

The Shivrajpur Mines Workers' Union

(Affiliated to The All India Trade Union Congress.)

Bazar, SHIVRAJPUR, P. O. Shivrajpur Mines, (Dist. Panchmahals)

Ref. No. SMW/8/61

Date 31st July 1961

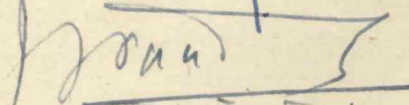
A. I. T. U. C.
I. R. No. 2585 Date 2-AUG-1961
File No.

To,
The General Manager,
Shivrajpur Syndicate Ltd,
Shivrajpur mines. Dist. Panchmahals

Dear sir,

In accordance with the provisions contained in sub-section (1) of section 22 of the Industrial Dispute Act 1947, I the general secretary of the Shivrajpur Mines workers' union, Registered under the Indian Trade unions Act 1926 hereby give you notice that ~~I purpose~~ propose ~~that~~ to call a strike of all the employees including sweepers and Sanitary staff, power house staff, Dispensary staff of Shivrajpur group of mines on 16th August 1961 for the reasons explained in the annexe.

Yours faithfully


General Secretary

Encl: - 1

Copy for information and action to

1. The Regional Labour Commission (Central)
2. The Chief Labour Commissioner (Central)
3. The Conciliation Officer (Central)
4. The General Secretary, A.I.T.U.C.
5. The District Magistrate, Godhra.
6. The Managing Agents, S.S Ltd, Shivrajpur.

An 16th do here is here
E T I 8th do here is here
MS. 2/11

Schedule of demands and the grievances of the employees employed in the Shivrajpur group of mines belonging to the Shivrajpur Syndicate Ltd. Po. Shivrajpur Mines, Dist. Panchmahals. (Registered office. Killick Building, Home Street, Fort, Bombay.)

1. For the year 1959/60 all the employees should be given six months wages as Bonus.
 2. Every employee who retires from service on account of old age, sickness, death, resigns or relieved should be paid one month's salary as gratuity for each completed year.
 3. Monthly paid staff should be given return railway fare for their family members and dependants for going to their native place once a year.
 4. All employees should be allowed to accumulate sick leave up to hundred days.
 5. Every employee should be given eighteen days as casual leave per year.
 6. The wages of the employees should be increased by twenty five percent.
 7. The employees whose grades are blocked should be given promotion in their respective posts.
 8. The quarters in the mines camp should be white-washed every year regularly.
 9. Shri. Kabilas Himmatlal should be reinstated immediately and should be paid him in full time of his compulsory unemployment.
 10. Shri. Umoo. Megha Disen 1964 should be paid his seven days wages for suspension as the charge sheet given to him is illegal.
- x — x —

The Shivrajpur Mines Workers' Union

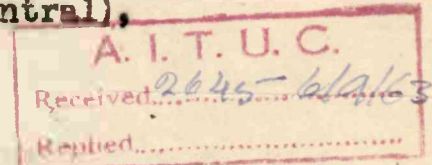
(Affiliated to The All India Trade Union Congress.)

Bazar, SHIVRAJPUR, P. O. Shivrajpur Mines, (Dist. Panchmahals)

Ref. No. _____

Date ^{Sept} 3rd Aug, 1963.

To
The Implementation & Evaluation Officer (Central),
Ministry of Labour & Employment,
Government of India,
Secretariat,
New Delhi.



Sub:- Recognition under Code of Discipline.

Dear Sir,

Our union is the only registered Trade union working amongst the employees of Shivrajpur Mines. It has sufficient membership for getting recognition under code of Discipline.

As such we had made a demand before the management of the Shivrajpur Mines on 17-8-63. But till to-day they have not even acknowledged our letter.

Hence I request you to ask the company to grant us recognition under code.

Thanking you.

Yours faithfully,

sd/
General Secretary.

Copy to:

General Secretary, All India Trade Union Congress, New Delhi,
with a request to take up the matter with the Implementation and Evaluation Department.

Printed
General Secretary.

Dated the 8th May 1963.

To

The Joint Secretary, *Chiefly new.*
Ministry of Labour & ~~Evaluation~~,
New Delhi.

Subject:- Retrenchment in Shivrajpur mine.

Dear Sir,

Your kind attention is invited to a representation from the Mahagujarat Trade Union Congress dated 2nd May 1963; addressed to the Dy. Commissioner of Labour, Ahmadabad and copy to Dr. Merani of your Ministry (copy enclosed for ready reference).

The proposed retrenchment of 278 employees from 1st June 1963 is not only against Industrial Truce Resolution but also a loss for the production of manganise.

If this syndicate is unable to run the mine it should be taken over by the Government.

Your early intervention is requested.

Yours faithfully,

K.G.

(K.G. SRIVASTAVA)

Encl:- copy of representation.

Copy to the General Secretary, Mahagujarat Trade Union Congress,
Baroda.

MAHARAJARAT TRADE UNION CONGRESS.

Opp: Wadia Pole, Wadi, Baroda.

Dated the 2nd May, 1963.

To
The Dy. Commissioner of Labour,
Ahmedabad.



Sir,

The Shivrajpur syndicate Ltd., P.O. Shivrajpur Mines, has given retrenchment notices to its 278 employees on the 24th April, 1963 and they will be retrenched from the 1st June, 63. This notice is in clear contravention of provisions of Industrial Truce Resolution accepted unanimously by Employers and Trade Unions.

To day our country is in danger and the production should be in full. Moreover Manganese is a dollar earning commodity and as such it is very important commodity. At such a critical time it is unfortunate and unpatriotic that the management of the above concern has decided to retrench 278 employees and it is rumoured that many more are likely to get retrenchment notices.

As you know Panchmahal is a backward area and there are no industries worth the name in this Dist. There is enough Manganese ore in these mines. If the Shivrajpur Syndicate is not able to run these mines, the Government should take over the mines and run the same. Meanwhile State Trading Corporation should purchase the stocks and help the company to run the mines.

We hope you will intervene in this matter and see that no worker is retrenched during emergency and when our country is passing through critical days.

Yours faithfully,

54/1
General Secretary

C.C. to:

- (1) Dr. S.T. Merani,
Joint Secretary, Ministry of Labour & Employment, New Delhi.
- ✓ (2) The General Secretary,
All India Trade Union Congress, New Delhi.
- (3) Regional Labour Commissioner (Centre), Bombay.

[Signature]
General Secretary.

अन्तर्देशीय पत्र
INLAND LETTER



To
The General Secretary,
All India Trade Union Congress,
5. Jhandewala Lane,
Rani Jhansi Road,
NEW DELHI.

First fold

पहला मोड़

← तीसरा मोड़ Third fold →

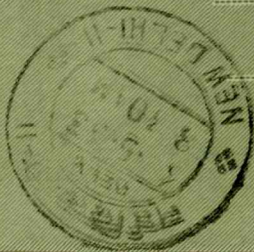
Second fold

दूसरा मोड़

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



REGISTERED
HEALTH SEA



5017A

185

MANHAR. J. JOSHI,
AT. SHIVRAJPUR

P.O. SHIVRAJPUR MINES
(Dist. Panchmahals)

A. I. T. U. 39 JAN 1962
I.P. No. 2114 Date.....
File No..... Replied on.....

Date. 27th January 1962.

To,
The General Manager,
Shivrajpur Syndicate Limited,
Shivrajpur Mines.

Subj: your letter no SSLW/R/18 dated 15th Dec 1961.

Dear sir,

With reference to above I have to state the following.

Mr. R. A. Bhatt and Mr. K. C. Pandya who are junior to me are continued in service while I am retrenched. So this retrenchment letter is not in accordance with clause 25G of the Industrial Dispute Act 1947. According to this the "Last come should go first" and as those who are junior to me have been continued in service I should not be retrenched.

Not only this I am not even surplus hand because my post is not going to be abolished. But it is to be continued and some 1st grade clerks are to be put in my post, hence if there is any body surplus it is not I but some junior most clerks in 1st grade and hence instead of me the junior most clerks in 1st grade should be retrenched.

In spite of this I am given a retrenchment letter because I am a joint Secretary of Shivrajpur Mines workers' union. Hence this act of the Company amounts to victimisation and unfair labour practice because the Company wants to retrench me because,

P. T. O.

they don't want me to continue in service because I am an active Trade unionist and office bearer of a Registered Trade union.

Looking to the above facts the retrenchment letter given to me is illegal and hence it should be withdrawn and I should be continued in service.

yours faithfully,

~~M. J. Joshi~~
(M. J. Joshi)

Copy for information and action to -

1. The Managing Agents, S.S. Ltd, Bombay.
2. The Regional Labour Commissioner (Central) Bombay.
3. The Conciliation officer (Central) Bombay.
4. The Labour Inspector (Central) Bombay.
5. Secretary, A.I.T.U.C. Throug S.M.W. union.

The Shivrajpur Mines Workers' Union

(Affiliated to The All India Trade Union Congress.)

Bazar, SHIVRAJPUR, P. O. Shivrajpur Mines, (Dist. Panchmahals)

Ref. No. SMW/102/61-62

Date 27th January 62.

प्रति,
सेक्रेटरी, आल इंडिया ट्रेड यूनियन कांग्रेस,
न्यू दिल्ली।

प्रिय कामरेड

इस पत्र के साथ हमारे ज्वाइंट सेक्रेटरी जो शिवराजपुर ग्रुप ऑफ माइन्स की पानीमाइन्स में कार्य करते हैं उनके द्वारा जनरल मैनेजर शिवराजपुर सिन्डीकेट लिमिटेड, शिवराजपुर माइन्स को भेजी गई फायर की ओर प्रतिलिपि भेज रहे हैं। जिससे पदकार आप स्वयं सह प्रत्युत्सवों की जो नीम प्रकार शिवराजपुर माइन्स की मैनेजमेंट किना २२९०२ हमारे यूनियन के कार्यकर्ता को छूटा कर रही है।

१. श्री. आर. ओ. मंडल तथा श्री. कोर्री. पंड्या कामरेड जोशियों अति यूनियन होने पर भी कम्पनीने चालू रखे हैं। इतना ही नहीं पर कितने ही फवरेट ग्रोस क्लार्क को सेक्रेटरी ग्रोस क्लार्क की अगल नियुक्ति कर कम्पनीने उपरोक्त दो क्लार्क को सिपा जमी सेक्रेटरी ग्रोस क्लार्क को छूटे लिये हैं। कम्पनीकी सह भी इन्डस्ट्रीयल डीप्युटि अगेन १९२७ की द्वारा २२५ जी से बिलकुल विगत है। श्री. जोशी व अन्य क्लार्क ११-३-१-६२ से रिटायर हो रहे हैं। उरतः आप सरकार को सह सूचित कर उनकी रिटायरमेंट बंद रखवाने की कृपा करें। कामरेड मनहर. जे. जोशी. हमारे यूनियन के ज्वाइंट सेक्रेटरी होने से उन पर कितना बरपकर रिटायर करने में आ रहे हैं।

आप का साथी

- J. Manohar Joshi

The Shivrajpur Mines Workers' Union

(Affiliated to The All India Trade Union Congress.)

Bazar, SHIVRAJPUR, P. O. Shivrajpur Mines, (Dist. Panchmahals)

Ref. No. SMW/94/61

Date 3-11-1961

To,
The Conciliation officer (Central) II,
Bombay.

Sub:- Case of Smt. Noji. Jetsing Disc no. 633 Shivrajpur
Syndicate Limited.

Dear sir,

With reference to your letter no 40/(13)/61 dated 10th October 1961. We regret to inform you that - the above case does not relating the interpretation of the ~~certified~~ certified standing orders but - it relates to the discrimination shown by the management. and that's why we have raised our objection. to enable you to deal with the matter further. We give you the clear example of such discrimination.

The management - says that - the worker who is working in Pani mines cannot be called co-worker of Shivrajpur mines workers and vice-versa. But in one case Mr. Ramu. T. Baria who is working at Pani mines was charged and who was allowed to defend by Mr. K.S. Hande a worker of Shivrajpur mines as a co-worker. This is the clear example of discrimination. So please take up this matter with the management - to enable us to move this case further.

Thanking you

Copy to - Secretary, A.I.T.U.C, New Delhi
for information and action 2

yours faithfully,
W. S. G. (G. S. G.)
M. L. O. (G. S. G.)

Copy of the letter received from the
Conciliation officer (central) II, B'lag.

no. B 40/(13)/61

185 10 Oct- 1961.

The General Secretary,
Shivrajpur Mines Workers Union,
Shivrajpur Mines.

Sub:- Case of Smt. Noj. Jelsing Dno 633
Shivrajpur Syndicate Limited.

Dear sir,

with reference to your letter no
sm.w/90/61 dated 27th September 1961,
Since the issue involved in the case
relates to the interpretation of the
certified standing orders. you are
advised to make an application to
the Labour Court under sec. 13A of
the Industrial Employment-(standing
orders) Act-1946 for the purpose.

Your's faithfully.

Sd J.N. Gupta
Conciliation officer (C) II

39466
1-8 NOV 1961

T. U. 2 Oct 1961

3409 Date Ref no. S.M.W/90/61

Ref. No. 195
प्रति,

तारीख 29 10 1961

929

श्रीमान जबरल मनेजर बालवा, शिवराजपुर माइन्स.
विषय- स्ट्रेन्जिंग आर्डर का अनुबंध - अन्व अनुबंध का मदार-
कार्यवाही

प्रिय महाशय,

शिवराजपुर माइन्स को और मिलेकेशन जे-पेमें कापी
करती हुई श्रीमान जी. ए. जोशी जी. नं. 333, मद्रास की ओरसे
एमें अन्व करिवाह प्राप्त हुई है। जिसमें बताया गया है कि
उन्हें शिवराजपुर मिन्डीकेट लिमिटेड, शिवराजपुर वुधुपी
व्यवसाय में मद्रास वगी तथा क्लेक्लिन्स वगी के कामदारों के
लिसे प्रस्ताव लिसे गये रफिकी आदेश के आधार पर अन्व
-वार्जरीट धारा 47 की उपधारा 'के' के मुताबिक दिमा गया है।
हुआ चार्जरीट की इन्ववायरी का समय सब प्रथम सितम्बर
मारकी उर्ध्व तारीखको निर्धारित लिमा गया था।

उलीकी चार्जरीट मिलने की उन्हेने उन्व
चार्जरीट के अन्तिमसे द्वितीय पेरेग्राफमें लिखे मुताबिक शिवरा-
जपुर मिन्डीकेट लिमिटेड की पानी मध्य आई हुई मैनेजीज
माइन्स में काम करने वाले श्री. जबरल-जे. जोशी को उन्लीके सल-
कार्यकर के नासे उपरोक्त तारीखको उपरिधत स्थान के लिसे
आपसे प्रार्थना की थी। इसीके लिसे आप सादरने उन्हे औरी
इजाजत नली है। इसका ही नली पर उन्हे इजाजत नली नली है
जई इस विषयको आप करती हुओ संदर्भ शरीत मल सप्रशामा
की गली।

शिवराजपुर, बामनलुवा व पानी माइन्स तीनों माइन्स
शिवराजपुर मिन्डीकेट लिमिटेड को अन्व नामसे कार्य करती है
और इसीलिसे उन्को स्ट्रेन्जिंग आर्डर में अन्व है। और इसीलिसे
पानी माइन्स, बामनलुवा व शिवराजपुर की मैनेजीजको सल कारोमें
काम करने वामने प्रथम मद्रास अन्व-पूरारे के सल कार्यकर है।
और इसीलिसे श्रीमान जी. ए. जोशी की इन्ववायरी के समय
उन्लीके सल कार्यकर श्री. अंम. जे. जोशी को उपरिधत स्थाने
लिसे लिसे गये अन्व का अन्विकार अन्व प्रकारका अनुबंध
कार्यवाही है औरी एपारी इह मामला है।

(पीके रेडिये)

मिन्ड अन्वनाम में पानी माइन्सके अन्व "सेकड क्वॉटरी
वामनलुवा" श्री. राजु-जी. वरिवाको चार्जरीट की गई थी।

जिसे चांजरी के इन्कवायरी और साखली और

शिवराजपुर रानी गई थी। और उसी समय श्री साधु जी वारिमाखे की ओर से शिवराजपुर माइन्स में काम करने वाले श्री के ओर लंडी को अपने सलकार के नाते उपरिधा रखने के लिये की गई बिना का अस्वीकार करने श्री के ओर लंडी को उनकी इन्कवायरी के समय उपरिधा रखने दिये गये थे। मध पानी माइन्स में काम करने वाले श्री साधु जी वारिमाखे इन्कवायरी में उनके सलकार के नाते, शिवराजपुर माइन्स में काम करने वाले श्री के ओर लंडी को मान्यता दी जाती है तब शिवराजपुर माइन्स के मंडावर श्रीपती गोपी जेठवाल को दी गई चांजरी के इन्कवायरी के समय उनके सलकार के नाते पानी माइन्स में काम करने वाले श्री मकर जे. जोशी को उपरिधा रखने की बिना का अस्वीकार करने स्टेटिंग आदि के आधार पर किया जाता है।

श्रीपती गोपी जेठवाल को दी गई चांजरी के इन्कवायरी उनके सलकार श्री मकर जे. जोशी को उपरिधा रखने की मांग का अस्वीकार कर तारीख २४-६-१९६१ को रोज की गई है।
इसका हम विरोध करते हैं।

इसके अलावा शिवराजपुर माइन्स ओपनिंग युनियन की मान्यता रद्द करने के लिये शिवराजपुर सिन्डीकेट लिमिटेड को स्थायी आदेश १६ की उपधा ३ में आपने जो परिवर्तन किया है उसके लिये सर्टिफाइंग आफिसर का प्रमाणपत्र जारी किया और औरों की भी प्रकाश के परिवर्तन की स्वयं स्थायी फूड युनियन (जो इन्डीपेंडेंट फूड युनियन अक्ट १९६६ के मुताबिक रजिस्टर्ड है) को और शिवराजपुर ग्रुप उद्योग माइन्स के अधिकार को नहीं है। इसी लिये श्रीपती गोपी जेठवाल को दी गई चांजरी गैर कानूनी है और इसी लिये उनका चांजरी को रद्द करने की मांग हम पर पत्र द्वारा आपसे करते हैं।

आपका

W. K.

अवरल सिकेंटेरी

- विकास प्रति
- १. श्री मरी काइंग आफिसर
एड रोड युनिक लैबल कमिश्नर (रोन्डूक)
- २. कवरीली रोड आफिसर (रोन्डूक)
- ३. चौक जेठवाल कमिश्नर (रोन्डूक)
- ✓ आल इंडीमा फूड युनियन कांग्रेस

शिवराजपुर माइन्स वकिल युनियन

The Shivrajpur Mines Workers' Union

(Affiliated to The All India Trade Union Congress.)

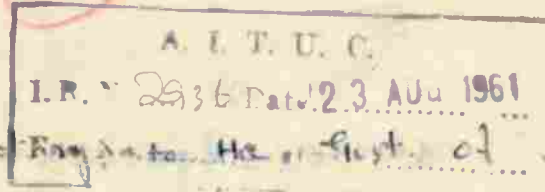
Bazar, SHIVRAJPUR, P. O. Shivrajpur Mines, (Dist. Panchmahals)

Ref. No. SMW/88/61

Date 21st August 1961.

To,

The Joint Secretaries to the Govt. of India,
E. O. I Division, NEW DELHI



Dear Sir,

We are in receipt of your letter no 6/76/60 E. O. I dated 14th August 1961. We were forced to give the strike notice because of the following reasons.

1. We are forced to believe that the company only moves and grants demands only when direct action is resorted to. On the question of bonus for the year 1958-59 we had written to the company for granting proper bonus. We had given a demand notice but the conciliation officer (Central) informed us that the company is unable to pay bonus because the company has suffered a loss during that year. Then the Shivrajpur mines employees union gave a strike notice on the same issue and resorted to strike. Then company started negotiations with a negotiation committee not elected by workers and declared bonus equivalent to 1 1/2 months wages.

Secondly, even for the year 1959-60 the company has started negotiations with the so called committee negotiation committee which is not properly and legally constituted, and which has no support from the workers, but which is supported only by the management. We had protested against this on 25.7.1961 even then the negotiations continued and hence we had to give a strike notice

(Contd)

The Shivrajpur Mines Workers' Union

(Affiliated to The All India Trade Union Congress.)

Bazar, SHIVRAJPUR, P. O. Shivrajpur Mines, (Dist. Panchmahals)

Ref. No. _____

(2)

Date _____

You are advising us that we should address the grievances of workers by constitutional measures means. We are prepared for the same. We are not fond to resorting to any direct action. But the company refuses to talk with us for any demand of the workers, even though there is no recognised union at present. We have also made demand for recognising our union. The company did not even care to reply. Then we approached you for the recognition under the code of Discipline. But we are sorry to state that the same is pending before you since 26-12-1960 and no action is taken on that by you till today.

Under these circumstances if we want any of the demands to be granted by the management and to negotiate on them the only course open is to give strike notice. So that if the strike notice is served the Conciliation officer will call both the parties for negotiations and settlement. So we had give a strike notice, and the conciliation officer had called both the parties at Bombay on 11-8-1961. Even at this meeting the management refused to have any talk with us and hence the conciliation officer (Central) has sent a failure report on 14-8-1961. We have not gone on strike because of this.

We request you to take prompt action on this failure report and refer the dispute to a Tribunal at your earliest and oblige.

Thanking you.

Yours faithfully
Jivanlal. H. Shah!

Copy to.

The General Secretary,
A. I. T. U. C. NEW DELHI

The Shivrajpur Mines Workers' Union
Bazar, SHIVRAJPUR, P. O. Shivrajpur Mines
(Dist. Panchmahals)

Immediate
Express Delivery.

No.6/76/60-E&I.
Government of India
Ministry of Labour & Employment

From

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

To

The Secretary,
Shivrajpur Mines Workers' Union,
P.O. Shivrajpur (Distt. Panchmahals),
Gujarat.

Dated New Delhi, the

Subject:-Code of Discipline - Threat of Strike.

Dear Sir,

It has been brought to the notice of this Ministry that your union has threatened to go on strike from August 16, 1961 for the fulfilment of certain demands, including grant of bonus, gratuity, railway fare and leave, etc. As you are aware the Code of Discipline enjoins on unions to exhaust all the existing avenues for the settlement of disputes before resorting to any direct action. I am, therefore, to request you kindly not to resort to any direct action, in violation of the Code; recourse should be had to constitutional means for the redress of your grievances.

Yours faithfully,

Sanjiv
for Joint Secretary.

Copy to the Secretary, All India Trade Union Congress, 4, Ashoka Road, New Delhi, with the request that he may kindly use his good offices to dissuade the union from resorting to strike, as contemplated.

Sanjiv
for Joint Secretary.

'D.A. NIL'
J. S.14/8/61.

*Received
at 8 PM
on 14.8.61*

No.272/SM/61
August 4, 1961

The General Secretary,
Shivrajpur Mines Workers Union,
P.O. Shivrajpur Mines,
Dt. Panchmahals,
Gujerat.

Sub: Strike Notice

Dear Comrade,

We are in receipt of the copy of the strike notice which you have served on the management of Messrs. Shivrajpur Syndicate on July 31, 1961.

Please let us know whether the Conciliation officer(Central) has initiated any conciliation proceeding to resolve the dispute.

It will be better, if your union writes a letter to the Joint Secretary, Evaluation and Implementation Division, Ministry of Labour and Employment, Government of India, New Delhi, explaining how and why the union was compelled to serve a strike notice.

Please send a copy of this letter to us also.

Please keep us informed with the developments.

With greetings,

Yours fraternally,

K.G. Sriwastava
(K.G.Sriwastava)
SECRETARY

The Shivrajpur Mines Workers' Union

(Affiliated to The All India Trade Union Congress.)

Bazar, SHIVRAJPUR, P. O. Shivrajpur Mines, (Dist. Panchmahals)

Ref. No. SMW/26/61

Date 25th July 1961

785

A. I. T. U. C.
I.R. No. 2194 Dat: 2.8 JUL. 1961..
File No..... Replied on.....

To,
The General Manager,
Shivrajpur Mines.

Dear sir,

It has been brought to our notice that you have started negotiations with a committee which has not been properly and legally constituted, regarding the Bonus for the year 1959/60. We hereby inform you that so called committee with you have started negotiations is not constituted according to law and it does not represent the workmen working in your concern and therefore if any agreement or settlement is made with that committee, it shall not be binding on the workmen of the concern. which please note.

Copy for information and action to

1. Managing Agents, S.S.Ltd, Bombay
2. The Regional Labour Commissioner (Central)
3. The Chief Labour Commissioner (Central)
4. ✓ The General Secretary, A.I.T.U.C, New Delhi
5. The Secretary, Mahagujrat T.U.C, Baroda.

Yours faithfully,
Jivanlal H. Shukh
President.

The Shivrajpur Mines Workers' Union
Bazar, SHIVRAJPUR, P. O. Shivrajpur Mines
(Dist. Panchmahals)

The Shivrajpur Mines Workers' Union

(Affiliated to The All India Trade Union Congress.)

Bazar, SHIVRAJPUR, P. O. Shivrajpur Mines, (Dist. Panchmahals)

Ref. No. SMW/82/61

185

A. I. T. U. C.
I. R. N. 1967. Date... 22.6.61 ...
File No..... Replied on.....

Date 18th June 1961.

To,
The Joint Secretary, to the Govt of India,
Evaluation and implementation Division,
New Delhi

Sub:- Grant of Recognition under the Code of Discipline.
Ref :- your office letter no 6/26/60 EN I of 19-5-61.

Sir,
with reference to your above letter, as nothing has been done till to day, the working Committee has advised me to see you personally in your office and explain you the whole position of the Employee's union and the stand taken by the Shivrajpur Syndicate Limited, in relation to the labour problem. I shall see you on 5-7-61 between 4:00 to 5:00 P.M.

Yours faithfully
W. S. G.
General Secretary

Copy to ✓ The General Secretary, All India Trade Union Congress,
New Delhi

FN^o 145

The Shivrajpur Mines Workers' Union

(Affiliated to The All India Trade Union Congress.)

Bazar, SHIVRAJPUR, P. O. Shivrajpur Mines, (Dist. Panchmahals)

Ref. No. S.MW/80/61

Date 9-5-1961



To,
 The General Secretary,
 All India Trade union Congress,
 New Delhi,

Demand for Recognition

Dear Comrade,

We had made a demand on 10-11-1960 for Recognition before the General Manager, Shivrajpur Syndicate Ltd; to grant us Recognition.

As no reply was received from the management we made a complaint to the Secretary, Evaluation & Implementation Division, Ministry of Labour & Employment, Govt. of India, New Delhi on 26-12-60. The copy of the same was sent to you also. The letter was addressed to the state implementation & Evaluation officers, Ahmedabad, but as mines fall within central sphere we were informed by Commissioner of Labour, Gujrat; that the complaint has been forwarded to the Secretary, E & I. Division, Ministry of Labour & Employment G.O.I.

Eventhough four months have passed the Secretary E & I Division has not take any action on our Complaint.

Hence we request you to contact the Secretary E & I Division and see that he takes immediate steps in this matter.

Yours faithfully,

Jivanlal Himatlal Shah

PRESIDENT.

Did he send E & I Div?
 12/5

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May 9, 1961

General Secretary,
Shivrajpur Mines Workers Union,
Bazar, Shivrajpur

Dear Comrade,

Please refer to the copy of your letter dated 25th April 1961, addressed to the C.O.(C), Bombay, re. the strike notice served by one faction of the INTUC union. We would like to know the present position with regard to the squabbles inside the INTUC and how it has been resolved.

2. In this connection, we feel that the union should now ask for verification (detailed) of membership of the different unions under the Code for recognition. The two-year period of recognition of the INTUC union is over, as per statement of the management. Therefore, the Ministry may be asked to conduct the verification to determine the representative character of the unions.

With greetings,

Yours fraternally,

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

The Shivrajpur Mines Workers' Union

(Affiliated to The All India Trade Union Congress.)

Bazar, SHIVRAJPUR, P. O. Shivrajpur Mines. (Dist. Panchmahals)

Ref. No. S.M.W./28/61

AITUC Date 25th March, 1961.
Received 569/29/3/61
Replied.....

To

The Conciliation Officer (Central), I.I.
BOMBAY.

Dear Sir,

We had served a strike notice on the Management of Shivrajpur Syndicate Ltd., one of the demands was for Bonus for the year 1958-59. We were advised by the Joint Secretary to the Government of India, Education and Implementation Division not to go on strike and to utilise the existing avenues of settlement of disputes before resorting to any direct action.

Hence by our letter No. S.M.W. /67/60 dated 22nd September 1960 we requested you to start conciliation proceeding for bonus and other demands. By your letter No. ~~407~~ 407(30)/60 dated 3rd October 1960 you have stated that as the Company has suffered a net loss of Rs. 1,43,621 in the year 1958-59 no bonus is payable for that year.

Now for some demands including the demand of Bonus for 1958-59 the Shivrajpur Mines Employees Union under the leadership of Shri Manubhai G. Desai resorted to strike action from 15th March 1961 to 22nd March 1961. You had declared that the strike is illegal. The Company had also declared it illegal. even then the Company informed the workers by telegram that of all the demands the company is prepared to start negotiations only on the issue of Bonus for the year 1958-59. This means that the Company only bows down before the strike action. According to your letter referred to above, the Company had stated that no bonus is payable for the year 1958-59 as the Company has suffered a loss. How is it that the Company is prepared to pay bonus for the year 1958-59 and is prepared to start negotiations on that. From this action of the Company should we conclude that the Company has no faith in settling demands in Conciliation but is ready to negotiate only if strike is there.

If the Company is following this practice then naturally the workers will loose faith in implementing Code of Discipline. This action of the Company ~~is an utter mockery~~ is an utter mockery of settling issues by Conciliation and Code of Discipline. This proves that the Company only bows down before the strike.

....(2)

The Shivrajpur Mines Workers' Union

(Affiliated to The All India Trade Union Congress.)

Bazar, SHIVRAJPUR, P. O. Shivrajpur Mines, (Dist. Panchmahals)

Ref. No. _____

Date _____

- 2 -

If you want that workers should keep faith in settling issues by Conciliation before resorting to any direction action we should also be called while negotiations will be held by the Company with the representatives of the striking employees in Bombay on 28th instant.

We hope you will do the needful at your earliest and oblige.

Yours faithfully,

Jivanlal Himatlal Shah

PRESIDENT,
The Shivrajpur Mines Workers' Union,
Shivrajpur.

Copy for information and action to :-

1. The Joint Secretary, Ministry of Labour & Employment.
2. The Regional Labour Commissioner (Central) I.I.
3. The General Manager, Shivrajpur, Syndicate Ltd.
4. The Managing Agents, S.S.Ltd., Bombay.
5. Secretary, All India Trade Union Congress.
6. Secretary, Maha-Gujrat Trade Union Congress.

The Shivrajpur Mines Workers' Union

(Affiliated to The All India Trade Union Congress.)

Bazar, SHIVRAJPUR, P. O. Shivrajpur Mines, (Dist. Panchmahals)

Ref. No.

Date 25-4-61.

To

The Concilliation Officer (Central)
Bombay.

Dear Sir,

We read in local press that Shri Nathalal Shsh, Shri Bhogilal Nagrasana and others have served a Strike notice on behalf of Shivrajpur Mines Employees Union and you have called them for negotiations on 27.4.61 at Bombay.

There is a dispute pending in court of law regarding the real office bearers of this Union. Manubhai Desai claims that he is the Secretary of this union and he is in possession of the office and other records of this Union. The above named Mr. Nathalal Shah and Bhogilal Nagrasana tried to collect Union dues from the workers in the name of Shivrajpur Mines Employee's Union and Shri Manubhai Desai has made a complaint against these persons in the court of law. The case is still going on. Under these circumstances, Shri Nathalal Shah, Shri Bhogilal Nagrasana have no right to speak on behalf of Shivrajpur Mines Employees Union and your calling them for negotiations is improper, unjust, illegal and partial. They do not have even the registration certificate. They do not have any members also.

We strongly object to your this illegal step of calling them for negotiations. We demand that this meeting should be cancelled or if at all to be held we be also made a party on behalf of workers.

Yours faithfully,

Copy forwarded for information &
action to:-

1. The Regional Labour Commissioner, Bombay.
2. Joint Secretary, Ministry of Labour & Employment, Govt. of India, New-Delhi.
3. Manager, Shivrajpur Syndicate Ltd., Shivrajpur.
4. Managing Agents S.S.Ltd. Bombay.
5. General Secretary A.I.Tuc, New Delhi.
6. General Secretary, Gujarat State TUC, Baroda.


General Secretary.

185
THE SHIVRAJPUR SYNDICATE, LIMITED.

Telegrams: "OREDIGGER"
 Shivrampur Mines

P. O. SHIVRAJPUR MINES
 (W. Rly.)
 District Panch Mahals

Our Ref.

PG/252/100

Date February 10, 1961.

The Joint Secretary to the Govt. of India,
 Evaluation and Implementation Division,
NEW DELHI.

Dear Sir,

Sub: Grant of recognition to the
Shivrajpur Mines Workers' Union.

We are in receipt of your letter No. 6/76/60-E & I dated the 9th January 1961, and submit below our comments on the letter No. SMW/74/60 of the 10th November 1960 from the Shivrajpur Mines Workers' Union.

With reference to paras 1 to 4 of the letter, the Shivrajpur Mines Employees' Union has been in existence for a considerable time. We have been dealing with it since 1949 as a representative union of the workers. As regards the allegation that the Shivrajpur Mines Employees' Union is disaffiliated from the I.N.T.U.C. and that it is working independently of that Organisation, we can do no better than attach hereto copies of two letters dated 30th and 23rd, September, 1960, respectively, received by us from Shri. Chimanlal K. Shah, President of the I.N.T.U.C., Gujarat. In accordance with the information contained in these two letters, we have continued to deal with the S.M.E. Union as represented by Messrs. Chimanlal K. Shah and Bhogilal H. Nagrasana.

We are not in a position to consent on the statement that "the Shivrajpur Mines Employees' Union has no membership at present and it has not submitted any annual and periodical returns to the Registrar of Trade Unions".

We deny the allegations that the management "with its full strength and co-operation is striving to see that the membership of the non-existing union is strengthened" and "is trying to revive the Shivrajpur Mines Employees' Union".

Regarding the allegation that certain clerks collected contributions on behalf of the S.M.E. Union on the 10th of October 1960, we have permitted certain employees to collect the subscription for the recognised union, as has been the practice for many years.

In view of what is stated above, the last 3 paragraphs of the letter under consideration require no comment.

In this connection we beg to refer to the past conduct of the signatory to the letter, Mr. Jayant Kumar Pandya, the Secretary of the Shivrajpur Mines Workers' Union.

On the 21st. August 1957, Mr. Pandya visited the Mines' area and in the presence of a few workers referred to the complaint of one of them about lack of living accommodation and said he (Mr. Pandya) did not see why the worker did not occupy the bungalow of Mr. Tata, our Administrative Officer.

On the morning of the 8th June 1958, which was a Sunday, Mr. Pandya, without obtaining the permission of the Mines' Authorities, led a procession of about 100 persons who went round the Mines' area shouting slogans and finally came to the bungalow of the General Manager and insisted on meeting him. When the General Manager declined to see them, the processionists led by Mr. Pandya refused to go away and sat in front of the bungalow the whole day shouting slogans.

On a complaint filed against Mr. Pandya, the First Class Judicial Magistrate at Halol held that Mr. Pandya had "unlawfully remained on the premises with intent to cause annoyance" and found him guilty of the offence of criminal trespass under Section 447 of the Indian Penal Code sentencing him to pay a fine of Rs. 60 or, in default, to undergo 15 days' R.I.

Mr. Pandya appealed to the Sessions Court, Godhra. The Sessions Judge, while holding that the Mines' area was a private area, that the General Manager had a right to exclude any person from the Area, and that Mr. Pandya had no right to remain in the area when called upon to leave, came to the conclusion that in the absence of a proved criminal intention to annoy, Mr. Pandya's action could at the most be only a civil trespass and set aside his conviction.

The Company has appealed to the High Court and the matter is pending in the High Court of Gujarat.

We would like to state that Mr. Pandya's actions can hardly be considered to be in conformity with the Code of Discipline or calculated to foster good relations between the management and the workers.

We only wish to add that as will be seen above, our actions have been strictly in accord both with the letter and the spirit of the Code of Discipline in Industry.

Yours faithfully,
For The Shivrajpur Syndicate, Limited,


GENERAL MANAGER.

Encl:- 2 Copies of letter
Nos.- of the 20th
September 1960 and
the 23rd. September,
1960.

SAAP:R.

- Copy to: (1) The Joint Secretary, Ministry of Labour, Govt. of India, New Delhi.
- (2) The Secretary, A.I.T.U.C., New Delhi.
- (3) Regional Labour Commissioner (C), Bombay.
- (4) The Conciliation Officer (C), Bombay.
- (5) The Managing Agents, Bombay.

The Shivrajpur Mines Workers' Union

(Affiliated to The All India Trade Union Congress.)

Bazar, SHIVRAJPUR, P. O. Shivrajpur Mines, (Dist. Panchmahals)

Ref. No. S.M.W/22/60

Date 26-12-60

185

To,
Shri. M. B. Dave,

The State Implementation Officer,
New Mental Hospital Building,
Asarva, Ahmedabad. II.

Subj: - Non-granting of recognition under Code of Discipline.

Dear Sir,

We had made a demand on 10-11-1960 before the General Manager, Shivrajpur Syndicate Ltd. to grant us recognition & de-recognise the rival union namely Shivrajpur Mines Employees Union as the Employees Union has lost its registration because the said union has not submitted the returns to the Registrar of Trade Unions for the year ending 31st March 1960. As such ours is the only union which is registered having largest no of members & hence should be given recognition.

But I regret to state that the Management has not taken any steps in this matter so far. Not only this but the Management is assisting the rival union to enroll its membership in complete violation of Code of Discipline which is accepted by the Shivrajpur Syndicate Ltd.

Hence we request you to interfere in this matter & ask the management to give us recognition under Code of Discipline which is accepted by the Management.

We are sending, herewith the letter dated 10-11-60. Hoping for a quick action.

Yours faithfully,

Jivanshal Himmatlal Shah

Copy to:

1. Com. Vejethai, Shreeb.
2. Implementation & Evaluation Committee, 2 General Secretary, New Delhi
3. General Secretary AITUC.
4. Regional Labour Commissioner (central).
5. The Conciliation Officer (central)

For the last 3 the letter dated 10-11-60 is not ~~sent~~ enclosed as the same has already been sent to them on 12-11-60

19 NOV 1960

(Registered Under Indian Trade Union Act, 1926 No. 2740)

The Shivrajpur Mines Workers' Union

(Affiliated to The All India Trade Union Congress.)

Bazar, SHIVRAJPUR, P. O. Shivrajpur Mines, (Dist. Panchmahals)

Ref. No. S.M.W/74/60

Date 10-11-1960.

To,

The General Manager,

Shivrajpur Syndicate Limited,

Shivrajpur mines.

Dear Sir,

I as a general secretary of Shivrajpur mines workers' union am pleased to bring before your notice the following facts for compliance.

The Shivrajpur mines employees' union, Shivrajpur was working since last one decade, as a recognised union in the Shivrajpur mines, Shivrajpur but due to the internal trouble in the same union, the Shivrajpur mines Employees' union is disaffiliated from the I.N.T.U.C by special resolution adopted in the working committee and as such the Shivrajpur mines Employees' union which was registered and recognised union is working at present independently of the I.N.T.U.C. The fact is that the Shivrajpur mines Employees' union has no membership at present and it has not submitted any annual return and periodical returns to the Registrar of Trade unions, the recognition of the Shivrajpur mines Employees' union whose secretary is Mr. Manubhai Desai should be cancelled.

Though the affiliation of the Shivrajpur mines Employees' union with the I.N.T.U.C is cancelled. We have come to know that the I.N.T.U.C. has deputed its man to work as a representative of the I.N.T.U.C. to re-organise the Shivrajpur Mines Employees' union which has no legal existence and I regret much to say that the Mines Management with its full ~~support~~ strength and co-operation is striving to see that the membership of the non-existing union is strengthened. From the legal point of view Mr. Nagrasana or any man from the I.N.T.U.C has no right to come in the picture of the Shivrajpur mines labour movement now, as the affiliation is cancelled. But take for the sake of argument that the affiliation of the S.M.E. union with the I.N.T.U.C. is not cancelled and the I.N.T.U.C. has a right to interfere

The Shivrajpur Mines Workers' Union

(Affiliated to The All India Trade Union Congress.)

Bazar, SHIVRAJPUR, P. O. Shivrajpur Mines, (Dist. Panchmahals)

Ref. No. _____

Date _____

then also it has no membership at present and hence the recognition given to the S.M.E. union should be cancelled.

Sir, as you have accepted the code of discipline I request you to recognise the Shivrajpur Mines Workers' Union, Shivrajpur, as it has at present a larger number of memberships than any other union working in the Shivrajpur mines. I am completely aware that the mines management is trying to revive the Shivrajpur Mines Employees' Union which is legally and practically dead. By giving its full support. Let me quote for an example that on 10th October 1960 the mines management had relieved certain clerks from the office to collect the contribution at the counter on behalf of the non-existing S.M.E. union administered directly by I.N.T.U.C. and as you know there was a complaint against certain clerks who were collecting contribution, by the old secretary of the Old S.M.E. union, Shri. Manu Chari Desai.


Just to overcome all these unfair practices and illegalities in the interest of the peaceful labour movement the only alternative is to give recognition to the Shivrajpur mines workers' union, Shivrajpur as early as possible that is within a week after the receipt of this letter.

I hope you understand your impartial duties towards the labour movement and not to interfere in the working of any union but to go with the words of the enactment of the Government. I assure you that the Shivrajpur Mines workers' union will give its full cooperation in the peaceful co-existence of the Employers and Employees.

Lastly I request you to give recognition to the Shivrajpur Mines workers' union, Shivrajpur.

Thanking you

Yours faithfully


General Secretary

Copy for information and action to:

1. Joint Secretary, Ministry of Labour & Employment.
2. The Secretary, All India Trade Union Congress
3. The Regional Labour Commissioner (Central)
4. Conciliation officer (Central)
5. Managing Agents, S. S. Ltd.

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November 11, 1960

Secretary,
Shivarajpur Mine Workers' Union,
Bazar, Shivarajpur,
P.O. Shivarajpur Mines,
Gujerat State.

Dear, Comrade,

We enclose herewith copy of a
letter received from the Ministry of
Labour & Employment for your infor-
mation and comments.

With greetings,

Yours fraternally,

(K.G. Sriwastava)
Secretary

Encl:

No.6/53/60-E&I
Government of India
Ministry of Labour & Employment

From

The Joint Secretary to the Govt: of India,
Evaluation & Implementation Division.

To

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

Sub: Strike notice served by Shivrajpur Mine
Workers' Union.

Dear Sir,

I am directed to refer to your letter No.185(II)/S/60, dated the 23rd August, 1960 on the above subject and to say that the Regional Labour Commissioner (C), Bombay, who was requested to look into your affiliates complaint regarding the alleged wrongful chargesheeting of three workers, has since reported that your affiliate did not supply him with a copy of the judgement referred to in your letter under reply, in spite of two requests. The Standing Orders of the Company clearly lay down that union dues should not be collected within the premises of the establishment without the permission of the management. The allegation of the Union that the management have committed a breach of the Code is thus not correct.

Yours faithfully,

/ COPY /

10 NOV 1960

No.6/53/60-E&I
Government of India
Ministry of Labour & Employment

....

From

The Joint Secretary to the Govt. of India.
Evaluation & Implementation Division.

To

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

Dated New Delhi, the 9 NOV 1960

Subject:- Strike notice served by Shivrajpur
Mine Workers' Union.

....

Dear Sir,

I am directed to refer to your letter No.185(II)/S/60, dated the 23rd August, 1960 on the above subject and to say that the Regional Labour Commissioner, (C), Bombay, who was requested to look into your affiliate's complaint regarding the alleged wrongful chargesheeting of three workers, has since reported that your affiliate did not supply him with a copy of the judgement referred to in your letter under reply, in spite of two requests. The Standing Orders of the Company clearly lay down that union dues should not be collected with in the premises of the establishment without the permission of the management. The allegation of the Union that the management have committed a breach of the Code is thus not correct.

Yours faithfully,

Atanjan
for Joint Secretary.

"D.A.Nil"
*DAYAL*7/11

W/Secy & Secy

1960
1/10/60

*Shivrajpur Mine Workers Union,
Bazar, Shivrajpur
P.O. SHIVRAJPUR MINES,
Gujarat*

185
September 5, 1960

General Secretary,
Shivrajpur Mine Workers Union,
Shivarajpur Mines,
Shivarajpur,
Gujerat.

Dear Comrade,

We are in receipt of a letter from the
Joint Secretary to the Government of India E & I
Division No.6/53/60-E&I dated 1st September 1960
regarding strike notice served by your Union.

The following is the Text of the letter:-

"I am directed to refer to your letter No.
185(2)/S/60, dated the 23rd August 1960 on the
above subject and to say that your affiliate's
allegations against the management are already
being investigated and you will be apprised of
the position as early as possible."

With greetings,

Yours fraternally,

Uro

(K.G.Sriwastava)
Secretary

No.6/53/60-E&I.
GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT

.....

From

The Joint Secretary to the Govt. of India,
Evaluation & Implementation Division.

To

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

Dated New Delhi, the

Subject:- Strike Notice served by Shivrajpur Mine Workers'
Union.

.....

Dear Sir,

" I am directed to refer to your letter No.185(II)/
S/60, dated the 23rd August 1960 on the above subject and to
say that your affiliate's allegations against the management
are already being investigated and you will be apprised of
the position as early as possible. "

Yours faithfully,

G. S. Madhava

for Joint Secretary.

d.a.nil.
SSB/

*See copy of the memo
lm
11/1*

141 SEP 1960

26
No.185(II)/S/60
August 23, 1960

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

Sub: Strike Notice served by Shivrajpur
Mines Workers Union.

Dear Sir,

Please refer to your letter No.6/53/60
~~185~~ dated 14th July 1960 addressed to the
General Secretary, Shivrajpur Mines Workers
Union, Shivrajpur, and the Union's reply
(No.S.M.W/59/60) dated 28th July, 1960. The
Union did not go on strike after the Regional
Labour Commissioner (Central) intervened. It is
unfortunate that even to move the Central
Labour Relations Machinery, a strike notice
has to be served.

The Union in its above-quoted letter has
referred to certain instances of anti-labour
practices on the part of the management. These
are: charge-sheets issued to three workers for
collecting union subscription and the activity
of the Labour Welfare Officer intimidating union
members. The District & Sessions Judge, Godhra,
Dt.Panchmahals, in a judgment has stated that
the place mentioned in the charge-sheet (where
membership collections were made) is not a private
land. Even then, the management have charge-
sheeted the workers. We hope your Ministry will
take up the matter with the management.

Yours faithfully,

Uro
(K.G.Sriwastava)
Secretary

The Shivrajpur Mines Workers' Union

(Affiliated to The All India Trade Union Congress.)

Bazar, SHIVRAJPUR, P. O. Shivrajpur Mines, (Dist. Panchmahals)

Ref. No. S.M.W/59/60

Date 28th July 1960

BY EXPRESS DELIVERY

To,

The Joint Secretary to the Government of India,
Evaluation & Implementation Division,
New Delhi

Subject: Strike notice dated the 23rd July 1960 by the Shivrajpur
Mine workers' union.

Dear Sir,

We are in receipt of your letter no 6/53/60 E 99 dated
14th July 1960. As the Regional Labour Commissioner has intervened
we have not gone on strike from 18th July 1960.

Thus when we are abiding by the Code of Discipline
the Management is violating it. The Management has given
chargesheets to three workers for collecting union's subscription
The copies of the charge sheets are enclosed herewith. It
will be interesting to note that the District & session
judge of Godhra District Panchmahals has already given
a judgement that the place mentioned in the ~~chargesheet~~
chargesheets is not a private land of the Company, we
have been collecting subscriptions from the chawls and
other area which are not the place of work. This
has been the normal practice of our union but
this time management has become vindictive and
the Management wants to interfere in our normal

The Shivrajpur Mines Workers' Union

(Affiliated to The All India Trade Union Congress.)

Bazar, SHIVRAJPUR, P. O. Shivrajpur Mines, (Dist. Panchmahals)

Ref. No. _____

Date _____

Trade union work.

Not only this but Mr. B. P. Jani, Labour welfare officer is calling workers and threatens them for joining our union. This amounts to unfair ^{labour} practice and interference with the right of employees to enroll or continue as union members of the union of their own choice. We are ready to give concrete examples if enquiry is made.

Hence we request you to look into the matter and see that the company follows the Code of Discipline and refrain from practicing unfair labour practice.

Thanking you.

Your's faithfully.

Copy to: The General Manager,
Shivrajpur Mines.

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

The Conciliation officer (C)

J. H. Shah

J. General Secretary,
Shivrajpur Mines workers union

S.S.LW/2342/2016

Date - 21-7-60

By Registered Post A.D

To,

Shri. Bachha Devraj

Disc No 2342, No. 2 II

Shivrajpur Mines.

You are charged with collection of union dues within the premises of the Establishment without previous permission of the Manager, in that it is reported, that on 9th July, 1960, you were found collecting subscription for the Shivrajpur Mines Workers' Union from Sarva Shree Mahip Singh, D. No 244 and Bhikhar Jang D. No 1301, in the Verandah of the Co-operative Stores, Shivrajpur Mines.

You, therefore, appear to be guilty of the misconduct mentioned under standing orders no XVIII (O)

You are, therefore, required to show cause to Mr. L. K. Panjabi, Asst. Administrative Officer who is authorised to hold the enquiry in his office on 2-8-1960 at 4.00 P.M why disciplinary action should not be taken against you for the same. Please note, that failure to show cause would be deemed to be admission of guilt. In case of your failure to attend the Enquiry on 2nd August, 1960 as advised in this chargesheet, the enquiry will be held ex parte. You may bring all relevant evidence you may have at the appointed time and place for your defense, and you can be represented by any person from the recognised union or any one of your co-workers.

S/O. Mine Manager

P.T.O

Copy to The S.M.E.S' union, local office, Po. Shivrajpur Mine
The Gen. Secretary, S.M.E.S' union, Gandhi Nagar
Sevalaya, Bhadra Ahmedabad.

THE SHIVRAJPUR Syndicate Ltd,
Shivrajpur Mines

S-SLW/2388/L 2032
2032

Date 21-7-1960.

To,

Shri. Dhana Gordan, Disc No 2388.
Shivrajpur Mines.

You are charged with collection of union dues in the premises of the establishment without previous permission of the Manager, in that it is reported, that on 5th July 1960 you were found collecting subscription for the Shivrajpur Mines workers' union from Shri. Chhoga Krishna, Disc no 5516 in the area near the Canteen and the Grain shop, Shivrajpur Mines.

You, ~~are~~ therefore appear to be guilty of the misconduct mentioned under standing order M XVIII (O)

You are, therefore, ~~not~~ required to show Cause to Mr. L. K. Pangabi, Asst. Administrative officer who is authorised to hold enquiry in his office on 2-8-60 at 4-00 P.M. why disciplinary action should not be taken against you, for the same. Please note, that failure to show Cause would be deemed to be admission of guilt. You may bring all relevant evidence you may have at the appointed time and place for your defence, and you can be represented by any person from the recognised union or any one of your co-workers.

S/D Mine Manager,

Copy to :- The S.M.E. union, Local office.
P.O. Shivrajpur mines.

No.185(1)/SM/60
July, 18, 1960

The General Secretary,
Shivrajpur Mine Workers' Union,
Shivrajpur, BOMBAY.

Dear Comrade,

Enclosed please find a copy of a letter from the Joint Secretary to the Government of India, Ministry of Labour & Employment, addressed to you and copy endorsed to us.

Please let us know what steps the Labour Relations machinery of the Union Ministry of Labour & Employment has taken so far to resolve the dispute.

Please also let us have your comments on the letter the copy of which is enclosed.

With greetings,

Yours fraternally,


(K.G. Sriwastava)
SECRETARY.

No.6/53/60-E&I
Government of India
Ministry of Labour & Employment

From

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

To

The General Secretary,
Shivrajpur Mine Workers' Union,
Shivrajpur (Bombay).

Dated New Delhi, the

14 JUL 1960

Subject:- Strike notice dated the 2nd July, 1960 by the
Shivrajpur Mine Workers' Union.

Dear Sir,

It has been reported to this Ministry that you have served a notice of strike from the 18th July, 1960 on the management of Shivrajpur Syndicate Ltd., if your demands are not conceded by that time. It may be mentioned that the Code of Discipline enjoins on unions to utilize fully and with the utmost expediency all the existing avenues of settlement of disputes before resorting to any direct action. As the Regional Labour Commissioner is already looking into the matter I am to request you kindly not to precipitate matters by resorting to the contemplated strike, as it would amount to a breach of the Code.

Yours faithfully,

Sd.

for Joint Secretary.

Copy forwarded to:-

The Secretary, A.I.T.U.C., 4, Ashok Road, New Delhi,
with the request that he may advise the union to abide by
the provisions of the Code of Discipline and not to precipitate matters by resorting to strike as contemplated.

M. Nigam
for Joint Secretary.

April 23, 1960

Shivarajpur Mine Worker's Union,
Bazar, Shivarajpur,
P.O. SHIVARAJPUR MINES (Gujarat).

Dear Comrades,

We enclose copy of a letter received from the Labour Ministry with regard to our representation regarding unfair labour practices in Shivarajpur mines, for your information.

With greetings,

Yours fraternally,

mm.
(K.G. Sriwasthava)
Secretary

Copy forwarded to General Secretary,
Maha Gujarat State T. U. C.

22 APR 1960

No.E&I-12(326)/59
Government of India
Ministry of Labour & Employment

....

From

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

To

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

Dated New Delhi, the 21 APR 1960.

Subject:- Unfair labour practices at
Shivrajpur Mines.

Dear Sir,

I am directed to refer to your letter No. 185-II/SMG/60, dated the 16th March, 1960 on the above subject and to say that the management with whom the question of issue of warning letters to 19 workers because of apprehension of peace was taken up have promised not to take any such precipitate action in future. As for frequent transfers of Shri Sharma, they ascribe them to exigencies of work. However they have promised to retain Shri Sharma at Pani for the future and to make some other arrangement for running the Cinema Projector at Shivrajpur.

Yours faithfully,

Arinjan

for Joint Secretary.

sent copy to the union
27/4

No. 185-II/SMG/60
March 16, 1960

Joint Secretary to the
Government of India,
Evaluation & Implementation Division,
Ministry of Labour & Employment,
New Delhi.

Sub: Unfair Labour practices in
Shivrajpur Mines, Gujerat.

Dear Sir,

Please refer to your letter No. E&I-12(320)/59
dated 3rd March 1960 on the above subject.

We may point out that although the INTUC union which signed the agreement is recognised by the management, this union does not have the support on the majority of workers. This is clear from the recent elections to the Works Committee in the Pani Mines under the Shivrajpur Syndicate Ltd., where candidates of our affiliate were elected by majority. Therefore, it will not be correct to say that the agreement in question was acceptable to the majority of the workers.

We may also point out that the acceptance of the first instalment of the bonus on October 26, 1959, on the part of the workers was not without protest. A public meeting was held by our affiliate and a resolution was adopted for campaign to send a protest letter en masse against the agreement. Over 400 signatures were collected, in one day, on this mass protest letter. Seeing this, the management started intimidating the workers and warning letters were issued to 19 members of our union who took the initiative in collecting the signatures. This action of the management did have its effect to terrorise the workers and prevent them from any organised activity against the bonus agreement. The admission by the management that they apprehended demonstrations on October 26 itself, goes to show that the workers did have strong objections to the bonus agreement. This also disproves the contention of the management that the warnings issued to the 19 workers did not arise because of their trade union activities.

We understand that because of the above-referred anti-labour practices by the management, the workers are being put to great difficulties in exercising their trade union rights. They have to go far outside the mines area in order to hold public meetings since the management takes a hostile

attitude to such activities in the residential localities of the miners. These grievances of the workers have been represented to the Regional Labour Commissioner(C) concerned, by the union and our Mahagujarat State Committee.

With regard to the case of Shri M.F.Sharma, we are informed by our affiliate that ever since Shri Sharma began to take interest in the activities ~~in~~ of our union, he had been subjected to a good deal of harassment by the authorities. Immediately after the formation of the union, his designation was changed from assistant cinema operator to second class wireman and was transferred to Pani Mines from Shivrajpur Mines. Within one year he was transferred 17 times from Pani Mines to Shivrajpur Mines and vice versa. In the month of October 1959, he was working at Shivrajpur Mines and participated in union activities when the management issued a warning to him alleging that he was instigating workers against the bonus agreement and the same day he was transferred to Pani Mines. This single instance is enough to prove that there has been a clear case of victimisation.

*can the Ministry make the pleasure in being transferred
1) and in 1959*

Yours faithfully,

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

34
24 MAR 1960
No. ECI-12(320)/59
Government of India
Ministry of Labour & Employment

From
Joint Secretary to the Govt. of India,
Evaluation & Implementation Division.

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

3 MAR 1960

Dated New Delhi, the

Subject:- Unfair labour practices in Shivrajpur Mines,
Gujarat.

Dear Sir,

I am directed to refer to your letter No.185-II/SMG/59, dated the 25th November, 1959 on the above subject and to say that your contention that the agreement between the INTUC Union and the management of Shivrajpur Mines was not acceptable to the majority of workers, is not borne out by facts. The INTUC Union is recognised by the management and represents majority of the workers of the Shivrajpur Mines. It is also learnt that on the 26th October, 1959 practically all the workers (including members of your affiliate) accepted the first instalment of their bonus without any protest.

2. Your allegation that Shri Sharma, Vice-President of your affiliate had been transferred from the Mines as a measure of vindictiveness, has also not been substantiated on enquiry. Shri Sharma was transferred earlier also from Shivrajpur to Pani and back to Shivrajpur about a dozen times within a period of one year, but on none of these occasions the union complained of vindictiveness by the management.

3. The management did not issue warnings to the 19 workers because of their trade union activities but because they apprehended demonstration and breach of peace by these workers on the 26th October, 1956. The management does not, it is understood, propose to take any further action on the warning letters issued to these workers.

Yours faithfully,

Manjani
for Joint Secretary

d. anil.
h.s.

*Sent copy of the letter
for comments*

*man
4/13*

No.185(1)/S/60
March 4, 1960

General Secretary,
Mahagujarat Trade Union Congress;
Shirke's Wada,
Anandpura,
BARODA.

Dear Comrade,

On the basis of your letter of November 23, 1959, we had reported the instances of Unfair labour practices in Shivrajpur Mines on November 25. Today we have received the following reply from the Ministry:


"Your contention that the agreement between the INTUC union and the management of Shivrajpur Mines was not acceptable to the majority of workers, is not borne out by facts. The INTUC Union is recognised by the management and represents majority of the workers of the Shivrajpur Mines. It is also learnt that on the 26th October 1959, practically all the workers (including members of your affiliate) accepted the first instalment of their bonus without any protest.

"Your allegation that Shri Sharma, Vice President of your affiliate had been transferred from the Mines as a measure of vindictiveness has also not been substantiated on enquiry. Shri Sharma was transferred earlier also from Shivrajpur to Pani and back to Shivrajpur about a dozen times within a period of one year, but on ~~no~~ none of these occasions the union complained of vindictiveness by the management.

"The management did not issue warnings to the 19 workers because of their trade union activities but because they apprehended demonstration and breach of peace by these workers on the 26th October 1959. The management does not, it is understood, propose to take any further action on the warning letters issued to these workers."

Please let us have your comments on the above immediately so that we may pursue the matter. We are sending copy of this letter to the Union also for comments.

Yours fraternally,


(K.G.Sriwastava)
Secretary

Copy to: General Secretary,
Shivrajpur Mines Workers Union,
Bazar, Shivrajpur,
P.O. Shivrajpur Mines (Dist.Panchmahals), Bombay State.

22 MAR 1960

Baroda
18/3/60

Dear Comrade K-G.

Shivrajpur comrades have written you a letter in reply directly.

I would like to give my comments which are as follows.

① The INTUC Union is recognised by the majority of workers are not behind it. This has been demonstrated twice ~~in~~ once in works committee elections in Shivrajpur Mines & recently in Canteen Committee elections held in Beni Mines which is a part & parcel of Shivrajpur Mines

workers held a meeting & decided to collect signatures & hold a demonstration & meeting on 26/10/59 against the Bonus agreement. As a result 19 workers were given

warning notices in which they have written as follows

"It is reported that you are making propaganda and instigating the workers against agreement in the mines benches!"

There are other points also. I have asked Shivrajpur Comrades to send you a copy of the warning letter

There is a clear charge. Is it not proper to agitate against an unfair agreement Mines Benches means what? The whole area is owned by mines. They are staying in chawls owned by Company. Can they not do T.U. work in even in chawls? This means there was discontent against the said agreement. There would have been a big demonstrating meeting & the signatures against that agreement would have been given to Management. Management forelaw this & hence they issued warning letters so these letters are definitely issued as a measure to frighten the leaders & workers so that they would not agitate against an unfair agreement.

We have complained against Sharma's Transfers in part I have asked Shivrajpur comrades to send details of the

Sewer.

To ~~the~~ About the 3rd para
~~The Management~~ ~~why~~ why was the
demonstration to be held? Is it not
one of the forms to ~~show~~ record
the protest of workers, ~~otherwise~~ ~~or~~
The management wanted to ~~can~~
down the workers & so they issued
warnings. These warnings were
not against anything but only
against "Trade union activities"
& hence they should be with-
drawn.

We have represented this
case ago before Labour Inspector (contn)
& R.L.C. personally

We are surprised to receive
such a letter from ministry
You should pursue the matter
on point about May day delegates.

If you nominate a Comrade what
about his expenses? I don't remember
I have written to you about this.
So please let me know what are the
arrangements for expenses.

Very fraternally,
B. Nived.

अन्तर्देशीय पत्र

इस पत्र के अन्दर कुछ न रक्विये



To
Comrade K-G. Srivastava
Secretary
A.H. India Trade Union Congress
4, Asoka Road
NEW DELHI - I

तीसरा मोड़

भेजने वाले का नाम और पता :-



16 MAR 1960

(Registered Under Indian Trade Union Act, 1926 No. 2740)

The Shivrajpur Mines Workers' Union

(Affiliated to The All India Trade Union Congress.)

Bazar, SHIVRAJPUR, P. O. Shivrajpur Mines, (Dist. Panchmahals)

Ref. No. S.M. W/36/60

Date 13th March 1960.

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

Subject: - Unfair Labour practice by the Shivrajpur Syndicate Ltd, Shivrajpur Mines.

Dear Sir,

Reference your letter no 185(1) S/60 dated 4th March 1960. We like to draw your attention to the following facts.

1. Regarding warnings issued to the nineteen workers. From your letter we understood that the management says that they apprehended demonstrations and breach of Peace on 26th October 1959. In this charge we can boldly say and challenge the management to prove the above allegation. We have never demonstrated nor we have done any act which may spoil atmosphere. The management must prove ~~to stage some~~ and must have sufficient witnesses to prove the same. So we request you to pursue the matter further asking the management to hold the enquiry to prove the same. Moreover the management says that all the workers accepted the 1st installment of Bonus without any protest. In this matter also the management is not giving the correct picture because when the Bonus agreement was announced our union held a general meeting out of the mines premises, to protest against

The Shivrajpur Mines Workers' Union

(Affiliated to The All India Trade Union Congress.)

Bazar, SHIVRAJPUR, P. O. Shivrajpur Mines, (Dist. Panchmahals)

Ref. No. _____

(2)

Date _____

the agreement, and the resolution was passed to start a campaign to send a mass application with all employees signature, within one day four hundred workers gave their signature on the application, but next day when the management came to know ~~that~~ the mass upsurge is going on and our union is getting a wide support from the workers, management issued warnings to these nineteen leaders. So that the workers started fearing and didnot come forward to show their protest because management started harrasing by issuing the warnings all employees those who were against the bonus agreement were put in awkward position and there was no other way than to accept the 1st installment. So we request you to direct the Government to investigate thoroughly the matter further. In the past also when our joint secretary Shri. Manhar Joshi addressed a workers rally outside the premises of the mines was also served with the warning. So this sort of management's action is nothing but quite and unlawful one. which requires serious punishment by the Government.

2. Regarding Mr. M. F. Sharma we have written very often to the management as well as to Regional Labour Commissioner (central) as there is a clear victimisation done with him by the management from the beginning. Management has victimised Mr. Sharma. As soon as our union was formed his designation was changed. Before the formation of union his designation was Asst. Cinema operator and afterward when

The Shivrajpur Mines Workers' Union

(Affiliated to The All India Trade Union Congress.)

Bazar, SHIVRAJPUR, P. O. Shivrajpur Mines, (Dist. Panchmahals)

Ref. No.

(3)

Date

management came to know that Mr. Sharma had taken a leading part in formation of the union his designation was changed to IInd class workman and was transferred to Pani Mines from Shivrajpur Mines. Within one year seventeen times he was transferred from Pani Mines to Shivrajpur and vice versa. In the month of October 1959 he was working at Shivrajpur mines and started union activity the management issued him a warning alleging that he was instigating labourers against the bonus agreement and the same day he was transferred to Pani Mines. This single instant is enough to prove that he is victimised by the management and his transfer effected not because of the other reason but because of his union activities only. Here with we are enclosing the copies of letters which were written to protest against the victimisation of Mr. Sharma to enable you to move the matter further.

Thanking you.

Yours faithfully,
Jivanlal Himatlal Shah

President,
Shivrajpur Mines Workers' Union

Copy to :- The General Secretary,
Maharajprast Trade Union Congress,
Baroda.

The Shivrajpur Mines Workers' Union

(Regd. No. 2740)

Bazar

Shivrajpur

(Dist. Panchmahals)

Date 3-11-1942

Ref. No. S.M.W/14/5

MOST URGENT

મ.ખનસ મેજેસ્ટ્રેટ શિવરાજપુર તા.કાંડોર તા.

શિવરાજપુર.

તા.બી. ૨૪.૧૦.૧૯૪૨ નો આ રજીસ્ટ્રેશન દાખલાનો મુદત

વર્કસ યુનિયનના અંગિકાર કર્યાકરોને જે પ્રકારના વીરંગાંજ લેરર ડીપોઝિટ આપ્યા છે તેનો આગે
સાબત વિશેષ કરીને ઘણે અને આ પત્ર દ્વારા આપનો પત્ર આપણે ઘણે કે તા.૧૩-૧૧-૪૨ મુદતમાં
ઉપરોક્ત વીરંગાંજ લેરર માટે પેન્સિયનનાં ગણ શરૂ કરી છે. આ શિવરાજપુર માટે વર્કસ યુનિયન પોતાના
કામદારોના જે યુનિયનના ઇક્કો મારે ડીપોઝિટ આપણે એકે પક્ષથી ત્યાં રહેવાઈ નાત આગે જે કેમ
એવમે તેની સંખ્યા જાણવાની ડીપોઝિટ રહેશે.

(આમતના સમય લધાનલા મુજબ સેવાનંદ લાભવની પ્રત્યેકે વર્કસનો

આગે તે સગીર છે આ ગણી, કામદાર તે ચાકિસાગ પોતાના મારે કાર્યકર સેવાનંદ, વ્યાકિતના
સેવાનંદેષ્ટ ત્યાં પોતાના ઇક્કો મારે લગણી વર્કસ આ ગણી પ્રતે કિયાને સંખ્યા સંદેશર છે
આને તેશર શિવરાજપુર માટેસના પ્રત્યેકે કામદારને પોતાના જે યુનિયનના ઇક્કો પ્રતે સેવાપોતાનું
જે મગપસંદ યુનિયન લગણવા, પોતાનું મુદત સેવારન સેવા અને તેને વિ.પ્રતિવેન વધુ મગણી
લગણવાના સર્વ ઇક્કો લધાનલાય મારે ડીપોઝિટ જે યુનિયન સેમેરની કેસ મદલા છે. તા.૨૦-૧૧-૪૨
નો આ શિવરાજપુર માટેસ વર્કસ ગુનામનના સેવાર જેલના સેવાને જે નોરંગીજ લેરર ડીપોઝિટ
આપ્યા છે તે ફક્ત તેઓને વર્કસ યુનિયનની સેવા જોગવા મારેની ડીપોઝિટ સંખ્યાના
પ્રકાર છે. ઉપરોક્ત આદર કામદારોમાંક ત્રણ કામદાર (૧) કા મહાલાલ એકે.શર્મા (૨) મી.દામુ
ગીશાચ (૩) કા લગણજ દેવરાજ સમારા યુનિયનના પ્રોટેક્ટેડ પવસન છે. અને તેમાં કા દાકરગણસા
તો શિવરાજપુર માટેસની સર્વપક્ષમ લોકશાલોના સમીચીવારની અનુસરને ઉરવામાં આવેલા વર્કસ
કામદારની સુરહોગાં લણમલકે સુગણ આવેલા વર્કસ કામદારના અભ્ય છે એશ કરીને ઉપરોક્ત
સર્વ કામદારને ડીપોઝિટ આપેલા વીરંગાંજ લેરર વિલકુલ ગેર કાયદેસર છે.

કા મહાલાલ એકે શર્માની શિવરાજપુર માટેસથી પાગી માટેસ લદલા
પણ તેકાયદેસર છે કા મહાલાલ એકે.શર્મા સમારા યુનિયનના વાયસ પ્રેસિડેન્ટ લેય તેગી તમરે
ફક્ત કિંગાપોરી રાણી, તેઓને વર્કસ પવસાન સેવા, તેઓને તેગના જે યુનિયનના ઇક્કોલ વિમુખ

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The Shivrajpur Mines Workers' Union.
 (Regd. No. 2740)

Bazar
 Shivrajpur
 (Dist. Panchmahals)
 Date _____

Ref. No. _____

કેવળ તેઓના લાભોને જાણીને જાણીને તેઓના લાભ પાત્ર ગાઈવર કિસ્મતો
 આવી છે. અને તેમાં કોઈને આશય ફક્ત એટલો જ છે કે આપણા યુનિયનને તોડવા ગાઈવર છે.
 અને એ ગાઈવર આપણી પાસે સલામ કરાવે છે એટલે કોઈને. અને એ. પણ ગાઈવર જે વિવાદો
 ઉપરોક્ત આદર લોચનો જે રૂંધા પાછા પેંચવામાં ગાઈવર આપે તે અને ગાઈવર. એ. શાંતી
 જાણી પાછા શાંતિવાદો પાત્ર કિસ્મતો ગાઈવર આપે તે ગાઈવર મેંની આપણા યુનિયન પરત્વેની
 અનુચિત પ્રવૃત્તિ (unfair practice) ગાઈવર યુનિયન પોતાના કિસ્મતોના દેડ યુનિયનના
 ઉકાળે ગાઈવર ગાઈવર કે કંઈ કંઈ ઉકાળે તેની અંતિમ અપાઈવર ગાઈવર રહેશે.

અને એ ગાઈવર ગાઈવર ગાઈવર છે કે થોડાક ગાઈવર પહેલાં

આપણા એકે કોઈકે લંધુ કે કોઈકે ગાઈવર ગાઈવર આપણા યુનિયનના આપણા અને
 પરંતુ ઉકાળવાની પરંતુ તે સલામત નથી તેઓને નિર્દોષ ગાઈવર કિસ્મતો આપણા અને. પરંતુ
 તેઓ પણ હોરો સીપોર્ટ કિસ્મતો આપણે કોઈકે પહેલાં પ્રકાશનો પગલો લાઈવર અને
 કોઈકે ગાઈવર પણ હોરો સીપોર્ટ કિસ્મતો આપણે પહેલાં સલામત પગલો આપણા ગાઈવર ગાઈવર છે.

નકલ મેળવ

- ૧. મહામંડળના લેવાને કિસ્મતોને સંબંધ.
- ૨. મોનીટરી કોર્ડ લેવાને
- ૩. લેવાને મોનીટરી યુનિયન.
- ૪. લેવાને ઇન્સપેક્ટર આદરવાઈ.
- ૫. વનરલ સેક્ટરી કોલ ઇન્ડીયા. દેડ યુનિયન કોર્ડને
- ૬. ઇન્ડીયન ગાઈવર લેવાને ફેડરેશન.
- ૭. મહામંડળના દેડ યુનિયન.
- ૮. કોર્ડને ગાઈવર ગાઈવર.

આ. ગાઈવર લેવાને.
 આપણા યુનિયન.

અમુક. આ કિસ્મતોને ગાઈવર લેવાને યુનિયન.
 કિસ્મતોને.

આ. ગાઈવર લેવાને.
 આપણા યુનિયન.

7-11-1959

16 MAR 1960

To,

The General Manager,

The Shivrajpur Syndicate Ltd.

Shivrajpur Mines.

Subj: - ~~Re~~ your warning letter dated 24th October 1959. Re no.

Sir,

With reference to your warning letter mentioned above I beg to state as under.

1. That the warning is issued ~~by~~ on the basis of wrong and biased reports against us & the contents thereof are not true.
2. We came to know about the agreement through a circular issued by the Company. We are not the members of the Union, which has entered into the agreement and as such the agreement is not binding on us.
3. It is not true that I carry on propoganda on the mine's premises or its completely false that my behaviour is likely to cause untoward incident or any breach of peace on mine premises or any where.
4. I have every right to propogate against an agreement to which I am not a party provided I abide by the Trade Union laws & Code of Conduct. & my methods are peaceful & legal. I claim that they are so & every report to the contrary is one sided biased & spread by people who seek my victimisation ~~is~~ either because of union ~~int~~ rival

or for evering favours with the Company
by any or every means.

I submit that the notice is issued
on wrong information, and also circumscribes
my lawful rights and I suspect that it
is issued as a prelude to victimisation.

I promise that my victimisation
activities have been & ever will be within
legal limits & no untoward incident or
breach of peace is intended or likely to
occur & hence pray that the warning
notice may be withdrawn.

Yours faithfully,

S/D M. F. Sharma

To,
The General Secretary,

All India Trade Union Congress

Dear Comrade,

~~Submitted~~ ~~given~~ The above application was
by the nineteen workers, but so far
management has not withdrawn the warning letters.