNION (REGD.)
11, Krishna Market, Paharganj,
NEW DELHI.

The Manager,
.....
.....

Dear Sir,

Re :—THE CHARTER OF DEMANDS

On behalf of the Engineering Mazdoor Union we have pleasure in sending herewith the Charter of Demands adopted at the Engineering Mazdoor's Conference held on 11th, 12th and 13th August, 1957.

We may state at the outset that the Charter of Demands now being submitted to you has been formulated with a view to securing to the workmen better living and service conditions. In formulating this Charter the Union has taken into consideration the objective conditions that obtain in the Engineering Industry and other like industries. We would, therefore, appeal to you to consider the Charter in its proper perspective. We can assure you that our object in submitting this charter is neither to create a conflict nor in any way to spoil the good relation between the workmen and the employers. But we desire to secure decent living conditions for the employees by means of discussions and negotiations with the employers. We have always favoured the principles of voluntary and mutual agreement because any other method of settlement of differences between the employers and workmen is but a poor substitute for establishment of real industrial peace.

In view of the above we should like to request you to kindly discuss the Charter in your Association or Federation, if any, and commence negotiations through the same or directly with our Union. We believe and you will agree with us that it will be in the common interest of the employers and the employees to hold discussion on the industry-wise basis on all the demands. If we succeed with your co-operation in bringing about a settlement, it will not only be conducive to bringing about peace in the industry but will also bring prosperity to the industry and thus enable the industry to serve the consumers and nation at large better.

We hope you will expedite the matter and strive your best to pave the way for mutual discussions. However, we may state that we are also submitting this Charter to the Labour Department of Delhi Administration.

Thanking you,

Yours faithfully,


(MADAN MOHAN)

Joint Secretary.

Encl : Charter of Demands.

Copy to :—The Chief Commissioner, Delhi Administration, Delhi.
The Secretary (Judicial & Labour), Delhi Administration, Delhi.
The Director, Industries & Labour, Delhi Administration, Delhi.
The Conciliation Officers, Delhi Administration, Delhi.
The Secretary, Factory Owners Association, New Delhi.
The Secretary, Small Scale Industries Association, New Delhi.
The Secretary, All India Manufacturers Organisation, New Delhi.

ENGINEERING MAZDOOR UNION

The resolution passed at the 8th Annual Conference of Engineering Mazdoors held at New Delhi on 11th, 12th & 13th August, 1957.

RESOLUTION

This 8th Annual Conference of the Engineering Mazdoor Union is of the view that almost all the Engineering Mazdoors in Delhi are being paid very low wages. Further, they have hardly any Service Conditions and there is no security of service. The employers arbitrarily take action against the workers and the dismissal of services even without anything in writing is a daily occurrence. This Conference is of the firm opinion that this chaotic situation must be ended and that the Service and Living Conditions of Engineering Mazdoors must be considerably improved and standardised. The Conference feels that time has come when definite attempt must be made to progress towards Fair Wage, if not Living Wage. This unrestricted right to punish the employees in any manner they like, in the hands of the employers is not in keeping with the principles of justice and equity and therefore, this Conference deems it necessary that proper Standing Orders must be framed in consultation with the employees through their union or unions according to which alone any action could be taken. The Conference, therefore, hereby approves of the following Charter of Demands for submission to all the managements of the Engineering Firms.

THE CHARTER OF DEMANDS

The demands as given below should be equally applicable to all Engineering Mazdoors in the Union Territory of Delhi. These demands are not exhaustive in so far as there are and there will be demands on firmwise basis depending upon the special grievances prevailing with each firm.

1. **Pay Scales.**—(Inclusive of Dearness allowance, if any)—

(a) Apprentices	Rs. 75/- p. m.
(b) Unskilled Workmen, Peons & Chowkidars	Rs. 90-3-120-5-150
(c) Semi Skilled Workmen	Rs. 120-4-160-6-190
(d) Skilled Workmen	Rs. 150-5-200-7-235
(e) Highly Skilled Workmen, Clerks & Salesmen etc.	Rs. 175-6-235-8-275
(f) Engineers & other Supervisory Staff such as Foremen & Accountants etc.	Rs. 200-8-280-12-340-15-400

Stenographers will be placed in clerical grade but will receive an increase of Rs. 30/- p. m. in their wage.

2. **Adjustments.**—When wages of old employees are to be fitted into the new pay scales, the employers shall be given a rise according to the exact number of years of service i. e. the existing wages shall be adjusted on a *point to point basis*. Employers shall be placed on the grade on the nature of work done irrespective of different designations.

3. **Leaves** :—All the workers shall be allowed leaves on the following basis every year :—

(a) Privilege leaves	20 Days
(b) Casual leaves	10 Days
(c) Sick leaves	5 Days

4. **Holidays.**—All the workmen shall be allowed twenty Festival Holidays every year.

5. **Working Hours.**—All the factories shall observe working hours as from 9-30 A. M. to 5 p. m. with $\frac{1}{2}$ hour interval every day.

6. **Overtime Allowance.**—Ordinarily no worker shall be required to work on a Festival Holiday or on a weekly offday and or to work overtime on working days. However, if any worker due to contingency of work is required to work overtime or on Festival Holiday or on weekly offday, he shall be paid wages @ Double of his usual wage per hour.

7. **Gratuity.**—All the workmen shall be paid Gratuity on the following scale :—

(a) On Death, Retirement, or on termination of Service except dismissal for misconduct resulting in financial loss to the factory	15 days wages per year of completed service.
(b) On Resignation after completing 5 years Service	15 days wages per years of completed service.

8. **Provident Fund.**—All the workmen shall contribute 8 $\frac{1}{2}$ % of their wage to the Provident Fund and the Employers shall also contribute equivalent amount to the Provident Fund.

9. **Bonus.**—All the employers shall pay 40% of their Gross Profit as Bonus to the workers.

10. **Deduction of wages & paid weekly off day.**—The employers will not make any further deduction of wages on account of absence from work except their usual Single wage for the actual day or days of absence. The employees shall be entitled to paid weekly Off Day irrespective of the fact he works 48 hours in a week or not.

11. **Standing Orders.**—Standing orders shall be framed in consultation with the Union and the same shall be binding on all employers and employees. No change in the Standing Orders shall be effected without the consultation and approval of the Union.

12. **Retiring Age.**—Retiring Age shall be fixed at 60 years.

13. **Retrospective Effect.**—The above demands shall be enforced as from 1st January, 1957.

14. **Curtailments of Existing Rights and privileges.**—The above demands shall in no case adversely affect the existing rights and privileges of the workmen.

RADHA KISHAN GURU

General Secretary.

B. D. JOSHI

President.

प्रकाश इंजीनिरिंग एण्ड रोलिंग मिल्स मजदूर यूनियन आगरा

Prakash Engineering & Rolling Mills

MAZDOOR UNION

(Regd. No.....)

कैलाशचन्द्र वकील सभापति

केशवचन्द्र गुप्ता मन्त्री

कम संख्या... P.ERAM/D/-LI/6/

यूनिस विल्डिन्स

कलकट्टे रोड,

आगरा 28/7/58.....

The District Magistrate,
AGRA.

Subject:-Rejoinder to the reply no.P/57-58/
5587 dated 17.7.58 addressed by M/S
Prakash Engg.Co.& Rolling Mills,Freeganj
agra to you and copy to this Union.

Dear Sir,

With ref. to the above quoted reply of M/S Prakash Engineering Co., & Rolling Mills, We have the honour to submit the following, by way of clarification in the interest of workers industrial peace, efficiency of labour and increased production. But before we begin we would like to impress upon the employers that the workers have formed their Trade Union under the Indian Trades Union Act of 1926, conducted Elections, passed their constitution and sent the papers to the Registrar Trade Unions Kanpur, for the purposes of Registratio to the panel of office bearers of the Union the workers have elected Kailash Chandra vakil as President and Shri Keshav Chandra Gupta as their General Secretary. Thus it should be clear that the Union is a live organisation, functioning

constitutionally and lawfully and it is no use on the part of the employers playing pike pricks, addressing the Union as "The President of ~~Prakash Engineering and Rolling Mills Mazdoor Union, Agra~~ " .

1. Now regarding para 1 of this letter we take strong exception to the employers calling the District Magistrate who is the supreme head of the District, the representative of the U.P. Govt and responsible to the state and Central Govts. for the maintenance of law and order as "..... entry from the back doors". The employers intoxicated by their ruthless exploitation of their workers may call us- the Union workers, by hundred of names, malign us as best as they can, but it would be height of folly and impudence on their part to arrogate to themselves to pass strictures, on the representative of the President of District. We refuse to be dictated to by the employers, and wish to emphasize that our representations letters and telegrams to you and other District authorities, unnerved these (employers) breached their plans and their foul strategy to call police re-inforcements to teach a lesson to workers in the shape of their (workers) submission before cruel and ruthless exploitation, easily misfired. The workers record their gratefulness to the District Authorities for their vigilance and correct attitude in the dispute between the employers and labour.

Now for arising machinery for settlement of disputes between the labour and employers we would like to draw the attention of the U.P. Govt

to a serious blow, a lacuna in the right of representation before the H.C.O. and other Labour courts, by "approved unions". In other words the Government has deprived and obstructed workers seeking remedy in labour courts, for it is in the power of Govt. to declare a particular union as approved or not approved. So when legal forum is restricted workers have no other alternative but to resort to peaceful protest, tool down strike and other peaceful ways to get their grievances redressed.

2. Para 2 of the employers letter constitutes a laboured effort to throw the responsibility for the tool down strike on 3.7.58 on Sri Thekooval. It is absolutely incorrect to say that the Labour himself left the Mill in protest. It is common knowledge and workers do not leave their post even when relaxed and humiliated by the management and no sooner was Sri Thekooval reinstated at about 12 midday the same day than the mill started working with such marvellous speed that the day's quota of out put was reached. Again on 17.7.58 the employer's younger brother got one Sri Karna Singh mechanic pushed out of the mill gate at about 6.30 a.m. and this illustrates that they are habitual to sack the workers at will. If the worker was at fault he should have been charge sheeted and punished according to law. It would not be out of place to point out that the employers are out to create divisions and factions amongst the workers; Sri Ishwardas Senior foreman contended that the Tool down strike on 3.7.58 had materialized because Sri Thekooval was a trouble maker; had he been a trouble maker...

it could not have taken place at all. Accordingly Sri Karan Singh Machenic, who is a local man (of U.P. was selected for this experiment on 17.7.58 by Sri Kisan Prakash; besides the latter had also boasted that had he been present on 8.7.58 he would have called the police and got the workers thoroughly thrashed and shot and the awe and glory of the proprietors maintained, as in the past, ^{at} all cost. But unfortunately for the employers they had no idea of the solidarity of the workers on the Union platform which did not yield to provincialism, and presented a united front and again this experiment fizzled out and the employers had to reinstate Sri Karan Singh Machenic at about 3 p.m. after formal reconciliation talk in which besides the employers the Labour Inspector U.P. Govt. and Sri K.C. Gupta General Secretary of the Union participated; this talk was subsequently joined by Kailash Chandra the president of the Union.

3. The employer is deliberately trying to side track the real issue by playing on the words "new labourers" occurring in our letter under reference. By new labourers we simply mean such temporary labourers as have not completed full one year. The employer terminates the services of these temporary labourers for a week or so before they complete one year and thus they continue to remain temporary. It was this urge of the temporary labour to become confirmed that the employer tried to exploit ^{but} badly failed. The incident in itself as reported is correct, as depicting the effort of the employer to show

discord and dissension amongst the labourers, and to induce one set of labourers to beat up another set. The employer is trying to cover up and atone his unworthy, deeds by denouncing the President of the Union, for speaking "a white Lie". As trade unionist; we never drag in party politics; our primary obligations and duty ~~to~~ consist in serving the interests of workers on the one hand and to establish peaceful and harmonious relations between the labour and employer on the other.

4. The employer is deviously trying to wriggle out of the tight and unpleasant situation but the purpose of the Union is served by exposing the conspiratorial designs and schemes, and exposing thus securing guarantee of peace and security against unexpected attack on our union activists. Now there is one very funny thing, though the employer does not know which of his employees are union activists, yet he knows that Kailash Chandra, the President of the Union, and others are communists. Now we can prove that the employer knows the union activists whose names he sent to the S.O. Haripurhat who came with Police Force to the Mill on 19.7.56 and made investigation on the spot by calling, 1. Ram Nandan 2. Patali 3. Radhoo. 4. Ram Singh Verma, 5. Dayaram 6. Mohan Lal 7. Gyan Ram, 8 Long Lal, 9. Ram Kumar 10. Gitan Singh 11. Pali Ram 12. Sri Prem Chand Foreman 13 Ram Dass and Chhajoo Ram. We would not like to repay the employer in his own coin by calling him a liar, since it reflects one's lack of cultural attainments, sobriety, urbanity and decorum. These thing establish one

one patent fact. That the employer is making serious efforts to finish the Union and for this end is feverishly working to devise means, fair or foul to get these persons dismissed from service, implicate them in some criminal case and that is why he is out to destroy the Union activists by maligning its office bearers as communists. The solidarity of the Union has completely confounded the Management, who have lost their equilibrium, and in their confusion they are levelling baseless charges against the Union.

5. Para 5 stands unrefuted and needs no comments.

6. Here is an attempt to falsify our charges against the employers; but it is a fact that the employers give forced leave to the temporary hands prior to completion of one year and they are again recruited after a week or so. The veracity of our contention or its falsehood can be ascertained if the Govt. deputed a senior and experienced labour officer to make an enquiry on the spot. The employers are accustomed to play with the lives of workers; what to speak of temporary hands even old and confirmed workers have been dismissed without any cause simply because they refused to be treated as new entrants.

7. That we intend to take the question of Bonus before the competent authority in the near future, and challenge the right of employer to pay bonus according to their sweet will, and this has naturally created a major head ache

to them. In this age of science Bonus must not be in proportion to actual profits but it should also be paid as deferred wage which has been accepted by many a Labour Tribunal. Bonus is also included in wages in the payment of wages Act.

8. That the cases of Sri Ram Aray and Sri Toranti are pending before the Regional Conciliation officer and being subjudice we do not make any comment.

9. That it is unfortunate that the employers should display such irresponsible attitude to accidents inside their factory as to deny the services of the injured persons and to call the accident reports by the Union as "Climax of the Hour". Since the employers are very emphatic in their refutation of such incidents, and they say nothing about their callous indifference towards the injured persons we request the Distt. Authorities to conduct an enquiry on the spot and to take the Management to task for not rendering accident reports as provided under law. We would further add that another accident occurred when on 19-7-58 Sri Nathi Lal Black smith was seriously injured and the employers again displayed immense callous indifference by refusing all succour to convey him to the hospital; it were the colleagues of the injured workman who left their job, took him to state insurance hospital, thence to S.S. Hospital got him X rays and admitted and paid all the expenses themselves. The employers had paid only some eight with reluctance for conveyance and Nathi Lal was profusely bleeding from his

neck and spitting clots of blood after the accident. In short these are the amenities of which the employers are very proud and boastful.

10. That it is again incorrect for the employers to assert that they have provided all the facilities to their employees as required under law. The workers in this Mill have to handle red hot iron bars and some times the red hot bars slip from their grip and pierce into their bodies, causing serious burns and wounds; their clothes are also burnt and to guard against such accidents the workers ought to get overalls, ammunition boots, leg guards, and hand guards; those who work on furnaces should get goggles; and on leaving their jobs they ought to get soap and water to wash their hands and faces clean. None of these facilities is provided in this Mill; and this again requires inspection by the Factory Inspector and to take the management to task for this default, but nothing of the sort is ever done.

11. Regarding the wage structure, this is again a question for the Conciliation Board, and Labour ^{Courts} ~~Law~~ to decide in the light of the scales of wages prevalent in the like concerns and factories at Masipur and other places like Delhi, Govind Garh, Ahanda Bad, Bombay and Calcutta. Sufficient it to add here that the wage scale is hopelessly low; there is no dearness allowance; no medical leave; no casual leave, no grades and no system or rules for giving increments and promotions.

12. Finally it is matter of gratification if the Mill has installed new and up-to-date machinery and increased production of iron and steel; further it is a matter of pride for all patriots to see M/s. Prakash Engineering Co. contribute to the successful implementation of the 2nd 5 years Plan. But what the employers fail to comprehend, and we wish to impress upon them, in due consideration of rights of workers to a share in the increased profits reaped by the employers directly as a result of their perseverance and devotion to duty. It should not be forgotten that the workers have displayed unflinching courage and rare stamina by sticking to their place of work beside their furnaces belching tongues of fire during the scorching and unprecedented summer months of May and June 1958 - the months which were notorious for claiming hundreds of victims through out the country. And how the employers treated these heroes of iron and steel? They were denied cold drinking water; they were made to drink from a cement tank over which fell machinery water polluted with oil and the Union had to start an agitation to obtain cold drinking water for the workers. As for facilities for washing after working in such scorching heat, they do not exist even to day.

Now we come to the fantastic charges and accusations against the Union President (Kailash Chandra) and others as being communists and who have infiltrated among the workers, and thereby disturbed the industrial peace. The employers in their blind hatred of workers unity through

their Union have betrayed their total ignorance of the Indian Workers Union Act of 1926 under which the workers organized themselves into their Union and duly elected Sri Pillai Chendras and others to carry on the Union activities. Does it amount to infiltration? Besides the Union phobia has so much possessed the employers and affected their sense of proportion as to depict the Communists as detestable criminals who have trespassed into their (employers') domain.

The fact is that the dictatorial and autocratic power wielded and exercised so long over the workers without check or hindrance by the employers has all of a sudden been challenged by the united body of their employees through their union. And this challenge is not directed against the employers as proprietors of the factory but it is directed against their heartless exploitation of labour and their cruel, inhuman and callous treatment of workers.

Under these circumstances the union is their enemy no. 1 and they are out to end it by such means as:-

- (1) The employers have started terrorising the workers by entering the factory with revolver.
- (2) Employers openly say that to re-impose authority some one will have to be shot dead.
- (3) Brandishing gun by the employers over the factory roof top at the time of closing hours - as if shooting pigeons.
- (4) Trying to fabricate evidence against Sri Longal section and by compelling Sri Man Mathan no. 3 to sign a prepared statement, and on his (Man Mathan's) refusal to do so to discipline him on the spot and refusing to give him his gate pass, this incident occurred on 24.7.54.

5. Giving discipline amongst workers, creating fact-ions - to cause riots - then summon police, get union activists arrested and challenged and thus to re-establish their lost prestige and HAKIMSHAHI powers to terrorise workers.
6. To get union activists involved in false criminal cases.
7. Threat of closure of Factory to starve the workers into subservience.
8. Victimization of active Trade Union Workers by cocked up offences to generalize them.

In conclusion we would request the District Authorities to give protection to the innocent workers who are being threatened with clandestine, insults and physical violence, day to day pin pricks and harassment and if any untoward incident is precipitated as a result of such provocation, it would entirely be the responsibility of the Management.

Yours faithfully,

Kailash Chandra

(Kailash Chandra)
President,



Copies to:

1. The Prime Minister, Govt. of India, New Delhi.
2. The Union Labour Minister, New Delhi.
3. The Chief Labour Commissioner, Govt. of India, Gandhara Road, New Delhi.
4. The Labour Minister U.P. Govt. Lucknow.
5. The Labour Commissioner U.P. Kanpur.
6. The Chief Inspector of Factories U.P. Govt. Kanpur.
7. The Supt. of Police, Agra.
8. The P.O., Agra.
9. The Factory Inspector, Agra.
10. The Labour Inspector, Agra.
11. The City Magistrate, Agra.
12. The General Manager Prakash Engg. Co. & Rolling Mills, Free Ganj, Agra.
13. The General Secretary, All India Trade Union Congress, 4 Ashoka Road, New Delhi.
14. The Station Officer, Police Sta. Khatiparha, Agra.



20 SEP 1958

GENERAL ENGINEERING EMPLOYEES' UNION

(Regd. No. 1642)

President : K. T. Sule
Gen. Secretary : Vithal Choudhari
Org. Secretary : M. V. Gopalan
Secretaries : A. D. Gadkari
 B. S. Dhume
 Mrs. Maina Gavankar

Office :

25, Dalvi Building, 2nd Floor,
Poibaodi, Parel,
BOMBAY 12.

Ref. No. GEEU/

Date 19th, Sept, 1958

To
The General Secretary,
All India Trade Union Congress,
4. Ashoka Road,
New Delhi.

Dear Comrade,

Please find herewith copies of two resolutions passed unanimously at the Fifth Annual Conference of our Union. You will also find a printed report of the Union adopted in the same conference.

Kindly acknowledge the receipt of the same.

Encl. i Two Resolutions.
ii Report. (*sending this separately*).

Yours faithfully,

V Chaudhari
GENERAL SECRETARY.

To
The Editor, *Trade Union Record*

For Favour of Publication.

Office:-Dalvi Building,
Poibaodi, Parel, Bombay 12.
17th Sept. 1958.

Yours faithfully,

Organising Secretary,
General Engineering Employees Union,
Bombay.

R E P O R T.

Fifth Annual Meeting of the General Engineering Employees Union was held on 9th and 15th September 1958 Shri K.T.Sule president of the Union being in chair. The conference was attended by over 300 delegates representing 11000 workers from 38 different factories belonging to Engineering Metal Industry in the City of Bombay.. Besides the deligates, there were num-ber\$ of workers from several factories who all came in process-ion.

The meeting adopted the Report and the Statement of Account of the Union for the year 1957-58 which was submitted by Shri Vithal Chaudhari the General Secretary of the Union.

The significant feactyre at the conference was the increased membership due to the mass affiliation of practically all factories formerly organised in the Metal Mazdoor Sabha as for its decision to merge into this Union.

The conference adopted two main resolutions, one being on full and unqualified support to Kerala Government which is striving and advancing inspite of the intrigues and violent activities of all opposition parties, towards improvement of the living conditions of the toiling people of Kerala and the after being on maintenance of world peace and reiteration of appeal of Stockhome Peace Congress.

The conference elected a Managng Committee of 53 members and the executive of 15 office bearers. Shri K.T.Sule and Vithal Chaudhari were re-elected as President and General Secretary of the Union.

SUPPORT TO KERALA GOVERNMENT

This meeting of the General Engineering Employees Union, has the honour to salute the Government of Kerala formed under the leadership of the Working Class of India in April 1957. The working class aided by the peasantry, the middle class and other toiling masses emerging to power in a parliamentary democracy was an unique event in the history of India and all eyes, therefore, were fixed on Kerala.

During the regime of the last 17 months, the Kerala Government has introduced various reforms in social, educational, cultural, economic and other fields through number of enactments resolutions. A bill controlling the hated dowry system, the much debated educational bill which gives all protection to the teachers against the machination of the reactionaries and assured them of better conditions; free legal aid to all the poor in general and the untouchables in particular, the latest increase in the salaries of the Government Servants, effecting speedy and efficient machinery in the administration eliminating corruption to certain extent, settling all the arrears of labour disputes which were in hundreds, non-interference of police in the dispute of the employer and the employees, proposed Industrial Relations Bill, the Land Reforms Bill, the aid promised to all cultural and arts institutions for the cultural development of the people of Kerala. It is also trying to develop the State industrially and has achieved some success in this direction. For the first time in the history of Kerala, the cashew nut workers could achieve the bonus through the intervention of the Government.

All these successes are naturally hailed by the people of Kerala and appreciated by the people all over India. However, the Congress in other states find it difficult to face the people there and have got panicky over this. The fate of the Congress Party seems to be that due to the impact of success of the Kerala Government on other states and it might, sound a deathknell of the Congress rules in other states. This serious challenge has almost maddened them and even the responsible officers of the Congress

Party are talking against the Kerala Government in an im-
balanced tone so as to create public opinion against the
Kerala Government and oust it from the state; the Congress
from inside and outside making hue and cry of lawlessness in
the state. Kerala State Congress is busy in using all sorts
of direct and violent methods to instigate the people of
Kerala and cause chaos in the state.

The attitude of the Union Government is also such that
while the Congress Party would talk of democracy and consti-
tutional means, it shall not tolerate any democratic government
other than its own. It is most unfortunate/amazing that in
this unfair and detestable game of the Congress, even the
Praja Socialist Party and the Revolutionary Socialist Party
have also joined hands with it against the Kerala Government.

It therefore becomes a bounden duty of every honest
democrat in general and working class in particular to stand
by the Government of Kerala and give its full moral support to
it. We must see that not only Kerala Government should stand
and live but it should achieve success after success by defeating
every game of reactionaries. We should also see that the Union
Government does not put any obstacle in the running wheel of
the Government.

This meeting is confident that the mass of people of
Kerala will defeat all the machinations of the Congress and
their opportunist fellow-travellers.

This meeting assures the people of Kerala that they will
be with the Government of Kerala and render all help and save
this First Government of Indian Working Class against any order
conspiracies of the enemies of the people.

Bombay, dated 15th Sept. 1968.
General Engineering Employees Union.
Fifth Annual Meeting.

ON WORLD PEACE.

The Fifth Annual General Conferance of the General Engineering Employees' Unions greets the world peace forces for the phenomenal advance made during recent years towards maintenance of peace and prevention of war.

Throgh Korea to Iraq, it has been a march of an unending victory of the Peace forces and a defeat of the war mongers. The victorious advance of the National Liberation movements in Asia and Africa, in Middle East and Latin America; the strengthening and widening of the democratic movements and particularly those of the working class in capitalist countries combined with the further strengthening and consolidation of the countries of Socialist economy have been great contributory factors for the consolidation of peace and for foiling the efforts of the war mongers to engulf humanity in a devastating nuclear war. The epic making success of the Soviet Union in being able to hurl into space the first man-made moon has thrown the war mongers into utter panic and made them more reckless than ever.

This leads them to intensify the cold war, to intensify the armaments drive with all the consequent ill effects of such mad policies. The peoples in the capitalist countries are naturally the worst victims of these policies. Today, in these countries, unemployment is increasing, the cost of living soaring high, the danger of a number of factories closing xndown for want of essential raw materials, and such other things which threaten them with starvation and privation.

It is becoming increasingly plain to every one that this situation can be appreciably eased by putting an end to the threat of war; by utilising all available resources for peaceful construction; by increasing international trade and mutual co-operation, between all nations irrespective of their economic system or their social phylosophy and by a greater cultural and economic exchange between all sections of people. All efforts in the direction of furtherance of these objectives merit the fullest support of all peace loving people.

This conference therefore extends its full support to the important decisions of the World Peace movement, which deliberated at Stockholm during July 16th to 22nd, this year. This conference re-iterates the Appeal of the Congress for united action by all peace forces for.....

- * Ending intervention in the Middle East and withdrawal of foreign forces,
- * A summit conference
- * Ending nuclear tests as a first step to general and controlled disarmaments,
- * Right of independence for all peoples.

Bombay,
15th Sept. 1958,

General Engineering Employees Union,
Fifth Annual Meeting.

4 AUG 1958

Hindustan Electric Worker's Union (Regd.)
Market No. 1. New Township, Faridabad.

Dear Brother,

The first annual conference of the
Hindustan Electric Workers Union (Regd.) would
be held on Sunday 10th August at 5 P.m.
at Market No. 1.

We would be very happy if you take part
in our conference, kindly favour us with a
message.

Yours brother,

He Nanda

- 1 NOV 1958

प्रकाश इंजीनिरिंग एण्ड रौलिंग मिल्स मजदूर यूनियन आगरा

Prakash Engineering & Rolling Mills

MAZDOOR UNION

(Regd. No.....)

केलाशचन्द्र बकील सभापति

केशवचन्द्र गुप्ता मन्त्री

क्रम संख्या.....

यूनिस विडिबन्स

कलकट रोड,

30.10.58

आगरा

The Senior Superintendent of Police,
Agra.

Subject:- Assault and humiliation of workers by the Management of M/S Prakash Engineering Co., and Rolling Mills, Free Ganj, Agra.

Dear Sir,

This Union has received several complaints from the employees of the Prakash Engineering Co. & Rolling Mills, which we have the honour to reproduce below for favour^{of} investigation and suitable action to avert breach of public peace:-

1. That soon after the termination of lockout and resumption of work, the Management resorted to harassment and victimization of its employees; several workers who were suspected to be sympathisers of the union, or active trade union workers, were summarily turned out of the Mills, without any notice or charge sheet.
2. That the Management is bent on crushing and victimizing all such workers as stand for their trade union, methods of terrorization are employed to kick out Union activists. On 26.10.58 Sri Balj Nath Gupta-proprietor cum-Manager-metted out rough and abusive treatment to one Sri Fauzi Ram a worker - while he was on duty.
3. That on 28.10.58 Sri Buch sen Kharati was attacked and assaulted by two new recruits Lalta & Prahlad whom

the Management has employed expressly for this purpose of beating, assaulting, insulting and humiliating the workers who have been/are active trade Union workers. Sri Budh sen when reported to Sri Baij Nath Gupta the latter told him to pay Rs.10/- which he (Budh sen) had taken from them, or else he (Sri Baijnath Gupta) would deduct the same from Sri Budh sen's pay. This is a fine device to get old workers beaten by new hands of hardly one months standing and of unknown particulars- This is clear instigation of goondasim and on the pattern of Klu-Klux-klan- of U.S.A.

4. That on previous occasions too Sri Budh sen had been attacked and assaulted under the direct instigation of the Management, we had reported this matter to the District Magistrate and others for proper action.

5. That Sri Baij Nath Gupta also threatened one Ganga Prasad employee of this Mill that he too would be meted out the same treatment as has been done in the case of Sri Fouzi Ram & Sri Budh Ram if he (Ganga Prasad) ^{paid} subscriptions to the Union, or worked for and sympathised with the Union.

6. That this sort of treatment of workers by the the Management is a flagrant breach of the Code of Discipline as mutually involved and agreed upon by the employers and employees and the Govt. at the 16th Labour Conference; besides this treatment is against the common law of the land; and it is likely to put serious hindrance in the fulfilment of the National 5 years plan. It clearly demonstrates that the factory owner to day considers himself the supreme master of the establishment and considers his labourers as slaves who must submit to the master's whims and idiosyncracies or be expelled. and this notion would unfortunately-land the employers and the nation as a whole into chaos and utter ruin.

We therefore, submit in the interest of peaceful labour employer relations, that the Management desist from such dirty and anti-labour practices so that ~~the~~ peace may not be disrupted, workers may not be ~~so~~ terrified and workers be left

free to organize their trade union according to law and their rights won through bitter struggles. It is not necessary to re-emphasize that it is the basic right of workers to organize their trade union; this right is guaranteed by law; and the threats of employers against workers and their union leaders are very unfortunate and needs to be stopped expeditiously in the interest of industrial peace and efficiency of Production of iron and steel which is so essential for our national reconstruction. It is earnestly requested that you would take prompt and suitable measures to protect the workers against the repetition of such acts in future and do the needful to maintain public peace.

Yours faithfully,

Kailash Chandra
(Kailash Chandra)
President.



- Copies to :-
1. The Distt. Magistrate, Agra.
 2. The Regional Conciliation Officer
Agra.
 3. The Local Intelligence Br. Agra.
 4. The General Manager, Prakash
Eng. Co. & Rolling Mills, Agra.
 5. The Union Minister for Labour,
New Delhi.
 6. The Labour Commissioner, U.P.
Kanpur.
 7. The Labour Minister U.P. Lucknow
 8. The G.L. Secy. A.I.T.U.C.,
New Delhi.

1988 266

October 23, 1958

Shri G.M.Kumar,
Bhilai Steel Kamgar Sangh,
Khursopar, Durg,
P.O. BHILAI 2

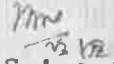
Dear Comrade,

We have your letter of 18th October on
the hunger strike of Com.Hamid Khan.

Could you send us the list of demands in
detail so that we may move the authorities
concerned in this respect?

With greetings to Com.Hamid Khan and
wishing him success in his struggle,

Yours fraternally,


(K.G.Sriwastava)
Secretary

21 OCT 1958

* भिलाई इस्पात योजना क्षेत्र के कामगारों के अधिकारों का एकमात्र प्रहरी *

—= भिलाई स्टील कामगार संघ =—

रजिस्ट्रेशन नं० २८६.

✦ अध्यक्ष

बो. वाय. ताम्बकर (एम. एल. ए.)

✦ उपाध्यक्ष

रामसेवक ठाकुर

✦ महामंत्री

देवशरदा दुबे

खुरसीपार [दुर्ग]

P.O. Bhilai 2

पत्रांक. B.S.K.S/697/58

दिनांक. 18.10.58

So

The General Secretary

A. I. T. U. C.

Sub: Hunger strike in Bhilai Steel Project
by Hamid Khan

Dear Comrade,

For five demands Hamid Khan is on hunger strike since 18.10.58. On the eighth day of his fast his conditions ~~are~~ in worse. We appeal to all central trade unions to save his life by helping us in reality the just demands, particularly the demand for construction allowance. The authority says that the work charge employees will not get const. allowance as that is not given in Rourkella and Surgapur projects. Please do what you can.
Greetings.

1. पत्र अगले ही T.O.R.
2. पत्र जो मने अनुसार.

hrv
14.10

Yours truly

G.M. Kumar

for B. S. K. S.

266

October 21, 1958

Convenor, Reception Committee,
Central Industries Employees Conference
C/o ITI Employees Union,
Duravani Nagar,
BANGALORE

Dear Comrade,

Your letter of 9th October to Com.Dange was received by us only on 17th inst.

2. Com.Dange is not here at the moment. He is confined to bed in hospital. It would therefore not be proper to fix his engagement until he is released from hospital.

I am however writing to Com.P.Ramamurti and Com.K.T.K.Tangamani, our Vice President and Secretary respectively, if it would be possible for them to inaugurate the conference. I am writing to them to write to you direct.

With greetings,

Yours fraternally,

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

Copy to: TNTUC
Karnatak TUC

17 OCT 1958

Reception Committee

Central Industries Employees Conference

C/o ITI EMPLOYEES UNION
DURAVANI NAGAR
BANGALORE

Date 9th October 1958

Ref.

Shri. ...
...

...

It is proposed to hold a conference of the employees working in the four Central Industries situated in Bangalore namely, Hindustan Aircraft (P) Ltd., Indian Telephone Industries (P) Ltd., Hindustan Machine Tools and Bharat Electronics Ltd. on the 15th and 16th for the purpose of forming a 'Federation of Central Industries Employees'.

There is wide disparity with regard to the treatment meted out to the employees of Central Govt. Industries situated elsewhere in respect of D.A. Rates, wages and other facilities and to the employees of Central Govt. Industries situated in Bangalore. It has been felt by the employees of all the four factories to have a united organisation. There is a great urge from among the employees numbering about 20,000 to rally round under one banner of all the four Trade Unions, have naturally supported this move.

The Reception Committee of the Conference has resolved to request you to make it convenient to inaugurate the conference on the evening of the 15th inst. and also to be amidst us on the 16th Nov. There will be a mass rally of 20,000 workers. We are also inviting Comrade Thel. S. Anthony, M.P. to preside over the function.

Since it is the desire of the employees to seek obtain support of all the Trade Unions, we request you to attend the conference at XX A line in reply will help us to make further arrangements. Your expenses in this connection will be met by us.

Yours sincerely,

Yours faithfully,

P.T.O.

A. K. Singh
Secretary.

17 OCT 1958

प्रकाश इंजीनिरिंग एण्ड रौलिंग मिल्स मजदूर यूनियन आगरा

Prakash Engineering & Rolling Mills

MAZDOOR UNION

(Regd. No.....)

कैलाशचन्द्र वकील सभापति

केशवचन्द्र गुप्ता मन्त्री

कम संख्या.....

The Union Mister,
of Labour & Planning,
Govt. of India, New Delhi.

यूनिस विल्डिंग्स

कलकटे ट रोड,

आगरा

16/10/58

Sub:- Harassment ^{and} Victimization of workers in contra-
vention of code of Discipline.

Dear Sir,

This Union has the honour to bring to your notice some anti-labour practices indulged in ^{by} M/S Prakash Engineering Co. and Rolling Mills Free Ganj Agra:-

1. That the rolling mills remained closed for more than one month, thereby the country lost about 40 tons of steel product per day; since the cases are pending before the Regional Conciliation officer Agra we would not make any comment.

2. That the workers who have been taken back on duty (about 200) are being meted out very rough and humiliat-
ing treatment; agents provocateurs under instructions from the proprietors, deliberately use abusing language towards the Union activists; they provoke the peaceful workers, pass undignified remarks and use filthy language towards Union activists. The proprietor of the mills give direct instigation to his loyal selected team to indulge in this humiliating game and even hints are given to use physical violence against trade union ^{activists}

so that the later may be compelled to leave the Mills of their own accord and the proprietor could keep new hands at his own conditions.

3. That for the last two days one Sri Budh sen lath mechanic has been made the target of attack; Sri Ram Nivas, Sri Prchalad, Sri Lalita, Sri Shiv Charan and Sri Kailash all employees of this Mill and working in a different section, instigated by Sri Kailash Baboo supervisor, abused Sri Budh Sen several times and Srini Ram Nivas and Kailash who belong to the village of the supervisor, caught Sri Budh sen by his both hands and pushed him several times. On top of all this the General Manager and Proprietor of the Mills came out in the open and warned all workmen not to save any workmen if there is any scuffle Jhagra or marpit.

4. That there is prevailing a reign of terror inside the Mill, workers are served charge sheets of late, on petty affairs, and threatened with dismissal at any moment. The atmosphere is surcharged with provocation, frustration, animosity, and revenge. Proprietors word is law and the Code of Discipline is totally ignored. Any worker suspected to have leanings or sympathy with the Trade Union is made the target of attack. One Sri Ramdas labour was so much harassed and insulted that he left the job a week back.

5. That the Management announced that all dismissed employees would be taken back if they report for duty by 15.10.58. But not a single such workers, was taken in when they reported for duty continuously for about a week and finally on 15.10.58 the Management refused all such workers to take on duty.

6. That it is a matter of regret that Industrialists who get all the advantages from the Union and State Govt. should themselves break the code of Discipline as framed by the Labour conference; that without any justification the industrial unit should be closed and the ^{No. Country lost thousands of tons of} ~~steel~~ thereby lowering the 5 years plan Target- in other words the Govt. give all possible help to industrialists who in their turn try to sabotage the Plan. It is a serious matter and requires top level Enquiry; if the workers are in the wrong they are prepared to take punishment for their action; similarly if the Management is found to be wrong then it should be treated similarly and meted out exemplary punishment and then alone we can be sure of accomplishing our National Plan Targets and maintain industrial peace and and code of discipline.

It is, therefore earnestly requested that the Union Govt. would expeditiously appoint an enquiry into this matter, so that the workers may ^{leave} ~~leave~~ a sigh of relief and feel that there is a superior power to curb and control the anti labour policies and illegal actions of the Management of this concern and for this they would remain much grateful to you.



Yours faithfully
Kailash Chandra
 (Kailash Chandra)
 President.

Copies to:

1. The Labour Commissioner, U.P. Govt. Kanpur.
2. The District Magistrate, Agra.
3. The Regional Conciliation officer, Agra.
- ✓ 4. The General Secretary All India Trade Union Congress New Delhi.

13 Oct 1958
प्रकाश इंजीनिरिंग एण्ड रोलिंग मिल्स मजदूर यूनियन आगरा

Prakash Engineering & Rolling Mills

MAZDOOR UNION
(Regd. No.....)

कैलाशचन्द्र वकील सभापति
केशवचन्द्र गुप्ता मन्त्री
क्रम संख्या.....

266

यूनिस विल्डिंग्स
कलकट्टे रोड,

आगरा 11.10.58

The General Manager,
Prakash Engineering Co., & Rolling
Mills, Free Ganj Area.

Subject:- B-1332/58

Dear Sir,
In continuation of our previous letter dt. 9.10.58 regarding your publicity in local Hindi Awar Ujala Newspaper dt. 7.10.58, calling upon the discharged workmen to report for duty we have to make the following observations:-

1. In spite of 42 workmen whom you refused to take on duty your 15 workers again reported for duty at your Mill on 11.10.58 at 7 a.m. and remained there till 1 p.m. but you did not take any of these workmen on duty; their names are:- 1. Shri Mahan Lal 2. Shri Sand Ram 3. Shri Pooran Charan 4. Shri Jagai Singh (5) Keptan Singh 6. Mahi Lal 7. Nisoo Ram 8. Gitan Singh 9. Ram Singh no. 5 10. Ram Singh no. 6 (11) Ram Singh verma 12. Phool Singh 13. Chand Ram 14. Chandan 15. Ram Charan. Your refusal to take these workers on duty inspite of your own publicity, unmistakably goes to establish that it is all pesh bandi; it is a manoeuvre to put the workers in the wrong that they (workers) did not report for duty. These workers had a chance to present themselves for duty at your Mill gate on 13.10.58 at 10 a.m. and it is upto you to honour your announcement and take back the workers on duty. We are sending a request to the Regional

Conciliation Officer agree to depute some officer to witness this and if they are not taken on duty who is in the wrong ?

2. That the Management has not paid bonus to about 45 workmen; this again is illegal since it pertains to the previous year when all these workmen were present kindly see to it that their bonus is sent to their home add. and expeditiously.

3. That the workmen were made to sign four different papers at the time when bonus was paid to them and it is not known what the contents of those 4 papers were perhaps you are well aware with Industrial Code and principles of equity which stand to protect such workmen as are made to sign documents without their contents being explained to them and which affect the workmen adversely.

It is earnestly hoped that you would honour your undertaking and take back all the workmen so far refused duty and also not compel workers to sign documents without explaining their contents to them, or blank papers which could be given any turn or twist and which may adversely affect the workers.

Yours faithfully,

Kailash Chandra

Kailash Chandra
President.

Prakash Engg. Co & Hig. Mills Mazdoor
Union, Agra.

Copy to :-

1. The District Magistrate, Agra.
2. The Regional Conciliation officer Agra-for favour of deputing some officer to witness on this Mill's Gate on 13.10.58 at 10 a.m. whether the Management take the workers on duty or not as per their agreement and press publicity.
3. The Labour Commissioner U.P. Govt. Kanpur.
4. The General secretary, A.I.T.U.C., B 4 Ashoka Road.

प्रकाश इंजीनिरिंग एण्ड रौलिंग मिल्स मजदूर यूनियन आगरा

Prakash Engineering & Rolling Mills

MAZDOOR UNION

(Regd. No.....)

केलाशचन्द्र बर्फील सभापति

केशवचन्द्र गुप्ता मन्त्री

कम संख्या.....

10 OCT 1958

यूनिस विल्डिंग्स

कलकट्टे रोड,

9.10.58.....

आगरा

The General Manager,
Prakash Engg.Co., & Rolling Mills,
Free Ganj, Agra.

Subject:- Publication in Amar Ujala 7.10-58 regarding
re-employment of discharged workers.

Dear Sir,

This Union has been surprized to read your announcement in local Hindi Daily news Paper AMAR UJALA dated 7.10.58 calling upon your discharged employees to report for duty by 15.10.58. In this connection we would like to draw your attention to your previous Notification dt. 28.5.58 wherein you had intimated the workers to report for duty upto 8.9.58 and when the workers actually lined up at your Mill gate on 1.9.1958 and subsequent days you refused to take on duty about 42 employees. This happened in the presence of the Govt. Labour Inspector specially deputed by the Regional Conciliation Officer Agra and the Union representatives Now against this back ground your announcement through the press seems to have been given to serve some definite plan; it suggests that you are prepared to take back all the discharged employees but it is the employees themselves who are persistently refusing to avail themselves of your repeated announcements,

contd.... to page 2.

and do not report for duty. Perhaps it would not be out of place to mention that some workers who were taken on duty had been turned out by your Management even though they had put in some hour's work in your Mill. Very odd and strange though it was, you surrendered and capitulated your administrative powers and prerogative to a team of 5 selected stooges of yours who were none other than your loyal workmen- who decided whom to take and whom not to take on duty and thus about 42 workmen who actually reported for duty in ~~xxx~~ persuance of your Notifications, ~~and they~~ were turned out and refused duty by you.

The Management would appreciate that the union has done every thing possible to create an atmosphere of peace and to help to get the Mill re-started, but the Management has shown most adverse re-action to our overtures for production in the interest of all concerned. The workers taken back on duty are being insulted and humiliated; rough and abusive treatment is the order of the day; in short persecution of workers on grounds of trade Union activities is being practised on a mass scale; charge sheets are served upon workers on flimsy grounds in a spirit of provocation and vindictiveness. The workers are pocketing all this humiliation for the sake of bread but we feel there is limit to patience and when and how the explosion is caused it would be the Management which would bear its responsibility and consequences.

It is a sad commentary on our post-independence industrial relations and inspite of the

3

resolutions of the 16th All parties Labour Conference at Nainital, that we do not find Heroes of Labour in our industrial enterprises, we do not find that Keen competition to beat production targets as we find in really socialist countries, and this is happening when the aim of our Govt. is socialist. The result is as our industrialists - (your own Mill included - decide and dictate - the Factory, the workers, and other paraphernalia - must yield profit, irrespective of consequences to workers, the country and the very industrial development of the concern itself.

We hope and trust that you would take back the discharged employees soon and to restrain rough and abusive treatment to your employees and not try to get one set of workers play upon the other, and this would surely pave the way for good relations between labour and Management and meet the 5 years' plan Target and thus save the plan which is facing a serious crisis, thanks to the anti-social activities of some thoughtless industrialists.

Thanking you for the same.

Yours faithfully,
Kailash Chandra
(Kailash Chandra)
President

- Copies to:-
1. The Regional Conciliation officer, Agra.
 2. The District Magistrate, Agra.
 3. The Labour Commissioner U.P. Govt. Kanpur
 4. The General secretary A. I. T. U. C.,
4 Ashoka Road New Delhi.

Hindustan Machine Tools Employees' Association

(Reg No. 120)

President: M. S. KRISHNAN

Secretary: A. B. BHATTACHARJEE

3 OCT 1958

112603, First Floor, II Main Road,
EMP. MALESWARAM
BANGALORE-3

Date 1st October 58

Ref. 1/TU/8

To

The Editor,
Trade Union Record,
No. 4 Ashok Road,
Bangalore.

Dear Sir,

You are probably aware that the Government of India have chosen the Hindustan Machine Tools (Private) Ltd., to experiment the Labour participation in Management. Accordingly, our Union and the management have signed an agreement on Management of Council- on 12th August 1958.

15 min

We are receiving letters from various Unions to send a copy of the Agreement. Hence, it will be of great use to many Unions if you make it possible to publish our Agreement and the Constitution on Council of management, which is enclosed herewith.

Thanking you,

Yours faithfully,

A.B. Bhattacharjee
(A.B. Bhattacharjee)
SECRETARY,

Incl: 1 Agreement.

*You are agreed with the
management.*

*Authd
ms
3.18*

AN AGREEMENT MADE this Twelfth day of September One thousand nine hundred and fifty eight between HINDUSTAN MACHINE TOOLS (PRIVATE) LTD., a Company incorporated under the Indian Companies Act, 1913, having its Registered Office at Jalahalli, Bangalore (hereinafter called the 'Company' which expression where the context so admits shall include its successors and assigns) of the one part and HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION (Registered No.120) duly registered under the Indian Trade Unions Act 1926, having its Registered Office at 41 A, HMT Colony, Jalahalli P.O., Bangalore (hereinafter called the 'Association' which expression where the context so admits shall include its successors and assigns of the other part.

WHEREAS the Company and the Association appreciate that an increasing measure of association of the employees of the Company with the management of the Company's work is desirable and would help in promoting:

- (a) increased productivity of the Company for the general benefit of the Company, the employees and the country in general,
- (b) imparting to the employees of the Company a better understanding of their role and importance in the working of the Company and in the process of production,
- (c) the satisfaction of the urge of the employees for self-expression,

It Is Hereby Agreed to between the parties hereto as follows:

(1) There shall be a Joint Council (hereinafter called the Council) which expression shall be constituted in accordance with the provisions contained in Appendix 'A' to this Agreement. The Council shall consist of ten members, five being representatives of the Company and five of the employees for the time being.

(2) The Council shall endeavour:

- (a) to improve the working and living conditions of the employees,
- (b) to improve the productivity of the Company,
- (c) to encourage suggestions from the employees,
- (d) to assist in the administration of labour laws, rules, standing orders and agreements as between the Company and the employees,
- (e) to create in the minds of the employees a live sense of participation in management, and
- (f) to serve generally as an authentic channel of communication between the Company and the employees.

(3) The Council shall be consulted by the Company on matters relating to:

- (a) the general administration of standing orders of the Company and amendments thereto whenever required,

(Cont...)

- (b) the introduction of new methods of production and manufacture involving re-deployment of men and machinery,
- (c) closure, reduction in or cessation of Company's operations.

(4) The Council shall also have the right to receive information, discuss and offer suggestions relating to:

- (a) general economic situation of the Company,
- (b) the state of the market, production and sales programmes of the Company's products,
- (c) organisation and general running of the Company,
- (d) circumstances affecting the economic position of the Company,
- (e) manufacturing methods and working processes of the Company,
- (f) the annual balance sheet, profit and loss account and connected documents of the Company and explanations thereto,
- (g) long term plans for expansion, re-deployment of men and machinery and other matters of like nature, and
- (h) such other matters as may be agreed upon.

(5) The Council shall be entrusted with responsibility in respect of matters relating to:

- (a) administration of welfare measures,
- (b) supervision of safety measures,
- (c) operation of vocational training and apprenticeship schemes,
- (d) preparation of schedules of working hours, breaks during working hours and of holidays,
- (e) payment of rewards by the Company for valuable suggestions received from the employees, and
- (f) any other matter as may be agreed upon.

(6) The working of the Council shall as far as possible be in consonance with the recommendations of the Seminar on Labour Management Co-operation, organised by the Ministry of Labour, Government of India and held at New Delhi on the 31st January and 1st February 1958, more particularly stated in Appendix 'B' to these presents.

(7) The arrangements in Clauses 2, 3, 4 and 5 above, will be on an experimental basis for a period of two years in the first instance and shall be amended or modified from time to time, if necessary, in the light of the experience of the parties to these presents.

(8) The agreement shall come into operation the day and the year first above written. It shall continue for a period of two years and shall be renewed for such further term as may be mutually agreed upon between the parties hereto.

(9) Notwithstanding anything herein contained, either party to this agreement may terminate this agreement giving to the other three months' notice in writing.

(10) In case of any inconsistency among the provisions of this Agreement, Appendix 'A' and Appendix 'B' attached hereto, the provisions of this Agreement shall prevail over Appendix 'A' and 'B' and Appendix 'A' shall prevail over Appendix 'B'.

(11) All matters relating to wages, bonus, etc., which are subjects for collective bargaining shall be excluded from the scope of the Council. Individual grievances shall also be excluded from its scope. In short, creation of new rights as between employers and workers shall be outside the scope of the Council.

IN WITNESS WHEREOF the parties hereto have affixed their hands on the day and the year first above written.

Signed by Sd/-(M.K.Mathulla)
Managing Director

for and on behalf of the
Hindustan Machine Tools (Private)Ltd.,
in the presence of:

1. Sd/- (S.M. Patil)
2. Sd/- (Dr.K.P.Pillai)

Signed by Sd/- (M.S. Krishnan)
President

for and on behalf of the
Hindustan Machine Tools Employees' Association,
in the presence of

1. Sd/- (A.B. Bhattacharjee)
2. Sd/- (George Jacob)

hg/-

APPENDIX 'A'

CONSTITUTION OF THE JOINT COUNCIL OF THE HINDUSTAN
MACHINE TOOLS (PRIVATE) LTD. AND HINDUSTAN MACHINE
TOOLS EMPLOYEES' ASSOCIATION

<u>NAME</u>	I. The aforesaid Council shall be known as the 'Joint Council' or in short 'Council'.
<u>NUMBER OF MEMBERS</u>	II. The Council shall consist of ten members, five being representatives of the Company and five of the employees for the time being.
<u>CHOICE OF MEMBERS</u>	III. The representatives of the Company shall be nominated by the Managing Director. The representatives of the employees shall be nominated by the Hindustan Machine Tools Employees' Association from among its members not more than two of whom may be non-employees.
<u>OFFICERS OF THE COUNCIL</u>	IV. (i) The Council shall have as its Office bearers a Chairman, a Vice-Chairman and two Joint Secretaries. (ii) The Chairman and the Vice-Chairman shall be selected by the Council from amongst the members. If the Chairman is selected from the representatives of the Company, the Vice-Chairman shall be from the employees' representatives and vice versa. (iii) The Joint Secretaries, one each from among the representatives of the Company and the employees shall be elected by the members of the Council.
<u>TERM OF OFFICE</u>	V. (i) The term of Office of the Chairman and Vice Chairman shall be one year and that of the Council, other than a member to fill a casual vacancy shall be two years. If for one term the Chairman is selected from the Company's side the Vice-Chairman shall be from the employees side and for the next term it shall be vice versa. (ii) The members nominated to fill a casual vacancy shall hold office for the unexpired period of his predecessor.
<u>VACANCY IN THE COUNCIL</u>	VI. Vacancies in the Council shall arise: (i) In the event of the representative of the Company ceasing to be an employee of the Company, (ii) In the event of the representative of the employees ceasing to be a member of the Association and/or ceasing to be an employee of the Company. (iii) Absence without permission of any member from three consecutive Ordinary Meetings of the Council. (iv) The seat declared vacant under Sub-clauses (i), (ii) and (iii) shall be filled up as per Article III. (v) During the period of suspension as a measure of punishment and not pending-enquiry of a member under the Standing Orders and Rules of the Company or bye laws of the Association, the member will be temporarily disqualified from membership of the Council.

(Cont...)

POWER TO
CO-OPT

VII. The Council shall have the right to co-opt in a consultative capacity persons having a particular or special knowledge of the matter under discussion. Such co-opted members shall not be entitled to vote and shall be present at the meetings only for the period, during which a particular question is before the Council.

MEETINGS OF
THE COUNCIL

- VIII. (a) The Council may meet as often as necessary but shall meet at least once a month.
- (b) The Chairman and the Vice-Chairman shall be jointly responsible for the preparation of the agenda and its circulation among the members.
- (c) Notice of the meeting together with the agenda as approved by the Chairman and Vice-Chairman jointly will be circulated among the members at least seven days before the date of the meeting. The Chairman may convene emergent meetings giving 24 hours notice to the members.
- (d) No business other than that put in the agenda shall be introduced at the meeting without the prior consent of the Council.
- (e) At every meeting of the Council, the Chairman if present, or in his absence the Vice-Chairman and ⁱⁿ the absence of both, such member as the members present may elect, will preside as Chairman.

QUORUM

IX. Four members of the Council, two being representatives of the Company and two of the employees shall form the quorum.

DECISIONS OF
THE COUNCIL

X. The decisions of the Council shall be always unanimous and shall be implemented in the manner provided in Para XI B(2) of Appendix 'B'.

SUB-COMMITTEES

XI. The Council shall have powers to appoint Standing Sub-Committees and Ad hoc Sub-Committees for dealing with any item or subject (falling within the scope of the Council) as provided in para IV of Appendix 'B'.

MINUTES OF THE
MEETINGS

XII. The minutes of the meeting shall be signed by the Chairman of the meeting. Copies of such minutes shall be sent to the Managing Director of the Company and the President of the Association as also to the members of the Council and shall be treated as strictly confidential unless otherwise decided by the Council.

FACILITIES FOR
MEETINGS

XIII. The Company shall provide accommodation and facilities for holding the meetings of the Council. The members of the Council and its Sub-Committees shall be given permission to attend the meetings during working hours, and they shall be treated as 'on duty'. The Company shall provide the Council and its Sub-Committees with secretarial assistance.

BYE LAWS AND
AMENDMENTS

XIV. The Council shall frame Bye Laws and amend the rules and the Clauses of the Constitution in consonance with the objectives set before the Council.

Conclusions/recommendations of the Seminar on Labour Management Co-operation held at New Delhi on the 31st January and 1st February, 1958.

The seminar considered the various problems concerning the Constitution, functions and administration of Joint Councils and its conclusion/recommendations on the various items were as follows:-

I. Size of the Joint Council.

- (1) The Joint Councils to be effective and manageable should consist of equal number of representatives of management and employees, not exceeding twelve in all. In the case of smaller undertakings, however, the membership should not be less than six.
- (2) The quorum should be four, two on each side.
- (3) Decisions should be taken unanimously.

II. Representation to different departments, etc.

- (1) As one of the essential criteria for the formation of Joint Councils is that the undertaking should have a well established and strong trade union functioning, the rule should be -
 - (a) where there is a representative union registered under a statute, that representative union should nominate the employees' representatives on the Council;
 - (b) Where there is no law for the registration of unions as representative unions, but there is only one union well established, that union should nominate the employees' representatives on the Council;
 - (c) where there are more than one well established and effective unions, the Joint Councils should be formed when the unions among themselves agree as to the manner in which representation should be given to the employees.
- (2) There should be no bar to the members of the supervisory and technical staff being nominated as employees' representatives on the Council.
- (3) Employees' representatives should be employees themselves; but, if the trade union so feels, it can appoint non-employee members to the extent of not more than 25% of its quota. If the employers have no objection, the number of non-employee members may be raised to 2.

(4) The Joint Council should be set up at the unit level. where there are a number of departments in an undertaking, having separate identity of their own, the Joint Council may set up subsidiary Departmental Joint Committees to deal with the problems at the departmental level and also to secure proper and effective functioning of the Joint Council itself. Where there is a number of units under the same management in the same area having separate Joint Councils of their own, a Central Joint Council might also be established for the group of undertakings.

(5) The Ministry of Labour might request the Ministry of Finance to agree to the formation of Joint Councils in the Life Insurance Corporation of India; for this purpose, a Zone may be treated as a unit.

(6) The Ministry of Labour might request the Ministry of Communications to include not only the Posts & Telegraphs Workshops (as recommended by the Sub-Committee on Worker Participation in Management and Discipline in Industry), but also other units functioning under the P&T Department.

III. Office bearers of the Joint Council.

(1) The question of procedure for appointing a chairman and a vice-chairman should be left to the Council itself.

(2) In case the Joint Council fails to come to an agreement on the above, the offices of Chairmanship and Vice-chairmanship should be made rotating. Again, if for one term the Chairman is selected from the employers' side, the Vice-Chairman should be from the employees' side and vice-versa.

(3) The term of office of a Chairman and a Vice-Chairman shall be one year and that of the Council shall be two years.

(4) There may be two Joint Secretaries, one from the employees' side and the other from the employers' side, both having equal status. They may be elected by the members of the Council from among themselves.

(5) The employers should provide such secretariat and other assistance as may be necessary for the smooth and efficient functioning of the Joint Councils. If the employees' representatives agree, the Labour Welfare Officer of the Unit may be associated with the Joint Council for purposes of secretariat work, e.g., circulation of minutes, notes, etc.

IV. Constitution of Sub-Committee.

(1) It is desirable to appoint Sub-Committees.

(2) For welfare activities, etc., a standing Sub-Committee may be appointed.

(3) For other specific points, Ad-hoc Sub-Committees may be formed.

(4) These Sub-Committees shall submit their reports to the Joint Council.

(5) There should be a parity of employer-employee representation on the Standing Sub-Committees. On the Ad-hoc Sub-Committees, however, parity need not be insisted upon.

(6) The Sub-Committees might also include in their membership, persons other than members of the Joint Council.

(7) The Sub-Committees shall be working under the general supervision and guidance of the Joint Council. Reports made by the Sub-Committees will be considered by the Joint Council which will take the ultimate decision.

(8) The agenda for the Joint Council meetings should be prepared and circulated in good time, so as to give sufficient publicity to it amongst the employees and invite points for discussion from them. The preparation of the agenda should be the Primary responsibility of the Chairman who might make such arrangements as may be necessary for this purpose.

V. Schedule for the meetings of the Joint Council.

The periodicity of the meetings of the Council is essentially a matter to be decided by agreement by the Council itself. The Council should, however, meet at least once a month.

VI. Minimum qualifications pertaining to education, etc.

No qualifications should be laid down for membership of the Council. The parties are expected to nominate persons who have sufficient knowledge and understanding and who are in a position to deliver the goods.

VII. Liaison between the Joint Councils and the Ministry of Labour & Employment.

The Government of India should make a definite arrangement for liaison between the Joint Councils and the Ministry of Labour & Employment by designating a separate cell for the purpose and give it all facility. Adequate arrangements should also be made to associate State Govts. with the working of the Joint Councils in their respective areas.

VIII. Guidance from Panel of Experts.

Having regard to the fact that the experiment is initiated at a few places in the initial stage, and All-India panel be appointed composed of persons (a) who are nominated by organisations of employers and employees, (b) whom the organisations consider suitable for guiding Joint Councils (c) who are willing to undertake this responsibility. The advice of the experts shall not be binding on the Joint Councils.

IX. Training programmes in units experimenting with Worker Participation in Management.

The representatives of both management and workers on the Joint Councils should continuously keep in mind their joint responsibilities and rights. Towards this end, it should be necessary to ensure that they acquire the requisite attitude and background. Education of a general nature, especially in the issues relating to the satisfactory working of an enterprise must be imparted. A programme for such education should be carried on through different agencies. The representatives of management should be persuaded to actively participate in professional management associations. The Trade Unions may undertake the education of the workers. The workers' education scheme which is to be launched shortly by the Government of India must devote special attention to this aspect of labour-management relations. The Joint Councils at the unit level should also consider the possibility of organising the Joint education of all the members of the council.

X. Dissemination of Information to Workers.

The Joint Council should have the right to receive information on the various subjects outlined under Clause 6 of the Model Agreement. All arrangements should be made for documentation and dissemination of information to members of the Joint Councils as early as practicable. The Technical details in this connection should be worked out. On certain specific matters, information should be given every quarter. The right to receive information also includes the right of discussion. The undertaking having a Joint Council shall also establish a library and a reading room.

XI. Informal Meetings:

All efforts should be made to increase informal contacts between the members of the Joint council and top officials of both sides, namely, management and the trade union.

The Seminar also discussed other related issues. The conclusions thereon were as follows:-

A. Joint Councils and Works Committees:

(1) Since Joint Councils are working at the policy level, they can function separately without encroaching upon the functions of the Works Committees.

(2) Where Works Committees are already working in units where Joint Councils are to be set up the Works Committees shall continue.

B. Responsibilities of the Council:

(1) The Joint Council shall exercise supervisory, advisory and administrative functions on matters concerning safety, welfare, etc., as have been indicated in the Model Agreement though the ultimate responsibility shall rest with the management.

(2) The unanimous decisions of the Council should be implemented without any delay. If they are not implemented in time, reasons should be given for the delay.

(Cont....)

Draft Model Agreement
regarding
Establishment of Councils of Management.

Agreement between

.....(Name of employer).....

and

.....(Name/Names of Trade Union/Unions).....

1. The Company and the Union appreciate that an increasing measure of association of employees with the management of its work would be desirable and would help (a) in promoting increased productivity for the general benefit of the enterprise, the employees and the country, (b) in giving employees a better understanding of their role and importance in the working of the industry and in the process of production, and (c) in satisfying the urge for selfexpression.
2. It is, therefore, agreed that a Council/Councils of Management consisting of representatives of the Management and of the employees be set up.
3. The constitution of this council/these councils and the procedure to be followed by it/them would be set out in the Annexure.
4. It would be the endeavour of the Council/Councils to improve the working and living conditions of the employees, (ii) to improve productivity, (iii) to encourage suggestions from the employees, (iv) to assist in the administration of laws and agreements (v) to serve generally as an authentic channel of communication between the Management and the employees and (vi) to create in the employees a live sense of participation.
5. The Council/Councils would be consulted by the management on matters like:-
 - i) general administration of Standing Orders and their amendment, when needed;
 - ii) introduction of new methods of production and manufacture involving re-deployment of men and machinery;
 - iii) closure, reduction in or cessation of operations;
6. The Council/Councils would also have the right to receive information, discuss and give suggestions;
 - i) general economic situation of the concern;
 - ii) the state of the market, production and sales programmes;
 - iii) organisation and general running of the undertaking;
 - iv) circumstances affecting the economic position of the undertaking;

- v) methods of manufacture and work;
- vi) the annual balance sheet and profit and loss statement and connected documents and explanation;
- vii) long term plans for expansion, re-deployment etc., and
- viii) such other matters as may be agreed to.

7. The Council/Councils would be entrusted with responsibility in respect of:

- i) administration of welfare measures;
- ii) supervision of safety measures;
- iii) operation of vocational training and apprenticeship schemes;
- iv) preparation of schedules of working hours and breaks and of holidays.
- v) payment of rewards for valuable suggestions received from the employees;
- vi) any other matter as may be agreed to by the Joint Council.

8. All matters, e.g. wages, bonus etc. which are subjects for collective bargaining are excluded from the scope of the Council/Councils. Individual grievances are also excluded from its/their scope. In short, creation of new rights as between employers and workers should be outside the jurisdiction of the Management Council.

* स्वतन्त्र देश के नेताओं से न्याय की मांग *

घोर परिश्रम का फल “कर्मचारियों को आधे वेतन पर छुड़ी”

कपट-युक्त चालों का फल “देश को करोड़ों रुपये का नुकसान”

री इस केन्द्रीय ट्रेडर संस्था का जन्म एक ऐसे समय में हुआ जबकि हमारा प्राण-प्यारा भारत परतन्त्रता की जञ्जीरों से मुक्त था कि ऐ स्वतन्त्रता-प्रेमी नवयुवकों? अपने देश की इस स्वतन्त्रता रुपी लता को अपने पवित्र-रक्त से इस प्रकार सींचो कि की कुत्सित-चेष्टायें सर्वदा के लिये समाप्त हो जाय। एवं प्रकारेण इस बृहत् भारत को गौरवान्वित द्रैरंगी-ध्वजा की प्रतिष्ठा समुज्ज्वल बलस्यो बनने के निमित्त हम सबने प्राण-पण प्रयास किया। इस दिशा में अपनी जन-तन्त्री सरकार ने उपसंस्था को जन्म दिया र दक्ष कर्मचारियों को “अधिक अन्न उपजावों” आन्दोलन की सक्रियता का उत्तरदायित्व सौंपा।

ए मेरे साथियो ! घोर अत्याचार; महान अत्याचार, जघन्य अन्याय !!! विभागीय धन-लोलुप अधिकारियों ने अपने स्वार्थ-हेतु, अपनी अपने निकट सम्बन्धियों के लिये तथा अपनी रुग्णता के लिये इस संस्था के दक्ष, कुशल, कर्मठ, परिश्रमी, देश-प्रेमी, कुशाग्र बुद्धि-वाले असह्य गर्मी को सहन करने वाले, मूसलाधार-वर्षा में सतन् कार्य रत रहने वाले, भयङ्कर तथा अगम्य उद्गलों में निरन्तर काम करने के चरणों पर अपना सर्वस्व अर्पण करने वाले, अपने शासन विधान पर चलने वाले तथा सत्यवादी कर्मचारियों को विभागीय आधे नी डिपार्टमेंटल लीव की भीषण मरीचिका के खूले मुँह में धकेल दिया।

र अपने नेताओं की “अधिक अन्न उपजावों और घेरोजगारी समाप्त करो” नीति तथा दूसरी ओर विभाग के उच्चाधिकारियों द्वारा तम परिस्थिति में डालने वाली नीति क्या यही स्वतन्त्र-देश के विधान का सारांश है क्या यही मजदूरों के साथ न्याय का वर्तव्य है का निष्कण्टक मार्ग है ?

संस्था को निरन्तर काम करते हुए लगभग ग्यारह वर्ष हो गये हैं। अब तक १५॥ लाख एकड़ भूमि को हलित किया तथा ५५ हजार वि योग्य बनाया इस छोटी अवधि में ही विश्व बैंक का कर्जा देकर तथा करोड़ों रुपयों की राशि जो बाहरी मुल्कों को जाती थी बचा का सफल परिचय दिया। इस प्रकार देश-प्रेम से ओत-प्रोत उद्योगी व्युत्पन्नमति वाले इस संस्था के कर्मचारियों को सदैव छँटनी और धमकियाँ से भयभीत किया गया और अभी भी कर रहे हैं। क्या यह भारत के आजाद नागरिकों के परिश्रमशील प्रयास पर ? क्या यह चन्द अधिकारियों की तान्त्रिक-अक्षमता नहीं है ? क्या यह द्वितीय पंचवर्षीय-योजना तथा देश की सर्वाङ्गीण और के विकास में बाधक नहीं है !!!

ने उच्चाधिकारियों की कर्मचारियों की आधी छुट्टी पर भेजने की कल्पित नीति का घोर विरोध किया और नाना-भाँति से सही रिचय कराया कि विभाग के कर्मचरियों को एसी छुट्टी देनी गोया उनके जीवन से खिलवाड़ करना है। इस अन्याय के विरुद्ध कई एक न मानी। अन्तततो गत्वा मजदूर का अन्तिम हाथियार हड़ताल दिनङ्क १७-३-५८ से प्रयोग में लाया गया और मजदूरों को काम में लाने के लिये मजबूर किया गया। निम्न वर्गीय अफसरों (खास कर डी० ई० 1 [1 श्री मोरचन्दानी और ए० ए० ओ श्री गुप्ता) को सही स्थिति बतलाने से मुँह फेरा। फलतः २॥ लाख रुपयों का प्रतिदिन नुपसान करवाया। आज से ६ साल पहिले सिर्फ हलवाली कार ने आधी तनफ्वाह का छुट्टी मंजूर की थी सिफे विभागीय बचत के लिये जिससे सिर्फ ८०००० सालाना बचत होती थी। वह ढसरोँ की करवाई हुई हड़ताल के कारण कई हजार गुना नुकसान में बदल गयी।

हाल प्रारम्भ हुए चौथा सप्ताह समाप्त होने जा रहा है परन्तु अधिकारियों के कानों में जूँ तक न रेँगी। हड़ताल को अवैधानिक लिये अफसरों ने विज्ञापन के द्वारा जनता को तथा संस्था के कर्मचारियों को भड़काया और उत्तेजित किया। इसके अतिरिक्त जब अफसर कता भंग करने में असफल रहे तो कर्मचारियों को नौकरी से पृथक करने की धमकी दी जा रही है। क्या मजदूर देश के कर्णधारों सकते हैं कि न्याय पांगने का जवाब नौकरी से अलग करना है ? इन कमबख्त कुनबापरबर और स्याकार अफसरों को यह पता नहीं। किये हुए मजदूर अपने बाल-बच्चों का पेट पालने का बुरा या भला कौन सा रास्ता अपनायेंगे जो देश को आगे बढ़ने में रुकावट का तु हमारा आधार सत्य ही रहा और शान्ति पूर्वक अपनी मांगों को पूर्ण रूप देने तक कटिबद्ध रहे और रहेंगे। इन कुटिल, निकम्मे और ने वाक्पारुष्य, दण्डपंरुष, और अर्थपारुष का परित्याग करने के बजाय इन अवगुणों को अपनाया और अपनी बदनियती और ना बूत दिया।

धन लोलुप देश द्रोही और स्वकीय लाभ के लिये देश का अनहित चाहने वाले चंचल अफसरों ने अपनी प्रसिद्धि के निमित्त सरकार अतावरण में डालकर देश की शान्ति को भंग किया और आज समूचे भारतवर्ष में काम करने वाले मजदूरों को हड़ताल करने के लिये

समझ में नहीं आता कि जो मजदूर बड़ी कठिनाता से अपनी उदरपूर्ति करता है और देश के लिए खून बहाने को तत्पर रहता है, उसी का उत्तरदायित्व है तो क्या कारण कि हमेशा उसी को कुचला जाता है और यह घोषित किया जाता है कि राष्ट्रीय व्यय में कमी करनी है। वेतन काटकर राष्ट्रीय आय में अधिकता लाई जा सकती है ! और देश को खुशहाल बनाया जा सकता है जबकि एक मजदूर जिसको मलन के कारण घरजाने के लिये कम से कम ४०० रु० केवल किराया देना पड़ता है और १८० रु० वेतन काट दिया जाता है, इस प्रकार न होता है जो कि सारे साल मे बचत करना अति असम्भव है। क्या किसी ने इन ८००, १०००, १५०० रुपये मासिक पाने वाले, कुटिल अफसरों की ओर देखा ? नहीं, क्यों कि वे राष्ट्रीय बचत दिखाना चाहते हैं आश्चर्य अगर राष्ट्रीय बचत ही करनी है तो इन राज दौरे कम करने से ही इससे दुगुनी बचत हो सकती है क्या सिर्फ मजदुरों पर बोझ डालने से ही बचत हो सकती है ? इन इतना वेतन नदते हुए यदि कमीकर दी जाय तो क्या ये अपना चोला ही त्याग जायेंगे ? तथा राष्ट्रीय बचत नहीं हो पायेगी ?

। लिये इनको बाहरी मुल्कों में भेजा जाता है कि अपने देश में आकर देश की उन्नति करने वाले मजदुरों को कलकत्ते। आज में का

विधायकगण व सायियों !

यू.पी. गवर्नमेंट वर्कशाप रुड़की के श्रमिकों के साथ जो अन्याय व जुल्म हुआ है जिसका उदाहरण देश के किसी भी स्थान पर मिलना मुश्किल है। यहाँ पर मजदूर अब भी ३३ रु० माहवार पाता है। इसके अतिरिक्त अन्य कोई महंगाई, भत्ता आदि नहीं मिलता न ही इतवार अथवा किसी अन्य दिवस और त्योहारों की छुट्टि का पैसा मिलता है। सहारनपुर जिलेमें समस्त निज आद्योगिक प्रतिष्ठानों में कम से कम माहवारी वेतन ५५ रु० मिलता है। स्थानीय उक्त वर्कशाप के मैनेजर ने मजदूरों की लगातार मांग के बाद १ जनवरी सन् ५८ को एक नोटिस लगाया कि १ जनवरी ५८ ई० से तमाम श्रमिकों को इतवार का वेतन मिला करेगा। परन्तु उक्त १ जनवरी ५८ ई. का नोटिस २१ जनवरी ५८ ई. को प्रबंधकों ने वापिस ले लिया। जिस पर शेष प्रकट किया गया और मजदूरों ने काम छोड़ दिया। अगले दिन २३ जनवरी ५८ को सुपरिंटेंडिंग इंजिनयर के सम्मुख एक समझौते पर मैनेजर ने दस्तखत किये तथा यह स्वीकार किया कि जब तक कोई अदालती फैसला न होजाय तब तक इतवार का वेतन १ जनवरी ५८ ई. के नोटिस के मुताबिक मिलता रहेगा। इस पर मजदूरों ने अपना काम शुरू कर दिया। लेकिन जब वेतन मिलने का बक्र आया तो ५ फरवरी ५८ ई. को चीफ इंजिनयर (मुख्य अभियन्ता) सिंचाई विभाग उ० प्र० की तरफ से एक नोटिस लगा दिया गया कि चूंकि मैनेजर वर्कशाप अधिष्ठित अफसर नहीं है इसलिए उसके समझौते की कोई कीमत नहीं है और श्रमिकों को इतवार का वेतन न मिलेगा।

मजदूरों ने ८ दिन तक बतौर प्रोटेस्ट वेतन नहीं उठाया और उ.प्र. सरकार के तमाम मंत्रों गणों व सम्बंधित अधिकारियों को तार दिये। अन्तमें तंगआकर मजदूरोंने हड़ताल नोटिस दिया जिसकी प्रतिलिपियां माननीय मुख्य मंत्री और समस्त सम्बंधित

अधिकारियों को भेजी गईं। परन्तु कुछ भी प्रभाव न पड़ा। हड़ताल का नोटिस खत्म होने से पूर्व मजदूर यूनियन का एक डिप्यूटेशन चीफ इंजिनयर (मुख्य अभियन्ता) और अन्य अधिकारियों से मिला। परन्तु कोई परिणाम न निकला और श्रमिकों ने मजदूर होकर २७ फरवरी को हड़ताल करदी जो कि अभी तक जारी है। हड़तालियों की मांग इतवार का वेतन मिलने के अतिरिक्त यह भी है कि ५ रु० माहवार की तरफ जो उ० प्र० सरकार ने सभी कर्मचारियों को दी है यह उन्हें भी मिलना चाहिये क्योंकि वह १००) रु. से कम वेतन पाते हैं। यहाँ के वर्कशाप में काम करने वाले मजदूर दस दस और पन्द्रह पन्द्रह वर्षों से काम करने के बावजूद स्थायी नहीं किये गये। उनकी यह भी मांग है कि इनको स्थायी किया जावे। यह वर्कशाप सिंचाई विभाग की देख रेख में चलता है और इस में पांच सौ से भी अधिक मजदूर काम करते हैं। इस वर्कशाप में पंचवर्षिय योजना व रिहंडबांध आदि का काम होता है। मजदूरों की हड़ताल अत्यन्त शान्ति पूर्वक और पूर्णतः चल रही है। अतः हम अन्त में जनसाधारण व उ० प्र० के विधायकों व प्रगतिशील तत्वों से अपील करते हैं कि पीड़ित हड़ताली मजदूरों की हर सम्भव सहायता करेंगे।

निवेदक :

तारा चन्द सेठी

प्रधान

ग० व० मजदूर यूनियन
रुड़की (उ० प्र०)

राव मुहम्मद इकबाल

मन्त्री

ग० व० मजदूर यूनियन
रुड़की (उ० प्र०)

ननसाधारण व उत्तर प्रदेश के विधायक गणों के नाम

यू०पी० गवर्नमैन्ट वर्कशाप,

रूड़की

में

२७ फरवरी १९५८

से

हड़ताल

सरकार के मैनेजर ने अपने
लिखित समझौते को लागू करने
से इनकार कर दिया।

मैजेस्टिक प्रेस रुड़की

GENERAL ENGINEERING EMPLOYEES' UNION
25, Daryi Bazar, Calcutta, India

RESOLUTION

Passed by the Managing Committee of the General Engineering Employees' Union at its meeting held on 24th April, 1958.

This meeting of the Managing Committee of the G.E.E.U. strongly condemn the provocative behaviour of the management of Premier Automobile Co.Ltd., who have unwarrantedly withdrawn the recognition of the Trade Union of their employees, suddenly suspended negotiations with their leader on their long pending demands, and victimised 14 leading and active members of the Union.

This meeting also expresses its grave concern at the reports that the Company has been trying to install a union of the INTUC brand by deliberately giving them access~~s~~ to enter the factory premises negotiating with them and thus recognising them although the INTUC representatives do not command confidence of a single employee of the Company. Not being content with this disruptive move, the company has further organised to intimidate workers the goonda attacks on the peaceful workers and active members of the Action Committee and on their local office thus indulging in the most reprehensible deed of anti-social character.

While strongly denouncing these acts of the Company, the Managing Committee also deplores the callous non-intervention and open partiality of the forces of law and order who remained quiet when the above gangsterism was going on in broad day light. The same forces were quite apt to oblige the management by resorting to lathi charge and tear gas attack on the employees.

In the opinion of the Managing Committee this development is not an isolated example of offensive on these workers only, it is a regular and consistent linkⁱⁿ the chain activity on the monopoly interests and big industrialists throughout the country who in a bid to secure better concessions against the interest of the people and ~~to~~ widen private sector ^{and} for uncontrolled profit making are out to create industrial unrest and intensify the economic crisis.

The recent happening at Bangalore, Jamshedput and Burnpur in metal and engineering industry, at Calcutta among the sea-men, at Sholapur, Kanpur & Bombay in Textile Industry are glaring examples of this conspiracy which the vested interests have been hatching.

This meeting notes with surprise that the

both the Government and the employers have been of late expressing their keen anxiety over the increasing indiscipline of workers, and suggesting various codes of discipline for them, that the same protagonists of discipline should be completely blind and oblivious to such blatant indiscipline of these very employers who are creating the crisis in the industrial relations.

The Managing Committee therefore fully supports the 5000 employees of the Premier Automobile Company in their present struggle assures them that all workers under the influence of General Engineering Employees Union will stand by them in their struggle to defeat the offensive of the big monopoly employer of this city. This meeting believes that only by well cemented united resistance and action alone that the present conspiracy of the big interests can be blown up and the trade union rights of the working class protected.

To Trade Union Record, MITUC
4, Bhasha Road.
New Delhi.

INDIA PRESS AGENCY

L. E. N. S. BUILDINGS, OLD MILL ROAD
NEW DELHI

NO. 565.

MONDAY, DECEMBER 29, 1958.

BHILAI'S FIRST BLAST FURNACE TO START WORKING ON JANUARY 26 --

LANDMARK IN INDIA'S INDUSTRIALISATION -- INDIAN PERSONNEL

TO TAKE OVER COMPLETELY BY END OF 1959

(From IPA special Correspondent)

Bhilai Township, December 29.

The first blast furnace of the Bhilai Steel Works will be commissioned on the Republic Day, January 26, it is learnt.

Within twenty-four hours of its operation, one thousand tons of pig iron will be produced daily in the public sector -- thus opening a new chapter in the history of industrialisation of our country.

By mid-next year, the Bhilai Works will start producing steel. There will be in all three blast furnaces at the one million steel works. The construction of the blast furnace will mark the completion of the first phase of the entire project. By now the main sections of the Works completed include steel structure shop, engineering shops, electric repair shops, oxygen shops, repair shops connected with the Blast furnace, railway shops, garages and coke oven battery. The huge 24,000 K.V. power generation station is nearing completion.

Engineers Confident

The tempo of work is steadily rising. This month seven thousand tons of steel structure was erected, while last January it was only one thousand tons. Engineers both Russian and Indian, are confident that this will be further raised soon to twelve thousand tons. At present sixty thousand works are engaged at the works.

The colossal project involves the erection of one lakh ton of iron structure fifty lakh cubic meters of earth-work and more than five lakh cubic metres of concrete work.

The Soviet Union has practically sent all its share of equipment, which is about five lakh tons of steel structures, mechanical and electrical equipment.

Despite difficulties and bottle necks -- which led to initial delays -- the available indications suggest that the Works will be completed within the scheduled time. The recent correspondence between the Soviet and Indian Prime Ministers regarding delay in progress of the work has produced a good effect. The people at the helm of the construction are now eager to speed up the pace of work and finish it within 1959.

The supply position of the works is satisfactory. It is daily receiving 1,500 tons of iron ores from the Majara fields. All the canals to the pump house have also been completed.

By the end of 1959, it is hoped that all the shops will be manned by Indians. The few remaining Soviet specialists will simply help Indians to master the technique.

--(IPA)--

BETTER WAGES & WORKING CONDITIONS FOR KERALA MOTOR WORKERS --

THREE-YEAR INDUSTRIAL TRUCE SIGNED WITH BUS OPERATORS

OF MALABAR

Trivandrum, December 29.

A substantial increase in wages and improvement in working conditions of workers are the significant features of the recently signed three-year industrial truce between private motor transport employees of Malabar and their employers. The talks were initiated by the Kerala Government.

Trade Union circles here expressed satisfaction over the successful outcome of these negotiations and the final agreement.

The parties to the agreement are 30 private bus operators of the region and their employees represented by three AITUC Unions. The bus operators are organised under the Malabar Bus Owners Association.

The truce signed at Ernakulam in the presence of the Kerala Labour Minister, Sri T.V. Thomas, and the State Labour Commissioner will benefit about 10,000 workers.

--(IPA)--

COMMONWEALTH MEMBERSHIP AND AFRICAN FREEDOM NOT INCOMPATIBLE -- GHANA

PREMIER'S STAND -- Dr. NKRUMAH STRESSES IMPORTANCE OF SMALL INDUSTRIES

New Delhi, December 29.

Whether Ghana's subscription to the vow taken at the Accra Conference to "work actively for a final assault on colonialism and imperialism in Africa" comes into conflict with her membership of the Commonwealth was one of the major questions that Dr. Nkrumah had to face at his news conference in New Delhi on Monday.

In line with Pandit Nehru's approach to the question, Dr. Nkrumah asserted that the Commonwealth was like a family and each sovereign member was free to pursue its own internal or external policy.

Asked specifically about Kenya, Dr. Nkrumah said he "wanted to see Kenya free" while adding that he thought that the British policy was also to see subject countries independent.

Dr. Nkrumah avoided a direct reply to the question whether military dictatorships did not conflict with Commonwealth concept of parliamentary dictatorship. His idea of parliamentary democracy included the twin principle of periodic general elections and universal adult franchise.

Although claiming "complete political freedom and freedom of speech and press", Dr. Nkrumah's hand-out referred to curbing of civil liberties in Ghana, which he said.....

UNION GOVERNMENT'S CABLES EXPANSION SCHEME -- Rs. 50 LAKHS

LOAN TO HINDUSTAN CABLES

New Delhi, November 22.

The Government of India has finalised a scheme for expansion of the Hindustan Cables (Private) limited, Supnarainpur, at an estimated cost of Rs. 82 lakhs, and has decided to advance a loan for Rs. 50 lakhs for the implementation of the programme. The balance will be met by the Company itself.

The expansion programme will enable the Hindustan Cables to produce 300 miles of coaxial cables per year. Production is expected to commence in April 1960 and this capacity is to be achieved in the first year itself.

The value of the 300 miles of coaxial cable to be produced is tentatively estimated at Rs. 70 lakhs. Foreign exchange to be saved by this indigenous production of cables is put at Rs. 50 lakhs per year.

The Union Government has decided upon Messrs Standard Telephones and Cables Ltd., a British firm who are the technical consultants to the Company, to act as the technical consultants for the expansion scheme also. --(IPA)--

GOVERNMENT MEASURES TO PREVENT CLOSURE OF COTTON MILLS --

REDUCTION IN EXCISE AND OTHER DUTIES

New Delhi, November 22.

During the period January 1 to November 4, this year, 22 cotton textile mills in the country served notices of closure but subsequently withdrew them. Of these, 13 mills are in Bombay State and four in Uttar Pradesh.

During the same period, however, 20 mills finally closed down -- seven in Bombay five in Madras, two in Uttar Pradesh and two in Mysore. Of the 20, two mills are understood to have restarted working recently.

According to the Ministry of Commerce and Industry, efforts were being made to prevent closure of cotton textile mills and to restart work in those closed down due to various causes. The Government has rationalised the excise duty structure and slashed down duties on coarse and medium cloth for this purpose. Duties on all varieties of cloth have also been reduced.

The Government also approached the State Bank and other scheduled banks to reduce their margin of security against advances from 25 to 10 per cent. --(IPA)--

UTTAR PRADESH CLOTH DEALERS' PLEA TURNED DOWN -- NO SALES TAX

EXEMPTION FOR DISPUTED PERIOD -- DECLINE IN U.P. TEXTILE INDUSTRY.

Lucknow, November 22.

The State Government have, it is understood, declined to exempt cloth dealers of the State from paying sales tax on cloth for the period of 21 months between April 1958 and December 1957, despite intercession of an important Central Minister on behalf of the dealers.

The sales tax, more than Rs 1.25 crores in amount, was sought to be excused on the plea that there was uncertainty about the tax as the High Court had twice declared the acts and notifications void. The plea of traders was that the trade had not realised tax for the period, that there was decline in civil consumption, that sales tax on cloth outside the state was much less, and that there was large scale smuggling of cloth to the state and trade wanted a composition fee equal to half the tax rate to be imposed.

The Government replied that the act might have been challenged but the trade knew the intention of the Government very well. Besides, it was said there was no proof that the trade had not collected sales tax from the consumers, that on the contrary there was proof that it was collected, that there was no real decrease in the gross turn over, that sales tax was not responsible for decline in civil consumption, and that suitable rebates were given for exported cloth to compete with trade in other States.

To the Central Minister the State Government is understood to have wrote back that any exemption to those who deliberately did not pay tax would be an embarrassing precedent.

A study of consumption of cloth shows that total consumption of U.P. made and imported cloth in the State during 1955-56 was 4.52 lakhs bales and during 1957-58 it was 4.49 lakhs bales. The consumption of the State-made cloth declined from 1.6 lak bales to 1.29 lakh bales while the consumption of imported cloth went up from 2.92 lak bales to 3.2 lakh bales. This only proved that there was no visible shrinkage in the market but, that State production was not competitive. The gross turn over was worth Rs.22.2 crores during 1955-56 and was Rs. 21.5 crores during 1957-58. --(IPA)--

DEVIDAYAL METAL INDUSTRIES (PVT) LTD.,
WORKS COMMITTEE

PRESS NOTE:

29 OCT 1958

Gupta Mills Estate,
Reay Road,
BOMBAY-10.

22nd October 1958.

SHRI SACHINDRANATH'S LEADERSHIP DENOUNCED BY
DEVIDAYAL WORKERS.

We, the undersigned representatives of the workers of Devidayal Metal Industries (Pvt.) Ltd., Bombay, do hereby announce that all the workers of Devidayal Metal Industries (Pvt) Ltd. have resigned from the National Engineering Employees' Union, with effect from 18th October 1958. The workers were forced to take this step on Shri Sachindranath, the General Secretary of the Union, who by his high handed indifferent and rude attitude towards the workers and the management, left no other choice to the workers.

On the 15th October, the workers invited Shri Sachindranath to accept and sign the bonus agreement which they settled with the management of the Company. Under this agreement the management had offered to the workers 9 percent basic wages by way of bonus for the years 1954, 1955, 1956 and 1957, which we had agreed to accept and signed, but Shri. Sachindranath by his tactless handling and unruly behaviour towards the Director of the Company and the workers representatives refused to accept and sign the agreement arrived between the workers and the management of the Company. The despotic behaviour of Shri Sachindranath was very much resented to by the workers forcing them to resign from the union of which they were members for the last 8 years.

The workers have now decided to appoint a committee consisting of the representatives drawn from their ranks to take up their grievances and other matters with the management.

The committee has already started functioning from 18th October, 1958 and it is expected that it will be instrumental in the speedy settlement of future labour grievances and pave the way for better relations between the management and labour.

The workers are assured by Shri Devkumar, Director of the Company that he would soon introduce a scheme for workers participation in management and this is a welcome news for the workers.

Representatives.

Shri. Mohamed Hanif,
" Makbool Hussein, Makbool Hussein
" Janoo Govind, Janoo Govind
" Namunda Dhaji, Namunda Dhaji
" Moses Solomon, Moses Solomon

~~fact~~ loss of valuable foreign exchange due to non-availability of steel as ships coming in for repairs had to be diverted to ports outside India.

Finally, he concluded by stating the necessity of maintaining availability of adequate supply of steel not merely for maintaining the level of employment but also for using up the large tonnage of steel that would be produced when the new steel plants ^{would have} ~~has~~ gone into full production.

Shri A.K. Bhattacharji of the Engineering Association of India deplored the lack of co-ordination between the Government authorities who had to assess the capacities of the factories and recommend their requirements ~~on~~ ~~the one hand~~ and the Supply Department who issue quota certificates. However, he expressed ~~the view~~ felt that the workers should show their readiness to shoulder the burden arising out of

inadequate supplies of raw materials. He was sorry to note that the existing labour legislation did not permit the employers to cut down their cost of production by discharging the "surplus labour."

The representatives of the AITUC made the following suggestions which were endorsed by other labour representatives during ⁱⁿ course of discussion.

1) - In view of the large concentration of steel processing industries in West Bengal, the Union Government should ~~also~~ favourably consider an increase in the quarterly steel allocations for West Bengal as compared with other states.

2) - The present allocations appear to be inadequate to meet the requirements of the steel processing industries, resulting in a substantial volume of unemployment.

3) - As far as steel fabrication work for core projects is carried out by various engineering units in West Bengal, their requirements in respect of should be given top priority.

4) - All indigenous sources of steel supplies should be fully explored and tapped.

4) - There should be better co-ordination between Govt. departments concerned.

5) - Tripartite conferences to review the position should be held from time to time.

6) - The Labour Directorate should prepare a full statement, unitwise, of the number of workmen affected due to alleged shortage of steel.

There ^{an agreement to the} ~~is~~ ^{about} ~~was~~ ^{the necessity of} ~~to~~ giving top priority next to the steel supply next to food and about the desirability of closer inter-departmental co-ordination ~~and~~ ^{planning} and elimination of multiplicity of agencies. It was

- 5 -

agreed to forward the proposals to the various ministries of Govt. of India for immediate examination. It was also agreed to hold another ^{tripartite} meeting at a later date to review the situation.

22 DEC 1958

Phone : 34-2044

WEST BENGAL COMMITTEE
All India Trade Union Congress

249, BOWBAZAR STREET, CALCUTTA-12

President :

Sri Memanla Kumar Bose,
M. L. A.

Dt: 20th December '58.

Vice-Presidents :

Dr. Ranen Sen, M. L. A.
Janab Md. Elias, M. P.
Sri Sudhir Mukhoti
Janab Md. Ismail
Dr. Sushil Bose
Sri Anadi Das

Com: K. G. SRIWASTAVA,
Secretary,
All-India Trade Union Congress,
New Delhi. ✓

Dear Comrade,

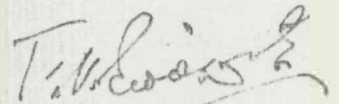
1) Sending herewith a copy of the proceedings of the tripartite conference of Engineering Industry in West Bengal vis-a-vis supply of Steel. The Conference was held on 17/11/58.

2) We have not received the list of General Council Members of West Bengal which you promised to send.

With greetings,

Yours fraternally,

Encl: ONE.



Secretary.

General Secretary :

Sri Indrajit Gupta

Secretaries :

Sri Manoranjan Roy
Sri Hrishu Banerji
Sri T. N. Siddhanta
Sri Saroj Ghosal
Sri Manindra Bose
Sri Sitaram Selt

Treasurer :

Sri Nirode Chakravarty

Proceedings of the tripartite conference of Engineering
Industry in West Bengal vis-a-vis supply of Steel.

P r e s e n t

1. Sri A. Sattar, Labour Minister.
2. Sri A.S.Ban, I.C.S., Iron & Steel Controller,
Government of India.
3. Sri S.M.Bhattacharji, I.A.S., Joint Secretary,
Labour Department.
4. Sri V.N. Agharwal - Railways.
5. Sri H.H. Ahuja - D.G.S & D.,
6. Sri S. Kaman - Research Officer, Iron & Steel
Controller.
7. Sri J. M. Sweet - Indian Engineering Association.
8. Sri K. J. Clectus - -do-
9. Sri P. Bhattacharji - -do-
10. Sri A. K. Bhattacharji - Engineering Association of India.
11. Sri Bishnu Banerji - B. P. N. T. U. C.
12. Sri Kunja Lal Das - -do-
13. Sri Dinesh Mukherjee - -do-
14. Sri Kali Mukherjee - -do-
15. Sri Rabin Mukherjee - B. P.T.U.C.
16. Sri Ram Sen - -do-
17. Sri Indrajit Gupta - -do-
18. Sri Jatin Chakraborty - U. T. U. C.
19. Sri Anil Das Choudhury - -do-
20. Sri Kalachand Ghosh - H. M. S.
21. Sri Sibnath Bane joe - -do-
22. Sri Narayan Das Gupta - -do-

The Labour Minister, West Bengal opened the conference with the observation that the purpose of the meeting was to review generally the situation in the Engineering Industry against the background of short supply of steel materials. It was his object to gather the overall picture and to invite constructive suggestions for remedial measures. He expressed the hope that the conference would bear fruit.

2. The Joint Secretary explained the background of the conference and indicated that the Government was anxious to know

whether the measures already taken by the Iron & Steel Organisation eased the situation. The employers would be naturally in a position to assist the conference in taking stock of the situation.

3. On behalf of the Indian Engineering Association Mr. Sweet remarked that individual employers were experiencing difficulties which varied from unit to unit. It would be possible only for the Iron & Steel Controller, Government of India, to state what the short-fall of supply was there in relation to the total requirements of the Industry.

4. The Iron & Steel Controller, Government of India stated that admittedly the Engineering Industries all over India were experiencing difficulties in obtaining supplies of steel. This was not unexpected in view of the fact that indigenous production was far short of country's requirements and since last year in particular imports had also to be cut down due to paucity of foreign exchange. Nevertheless the Steel Control Organisation have been making every possible effort to assess the difficulties, if any, of the major engineering units in Calcutta Region, meetings were convened in Delhi and Calcutta and following remedial steps were taken -

- (1) Fabricators were asked to exchange the materials amongst themselves to the extent permissible;
- (2) Diversion of supplies of the industries from other sources including core projects wherever possible;
- (3) Some quantity of Russian steel was offered to the fabricators.

5. He said that the supply position was expected to improve during the coming two months as a result of imports from abroad. The position was difficult but not so gloomy.

6. The representative of Labour, particularly this connected with the Burn & Co. Howrah, mentioned that the lay-off in Burn & Co. was continuing in spite of the assurance about supply of steel to Burn & Co. by exploring indigenous sources.

7. The General Manager, Burn & Co. Sri P. Bhattacharji remarked that efforts made by Iron & Steel Controller did not yield any substantial result so far Burn & Co. was concerned as most of the steel was useless for wagon manufacturing even allowing 72% wastage.

8. Mr. Sweet on behalf of the Indian Engineering Association remarked that the employers and workers had one common cause and stated that the situation was worse in the industries not enjoying any priority. The following are his proposals:-

- (1) The Indian Engineering Association's forecast of steel shortage and appeal for planning was dismissed as scaremongering.
- (2) Steel distribution is controlled. Employers have no say in the procurement after Indents have been placed. There has been lack of forethought and planning in procurement and distribution. The Wagon Industry, as an example, uses only a little more than 100,000 tons of steel per year against about 2.2 million tons available, i.e. only about 5%. Evenso, this Industry with the highest priority, has been suffering. Against Indents for steel submitted over a year ago orders for some steel have yet to be placed in spite of high level meetings. This shows serious lack of interdepartmental co-ordination resulting in delays in processing.
- (3) It is difficult to understand the policy that is being followed for Commercial Imports. Large quantities of unpopular specifications appear to have been imported.
- (4) For Wagon Builders some ad hoc measures were outlined at the Meeting held in New Delhi on 21.8.58 which were expected to give relief to fabricators. In the case of one Company which requires thousands of tons of steel per month these special steps have yielded only about 100 tons in 3 months, i.e. about 30 tons

- (5) There can be no question of any slowing down or deviation from the targets set for the completion of various projects if we are not to perpedo the Second Five Year Plan.
- (6) It is superfluous to say that Employers are most anxious to restart production where this has stopped, and to get back to full production where the output has been affected owing to steel shortage.
- (7) It must be recognised that employment can only be commensurate with the workload available. The diminution of the workload has been entirely due to shortage of steel which is beyond the control of the Employers. The burden for unemployment and lay-off, therefore, should not be shared by Labour and Employers only. The sharing must be tripartite and a formula has to be found by which the Employers are not made to shoulder the burden of payment to the workers.
- (8) At the moment no disputes exist between labour and Management on account of lay-off, etc., due to shortage of steel. The absence of any dispute, however, must not lead to complacency. A large number of men are out of employment and Government should treat the situation as a national emergency if the level of employment is to be maintained. It has been admitted that our production of steel is quite inadequate to keep up the level of production already achieved. Allocation of Foreign Exchange for steel should, therefore, receive the ~~next~~ highest priority, second only to Food. A positive policy is necessary in planning, the vital element of which is forethought; and co-ordination between demand and availability must be ensured. India is also losing valuable foreign exchange through non-availability of steel, e.g. in the Ship Building Industry. When the ships coming in for repairs they have to be diverted to Ports outside India.

(9) Not only is the availability of adequate steel necessary to keep the level of employment but if production is not maintained it would be impossible for the Industry to use up the large tonnage of steel that will be produced when the new steel plants etc. have gone into full production. Such vigilance, however, will only be necessary until the second plan production targets for steel have been reached, when an immediate glut of steel is expected.

9. Sri A.K. Bhattacharji on behalf of the Engineering Association of India made the following proposals.

(1) With the Central Government's decision taken in the year 1956 to make steel available to uniform price to the Steel processing industries at every rail-head station, the engineering industries located in the State of West Bengal had been adversely affected inasmuch as the price of steel made available to them till then had increased.

(2) Again, from 1957 the supply position of steel to the steel processing industries in the country had deteriorated considerably.

The import of steel items was being progressively restricted since, units have obviously gone down. Such inadequate and irregular supply of steel to the steel processing industry hampers production programme and puts the industry to considerable difficulties in maintaining economic level of production, in continuing employment of labour force and in keeping its clientele satisfied. Again, often the factories find it difficult to obtain the physical delivery of the materials against the quota certificates issued in their favour with the result that back logs go on accumulating and pile up to an extent which makes it difficult for the Govt. to honour these commitments and ultimately compel them to resort to cancellation of outstandings. This has happened twice in the past.

(4) Re-Rolling Industry.

Re-Rolling industry in this State is very important. and employs several thousand workers, but the industry is not getting adequate supply of billets and is always threatened with closure. Some of the mills have had to lay off labour on a number of occasions during the year. Even at present the supply of raw materials is adequate only for the next fortnight or a month.

(5) Import-Policy

As regards issuance of Essentiality Certificate it is the experience of the Association that the State Government authorities concerned are not very helpful even where the import policy ~~xxx~~ announced by the Central Government clearly makes the consumers eligible for obtaining the import licence. There is ~~now~~ co-ordination and the industry is put to difficulty. There is no knowing what policy is adopted in recommending the applications.

(6) Lack of Co-ordination Between Govt.Deptts.

There seems to be practically no co-ordination between the Government authorities who have to assess the capacities of the factories and recommend their requirements and the supply Department who issue quota certificates with the result that the industry does not get the required assistance and ultimately suffers considerably.

(7) The engineering industries located in this part of the country in main are as follows :-

1. Iron & Steel Foundry Industry.
2. Steel Re-Rolling Mills.
3. Steel Processing Industries.
 - (i) Machinery manufacturing;
 - (ii) Steel Structural fabricators;
 - (iii) G.I. Pipe manufacturers;
 - (iv) Wire Drawing Industry;
 - (v) Bolts, Nuts and Washer Mfg.Industry;

- (vi) Wire Nail and Panel Pin Mfg. Industry;
- (vii) Screw Mfg. Industry.
- (viii) Umbrella Rib Mfg. Industry;
- (ix) Builders Hardware Mfg. Industry;
- (x) Steel Furniture & Cabinetware Mfg. Industry;
- (xi) Expanded Metal Industry.

4. Consumer Goods Industry:

- (i) Cycles;
- (ii) Sewing Machines;
- (iii) Tin Containers;
- (iv) Lantern;
- (v) Crown Cork;
- (vi) Bucket etc.

5. Electrical Engineering Industries

- (i) Electrical fans;
- (ii) Transformers;
- (iii) Electric motors;
- (iv) Switch gears;
- (v) Wires & Cables etc. etc.

(8) In most of the above industries, the difficulty as stated above is due to inadequate and irregular supplies of raw materials. The quota allocated in favour of the tinsplate containers industry has gone down from 50% of the capacity in period IV/1957 to 25% of the capacity in period IV/1958. This has resulted into closing ~~in~~ down temporarily of some of the tinsplate fabricating units.

(9) What is true of the tinsplate fabricating units is more or less true of some of the small engineering units. On the one hand the industries do not get supplies of raw materials to enable them to produce good economically while on the other the existing labour legislation does not permit them to cut-down

their cost of production by discharging surplus labour as a result of such inadequate supplies of raw materials.

(10). Supply of tinned strips.

Distribution of tinned strips of 6" and above is not at present controlled. The Association had requested the Iron & Steel Control Office to distribute this tinned strips to the industrial consumers. The Iron & Steel Controller in reply had informed the Association that the matter has been referred to the Director of Consumer Goods and the Director of Industries, Government of West Bengal for suggesting the names of the actual consumers. It is nearly a year now but the Iron & Steel Controller does not seem to have received any proper advice or the required information. This has resulted in robbing of the actual users of the opportunity to utilise this strip at the time when the same is needed most due to acute shortage of indigenously produced tinplates and severe restriction imposed on import of the tinplates.

10. The following suggestions were made on behalf of the A.I.T.U.C and endorsed by the other labour representatives in course of discussion.

(1) In view of the large concentration of steel processing industries in West Bengal, the Union Government should favourably consider an increase in the quarterly steel allocations for this State as compared with other States.

(2) The present allocations appear to be inadequate to meet the requirements of the steel processing industries (other than the core projects), resulting in a substantial volume of unemployment.

(3). As far as steel fabrication work for core projects is carried out by various engineering units in West Bengal, their requirements in respect of both (a) tonnage & (b) specifications should be given top priority by the Union Government.

(4) At present, major fabricators for even core projects have been badly affected, leading to large-scale lay-off of permanent workers and dismissal of contract labour. Even the steel which is made available is not of the required specifications, e.g. matching steels.

(5) All indigenous sources of steel supplies should be fully explored and tapped. This may mean some unavoidable wastage in manufacture in order to obtain the correct specifications of length, breadth etc. But in view of the overall shortage such wastage should be borne by the fabricators and they should not reject supplies.

(6). In order to expedite the machinery of allocations and distribution, as well as the procedure of priority fixation, there should be better co-ordination between the departments concerned. Multiplication of authorities should be avoided. This applies to both the union and State Government machinery.

(7) Tripartite Conferences to review the position should be held from time to time, and the Department of Industries, West Bengal should be represented at such meetings.

(8) The Labour Directorate should prepare a full statement, unit-wise, of the number of workmen affected due to alleged shortage of steel, and make it available to the parties concerned.

11. It was agreed that the proposals put forward by the representatives of employers and workers underlined the necessity of treating the situation caused by steel shortage as a national emergency. Allocation of foreign exchange for procurement of steel from abroad should have a top priority next to food ~~and~~ there should be closer inter-departmental co-ordination and planning and elimination of multiplicity of agencies. It was agreed to forward the proposals to the various ministries of Government of India for immediate examination, ~~of the proposals.~~ It was also agreed to hold another meeting at a later date to review the situation.

CAIRO CONFERENCE.....2

of these countries to co-ordinate economic collaboration and transferring this body into an Afro-Asian Federation of Chamber of Commerce at a later stage.

The Conference will also make recommendations for promoting economic collaboration in the region on governmental level.

Members of the Indian delegation are meeting in Bombay on December 6 to evolve a common stand on the points coming up for discussion before the Conference.

--(IPA)--

KERALA EDUCATION BILL TO BE REINTRODUCED IN

ASSEMBLY WITH FIVE AMENDMENTS

Trivandrum, November 22.

The Kerala Education Bill, as amended in the light of the Supreme Court's recommendations, will, it is learnt, be moved in the forthcoming session of the State Assembly. The session starts from November 24.

Besides an amendment seeking exemption of the Anglo-Indian schools from the purview of the provisions of the Bill by excluding them from the definition of the term "aided schools", there will be four more changes so as to meet the other objections raised during the Supreme Court hearings on the Bill.

Through an amendment, the Government desires to define "minority schools" as those schools established and administered by the minorities in exercise of their rights under Article 30 (1) of the Constitution. By another amendment, these schools are to be exempted from the provisions of Clauses 14 and 15 which refer to the taking over of management of schools and acquiring of schools by the Government.

The fourth change, it is reported, seeks to replace "private schools" in Clause 20 by the term "aided schools". Lastly, the Government proposes to add "minority schools" also to "Government or private schools" in Clause 26 of the Bill which deals with compulsory education. --(IPA)--

287

RIISING COSTS MENACE TO WORKERS' LIVING STANDARDS --

INTUC CHIEF'S ADDRESS -- COMMUNIST THREAT EMPHASISED

Janshodpur, November 22.

Rising cost of living and high food prices are hitting the working class and the lower middle class hard, said Sri G. Jaganujan, President of the Indian

Addressing the Twenty-fifth Session of the General Council of the INTUC, Sri Ramanujan said here on Saturday that there was no tangible improvement in the employment situation in the country and the efforts at land reforms continued to be stagnated.

The threat to the supremacy of the INTUC from the AITUC was evident from Sri Ramanujan's address. He said that the Communists and the AITUC were making "determined but unsuccessful efforts" to "dislodge the INTUC from the position of premier national organisation which it has been occupying ever since its inception".

Referring to labour problems, the INTUC leader said that trade union unity is not practicable and added that "the various national trade union organisations can at best be reduced to two to make the trade union democracy effective". He foresaw the chances of the HMS merging with the INTUC.

Sri Ramanujan also criticised the Government for not proving an ideal employer. "Government also as employer has proved by its conduct recently that it would also understand only the language of pressure, of strike or threat of strike".

The INTUC President explained that certain "short-sighted" employers encourage other organisations, including Communist-AITUC in preference to the INTUC.

About the INTUC-Congress relations, Sri Ramanujan advised the "Congressmen not to interfere in INTUC work" and asked INTUC workers also not to interfere in Congress work.

--(IP)--

UNICEF ALLOCATION FOR CHILD WELFARE PROGRAMMES IN INDIA

New Delhi, November 22.

The UNICEF Executive Board at its September 1958 session, has allocated \$ 4,84,500 to India under child welfare programmes, in money as well as materials, it is learnt here.

Of this, \$ 3,37,000 is in the form of skimmed milk powder which is to be distributed to each State according to its needs from time to time. The freight-charge of the 6,740 short tons of milk powder is to be borne by India.

Sixty-six thousand dollars have been earmarked for training and services in Paediatrics in Bombay, which is intended to be for Bombay State, while Kerala State has been allotted \$ 21,000 for the same purpose in Trivandrum.

Another \$ 33,000 are earmarked for Trachoma control in the Uttar Pradesh, Rajasthan and Punjab. The rest of \$ 27,500 are for Goitre control in the regions where it is found prevalent. Included in the area are parts of the Uttar Pradesh, Bihar, West Bengal, Assam, Tripura, Manipur and NEFA. --(IPA)--

245



C-3



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RETRENCHED EIGHTY WORKERS WITHOUT REFERRING OUR UNION ON PLEA OF
IMPORT LICENSE POSITION MORE TO BE AFFECTED CAUSED VACANCIES
BEING FILLED WITH APPRENTICES ILLEGALLY PRAY INTERVENTION...

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INDIAN POSTS AND TELEGRAPHS DEPARTMENT

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ASHOKE RD NEW DELHI

HOWRAH BORN - SUGGESTS HUGE INVOLUNTARY BOR STEEL SHORTAGE

INTERVENE CENTRAL GOVT ADVISE RE - BORN BRANK UNION I.

SAD *rest*
Rem has
seen in Secretary
for from of steel
Mr. Boothling am
much with in 200
SAD
5/5/59

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

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