

(TRUE COPY OF THE NOTICE.)

ASSAM VALLEY PRIVATE LTD.

Makum Road, Tinsukia.
Dated 30th Sept., 1959.

N O T I C E .

NOTIFIED THAT THE MANAGEMENT DOES NOT RECGNISE ANY OUTSIDE UNION IN ANY SHAPE-WHATSOEVER. HOWEVER, THE MANAGEMENT IS PLEASED TO - DECLARE THE PUJA BONUS FOR THE YEAR 1959 BASED ON THE FORMULA AS IN PREVIOUS YEARS. ALL EMPLOYEES' ARE REQUESTED TO DRAW THE PUJA BONUS FROM THE CASH CCOUNTER ON 1=10=59 AFTER 4.P.M.

(S.D.BHATTACHARJEE).
MANAGER, ASSAM VALLEY PLYWOOD
PRIVATE LTD.

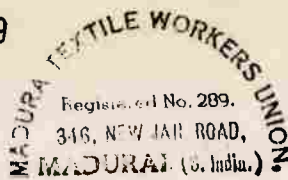
C.c.to:- The Asst.Labour Commissioner, Govt.of Assam,
Camp:Tinsukia Dak Bunglow.

The Government Labour Officer, Lakhimpur Dist.
Dibrugarh.

1003-1.2

17 JUL 1959

Ref No 216 / 59



NOTICE OF STRIKE GIVEN BY EMPLOYEES OF
RAJESHWARI MILLS, MADURAI.

16-7-1959

To

The Manager,
 Rajeswari Mills, Madurai.

Sir,

In accordance with the provisions contained in sub section 1 of Section 22 of the Industrial Disputes Act 1947, (Central Act XIV of 1947) we hereby give you notice that we propose to organise a strike. The date of strike for the purpose of section 22 (1)(c) will be 30-7-1959.

A statement giving particulars as required by rule 59 of the Madras Industrial Disputes Rules 1958 is enclosed.

Yours Faithfully

P. K. *[Signature]*
 VICE PRESIDENT.

V. *[Signature]*
 Joint ~~General~~ SECRETARY.

The Madura Textile Workers Union, Madurai.

Copy to

1. The Secretary to the Government of Madras, Department of Industries, Labour and Co-operation, Fort St. George, Madras.
2. The Commissioner of Labour, Chempauk, Madras.
3. The District Magistrate, Madurai.
4. The Conciliation (Labour) Officer, Madurai.

STATEMENT OF THE CASE.

(a) Parties to the dispute are the management of Rajeswari Mills, Madurai and their employees.

(b) Particulars of demands:

1. 25% wages increase must be given for all the workers,
2. Promotion must be given according to seniority,
3. Weekly holiday must be given on Sunday,
4. All the workers must be made permanent after the service of six months,
5. All the workers must be given duty card instead of tokens,
6. Co-operative Credit Society must be organize for loan facilities,
7. Tiffin shed to be provided,
8. Cycle stand to be provided.

(c) We estimate the number of workers affected or likely to be affected by the dispute as 110 workers of the Rajeswari Mills, Madurai.

(d) Our Union has made repeated representations to you to concede the following legitimate demands but you have not cared to grant them. Thus you have been responsible for causing the dispute and the employees have no other go but to go on strike to enforce their demands.

Yours faithfully,

P. K. Anugan
VICE PRESIDENT.

V. Anand
Joint ~~SECRETARY~~ SECRETARY.

THE MADURA TEXTILE WORKERS UNION, MADURAI.

03-2 .v

MEMORANDUM OF SETTLEMENT
UNDER SECTION 12(3) OF THE INDUSTRIAL DISPUTES ACT, 1947
REACHED BEFORE THE LABOUR OFFICER, MADURAI BY THE NATIONAL
TEXTILE WORKERS' UNION, MADURAI & THE MADURAI TEXTILE WORKERS'
UNION, MADURAI.

---o---

1. Parties to the dispute : The National Textile Workers'
Union, Madurai.

Vs.

The Madura Textile Workers' Union
Madurai.

(Both representing workmen of
Sri Sivakami Mills Ltd. Thenur)

2. Short recital of the case: A dispute having arisen between
the National Textile Workers Union
Madurai and the Madura Textile
Workers Union, Madurai over the
question of representation of
the workmen of Sri Sivakami Mills
Ltd. Thenur, a settlement is
reached by the parties on the
following terms.

3. Terms of Settlement:-

1). On behalf of the workmen of Sri Sivakami Mills Ltd. Thenur
the Madura Textile Workers' Union, Madurai and the National
Textile Workers' Union, Madurai agree for the Labour Officer
Madurai holding a secret ballot inside the mill premises
on 31-3-59 to ascertain which of the 2 unions is the
more representative of the workmen. The voting will
commence at 7 a.m. and close at 10 a.m.

2) Workmen whose names are found in the muster roll of
production side are entitled to participate in the ballot.

3) The Union which fails to secure the majority votes in
the ballot will not represent the workmen in the mill for a
period of two years with effect from 1-4-1959.

V.KARMEGAM
Madura Textile Workers
Union, Madurai.

M.S.RAMACHANDRAN
National Textile Workers'
Union, Madurai.

Recorded before me.

Sd.

18-3-59

Madurai
18-3-59.

Labour Officer,
Madurai.

Copy to: The Management of Sri Sivakami Mills Ltd., Thenur.

184
Cases sent by AITUC to E&I Division in 1958

1. 140 cases of non-implementation
In Barbil mining area
sent on 15.3.58
Replied on 26th August stating
that all these cases have
been disposed of.
2. Non-implementation of agreement by
Andhra Pradesh Govt re. K.G.Hospital
Vishapatnam (15.3.58)
The Ministry denied that there
was any such agreement. The
AITUC produced the copy of the
agreement. After one year, the
agreement was implemented.
3. Non-payment of compensation and
notice pay to construction workers of
SE Rly in Vishapatnam (15.3.58)
Ministry replied on 26 March
that instructions have been issued
for payment of compensation.
4. Non-implementation of settlement
in OMD Ltd., Barbil (15.3.58)
The intervention of the Ministry
made no improvement in the
situation.
5. Non-implementation of acts, etc.,
in Talcher-Dera collieries. (15.3.58)
-do-
6. Non-implementation of M.W.Act in
Gudur Mica Mines (28.3.58)
After a good deal of correspondence,
the loophole in the Act re. 'loaders
in Mica Mines was promised to
be rectified.
7. Non-payment of arrears in Gudur
mica mines (28.3.58)
The amount was paid after
Ministry's intervention.
8. Barsi-Light Railway case
(25.4.58)
Still pending
9. Violation of Code of Discipline by
Hotel owners in Madras (22.5.58)
The matter was referred by the
Centre to Madras Govt.
10. Non-implementation of awards in
Coimbatore textiles. (14.6.58)
In one or two instances, the
position was rectified. On others,
no improvement.
11. Violation of ~~Ministry~~ Agreement on
rationalisation - Silk Mills in
Amritsar. (21.6.58)
Delhi
The E&I Division took the stand
that the Delhi Agreement was not
binding till bipartite agreements
on same lines are signed. This
was later on refuted by the
Labour Minister. All the same,
E&I Division could be of no
use at all.
12. Jamshedpur cases
The E&I Division could do
absolutely nothing.

13. Violation of Code by Sudarshan Co., Vijayawada (7.8.58) Nothing much came out of the complaint.
14. Failure to fix hours of work in OMD Co. Barbil (7.8.58) The Ministry tried to disprove our contention.
15. Victimization of Budha Tanaji by agreement with INTUC Union in Amalner. (1.9.58) He was reinstated. The E&I Division said the agreement was entered into in the absence of the "real" leader of the INTUC.
16. Violation of Code - Prakash Engineering, Azra (6.9.58) There was a counter-complaint.
17. Violation of Coal Award by NCDC - 21.8.58 No effective action could be taken by E&I
18. Closure of shift in Dunbar Cotton Mills, Calcutta - 28.8.58 -do-
19. Dismissal of Robert Gomes Bombay textiles - 8.9.58 The Ministry sought to disprove our contention. No action taken to rectify the position.
20. Violation of Code - Kamala T.E. Siliguri - 29.7.58 Case was referred to W.Bengal Govt.
21. Non-implementation cases in Chikhli Mines, Bhilai Project (24.9.58) E&I Division denied there was any such non-implementation.
22. Violation of Award, etc., in Kesoram Cotton Mills, Calcutta (4.10.58) Nothing could be done by Central E&I. It is new before W.Bengal E&I.
23. Closure of Kulti Blast Furnace (8.10.58) The closure could not be prevented.
24. Violation of Code - DCM, Delhi (15.10.58) Subject matter of good deal of correspondence and that is all.
25. Violation of Code - OCM, Amritsar 15.10.58 Nothing came out of the complaint.
26. Non-implementation of Govt resolution on Choudhury Committee report re. Cochin Port - 17.10.58 -do-
27. Closure of Badnera Mill (14.11.58) -do-
28. Violation of agreement - retrenchment in Gudur mica mine (22.11.58) -do-

29. Non-implementation of Coal Award re. Grading & Time-scale (25.11.58) E&I could do nothing. Later, at tripartite committee meetings, some agreement was arrived at.
30. Non-implementation of Coal Award re. concessional supply of footwear (25.11.58) -de-
31. Non-implementation case - Nandram Hunatram, Barbil (25.11.58) No improvement.

Cases against AITUC
under INTER-UNION CODE OF CONDUCT - in 1958.

1. Alleged clashes between Colliery Mandoor Sabha workers and INTUC workers in East Jemehary Colliery (12.6. 58)
 - It was denied that the case is under Code of Conduct since no such clash occurred with any INTUC union - there was no INTUC union there for that matter. It was a violation of Code of Discipline by the employer who refused to take back the workers unless they signed a humiliating bond. ~~XXXXXXXXXXXX~~ The E&I Division assured that the workers would be taken back - those against whom cases were pending, after the cases were disposed off. But even after one year, all workers have not been reinstated.
2. Speech of Com.Renu Chakravartty in Qua - ~~xx~~ alleged vilification of INTUC union leaders. (19.11.58)
 - The text of extracts of Com.Renu's speech was completely distorted, it was pointed out. The allegation was denied.
3. Speech of Pashupati Pandey in Burnpur (19.11.58)
 - It was asked as to who gave the information. The Ministry said they got it from the INTUC. We pointed out that this is a deliberate distortion in order to discredit us.
4. Assault on INTUC workers in Burnpur (19.11.58)
 - The allegation was denied.

CASES AGAINST AITUC under Code - in 1958

1. Agitation by Gua miners
26.4.58

A detailed reply about the condition in Gua was sent, listing the various demands left unfulfilled, including denial of registration by the union. On this counter-complaint, some action had to be taken by the Ministry to settle some of the demands.
2. Violation of agreement by Petroleum Workers Union, Madras - recruitment of members in Oil Terminal (12.6.58)

Denied by AITUC. The union sought revision of agreement. Its application for recognition was not considered. After a good deal of correspondence, the Ministry advised the Union to seek registration under the terms of the Code. But the employer did not recognise the union.
3. Strike in Seetharama Mica mine without notice (14.6.58)

The circumstances under which the strike took place was explained. In the settlement which followed the strike contained the provision that proper notice should be given for strike or lockout.
4. Refusal of AITUC unions in Samalkot, Fuzalur and ~~Kodda~~ Thiruvalla - all of Paryys to function Works Committees. (8.8.58)

Replied that the charge is groundless since AITUC and its unions have always stood for formation and functioning of Works Committees.
6. Assault case in OMD, Barbil (2.9.58)

The charge was denied. Certain workers had to resist the insolent behaviour of a drunkard supervisor. The Ministry however alleged that our contention is not correct.
6. Alleged violence in Selected Jharis colliery, Bihar (7.11.58)

It was pointed out that a case foisted in AITUC union leaders, on the basis of the same complaint, was dismissed by the Court. Correspondence is still going on whether it is a fact that Shri Tiwari who came over from the INTUC was removed from INTUC on a letter from Labour Minister's Private Secretary. This was stated in the police report.

1180
Cases under Code of Discipline
sent by AITUC in 1959 - upto June

1. Closure of Maheshwari Devi
Jute Mills - 26.2.59 - Not known if violation of
tripartite agreement has been
taken up with employer.
2. Retrenchment in Dharat woollen
Mills, Calcutta - 27.2.59 - Matter was referred to State
Govt and some action was
taken
3. Violation of award, etc. in
New Jemshary colliery and
Kustore colliery
19.3.59 - No news of action taken.
4. Violation of Code in New
Marine Colliery and Kirkend
Colliery, Bihar - 23.5.59 - Our contention disputed.
The matter under correspondence
even now.
5. Unilateral decision of management
in increasing workload at
Punalur Sugar Factory
14.4.59 - Referred to State Govt.
6. Lockout in Madurai Textiles
8.6.59 - -do-

Cases against AITUC
under Code of Discipline - in 1959 - upto June

1. Activities of Road Transport Union, Hyderabad - 13.1.59 - The union ~~was~~ not affiliated to AITUC.
2. Case against Bombay Plastics Employees Union - 2.2.59 - Replied on 18.2.59 - charges unfounded.
3. Complaint sent directly by employer in Century Rayon, Bombay - pending
4. Complaint against Dhanbad Firebrick & Potteries Workers Union 18.5.59 - pending

Cases against AITUC
under CODE OF CONDUCT - till June 59

1. Alleged assault of INTUC workers
by AITUC union in Cochin Port
26.2.59

- Allegation denied.

2. Leaflet issued by United Iron
& Steel Workers Union, Burnpur
containing slanderous remarks

- Since the Central E&I refused
to discuss Code of Conduct
in the E&I Committee, AITUC
refused to reply to the letter.

Cases re. CODE OF CONDUCT
sent by AITUC - 1959 - till June

1. Acts of violence by members of
INTUC Union in Bermo-Kargali area
14. 2. 59

2. Attack by INTUC elements on
workers of Garden Reach Textile
Workers Union on 26th January
- Case referred by WBSTUC

3. Assault on AITUC union activists
in Burnpur by INTUC elements
- 1.4.59

- Matter being pursued mainly
by State Govt.

- E&I Division denied there
was any such clash. They said
it was a clash between two
boys in which some people
took sides.

CASES SENT BY AITUC

re. violation of INTER-UNION CODE OF CONDUCT in 1958.

1. Assault on AITUC union activists by INTUC elements in Sirpur Kaghanagar (24.6.59) - Beyond a formal acknowledgment by Shri Nanda, stating that he would look into the matter, no action was taken.
 2. Assault on AITUC activists by INTUC elements in Singareni Collieries (Oct.13, 1959) - The Ministry alleged that the instigation to violence was made at a meeting organised by AITUC union. The meeting was organised by the local CPI unit. The controversy is still going on. The AITUC demanded an inquiry by a tripartite body and discussion about it in Central E&I Committee. This was turned down.
 3. Slanderous attacks by INTUC leaders on AITUC activists in Dhariwal. (15.10.58) - The Ministry replied on 17.10.58 that the allegation is being examined in consultation with the INTUC. Nothing further was heard from them.
 4. ~~Sirpur~~ Slanderous writings in INDIAN WORKER (4.11.58) - Even though a whole issue of the journal was sent, which contained many instances of the vilification campaign, the Ministry returned the issue of the journal, asking us to say what exactly are the portions we are objecting to, in I.W. (Oct.27, 1958).
 5. Violation of Code of Conduct by INTUC union in Gua - slanderous attacks on AITUC (20.12.58) - Beyond an acknowledgment from the Minister's Asst. Private Secretary, nothing further was heard in the matter.
- 4-A). Writings in Indian worker - letter to Shri Nanda dated July 13, '58 articles objected:
Editorial, July 7, 1958
Palghat report, June 30
June 16, 1958 - Jamshedpur report
June 9, 1958 - Editorial
June 2, 1958 - Jamshedpur report, Editorial, Burnpur report
- NO ACTION TAKEN

21 MAY 1959

Punjab Pepsu & Himachal Committee

OF

All India Trade Union Congress.

G. T. Road JULLUNDUR.

Ref No.

Dated

195

"Code of Discipline" In Punjab An evaluation and its working.

It was 1957 at Mantralay at the 16th Indian Labour Conference where representatives of Govt., Employers and labour met in a Tripartite Conference, that Shri Gulzari Lali Nanda first raise the question of a moral code of conduct binding on all the parties. This code, like the Ten Commandments, lays down "dos and donts" for employers and workers and their organisations. All the central trade union organisations, the AITUC, INTUC, HES and UTUC, as well as organisation of employers, gave their consent to this code. At later meetings of the Standing committee of the Indian Labour Conference this code was amplified and modified. The sanction behind it however continues to be only a moral sanction. In the Punjab the code was again ratified by all the labour organisations at a meeting of the State Labour Advisory Board held in Sept. 1958. Such employers organisations as were part of any All India federation, also ratified it.

The idea behind the two codes is the same. There are no two views about the need in our country of increasing production and productivity. But this can take place only if certain minimum guarantees are given. As far as the labour is concerned production drives have been synonymous with rationalisation, retrenchment and efforts to increase work load. The share of the workers in the increase production has not increased by a comparable rise in wages. Trade union rights have been denied.

The code of Discipline must be viewed in this background. It came in the midst of a number of other tripartite agreements that rationalisation, closures and retrenchments and wages boards in certain important industries.

To confer the code the state government be formed on Implementation Evaluation committee (under the chairmanship of the Labour Commissioner) in which workers and employers are represented. This committee is supposed to meet from time to time and discuss alleged breaches of the code of discipline and suggest remedies.

Thus the Code of Discipline has been in existence for the last two years, and sufficient knowledge is there for evaluating its working and results. This is necessary also because the trade union movement must define its attitude towards the proposed "code of Efficiency and welfare."

What is the experience of the trade union movement as regards the code. Our experience is that the code of discipline is being used by the employers and the government as a weapon to beat the workers with and to put unilateral curbs on their movement. How?

The Government of India has refused to appoint wage board in all the industries except Sugar, Cement and textiles. The agreements as regards rationalisation have remained a dead letter and the employers are going manfully on with their drive to nationalise, increase work-loads and retrenchment. Thus the very will in which the code was ratified has been sullied. The code can not be taken in isolation. It is part of approach towards employers-employees problems and the approach can not be enforced piece meal or in watertight compartments. It has to be taken as a whole.

Not only this, in the public sector, where the government has the added responsibilities of being the employer also, the code has been a dead letter. The Punjab government has adopted a discriminatory attitude so far as the public and semi-public sector is concerned. Labour laws are not being enforced in this sector, cases are refused adjudication, and Unions refused recognition, and all sorts of extraneous restrictions are sought to be imposed. When the Govt. itself violates the code, it loses the moral right to enforce it on others.

Punjab Pepsu & Himachal Committee,
OF
All India Trade Union Congress.

G. T. Road JULLUNDUR.

Page -2

Dated

195

Ref No.

Employers in Punjab refusing to ~~honour~~ honour even one of the clauses of the code, are most vociferous in demanding ~~high~~ legalistic, and sometimes even fanciful, compliance on the part of the workers. The trade union movement in the Punjab is mostly controlled by the AITUC, followed by the INTUC. While all the unions affiliated to these organisations, and to the HMS, become ipso facto parties to the code when these central organisations put their seal on it, the employers in Punjab, who are mostly outside any all-India organisation, are in the happy position of not being parties to it, yet having unions of workers in their undertaking which are parties to the code. This problem was raised by the AITUC representative in the meeting of the State Labour Adv. Board, but though Shri G.L. Nanda asked the employers representative to take up the challenge, no single employer or their organisation has yet to do so. At the same time they are always anxious to raise a huge hue and cry about the so-called violation of the code by the worker

The Code provides for recognition of unions by the employers if the unions fulfil certain conditions. We make bold to say that though about 90% of the unions affiliated to the AITUC in the Punjab fulfil all these conditions, not a single employer has as yet recognised any one of these unions. Shri Nanda himself said that the Code must be taken in its entirety. If the employers fail to recognise unions, in a clear violation of the code, it can be argued with absolute logic, that the unions are ~~absolved~~ absolved of any liability and restriction they may have under the code.

Yet the employers, who are no doubt emboldened by the attitude of the government, refusing to fulfil any single item of the code themselves, demand that unions must fulfil all conditions.

The Labour Department of the Punjab can not be absolved of its responsibility in creating this state of affairs. Under instructions it refused to consider complaints from and notices served by unions which in its wisdom do not satisfy all the conditions laid down in the code for recognition. The code itself made a distinction between a recognised union and registered unions, and allows registered unions all rights which they have under the Trade Union Act of 1926. But the Labour Deptt., quite illegally, seeks to deny them even these rights on the plea of the code. Since complaints and notices come only from the unions as regards demands of the workers, by refusing to take ~~any~~ cognisance of these the labour deptt. seeks to enforce unilateral conditions on the workers.

The Implementation and Evaluation Committee formed by the State Govt. is quite powerless in the fever of the intransigence of the employer. Recently a powerful employer refused to all its investigation committee entry into his factory ~~unless~~ unless the nominees were of his choice.

The clause in the code as regards restricting recourse to High Courts and Supreme Court in industrial matters is never honoured. Some of the representatives of the employers of the Imp & Eval. Committee who are charged with retaining their colleagues are themselves the worst offenders.

In view of all this, the Punjab Committee of the AITUC feels that the code has not proved of any benefit to the workers. While the committee recognises the need for increasing production, while it recognises the usefulness of creating norms of behaviours in the relations between employers and employees and while it make bold to claim that so far it has observed the code, it feels that unless certain minimum steps are taken, the code will either remain a dead letter or will be used, as it present, to put further restrictions on the workers.

What are these ~~ix~~ steps ?

All India Trade Union Congress.

G. T. Road JULLUNDUR.

Ref No.

Page -3

Dated

195

1. The Code must be taken as part of all the agreements arrived at the tripartite Indian Labour Conferences e.g. Rationalisation, closures, Wage boards, etc. for calculating minimum wages etc.
2. The Code must be taken as one integral whole which puts responsibility and gives rights. Rights can not be demanded if responsibilities are fulfilled.
3. The Govt. must itself observe the Code in its capacity as an employer.
4. The Labour Deptt. must cease to act as a policeman - cum-prosecutor on behalf of the employers and must maintain an independent position.
5. The employers in the State must give a clear public undertaking that they will abide by the Code and must live upto this undertaking in action.

The Punjab Trade Union Congress feels that unless this is done
revise
the AITUC must/ ~~take~~ its attitude, however reluctantly, towards the
Code. And also, till this code is assured a satisfactory working, it must
not ratify any further code like that of efficiency and welfare.

Satish Loomba

(Satish Loomba)
General Secretary.

T. U. LAW BUREAU:
R. L. TRUST BUILDING,
55, GIRGAON ROAD,
BOMBAY 4 (INDIA)

अखिल भारतीय ट्रेड यूनियन काँग्रेस ALL-INDIA TRADE UNION CONGRESS

4, ASHOK ROAD,
NEW DELHI.

President : S. S. MIRAJKAR.
General Secretary : S. A. DANGE, M.P.

No.185/(EC)/59
June 17, 1959

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

Sub: State Evaluation & Implementation Machinery

Dear Sir,

Ref: Your No.E&I.1(2)A/58 dated 13th June 1959.

We are surprised to learn from the statement showing the composition of the State Evaluation & Implementation Machinery, received along with your above-quoted letter, that the Evaluation and Implementation Committee has not been set up in the State of Bombay as yet.

In U.P. too, what is stated to be an E&I Committee cannot by any standard be described as such since it hardly conforms to the tripartite decisions on this subject.

It is equally surprising that in Union Territories of Himachal Pradesh and Manipur, and in Jammu and Kashmir, no E&I Committee has been set up on the pretext that there are no labour problems in these territories.

In Madhya Pradesh, we find that the State Labour Advisory Board itself has to function as E&I Committee. If the State Labour Advisory Committees were sufficient to deal with the problems of implementation of decisions, awards and acts, the decision about E&I Committees need not have been taken at all.

Thus, from the above, it is clear that these State Governments are guilty of violating the agreed decision to set up the State E&I Committees in their States.

Further, we would also like to point out that in some States, the composition of the Committee is rather peculiar, as far as representation for workers is concerned. It is found in some States that besides representation to State units of the four central TU organisations, nominees of certain individual unions have been taken in. Some of these unions/federations are also affiliated to one of the four central TU organisations: that means, giving greater weightage to one of the central TU organisations indirectly. Such cases are there in Orissa (Indian National Mine Workers Federation), in Punjab (Motor Transport Workers Federation) and in Tripura.

We extremely regret to note these cases of discrimination against the AITUC and violation of tripartite decisions on the part of the State Governments.

We would like to know the steps taken by you to remove this discrimination and get the tripartite decision implemented by the defaulting States.

Yours faithfully,

K.G. Sriwastava

(K.G. Sriwastava) 7/14
Secretary

copy to: TMTUC ✓

4 JUL 1959

No. E&I-12(91)/59
GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT

.....

From

Shri R. L. Mehta, I.A.S.,
Joint Secretary to the Govt. of India.

To

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

3 - JUL 1959

Dated New Delhi, the

Subject:- Violation of the Code of Discipline -
New Marine Colliery, Dhanbad.

.....

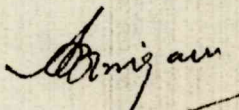
Dear Sir,

I am directed to refer to your letter No. Nil dated the 1st April, 1959 on the above subject and to say that your allegations regarding victimisation of workers belonging to the Bihar Koyala Mazdoor Sabha by the management of New Marine Coal Co., have not been substantiated on enquiry. The Officer who enquired into the complaints of the Sabha requested it, in several cases, to furnish specific instances in support of its allegations against the management. The Sabha has not so far done so.

2. It has been reported that the Sabha went on strike without notice from 23rd March, 1959 and subsequently submitted its demands vide letter No. Nil dated the 23rd March, 1959. This action of the Union, if true, will constitute a breach of clause II(iii) of the Code of Discipline and it will be appreciated if you will kindly take necessary action to ensure that such violation of the Code by the Union does not recur.

3. Your complaint regarding Kirkend Coal Co., is under examination. 7

Yours faithfully,


for Joint Secretary.

Recd. Copy to the ...
Mr. ...
4/7/59

185

No.185-11(IC)/59
July 3, 1959

Shri R.L.Mehta, I.A.S.,
Joint Secretary to the
Government of India,
Ministry of Labour & Employment,
New Delhi.

Sub: Violation of Code of Conduct

Dear Sir,

Please refer to your letter No.E&I.10(II)/59 dated June 25, 1959 on the above subject. While the clarification offered on the role of the E&I Division in relation to breaches of the Inter-Union Code of Conduct is noted, we may point out that para 2 of the Code of Conduct does not expressly provide that the Union Labour Ministry or its E&I Division may take upon itself the job of implementing the Code.

What has been provided for is only that: "For the time being, Shri Nanda, the Union Labour Minister, might invite the parties, from time to time, for further developing and amplifying the Code." Apparently, this has not been done nor has the other provision to set up a machinery consisting of representatives of the four central labour organisations with an independent Chairman, might be set up for implementing the Code of Conduct, been arranged for.

The AITUC on the basis of an experience for the last so many ~~years~~ ^{over} feels therefore that no useful purpose would be served in corresponding with the E&I Division as such on specific matters pertaining to the implementation of the Inter-Union Code of Conduct.

Yours faithfully

(K.G.Sriwastava)
Secretary

185

No.185/BK/59
July 4, 1959

Shri R.L.Mehta, I.A.S.,
Joint Secretary,
Ministry of Labour & Employment,
New Delhi.

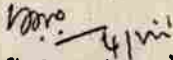
Sub: Code of Discipline - Selected
Jharia Colliery (Bihar)

Dear Sir,

With reference to your letter No.EMI-
(35)/(29)/58 dated June 3, 1959, on the
above subjected, we may point out that
the copy of the police report we have
obtained from official records does indicate
that according to the police, Shri Tiwari
was expelled from the INTUC's Colliery
Mazdoor Sangh on a letter from the
Private Secretary to the Union Minister
for Labour and Employment.

A copy of the above-referred police
report is enclosed, for your reference.

Yours faithfully,


(K.G.Sriwastava)
Secretary

Encl: 1

Copy to: Bihar Koyla Mazdoor Sabha
with ref. to their letter of 23rd June.

Copy

To
The Sub-Divisional Officer
Sadar, Dhanbad.

Dhanbad P.S. Non.F.I.R. No. 61/58

Sub: Overt acts of Sri S.N.Tiwari and his
arrest u/s.151 Cr.P.C.

Sir,

I beg to report that Shri Sheo Narain Tiwari[?] was formerly a worker of the I.N.T.U.C. for Selected Jharlia Colliery has been suspended sometime before on some charges of misconduct brought by the Sangh and subsequently in the Board of representatives of the I.N.T.U.C. at the annual general meeting Shri Sheo Narain Tiwari has been finally expelled from the membership of the Sangh, and the information about the expulsion has been conveyed by Sri R.N.Sharma M.L.A. vide his No.25/58-59 post 1070 dated 30th June 1958.

That Sri Sheo Narain Tiwari after his expulsion from the membership of I.N.T.U.C. joined the Bihar Koyala Mazddor Sabha vide the party of the C.P.I. and diverted the labourers by misrepresentation to his new party, but when the labourers scented his adverse activity, withdrew themselves and started enrolling themselves to be the members of the I.N.T.U.C. by a new I.N.T.U.C. worker Sri B.N.Sharma, placed as Branch Secretary for this colliery.

That Shri S.N.Tiwari inspite of being expelled from Sangh remain moving and instigating a group of labourers to create the mischiefs and overt acts with the management and the peaceful workers to create trouble and disturbance in the peaceful working of the colliery with view to show his might and power to the labourers and workers with a view to bring them in his group.

That immediately after his expulsion from the Sangh he indulged himself to commit over ~~the~~ tact and disturbance with the management and peaceful workers in that on 5.7.58 the management could not arrange the amount due to some error in the draft cheque for the payment of the wages to the labourers. The management announced the payment on Monday i.e.7.7.58. That to find this unfortunate occasion Shri Sheo Narain Tiwari availed this poortunity by throwing brickbats in the colliery ~~pre~~ premises and creating rowdism and made panicky scene in the colliery.

That this information was conveyed on phone to P.S. by Sri Mahendra arain Uha an assistanc of the Branch Secretary of the colliery which was recorded in the station diary entry No.127 and in my absence S.I.L.N.Singh visited the spot and looked into the situation. On arrival he found brickbats pieces lying near the colliery office compound and found Sheonarain Tiwari instigating a group of labourers to commit overtacts and violence with the management, and those protesting them. This sort of instigation has created a panicky atmosphere in the colliery and the peaceful employees and the workers apprehend clash and over tacts from his hand. That S.I.L.N.Singh sent S.N.Tiwari through the constables to the P.S. to avoid the commission of the clash and trouble from his incogitation and overtacts and himself did his best to rest~~re~~ peace.

That I on return from Dhanbad learnt that incident and the prevailing situat~~ion~~ in the colliery. Perused the station diary and ~~for~~ that a direct entry has been recorded against S.N.Ti~~wari~~ for his direct action and having learnt

the situation I scented to know the actual scene from S.N.Tiwari and found him declaring to get the thing over by taking law in hand and to give severe blow to the management and anybody protesting against his action. Some labourers of Sheonarain Tiwari's group who have followed him at P.S. having heard this become excited and I found change in their demeanour. Sheo Narain Tiwari expressed his attitude of ferocious mood which clearly indicated to me that he is bent upon creating disturbance and to commit clash with the peaceful workers and employees of the colliery and therefore, finding the situation grave and alarming I, with a view to avoid commission of breach of the peace and trouble arrested him under section 151 Cr.P-C. and took him into custody.

I personally looked into the matter locally and found the brickbats thrown in the compound of the colliery office and found restlessness and alarming situation in the colliery to which watch has been maintained.

That follows his arrest his followers with other outsiders moved about in the colliery premises to terrify the manager and others who reported the apprehension. On being checked they wisely slipped away. The followers of Sheonarain Tiwari also threatened the mischief with some peaceful workers and this has been reported at the P.S. by the peaceful workers and a station diary entry was to the effect.

It may be noted here that the expulsion of Sri S.N.Tiwari from the Sangh has been conducted on the letters of the Private Secretary of the Hon.Ministry for Labour, Employment & Planning Government of India is reference of which has been noted above.

I submit this report for binding him down under section 107 Cr. P.C. restraining him from doing or indulging in any direct indirect overtacts and instigating the other labourers from doing the committing any mischief and trouble in the Selected Jharia Colliery. He is already on ad-interim bond a seperate report is submitted for cancellation of the ad-interim bond and taking further action under section 117(3)of Cr.P.C. in connection with this present report.

Persons to be bound down

1. Sheo Narain Tiwari S/o Radhika Pd. Tiwari,
at present Selected Jharia Colliery, Dhanbad.

Witness

1. Shri Mohendra Narain Jha
2. Shri A.K.Roy, Manager
3. Ram Gati Banerjee, Accountant
4. A.N.Mukherjee, Office Incharge
5. B.N.Sharma
6. Sisti Bowri.
7. Ramkishan Mishra - all of Selected Jharia.
8. S.I.L.N.Singh, Jharia P.S.
9. S.I. S.P.Hussein.

V.O.S.
Sd. R.S.Sinha

Sd/- Illegible.
O.C.Jharia

S.D.O.
7.7.58

Copy to D.C./S.P./D.I.Sindri.

(Note: The underlining in the above copy is ours - Secretary, AITUC)

10 JUL 1959

TEL. NO. 74968

ALCOCK ASHDOWN & CO. LTD., EMPLOYEES' UNION

Under Certificate of Posting.

18, P. T. Kamgar Sadan,
Nawab Tank Road,
Mazagaon, BOMBAY 10.

Ref. No. AAEU/Misc/6/59.

Date July 6, 1959.

Shri Gulzarilal Nanda,
Minister for Labour & Employment,
Government of India,
NEW DELHI.

Sub:- Works Committee in Alcock Ashdown & Co. Ltd.,
Mazgaon, Bombay - 10.

Sir,

We wish to bring to your notice the fact that in the Alcock Ashdown & Co. Ltd., there is no Works Committee is functioning for the last two years. Our Union had made a complaint about this to the Labour Commissioner, Bombay about 8 months back, but so far no action has been taken in this respect. We therefore request you to look into this matter and do the needful.

Yours faithfully,

Copy to:

- 1) Secretary,
Evaluation and Implementation
Committee,
Ministry of Labour, New Delhi.
 - ✓ 2) Shri B.D. Joshi,
C/o All India Trade Union Congress,
4, Ashok Road, NEW DELHI.
 - 3) Shri Brahamabhatt,
Assistant Secretary,
Labour Department, Govt. of Bombay,
Sachivalaya, Bombay-1.
-

S. J. Kothari
General Secretary.

14 JUL 1959

Rattanlall Surajmull

HEAD OFFICE
RANCHI

Branches

BARAJAMDA. BARBIL
DALTONGUNJ. GUA
HATGAMARIA. KENDPOSI
KHALARI. LATEHAR
MURI. PATNA

BANKERS, MERCHANTS AND COMMISSION AGENTS
MINES AND TRANSPORT OWNERS
AUTOMOBILE DEALERS

PHONE

RANCHI H. O. 78 & 112
PATNA 2383
CHAIBASA 18 & 27
DALTONGUNJ 34

Ref. No. 2087/59

Chaibasa 9th July, 1959.

To
The General Secretary,
Mines Majdoor Union,
Barajamda.

Dear Sir,

Contravention of Sec. 25(f) of the
I. D. Act.

With reference to your letter No. MMU/213/59 dated 4.7.59, we have to inform you that it is quite true that we have closed our mines from the 1st July, 1959. We have observed all the procedure laid down in Act, Rules and Regulations.

Further we do not recognise your Union to be the representative of our employees.

Thanking you,

Yours faithfully,
For Rattanlall Surajmull.

- c.c. Conciliation Officer(C) Jharsuguda, with reference to the copy of letter No. MMU/213/59 dated 4.7.59 addressed to us.
- C.c. Regional Labour Commissioner(C), Dhanbad with ref. to above.
- c.c. Labour Inspector(C), Barajamda with ref. to above.
- c.c. The Secretary, A. I. T. U. C., New Delhi.

For Rattanlall Surajmull.

15 JUL 1959

OFFICE OF THE SECRETARY
MINES MAZDOOR UNION, BARAJAMDA.
B.O. BHONDA & KARANJIA.

Ref. No. MMU/225/59

Dated the 11th July, 59.

To

The Registrar of Trade Unions,
Bihar, Patna.

Inspector of Trade Unions,
Bihar, Patna .

Sub:- Registration of the Union, named Mines Mazdoor Union,
Barajamda . B.O. Bhonda & karanjia.

Dear Sir,

Please refer to this office letter No. MMU/ 193/59 dated the 20th June, 1959 and MMU/209/59 of dated the 1st July 1959 addressed to you on the above subject.

We as yet, did not receive any reply of our letter or of your said inspection,.

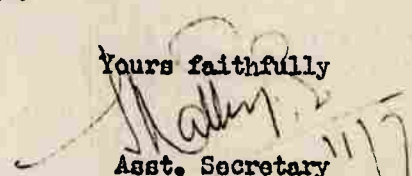
Will your Good Office be kind enough to deal with this matter and inform us at their earliest. ?

Please acknowledge and Oblige.

Copy to the Secretary H.P.T.U.C. Patna.

✓ Secretary A.I.T.U.C. New Delhi.

Yours faithfully


Asst. Secretary 117

11 JUL 1959

No. K&I-1(2)A/58
Government of India
Ministry of Labour & Employment

From

Shri R.L. Mehta, I.A.S.,
Joint Secretary to the Government of India.

To

1. The Secretary,
Indian National Trade Union Congress,
17, Janpath, New Delhi.
2. The Secretary,
United Trade Union Congress,
249, Bowbazar Street, Calcutta.12 (1st Floor).
3. The Secretary,
All India Trade Union Congress,
4, Ashoka Road, New Delhi.
4. The Secretary,
The All India Manufacturers' Organization,
4th Floor, Cooperative Insurance Buildings,
Sir P.M. Road, Fort, Bombay.

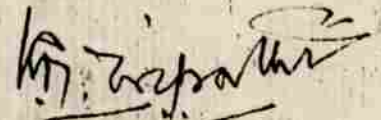
Dated New Delhi, the

Subject:- State E & I Committee.

Dear Sir,

I am directed to refer to this Ministry's letter of even number dated the 22nd June 1959 on the above subject and to request that this Ministry may kindly be apprised of the action taken in the matter.

Yours faithfully,



for Joint Secretary

d.a.ni.
h.s.

10 JUL 1959

10 JUL 1959

Urgent

185
No.E & I-35(102)/58
Government of India
Ministry of Labour & Employment

From

Shri R.L.Mehta, I.A.S.,
Joint Secretary to the Government of India.

To

The Secretary,
Devicelam Estate Workers Union,
Munnar (Kerala).

Dated New Delhi, the 10 JUL 1959

Subject:-Enquiry into Kerala Plantation Strike.
.....

Dear Sir,

I am directed to refer to this Ministry's letter of even number dated the 2nd June, 1959 on the above subject and to request that the information called for therein may kindly be furnished to this Ministry immediately.

Yours faithfully,

sd/
for Joint Secretary

D.A.nil,
'KL'8/7

✓ Copy forwarded to the Secretary, All India Trade Union Congress, 4, Ashok Road, New Delhi, for information and necessary action.

Amjau
for Joint Secretary

15 JUL 1959

No. E&I 11(4)/59
Government of India
Ministry of Labour and Employment

...

From

Shri R.L. Mehta, I.A.S.,
Joint Secretary to the Government of India

To

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

14 JUL 1959

Dated, New Delhi, the

SUBJECT:- Amendment of the Code of Discipline.

...

Dear Sir,

I am directed to refer to your letter No. 185-C/59 dated the 3rd July, 1959 on the above subject and to say that mere discussion of suggestions for amendment of the Code of Discipline will not be an encroachment on the rights of the Indian Labour Conference. In any case, the West Bengal Evaluation and Implementation Committee comprises employers' and workers' representatives and both have to agree if any proposals for amendment of the Code are to be sponsored by the Committee for the consideration of the Indian Labour Conference.

Yours faithfully,

Arinjam
for Joint Secretary

d.a.nil.
b.k.m.11/7

THE ANGLO AMERICAN DIRECT TEA TRADING CO., LTD.

Selaliparai Estate,
Valparai P.O.,
Via Pollachi, Si India.
10th July, 1958

The Labour Officer,
P.O. Box No.26,
Pollachi.

Sir,

Sub: Labour - Plantations - Selaliparai Estate -
Second Division - Non-payment of wages to
certain workers for the days they have
attended to ~~the~~ their sick children.

Ref: Your Rc. No. 1715/58 dated 3-7-1958.

As you are aware there is a normal procedure on every estate whereby any worker, who feels he/she has any grievance, may represent his/her grievance in a proper manner and through the proper channels, i.e., through the In-charge of the Division and through the on which he/she works and thereafter if necessary to the Manager. If the worker concerned having made representation as above is still not satisfied he/she may ask the Union to take up the matter.

The Anamallais Plantation Workers' Union consistently endeavours to avoid this procedure. I shall be obliged if you will advise the Union to instruct the workers concerned to approach the management in the proper manner when their alleged grievance will be enquired into.

Yours faithfully,

(Sd)

Manager.

Copy to:- The Hon'ble Labour Minister, Madras
The Commissioner of Labour, Madras.
The Inspector of Plantations, Pollachi.
The Anamallais Plantation Workers' Union,
/ True Copy/. Valparai.

P.

THE TAMIL NAD PLANTATION WORKERS' UNION,
(Regd. No. 1491)

VALPARAI
(Via) Pollachi

Ref. No: (C) 2691/57

13th July, 1959

The Commissioner of Labour,
Chepauk,
Madras -5.

Dear Sir,

Sub: Labour - Plantations - Anamallais -
Selaliparai Estate - Various unfairness
of the management - Reported - Code of
Discipline - Contravention of - Re.

The management of Selaliparai Estate has been exercising various unfairness and we bring them all to the notice for necessary actions.

1. Agreements - non-implementation of:

Sri. Arokiasamy: The worker was working in the Hospital for more than 14 years without complaint. He was an active trade union worker and this was not at all liked by the management. Hence as a measure of victimization, the management has transferred the worker to field work as an ordinary worker.

Since the worker was not accustomed with the nature of work in the field and as the management has in such cases previously offered work of Kole-Maistry in the field, to certain other workers it was represented to offer such work.

This was not obtained. There was negotiations took place and as a result the management offered him the work of watchman. Then it was raised before the Labour Officer and at that time, the Manager has accepted to take the worker back in the estate hospital as a nursing orderly and until that time, it was further agreed to offer him watchman work. But this was not signed by both the parties.

As soon as the present Manager assumed the charges of the estate he started creating troubles and he immediately has transferred the worker Sri Arokiasamy to field works. There was negotiations and discussions and we regret to note that the management has refused to honour the referred agreement made before the Labour Officer with the result the worker is remaining unemployed since 4-6-1956.

2. M/S . Samuel and Thayammal: The management has arbitrarily discharged 4 workers without proper procedure. This was disputed and on an enquiry by the Labour Officer on 13-11-1957 they have accepted to reinstate all of them. Accordingly one of them was reinstated and the above were refused with employment. Both the above are a family and they were not reinstated on the plea that they are medically unfit. This has been in contrary to their own acceptance. Due to the non-implementation of the above, both the referred workers are still date remaining unemployed.

4. Similarly on 26-5-1958 there was a conciliation by the Labour Officer took place and at that time certain issues were discussed and a Memorandum of settlement was drawn. This also was not signed by the Manager,
5. It was on 1-7-1958 the Labour Officer has fixed for an enquiry and at that time the Manager has misinformed the Labour Officer, as if he may not be in estate and has sought adjournment, in spite of the fact he was in station.
6. A Against the entire wishes of the estate workers the Management has all of a sudden without any reasons have shifted a Tea Shop to a distant place causing much inconvenience to the workers.
7. The manager has very often been transferring workers from field to field and from work to work.
8. The Manager himself has agreed to certain demands of this Union to the Labour Officer and the same was communicated to us on 31-8-1958. But so far, even after 10 months have elapsed, we regret to report that the Manager has not implemented the same is deeds.
9. The Manager is refusing to receive representation from workers as well as Unions. Even the estate workers are to make representations through Postal service.

A representation from the works Committee Members was returned to the sender without proper reasons, and we note that it was travelling post Office more than one day.

10. Discrimination shown at the time of Registration:

The Manager himself has accepted certain principles, in that preference was assured to the married wives, grown up children, etc., in a Works Committee Meetings. But in contrary to the same he has registered only out-siders. This has created much unpleasantness amidst the workers and there was troubles in successive occasions. Whereas the manager has registered certain out-siders, he is refusing to register some of those who are expected registration according to their assured preference whose case are still pending.

11. Workers are taken to employment and they are paid wages according to their work. But in contrary to the practices the management has paid lesser wages to certain workers on the plea of age under the Plantation Labour Act. We note that the referred workers were in the previous year paid with wages of I and II Grades and this was reduced to II and III respectively.
12. The management fitted a gate at the entrance and Carts, Cycle, etc., are being refused to go through. We are to point out that this estate alone wants to create this practices with the result much troubles are created. The management's action is in contrary to the Plantation Labour Act.

In view of the above referred unfairness much averseness is shown and is developing. These acts are being exercised in contrary to the well accepted Code of discipline. Hence we request you to enquire into the matter and do the needful early.

Thanking you,

Yours faithfully,

15 JUL 1959

No. E&I-1(2)A/58
Government of India
Ministry of Labour and Employment

From

Shri R.L. Mehta, I.A.S.,
Joint Secretary to the Government of India.

To

All Central Organisations of Workers and Employers.

Dated, New Delhi, the 14-7-1959

SUBJECT:- State Evaluation and Implementation Machinery.

Dear Sir,

In continuation of this Ministry's circular letter of even number dated the 22nd June, 1959 on the above subject, I am directed to say that Manipur Administration have since set up an Implementation Committee and Government of Uttar Pradesh have reconstituted their State Evaluation and Implementation Committee. There have been a few modifications in the personnel of the Committees in Andhra Pradesh and Punjab also. The following changes, may, therefore, kindly be made in the statement sent along with this Ministry's circular letter of even number dated 11th June, 1959:-

- (1) The name of 'Shri J. Viswanatha Reddy' may be substituted for 'Shri S.K. Chari' in columns (2) and (6) against Sl. No. 1 regarding Andhra Pradesh;
- (2) The name of 'Shri Sham Lal' may be added before the words 'Labour Commissioner, Punjab' in column 2 against Sl. No. 10. The entry in the remarks column may be deleted.
- (3) The entries in columns (3) and (4) against Sl. No. 12 regarding Uttar Pradesh may be substituted by the following:-

(3)

(4)

- | | |
|--|--|
| (1) Indian National Trade Union Congress | (1) Employers' Association of Northern India |
| (2) Hind Mazdoor Sabha | (2) Indian Sugar Mills Association. |

The entry in the remarks column may be deleted.

- (4) In columns 3 to 6 against Sl. No. 3 (Manipur) under Union Territories the following may be inserted:-

(3)

(4)

(5)

(6)

- | | | | |
|--|-----------------------------|---|--|
| Two Registered Trade Unions in Manipur | (1) Manipur State Transport | Principal Engineering Officer,
P.W.D.,
Manipur. | Assistant Secretary,
Labour Department. |
| | (2) A Newspaper proprietor | | |

The entry in col. 7 may be deleted.

-: 2 :-

- 2. The name of the Implementation Officer, Manipur will be communicated later.
- 3. An acknowledgement is requested.

Yours faithfully,

M. Nigam
 for Joint Secretary

d.a.nil.
 b.k.m.11/7

No. E&I-1(2)A/58

Dated, New Delhi, the 14-7-1959

Copy forwarded to:-

- 1. All State Governments.
- 2. All State Evaluation and Implementation Officers.

M. Nigam
 for Joint Secretary

d.a.nil.

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

No.E&I-5(24)/58
Government of India
Ministry of Labour & Employment

From
Shri R.L.Mehta, I.A.S.,
Joint Secretary to the Government of India.

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

JUL 1959

Dated New Delhi, the

Subject:-Non-implementation of Award and agreement by
employers in Textile Industry, Coimbatore.

.....

Dear Sir,

In continuation of this Ministry's letter of even number dated the 1st April, 1959 on the above subject, I am directed to say that it is learnt that the Secretary, Coimbatore District Mill Workers Union, when requested to cite specific instances of illegal lay off in Shri Ranga Vilas Ginning, Spining and Weaving Mills and in Kaleeswarar Mills, informed the State authorities that he was not interested in pursuing the matter further.

Yours faithfully,

[Signature]

for Joint Secretary

D.A.nil,
'KL' 14/7

See app to M.L.A. & ask
if this is true. Give it to award
to workers the compliance, it
should be in a proper manner
for M.L.A.

18/7/59

From

The General Secretary,
Madura Textile Workers' Union,
New Jail Road, Madurai.

To

The Implementation and Evolution Officer,
NEW DELHI.

Subj: - Violation of agreements between Unions
by Madurai I.M.T.U.C. Madurai.

Sir,

1. We and the local I.M.T.U.C. Union entered into an agreement on 13-3-59 regarding the representative union in Thanur Sivakami Mills.

Clauses 1 to 3 of the 'agreement' read as follows:-

"1. On behalf of the workman of Sri Sivakami Mills Ltd., and Thanur, the Madura Textile Workers' Union, Madurai agrees with the National Textile Workers' Union, Madurai, agree for the Labour Officer Madurai holding a secret ballot inside the mill premises on 31-3-1959 to ascertain which of the two unions is the most representative of the workman. The voting will commence at 7 a.m. and close at 10 a.m.

2. Workmen whose names are found in the muster roll of production side are entitled to participate in the ballot.

3. The Union which fails to secure the majority votes in the ballot will not represent the workmen in the mill for a period of two years with effect from 1-4-59. "

2. Secret ballot was conducted by the Labour Officer, Madurai on 14-4-1959 in the mill premises. At the result we got 82 votes and the I.M.T.U.C. Union gets only 74 votes out of 161 votes. So we are the more representative Union in Thanur Sivakami Mills. According to clause 3 of the agreement I.M.T.U.C. Union do not represent the workers of Sivakami Mills for a period of two years with effect from 1-4-59.

20 JUL 1959

BANGODAYA COTTON MILLS MAJDUR UNION.
Regd. No. 2783.

Head Office.
Elias Road, Agarpara,
P.O. Kamarhatty, 24 Parganas,
WEST BENGAL.

185
To
The Hon'ble Minister,
Ministry of Commerce and Industry,
Govt. of India,
New Delhi.

16 JUL 1959

Subject :- Taking over the charges of the
management of the Bangodaya
Cotton Mills Ltd., Panihati,
24-Parganas, West Bengal.

Ref :- Our letter dated 10th Jan.'59. 11th Feb.'59
and 29th May '59 and your letter No. 10 (5)-
Tex (A) 59 dated 27th January, 1959.

Sir,

The management of Messrs. Bangodaya Cotton Mills Ltd., Panihati, 24-Parganas has retrenched one hundred permanent workers on the plea of economic crisis. There are 342 looms in the Mill and about 700 workers were working there. Now the management of the Mill is using only 200 looms and the rest are being kept idle. As a result the poor workmen have been thrown away and the Govt. are losing their excise duty for the idle looms.

The history of the idle looms is behind the screen. The Bangodaya Cotton Mills Ltd., secured money from the Central Bank of India. There is a godown of the above Bank inside the Mill compound. The Mill authorities received goods from the Bank godown by fraud worth about 13 (Thirteen) lakh Rupees. As a result the whole of the Mill has gone under the Central Bank of India for the loan of 13 (Thirteen) Lakh Rupees. Now the Mill has no such money so that new investment may be made for the properly running of the Mill.

In this connection I would remind you once again that the management of the Mill took a loan of 20 (twenty) lakh Rupees from an Insurance Company of Calcutta to purchase Spinning Machines a few years ago. The Machines are there in the Mill, but they are kept idle for about five years. The management of the Mill is not really in a position to start this Department. Now the General Manager understands that the Mill will surely be under the Govt. Control in a short time; so he tries to adopt a new policy to start the Spinning Deptt. as a separate organisation in the name of his nephews (Sister's sons), some Anil Babu and Suren Babu, who are trying to secure license of the Spinning Department, having 10,000 spindles, from New Delhi. They have spent, it is learnt, about 2 (Two) lakh Rupees to secure a license from the Govt. We have learnt that some Mr. Sen, an officer of the Central Govt. is helping them for securing the license.

We therefore earnestly pray that this license in favour of any other person or persons or any other company be stopped excepting in the name of Messrs. Bangodaya Cotton Mills Ltd. If the Govt. give any license in favour of any other person or persons or company, the Govt. will lose about 10 (Ten) lakh Rupees in every year and will deprive the workers of about an amount of four lakh Rupees as wages.

In this connection I regret to mention a fact that this Mill deprived the Govt. of their legitimate Excise Duty amounting to about one crore Rupees by working overtime and deprived the workers of their wages by not

allowing them overtime wages from 1951 to 1956. It was caught red-handed by Sri D. P. Gupta, Deputy Superintendent, Preventive, Calcutta Customs. But it is a wonder that the matter is found to lose its trace. Nothing in the matter is now traceable.

We have come to know that the Govt. of West Bengal has accepted a plan to start Spinning Deptt. in Kalyani, in the district of Nadia, West Bengal. As such they require a huge number of well trained workers for the purpose. If the Govt. take the charge of the Mill, another 700 workers will be provided. Govt. will get more taxes and they will be able to send trained workers to Kalyani from here by pilot system and all corruptions will automatically stop.

On the basis of the above facts, you are requested not to grant any license except in the name of Messrs. Bangodaya Cotton Mills Ltd., It is suggested that for the benefit of the workers, the people and the country the Govt. should immediately take over the charges of the management of the Mill in their own hands under Act 31 A clause (B) of the Constitution of India and also sections 15 and 18A of the Industries Regulation Act of 1951 which run thus (quoted for your ready reference) :-

"The Govt. has the power of taking over the management of any property by the state for a limited period either in the public interest or in order to secure the proper management of the property".

"The Central Govt. have former to investigate into the affairs of this industrial concerns and to assume management or control of the industrial undertaking (Ref. Sections 15 and 18A) of the Industries Development and Regulation Act 1951".

Copy to :-

Yours faithfully,

1. The Hon'ble Prime Minister, Govt. of India

Aspal Chandra Bhattacharya
Secretary. 16.7.59
Bangodaya Cotton Mills Mazdoor Union

2. Sri Acharyya Kripaloni, M.P.

3. Comrade, S. A. Dargay, M.P.

4. Sir Feroze Gandhi, M.P.

5. Sm. Indira Gandhi President A.I.C.C.

6. The Hon'ble Minister, Ministry of Finance, Govt. of India

7. The Hon'ble Minister, Ministry of Labour

8. The Hon'ble Minister, Ministry of Rehabilitation

9. Textile Commissioner.

10. Sri Charabarday Rajagopalachari.

11. The Hon'ble Chief Minister, Govt. of West Bengal.

12. The Hon'ble Minister, In-charge of Industry, W. Bengal.

13. The Hon'ble Minister, In-charge of Labour.

No.1857II(C)/59
July 17, 1959

Shri R.L.Mehta, I.A.S.,
Joint Secretary to Government of India,
Ministry of Labour & Employment,
New Delhi

Sub: State Evaluation and Implementation
Machinery

Dear Sir,

Ref: Further to our letter dated 17th June 1959
and your No.E&I-1(2)A/58 dated 14th July 1959

We are glad to note that in Manipur, an E&I
Committee has been set up. Changes in the State of
Uttar Pradesh are also welcome.

2. We would like to know the names of the two
unions in Manipur whose representatives have been
included as workers' representatives in the State
E&I Committee.

3. As far as Uttar Pradesh is concerned, we would
like to point out that the exclusion of the representative
of the U.P.Committee of the AITUC is another example
of discrimination towards AITUC and its unions, besides
being against the decisions of the 1st meeting of the
Central Implementation and Evaluation Committee held
on 20th September 1958.

It may be noted that the U.P.Trade Union Congress
(U.P.Committee of the AITUC) is an approved body under
the Industrial Disputes Rules framed by the U.P.
Government, the "approval" being done by the State
Labour Ministry.

May we expect that the above omission will
be rectified.

Yours faithfully,

KGS
17/7/59
(K.G.Sriwastava)
Secretary

Copy to: UPTUC - for representing the matter with
the U.P.Govt also.

20 JUL 1959

TEXTILE WORKERS' UNION

MOHINI MILL NO. 2

REGD. NO. 407

49, OLD NIMTA ROAD

BELGHORIA
24 PARGANAS.

Ref:

Date: 18th July 59

To
The Works' Manager,
The Mohini Mills Ltd. No.2
Belghoria, 24-Parganas.

Dear Sir,

Sub: Recognition of Union.

With a deep sense of regret I, on behalf of our Union beg to inform you the following facts regarding recognition of Union for favour of your prompt action in this end so that we may build up healthy relations amongst us and may be very congenial to each other which are very urgently needed these days and in a dynamic sense, this can be disputed or denied by any man of sense:-

1. That in the matter of recognising the union by the Employers it was discussed in the 15th session of Tripartite Indian Labour Conference held at New Delhi in connection with the question of maintaining proper discipline in Industrial undertakings along with the establishing cordial relations between the employers and employees promoting & improving the existing conditions, the question of recognition of the single workers Union in every Industry should be considered in open mind.
2. That in the 16th. Labour Conference held at Nainital the leading discussion was of recognition of Unions. After a subsequent amendment by the tripartite bodies a guiding principle for recognition of Unions was also agreed upon and accepted.
3. That both your and our representatives including the representatives of the Union Labour Minister agreed as first and foremost duty the need to maintain industrial relation for the interest of the entire society which should not in any way be bypassed.

Contd....



4. That with some understandings and confidence the said representatives left the matter at the discretion of the Employers for voluntary recognition realising the appropriate sense of the matter and the gravity of the situation, in absence of its implementation.

5. That a year is already going to be over and again the 17th Labour Conference is fast approaching & going to be constituted very soon. But after a lapse of such time our Union has not been favoured with recognition inspite of its being the single & strong Trade Union.

6. That we hope that the agreed intention of the representatives should not be ignored or neglected in such a way when we are all feeling so seriously for national interests.

We, however, request the favour of your early recognition or comment in lieu of it and the steps and actions you are going to take in the matter to recognise our Union officially.

Hope, that your good senses will prevail upon this matter with prompt action and for which we will cordially thank you.

Awaiting a quick response.

Yours faithfully,

Copy to:-
1. The Hon'ble Union Labour Minister,
Government of India,
New Delhi.

Pushpanandan
Jt. Secretary.
for Textile Works Union.
Mehrai Mills No.2.

2. Central Trade Union.
Representatives.

A. S. S. N. e
New Delhi

Tag
12/17

3. But the I.N.T.U.C. Union violating the agreement by way of entered into an agreement with the management for wages and workload of the workers without consulting the majority representative Union. The Labour Officer, Madurai already advised the management not to enter into any agreement without consulting the two unions and issued a notice on 2-6-1959 requesting to meet him on 13-6-59 for conciliation. Without giving any respect to the Labour Officer's notice and advice, the management and the local I.N.T.U.C. Union entered into an agreement two days before the conciliation date. This agreement is against the willingness of the majority workers.

The action of the local I.N.T.U.C. Union is amount to a breach of settlement and contravention of Code of Discipline.

4. For the reasons stated above we request you to take necessary action to implement the agreement dated 13-3-59.

Yours faithfully

Madurai,
16-7-1959.

M. M. Megam
GENERAL SECRETARY.

Copy to

1. The Secretary, A.I.T.U.C. New Delhi,
2. The Secretary, T.N.T.U.C. Madras.

NB True copy of the agreement dated 13-3-59 is enclosed
herewith.

23 JUL 1959

Colliery Mazdoor Sabha
G.T.Road. Asansol.

CMS/EJ/59

July 20, 1959.

Com. K.G. Shrivastava, Secretary,
A.I.T.U.C., New Delhi.

Re : East Jemehary Colliery.

Dear Comrade,

With reference to your letter to Com. Kalyan Roy dt. 10.6.59 and our letter to you dt. 15.6.59 I once again request you to please take up the matter with the ministries concerned for expeditious disposal of the case. The workers are loosing patience. We must be intimated by the Ministry of Labour as to what report they have recieved from the Department of Mines and what action they have taken or are contemplating to take.

Awaiting an early reply from you.

With thanks.

Yours sincerely,


General Secretary.

23 JUL 1959

No.LRII-1(22)59
Government of India
Ministry of Labour & Employment

Dated New Delhi, the

22 JUL 1959

From

Shri N. Krishnamachari,
Section Officer.

To


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

Subject:- Industrial dispute in New Marine Colliery -

Sir,

I am directed to acknowledge the receipt of your letter No.nil dated the July 15th, 1959 and to say that the matter is receiving attention.

Yours faithfully,


(N. Krishnamachari)
Section Officer.

23 JUL 1959

135

No. E&I.35 (29)/58
Government of India
Ministry of Labour & Employment

From

Shri R.L. Mehta, I.A.S.,
Joint Secretary to the Government of India.

To

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

24 JUL 1959

Dated New Delhi, the

Subject:- Code of Discipline- Selected Jharia Colliery
(Bihar).

Dear Sir,

I am directed to refer to your letter No. 185/BK/59, dated the 4th July, 1959 on the above subject, and to say that, enquiries reveal that the Private Secretary to the Labour Minister at no time wrote to any organisation regarding expulsion of Shri Tiwari from the Colliery Mazdoor Sangh.

Yours faithfully,

G. S. Madan

for Joint Secretary

See with Com Lail

5/11

d.a.nil.
h s.23/7

135

August 5, 1959

Shri R.L.Mehta,
Joint Secretary to the
Government of India,
Ministry of Labour & Employment,
NEW DELHI

Sub: Non-implementation of Award
and agreement by employers
in Textile Industry, Coimbatore.

Dear Sir,

With reference to your letter No.E&I-5
(24)/58 of July 18 we have to inform you that
the Secretary, Coimbatore District Mill
Workers' Union had never requested the State
Authorities that he was not interested in
pursuing the matter further.

Therefore, the information received
by your office is unfounded and untrue.

It is hoped that the matter regarding
illegal lay off in Shri Ranga Vilas Ginning
Spinning and Weaving Mills and x in Kaleswar
Mills would be pursued further.

Yours faithfully,

K.G.S.

(K.G.Srinastava)
Secretary

August 6, 1959

Shri R.L.Mehta, I.A.S.,
Joint Secretary to the
Government of India,
Ministry of Labour & Employment,
NEW DELHI

Sub: East Jemehary Colliery

Dear Sir,

You are in the know of the situation
in East Jemehary Colliery.

The Colliery Mazdoor Sabha of Asansol
has written to us again about further
developments. Will you please let me know
the decision of the Government on the report
of the Department of Mines at the earliest.

Yours faithfully,

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

No.185-II(NM)/59
August 12, 1959


Shri R.L.Mehta, I.A.S.,
Joint Secretary,
Ministry of Labour & Employment,
New Delhi.

Sub: Second Meeting of the Central
Implementation and Evaluation Committee

Dear Sir,

Our representative on the Central Implementa-
tion and Evaluation Committee, Shri B.D.Joshi
will have an adviser, at the second meeting of
the Committee on August 13. We hereby nominate
Shri Satish Chatterjee as the Adviser and would
request you to afford him facilities to participate
in the meeting.

Yours faithfully,


(K.G.Sriwastava)
Secretary

135
August 12, 1959

Shri R.L.Mehta,
Joint Secretary to the
Government of India,
Ministry of Labour & Employment,
New Delhi.

Sub: Second Meeting of the Central
Implementation & Evaluation
Committee Agenda.

Dear Sir,

As desired by you in your letter No.
E&I 5(1)/59 I am herewith sending a copy of our
letter No. 174(5)/TC/58 dated 21st November
1958 on the above subject.

Yours faithfully,

174/58
(K.G.Sriwastava)
Secretary

14 AUG 1959

Government of India
Ministry of Labour & Employment

J-

13 AUG 1959

From

Shri Fyare Lal Gupta,
Under Secretary to the Govt. of India.

To

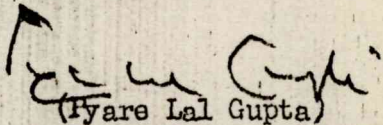
The Secretary,
All India Trade Union Congress,
4, Ashok Road,
NEW DELHI.

SUBJECT:- Demands of the workers at Lime Stone Quarries
at Ramganjmandi.

Dear Sir,

I am directed to refer to your letter dated the
5th August, 1959, and to say that the Conciliation Officer's
report has been received and certain other information relevant
to the issue is being obtained from the Chief Labour Commissioner
(Central), New Delhi. A decision regarding adjudication, etc.
will be taken as soon as that report is received.

Yours faithfully,


(Fyare Lal Gupta)
Under Secretary.

Pl. note for review on
25th Aug. + file

14/iii

14 AUG 1959

185

GOVERNMENT OF INDIA

Ministry of Labour & Employment Office/Deptt. EEL 2

No. EEL. 4244/51 New Delhi dated the August 12 1959
13 AUG 1959

The undersigned is directed to acknowledge receipt of your letter memo. No. 185-110/51 dated July 17, 1959 which is receiving attention.

K. M. Tripathi

(K. M. TRIPATHI)
Research Officer,
Ministry of Labour & Employment
Tele. No. 34337

20 AUG 1959

No. E&I-5(24)/58/S
Government of India
Ministry of Labour & Employment

From

Shri R. L. Mehta, I.A.S.,
Joint Secretary to the Government of India.

To

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

13 AUG 1959

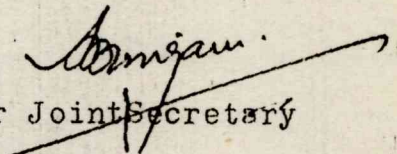
Dated New Delhi, the

Subject:- Non-implementation of award and agreements by
employers in Textile Industry, Coimbatore.

Dear Sir,

I am directed to refer to your letter dated the August 5, 1959 on the above subject and to say that while this Ministry have requested the Government of Madras to examine the matter again in the light of the observations made by you, it will be appreciated if you kindly approach the State Government direct as the case falls in their sphere.

Yours faithfully,


for Joint Secretary

d.a.nil.
h.s.17/8.

What is this about?

*Mr
20/8/59*

20 AUG 1959

185
No.E&I-10(8)/59/4(1/C)
GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT

From

Shri R. L. Mehta, I. A. S.,
Joint Secretary to the Govt. of India.

To

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

Dated New Delhi, the 20 AUG 1959

Subject:- Breach of Code of Conduct - assault by members of
Dhanbad District Firebricks and Pottery Workers'
Union on certain members of Reliance Firebricks
Pottery Union.

Dear Sir,

I am directed to refer to this Ministry's letter
of even number dated the 18th May, 1959 and subsequent two
reminders of 12th June and 13th July, 1959, on the above
subject and to request that your reply in the matter may
kindly be expedited.

Yours faithfully,

R. L. Mehta
for Joint Secretary.

*File
7/20
20/11/59*

REMINDER

August 27, 1959

Shri Pyare Lal Gupta,
Under Secretary to the
Government of India,
Ministry of Labour & Employment,
New Delhi.

Sub: Demands of the workers at
Lime Stone Quarries at
Ramganjmandi

Dear sir,

With reference to your letter dated
13th August 1959, I wish to know the
decision of the Government regarding the
demands of the workers employed in Lime Stone Quarries at Ramganjmandi.

Yours faithfully,

REMINDER

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

REMINDER

August 27, 1959

Shri N. Krishnamachari,
Section Officer,
Government of India,
Ministry of Labour & Employment,
New Delhi.

Sub: Industrial Dispute in New Marine
Colliery.

Sir,

With reference to your letter dated 22nd
July 1959 I wish to know the decision and action
taken by the Government regarding industrial
dispute in New Marine Colliery.

Yours faithfully,

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

Immediate

No. E&I-35(102)/58
Government of India
Ministry of Labour & Employment

...

From

Shri R.L. Mehta, I.A.S.,
Joint Secretary to the Government of India.

To

The Secretary,
Devicolam Estate Workers Union,
Munnar (Kerala)

29 AUG 1959

Dated New Delhi, the

Subject:- Enquiring into Kerala Plantation Strike.

....

Dear Sir,

I am directed to refer to this Ministry's letter of even number dated the 2nd June, 1959 and subsequent reminder dated the 10th July 1959, on the above subject and to request that the required informations may kindly be furnished to this Ministry immediately.

Yours faithfully,

sen
for Joint Secretary

✓
Copy forwarded to the Secretary, All India Trade Union Congress, 4 Ashok Road, New Delhi for information and necessary action.

Shri R.L. Mehta
for Joint Secretary

THE ANGLO AMERICAN DIRECT TEA TRADING COMPANY LTD.

Selaliparai Estate,
Valparai P.O.,
Via Pollachi. S.India.

31st August, 1959.

The Labour Officer,
P.O. Box No. 26.
Pollachi.

Sir,

Sub: Labour - Disputes - Plantations -
Selaliparai Estate - Request of
Sri Marimuthu (No.573) for discharge
with gratuity.

Ref: Your letter Re.No.1872/59 dated
26-8-1959.

The man in question has not been discharged. He
came to the Office and told me personally that he
did not take his discharge.

I suggest that this union is raking up any and
every case however told and ~~and~~ unreasonable merely
to harass the management. I request that you take
steps to stop those responsible for this irresponsible
behaviour.

Yours faithfully,

(Sd)
Manager.

/ True Copy /

P.

31 AUG 1959

No.E & I-11(19)/58/II
Government of India
Ministry of Labour & Employment

From

Shri R.L.Mehta, I.A.S.,
Joint Secretary to the Government of India.

To

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

31 AUG 1959

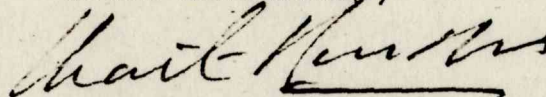
Dated New Delhi, the

Subject:-News item under the caption
'Tatagiri in Steel City' published
in 'Elitz' dated the 28th March 1959.

Dear Sir,

I am directed to refer to this Ministry's letter of
even number dated the 25th June 1959 on the above subject and
to request that the requisite information may kindly be
furnished to this Ministry at an early date.

Yours faithfully,



for Joint Secretary

*Let me see the copy
R.B. from sent to it early
'KL' 25/8 31/7/59*

31 AUG 1959

(125)

No. E & I 12(71)/59
Government of India
Ministry of Labour & Employment

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

To
The Organising Secretary,
Colliery Mazdoor Sabha,
G.T. Road, Asansol.

Dated New Delhi, the

29 AUG 1959

Subject:- Grant of Recognition to the Colliery Mazdoor
Sabha by the management of the searsole Colliery.

Dear Sir,

I am directed to refer to your letter No. CMS/SC/59 dated the 25th May, 1959, on the above subject and to say that as the Colliery Mazdoor Sabha came into existence at the above mentioned colliery in October 1958 only it cannot claim recognition till it has completed ~~of~~ one year as provided in the Criteria for/ under the Code of Discipline. If after the expiry of this period your union feels that it is more representative than the existing recognised union, you may kindly approach this Ministry with full facts in support of your claim.

Recognition
of Unions

Yours faithfully,

col-
for Joint Secretary

Copy to:-

✓ The General Secretary,
All India Trade Union Congress,
4, Asoka Road, New Delhi, for information.

Arjunan
for Joint Secretary

1 SLP 1959

185

NO. E & I 10(12)/59
GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT

....

From

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

To

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

21 AUG 1959

Dated New Delhi, the

Subject:- Breach of Code of Conduct- Objectionable
speeches delivered at the meeting held
at Manoharpur on 23.4.1959.

....

Dear Sir,

It has been reported to this Ministry that at a mass meeting organised by your affiliate, the United Mineral Workers' Union, on the 23rd April 1959, at Manoharpur, some leaders of the Union, viz., Sarvashree Prafulla Kumar, Manuel Bag, Simon Tirkey, Pashupati Pandey, etc., delivered objectionable speeches against the office bearers of the Gua Mines Workers' Union. Shri Prafulla Kumar in particular is said to have used unparliamentary language against Sarvashree D.C. Verma and Daulat Ali of the other Union.

2. If the above allegations are correct, you will appreciate that they constitute violations of the Code of Conduct. I am, therefore, desired to request you to look into the case and take necessary action so that such violations do not recur.

3. The action taken by you in the matter may kindly be intimated to this Ministry as early as possible.

Yours faithfully,

(S.B.L. Nigam)
for Joint Secretary.

See also the union
10/5
Sept 1.

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

Sub: Alleged Breach of the Code of Conduct - meeting
at Monoharpur on April 23, 1959

Draft
Dear sir,

Ref: Your letter No.E&I-10(12)/59 dated 31st ~~Mar~~ August
1959.

We understand from our enquiries that allegations made against our affiliate, the United Mineral Workers Union, Manoharpur are unfounded.

Shri Prafulla Kumar, Shri Pasupati Pandey and Shri Manuel Bag and others, ^{who are} ~~our~~ activists of the United Mineral Workers Union, have denied that in their speeches, they used un-parliamentary language against officials of the INTUC union.

The Meeting held at Manoharpur on April 23, 1959 was organised in support of the workers' demands for increase in the basic wage and D.A. and 4 months profit-sharing bonus. Speeches at the meeting highlighted the need for unity of the workers behind their demands.

Yours faithfully

(K.G.S)

M. M. C. Employees' Union

REGD. NO. 2465

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

129A. CIRCULAR GARDEN REACH ROAD, KIDDERPORE : CALCUTTA - 23

Ref. No. _____

Confidential.

Dated 1st. Sept. 19 59.

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

Sir,

Subject- Mass retrenchment of 249 workmen by violating the Code of Discipline by M/s. M. M. C. Ltd. Cal. 23.

Since 13th June '59 and onwards 1000 Engineering workers of M/s. M. M. C. Ltd have gone on strike on protest against mass retrenchment of 249 workmen by the management violating the Code of Discipline. Over 25 % of the workers are retrenched without any warrant. This includes Technicians, skilled workers, office clerks etc.

We referred this matter before the Union Labour Ministry as well as before the West Bengal State Labour Minister at the very beginning. Union Labour Ministry directed the State Labour Department to investigate on the violation of Code of Discipline long ago. But it is not known to us what action has been taken.

We regret to state that inspite of our several telegrams and letters on different dates to the Union Labour Ministry urging for settlement nothing has yet been arrived at. Supporting the proposal of Joint Secretary to the State Labour Ministry on 4.8.59 for Arbitration, we expressed that restoring 12th June '59 (i.e. before retrenchment) we are ready to undergo any procedure of settlement of the dispute and we further proposed that pending settlement the proposed lay-off by the Deputy Labour commissioner of the State Government of the entire compliments on the same basis to meet any adds may be accepted in addition. But since then nothing have arrived at to end the industrial unrest.

In last April '59 the undersigned hadan interview with you at Honble Labour Minister - Sri Nandaji's residence at New Delhi when you took interest in our matters. You have asked the details of M.M.C's problems and pleased to take a note of it.

In the interest of national production & Employment, we urge for an immediate reasonable settlement of this dispute.

P.T.O.

M. M. C. Employees' Union

REGD. NO. 2465

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

129A. CIRCULAR GARDEN REACH ROAD, KIDDERPORE : CALCUTTA - 23

Ref. No.

Dated.....1st. Sept.....19 59

-2-

We therefore, request you to intervene in this matter personally and see that an immediate steps are taken to settle the dispute and to enquire the matter of Violation of the Code of Discipline by the management.

We solicit your immediate action in our favour.

Yours faithfully,

Phani Bagchi
(Phani Bagchi)
General Secretary.

- 3 SLP 1959

M. M. C. Employees' Union

REGD. NO. 2465

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

129A, CIRCULAR GARDEN REACH ROAD, KIDDERPORE : CALCUTTA - 23

Ref. No. TUC/67/59

Very Urgent.

Dated 1st. Sept. 19 59

Com. K. G. Sivastava,
A. I. T. U. C.
New Delhi.

Dear Comrade,

Re: Your immediate action regarding M.M.C's strike at Calcutta.

The latest development here is rather critical. During the last 81 days (since 13th June '59) and onwards) our strike was going peacefully and the workers were united 100%. But the labour Directorate - West Bengal - has taken a delaying tactics and even upto this date they have failed to settle the dispute for the reasons best known to them.

From 19th Aug. 1959 the management with the help of Police tear Gas squad, Wireless Van etc. has managed some black leggers to get in to workshop. They are mostly clerks, Supervisors, Draughts-men etc. and a very negligible production workers. The strike is still going on and the moral of the workers are still very high. The workers now are taking up all methods very actively to win their just struggle.

Now at this moment no leader of the union should leave Station, not to speak of myself. ~~On the matter of~~ Police repression for food movement many of our M.M.C. leaders are facing difficulties to move freely. So we cannot spare anybody to leave Calcutta for New Delhi to persue our case in the Parliament. *Already 3 of our Union leaders have been arrested under security act on the ground of food movement.*

Therefore, will you kindly take up our case on behalf of our central Trade Union Organisation and arrange by our M.P. to place questions in the Parliament. The draft questions are ready submitted to you and the M.P.s (Coms. Rema Chakravorty & Illias) ~~On the matter of~~ "violation of Code of Discipline" by the management nothing is being done by the State Labour Department as yet inspite of the direction from Sri R.L. Mehata, Evaluation Committee and we are of the opinion that the Labour Department here are taking delaying policy with purpose. We have proposed before the Labour Minister on 4.8.59 that restoring 12th June '59 (i.e. before retrenchment) and laying off entire factory on the basis of total man hours (i.e. 249x8 hours) not necessary according to the management the issue may be referred to Arbitration which was a proposal of the joint Secretary, without any prejudice. Even we proposed

P. T. O.

M. M. C. Employees' Union

REGD. NO, 2465

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

129A. CIRCULAR GARDEN REACH ROAD, KIDDERPORE : CALCUTTA - 23

Ref. No. _____

- 2 -

Dated 1st. Sept. 19 59.

before Sri S.M. Bhattacharya, I.A.S. Labour Commissioner, ^{subsequently} ~~later~~ ~~on~~ other terms being same, 249 workmen only may be laid off pending settlement. But the decision of the Labour Dept. is still awaited.

We hope you will please take up our case and arrange for the questions in the Parliament as well as put up deputation to the ministry which will help our movement very much. We may send suppliments to the questions if we are informed.

With warm greetings.

Yours fraternally,

Phani Bagchi

(Phani Bagchi)
General Secretary.

Encl: - One confidential letter
address to the P.S.
Ministry of Labour & Industry.

15
September 2, 1959.

Shri R.L. Mehta,
Joint Secretary,
Government of India,
Ministry of Labour & Employment,
NEW DELHI.

Subject:- News item under the caption
'Tatagiri in Steel City' published
in 'Blitz' dated the 28th March 1959.

Dear Sir,

Ref:- Your letter No. E & I-11(39)/59/11
dated 25-6-59 and subsequent
reminders.

.....

In our letter of April 18, 1959 we have
stated that it is impossible to treat all
letters from the E & I Division as confidential.
There are complaints of non-implementation from
workers and the unions and the replies received
from the Government have to be passed on to them.

We are sure the Ministry realises this
situation.

In this particular case of Jamshedpur we
have not been able to get any confirmation that
any body from our Union has intentionally and
deliberately been instrumental in releasing the
news to the press.

Thanking you,

Yours sincerely,

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

17 SEP 1959

No. L1 12(197)/59
Government of India
Ministry of Labour and Employment

....

From

Joint Secretary to the Government of India
Evaluation and Implementation Division

To

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

Dated, New Delhi, the

4 SEP 1959

SUBJECT:- Alleged breach of the Code of Discipline
by the members of the Colliery Mazdoor Sabha
at the Searsole Colliery.

...

Dear Sir,

It has been reported to this Ministry that, at about 9 A.M., on the 8th of May 1959, one Shri Sukdeo Bin, a discharged tanner, along with one Shri Khiru Bhuiya, another discharged employee, approached the Agent of the Searsole Colliery and demanded that they should be either provided with work or their dues paid. The Agent regretted that there was no work for them and said that they could contact the Head Clerk regarding the payment of their dues. Upon this these two workers became angry and asked the agent to come out of his room. In the meantime some workers, members of the Colliery Mazdoor Sabha, who were waiting nearby, gathered on the scene and wanted to assault the agent and the staff. But for the patience and tactful handling of the situation by the management, the situation would have taken a serious turn.

2. As the above action on the part of the members of the Colliery Mazdoor Sabha constitutes a breach of the Code of discipline, I am desirous to bring it to your notice and to request that steps may please be taken to ensure that the Sabha does not resort to such undesirable activities in future.

3. This Ministry may please be informed of the action taken by you in the matter at an early date.

Yours faithfully,

W. S. Manjani
for Joint Secretary

Law and the Union

*10/5
2/12*

a. nil.
.k.m. 1/9

9 SEP 1959

Immediate

No.E&I-35(102)/58/S
Government of India
Ministry of Labour & Employment

....

From

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

To

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

Dated New Delhi, the

Subject:- Enquiry into Kerala Plantation Strike.

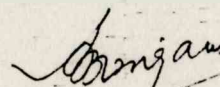
.....

Dear Sir,

As desired by you on phone, I enclose a copy each of this Ministry's letters of even number dated the 10th January 1959 and 2nd June 1959.

I am to request that your reply may kindly be sent to this Ministry urgently.

Yours faithfully,



for Joint Secretary

d.a.refd.to
sps 7,9

Copy of letter No.E&I-35(102)/58 dated the 10th January 1959 from Ministry of Labour and Employment to (1) The Kanan Devan Planters' Association, Munnar, Kerala, (2) The Association of Planters of Kerala, Muttambalam, 2 P.O. Kottayam, Kerala State, (3) Plantation Labour Union (INTUC) Munnar and (4) Devicolam Estate Workers' Union, (AITUC) Devicolam.

.....

Dear Sir,

I am directed to say that in pursuance of the recommendations of the Standing Labour Committee Shri R.L. Mehta, Joint Secretary in this Ministry, assisted by the representatives of workers and employers as Assessors, would shortly be enquiring into the Plantation Workers' Strike in Kerala with reference to the Code of Discipline. In order to enable the Enquiry Committee to have independent versions of the parties concerned I am to request you to send your statements (with 7 spare copies) regarding the circumstances leading to the strike and the various events during the strike and after particularly in the context of the Code of Discipline, a copy of which is enclosed. The names of witnesses whom you would like to be examined by the Committee in this connection may also kindly be intimated to this Ministry.

It is requested that your reply may kindly be sent to this Ministry as soon as possible and in any case not later than the 28th February, 1959.

Copy of letter No.E&I-35(102)/58, dated the ~~2nd June~~ 1959 from Ministry of Labour and Employment to the Secretary Plantation Labour Union, Munnar, (Kerala).

.....

Subject:- Study of Plantation Strike in Kerala under the Code of Discipline.

.....

I am directed to refer to this Ministry's letter of even number dated the 10th ~~January~~ 1959 and the subsequent reminders dated the 5th March 1959 and the 30th March 1959 on the above subject and to say that we have not yet received your statement about the strike nor have the names of witnesses whom you would like to produce before the Committee so far been furnished. As preliminary arrangements for conducting the enquiry have to be finalised soon, I am to request you again please to send you reply immediately.

14321
September 11, 1959.

Shri R.L. Mehta,
Joint Secretary,
Ministry of Labour and Employment,
Government of India,
NEW DELHI.

Re: Violation of the Code of Discipline by
the management of M.M.C. Ltd., Calcutta.

Dear Sir,

Our affiliate M.M.C. Employees Union, Calcutta has informed us the management of M.M.C. Ltd., Calcutta has retrenched without any notice 249 workmen including technicians, skilled workers and office clerks. Thus the management has violated the code of Discipline and 1000 Engineering workers of the concern are on strike.

The Union has referred the matter to the Union Labour Ministry which directed the State Labour Department to investigate into the violation of the Code of Discipline. But no action has been taken so far.

The Union has expressed its readiness to undergo the required procedure of settlement of the dispute. However, the adamant attitude of the employers prevents any form of settlement. Recently, the management with the help of police tear gas squad has managed to use black legs in the workshop. This further accentuated the already deteriorating situation.

Therefore, we would request you intervene in this matter personally and see that immediate steps are taken so that the dispute is settled amicably and the violation of the Code of Discipline by the management would also be enquired into.

Thanking you,

Yours faithfully,

hjm
sep 11.
(K.G. SRIWASTAVA)
Secretary.

Copy to M.M.C. Employees Union,
129/A Circular Garden Reach Road,
Kidderpore, CALCUTTA-23.

17 SEP 1959

185

No.LRII-1(22)/59
Government of India
Ministry of Labour & Employment

....

From

Shri Pyare Lal Gupta,
Under Secretary to the Government of India.

To

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

17 SEP 1959

Dated New Delhi, the

Subject:- Industrial dispute in New Machine Colliery

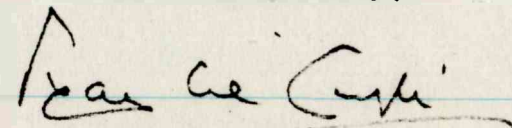
....

Sir,

I am to refer to your letter dated 27th August 1959 and to say that the matter is still under consideration.

Yours faithfully,

Pl. Remit on 26. ix. 59
mm
17/9/59



(Pyare Lal Gupta)
Under Secretary

THE ANGLO AMERICAN DIRECT TEA TRADING CO., LTD.

Selakiparai Estate,
Valparai P.O.,
(Via Pollachi. S. INDIA.

14th September, 1969.

The Labour Officer,
P.O. Box No, 26,
Pollachi.

Sir,

Sub: Labour - Disputes - Plantations -
Selaliparai Estate - Alleged non-payment of
Commission money to certain workers - Re.
Ref: Your letter Rc. No.1873/59 dated 1-9-1969.

I shall be obliged if you will advise me of the name/s of the Worker/s being a member/s of the Tamil Nad Plantation Workers' Union, who had raised this question with the union resulting in the reference to you. My information is that none of the workers concerned have made any reference to any union.

This union continually tries to short circuit the normal grievance procedure on estates. If any worker feels he has a grievance, I am ready and available to discuss it. If having done so the worker concerned is not satisfied he is at liberty to refer the matter to the union. I would refer you to my several letters protesting against this sort of activity of the union and again request you to advise the union not to interfere in the normal procedure for settling any disputes with the workers in the estate.

Yours faithfully,

(Sd)
Manager.

A/P. / True Copy /

16 SEP 1959

No. E&I-12(234)/59/S
Government of India
Ministry of Labour & Employment

From

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

To

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

14 SEP 1959

Dated New Delhi, the

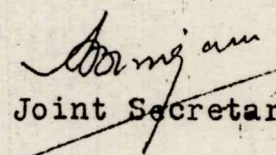
Subject:- Code of Discipline Violation by A.I.T.U.C. Unions
in Rajasthan- case of Textile Labour Union, Beawar.

Dear Sir,

It has been reported to this Ministry that despite the fact that the Government of Rajasthan had been taking appropriate steps to recover the amount of wages due to workers of the Edward Mills, the Textile Labour Union, Beawar, your affiliate, deputed two of its members to fast alternatively before Labour Office Beawar. This action of the Union particularly when it was aware of the fact that the factory Inspector had filed the claims of the workers before the Payment of Wages Authority, constitutes a breach of clauses II(v) IV(1) of the Code of Discipline. I am desired, therefore, to request you to ask the Union to desist from such activities in future.

The action taken in the matter may kindly be intimated to this Ministry at an early date.

Yours faithfully,


for Joint Secretary

d.a.nil.
h.s.

See it to the Union
for comments.
vsm
14/11

No. E&I-10(8)⁵⁷/4(1/c)
Government of India
Ministry of Labour & Employment

185

From

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

To

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

Dated New Delhi, the 15.9.59.

Subject:- Breach of Code of Conduct assault by members of Dhanbad District Firebricks and Pottery Workers' Union on certain members of Reliance Firebricks Pottery Union.

...

Dear Sir,

I am directed to refer to this Ministry's letter of even No. dated the 18th May, 1959 and subsequent reminders of 12th June, 13th July and 19th August, 1959 and to request that your comments may kindly be sent as early as possible.

Yours faithfully,

Amjau

for Joint Secretary

d.a.nil.
h.s.

*Let not. It is
permanently yours*

*na.
22/9*

135

No.E&I.10(12)/59
Government of India
Ministry of Labour & Employment

From

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

To

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

Dated New Delhi the

22 SEP 1959

Subject:- Breach of Code of Conduct - Objectionable
speeches delivered at the meeting held at
Manohanpur on the 23rd April 1959.

Dear Sir,

I am directed to refer to this Ministry's letter
of even number dated the 31st August, 1959 on the above subject
and to request that your comments in the matter may kindly be
expedited.

Yours faithfully,

Amizam
for Joint Secretary

d.a.nil.
RNS/21/9/59

*Review must be
sent now
28/11*

22 SEP 1959

185

No. LCI-12(185)/59/3
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, Ashok Road,
New Delhi.

Dated New Delhi, the 23

Subject:- Code of Discipline - Lockout at M/s Harveys
Textile Mills at Madurai, Tuticorin and Vickramsingh
puram.

Dear Sir,

With further reference to this Ministry's letter of even number dated the 30th June 1959 on the above subject, I am directed to say that it is understood that a settlement has since been reached between the management and the Union as a result of the efforts made by the State Labour machinery and that in accordance with the terms of this settlement all the three mills have resumed working. As the matter has been amicably settled it is hoped that the Union has now no complaint in the matter.

Yours faithfully,

Aringau

for Joint Secretary.

Send it to the Union &
STC.

1000
my

1000
337

22 SEP 1959

No.F&I-12(245)/59/S
Government of India
Ministry of Labour & Employment

From

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

To

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

Dated New Delhi, the

Subject:-Lever Brothers Employees' Union-Recognition of.

Dear Sir,

With reference to your letter No.172/LB/59 dated the 10th September, 1959 addressed to the Union Minister for Labour and Employment, on the above subject, I am directed to say that as the case falls in the State sphere the State Labour Minister has been requested to take necessary action and to apprise you of the latest position in the matter.

Yours faithfully,

M. Rajam

for Joint Secretary

d.a.nil
"Jarwal"
19.9.

Repl.

In this particular case the Union has had the decision of Bombay Labour Ministry which is that they upheld the decision of Bombay Labour Commissioner.

It is a case of appeal against the Bombay Labour Ministry's decision. You are aware that there is no E.C.P. Committee in Bombay State.

If the case is to take longer time in disprop. it of, it is up to the B.L.U. to maintain status quo. If employees be denied & Recog. status quo be denied & continuous by Gov. If employees & B.L.U. have decision in favour of employees & B.L.U. has to stop it and the Govt. has to take weeks & months to decide it, status quo

in the form of maintaining recognition of the union - no be maintained
M.R.

1/10/59
M.R.

22 SEP 1959

185

No.LRII-22(9)/59
Government of India
Ministry of Labour & Employment

Dated New Delhi, the 17 SEP 1959

From Shri Pyare Lal Gupta,
Under Secretary to the Government of India.

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

Subject:- Demands of the workers at the Lime stone Quarries
at Ramganjmandi.

Sir,

I am directed to refer to your letter dated the
7th September 1959 and to state that the matter is still
under consideration. A further communication will follow
in due course.

Yours faithfully,

Pyare Lal Gupta

(Pyare Lal Gupta)
Under Secretary.

Ans Received on 15/10
MP
2/10

22 SEP 1959

No. E&I-12(190)/59/S
Government of India
Ministry of Labour & Employment

22 SEP 1959

From

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

To

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

Subject:- Code of Discipline - Alleged
violation by the management
of Machinery Manufacturers'
Corporation, Calcutta.

.....

Dear Sir,

I am directed to refer to your letter dated the 11th September, 1959 on the above subject and to say that on enquiry it is learnt that attempts were made in the past by the management to avoid retrenchment and alternative schemes were put into operation but for various reasons they did not succeed. The management and were compelled to take recourse to retrenchment when the persistent decline in the volume of orders reached a critical stage; the Union was in the know of this position.

The State Government is seized of the matter and so is the Central Government who is taking steps to help the Corporation to rehabilitate itself.

You will no doubt write to the State Implementation Officer (Shri M.M. Ghosh - Assistant Labour Commissioner) for further information. If on any specific point this Division can be of any assistance, kindly let us know and we shall certainly help.

Yours faithfully,

S.B.L. Nigam

(S.B.L. Nigam)
for Joint Secretary.

1. Does Agn do the work.
2. What is the last position re: Staff the in M.M.C.!? any news?

mg

24 SEP 1959

No. E&I.12(197)/59
Government of India
Ministry of Labour and Employment

23 SEP 1959

From

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

To

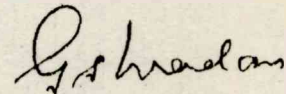
The General Secretary,
All India Trade Union Congress,
4, Asoka Road, New Delhi.

Subject: Alleged breach of the Code of Discipline
by the members of the Colliery Mazdoor
Sabha at the Searsole Colliery.

Dear Sir,

I am directed to invite your attention to this
Ministry's letter of even number dated the 4th September,
1959, on the above subject and to request that this Ministry
may please be informed of the action taken by you in the
matter at an early date.

Yours faithfully,



for Joint Secretary

*Pl. file under
to the main
24/9*

UNITED MINERAL WORKERS UNION

Head Office : GUA

Branch Office : MANOHARPUR, CHIRIA.
(PROF. BARI ZINDABAD)

185

PRESIDENT — SALAUDDIN BARI
DEPUTY PRESIDENT — TAHIR HUSSAIN
VICE PRESIDENT — MRS. RENU CHAKRAVORTY, M.P.
" " — K. C. SOLANKI
GENL. SECRETARY — P. MOZOOMDAR
ASST. " — B. SHARMA
" " —
TREASURER — MARCUS BHENGRA

P. O. : GUA
DIST. : SINGHBHUM
(BIHAR)

Ref. No.

Dated September 24 1959.

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

Dear Comrade,

We received your letter No.185/CC/59 dated September 2, '59. Our office will communicate by enquiring the matter from Monoharpur. Monoharpur is far off from our Head Office but we shall send our comments on it very soon. My self was in prison by ~~that~~ that time and Pandji is of Burnpur. So it ~~take~~ may take a little time to enquire from our Comrades.

Yours faithfully,
P. Mazumder
(Signature)

Dr. (General Secretary)

*Recd on Oct. 5/59
not recd by mail time*

39/ix

1 OCT 1959

No.EAI.1159-H,
Labour and Social Welfare Department,
Old Secretariat Building,
Fort, Bombay, 25th September 1959.

From

The Under Secretary to the Government of Bombay,
Labour and Social Welfare Department.

To

1. The Secretary,
Employers' Federation of India.
Army and Navy Building, (2nd Floor),
148, Mahatma Gandhi Road, Bombay.
2. The Secretary,
All-India Organisation of Industrial Employers,
"Federation House" (1st Floor),
Barakhamba Road, New Delhi.
3. The Secretary,
All India Manufacturers' Organisation.
Cooperative Insurance Building (4th Floor),
Sir Pherozshah Mehta Road, Bombay.
4. The General Secretary,
Indian National Trade Union Congress,
17, Janpath, New Delhi.
5. The General Secretary,
All India Trade Union Congress,
4, Ashok Road, New Delhi.
6. The General Secretary,
Hind Mazdoor Sabha,
Servants of India Society's Home,
Sardar Patel Road, Bombay 4.

Subject: Implementation and Evaluation Committee.

Sir,

I am directed to state that in pursuance of the recommendations of the 16th Session of the Standing Labour Committee held at New Delhi in October 1957, it is proposed to set up a tripartite committee at the State level for investigation of complaints regarding non-implementation of labour laws, awards, agreements and of breaches of the Code of Discipline etc. The number of representatives of employers and employees on the proposed Committee will be as follows :-

Employers.

- | | |
|--|---|
| 1) All India Manufacturers' Organisation. ... | 3 |
| 2) Employers' Federation of India. ... | 1 |
| 3) All India Organisation of Industrial Employers. ... | 1 |

Workers.

- | | |
|--|---|
| 1) Indian National Trade Union Congress. ... | 3 |
| 2) All India Trade Union Congress. ... | 1 |
| 3) Hind Mazdoor Sabha. ... | 1 |

I am to request that the name, designation and address of the representative(s) of your organisation, whom you propose to nominate on the Committee, be kindly

communicated to the this Department at an early date after obtaining the consent of the person(s) concerned.

Yours faithfully,



(M.D. SHANBHAG)

Under Secretary to the Government of Bombay,
Labour and Social Welfare Department.

Jm. 259

THE COIMBATORE DISTRICT MILL WORKERS' UNION

REGD NO. 84
(AFFILIATED TO A. I. T. U. C. & W. F. T. U.)
THIYAGIKAL NILAYAM.

10/21, RANGA KONAR ROAD,

COIMBATORE.

Date 29th Sept. 59.

Ref

To

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

TUR

Dear Comrade,

Sub: Non-implementation of awards and agreements by the managements of textile mills in Coimbatore district.

Ref: Copy of your letter of August 5th, 1959 sent to Sri R.L.Mehta on the above subject.

We had informed you about two months back that our Union had not sent any communication to the State authorities saying that we are not interested in pursuing the matter regarding illegal lay-off in Sri Ranga Vilas Mills and Kaleeswarar Mills.

Subsequently to that communication the Kaleeswarar Mill issue has been settled through orders of the Madras High Court. According to these orders the liquidation petition filed by the creditors has been held in abeyance for 6 months and a Board of Administrators has been entrusted with the responsibility of re-opening and running the mills for a period of 3 years under the control of the High Court. The Mill is expected to reopen on 10th October 1959.

The Union has come to an agreement with the Board of Administrators regarding full co-operation of the workers in running the mills. Taking into consideration the orders of the High Court and ^{the} impending liquidation proceedings, the Union has agreed with the Board of Administrators ^{in the interests of running the Mill} that the workers will not press for the back wages due to them for one year of ~~the~~ illegal ~~lock-out~~ ^{lock-out}.

You may therefore communicate this information to Shri R.L.Mehta.

As for Sri Ranga Vilas Mills, the matter may be

No. 185-II-59

September 29, 1959

Shri N. Krishnamachari,
Section Officer,
Government of India,
Ministry of Labour & Employment,
New Delhi

Sub: Industrial Dispute in New
Marine Colliery

Dear sir,

Please refer to our letter dated July 13,
1959 on the above subject and the subsequent
reminder dated August 27, 1959, and let us
know what action has been taken in the matter.

Yours faithfully,

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

105

No. 185-A/59

September 29, 1959

G. L. S. P.

Shri R. L. Mehta,
Joint Secretary to the Government of India,
Ministry of Labour and Employment,
New Delhi.

Sub: Breach of Code of Conduct - Assault
by members of Dhanbad District Fireworks
and Pottery Workers Union on certain
members of Reliance Firebricks Pottery
Union.

Dear sir,

With reference to your letter No.E&I-10(8)/59/
4(1/C) dated May 18, 1959 we had requested the
Dhanbad District Firebricks and Pottery Workers
Union, our affiliate, to appraise us about the real
facts. The union has send us the reply from which it
is clear that Reliance Firebricks Pottery Union has
completely distorted the facts and deliberately
launched the complain in order to save its skin from
the repurcussions of the breach of Code of Conduct
and Discipline for which it was grossly responsible.

The facts are as follows:-

1. On February 25th some members of our affiliate
were collecting subscription before the main gate of
the workshop at about a distance of 200 yards from
the gate. At 4.45 P.M. a batch of casual workers
came out from the office of the INTUC affiliated union
and some were coming out from the main gate of the
factory, armed with deadly weapons like props, bambqees,
spears, bows and arrows etc. Their number was between
30 to 40. They snatched the Red flag of the union
receipt books, and about Rs.200 which were collected
as subscription money. They also injured some of our
workers.

Hearing the news of this wanton attack the some members of our affiliate assembled at the spot to rescue them. In the meantime the police also came there and further assault on the members of our affiliate was thus prevented. The police party confiscated a large number of lethal weapons from the hands of the supporters of the union who launched the complain regarding the violation of the Code of Conduct. A case is also pending before the First Class Magistrate Dhanbad.

From the above facts it is not difficult to realise who is guilty of this flagrant breach of the Code of Discipline.

We would request you to note that our affiliate have filed several cases on violation of Code of Discipline to the Chairman, Implementation and Evaluation Committee, Labour Department, Government of Bihar. On violation of the Code of Conduct our affiliate has written to different quarters of the Government of Bihar for necessary action. But nothing has been done so far. The copies of the representations made by our affiliate are attached herewith for your perusal.

It is a strange policy of the Bihar Government note to grant registration to our union eventhough all the papers were found in order at the time when INTUC affiliated union could not produce the membership register and other papers at the time of inspection. It is this policy of open discrimination practised by the Bihar Government which is also responsible for the tension and atmosphere in the region. The labour department of the union ministry has not so far intervened in the matter and given the elementary right of registration to our union inspite of our representation on a number of occasions. It is because of this policy that the INTUC affiliate can dare to complain against our affiliate, eventhough most of the injured workers belonged to our affiliate, and the lethal weapons were snatched by the police party from the hands

of those who are supporters of the INTUC affiliate.

Taking into consideration all these facts we are unable to appreciate your suggestion to take action against our union. On the contrary, we would earnestly urge upon you to make detailed on the spot enquiry of the whole situation. We would be glad to give all possible co-operation in finding out the real facts which would bring to light who has violated the code of conduct.

The case regarding the 25th February incident is in the law court.

Yours faithfully,

1/10/52
11/2
(K.G.Sriwastava)
Secretary

UNITED MINERAL WORKERS UNION

Head Office: GUA

Mrs Renu Chakravarty, Branch Office: MANOHARPUR, CHIRIA.
(PROF. BARI ZINDABAD)

Regd. No. 913.

P. O.: GUA

DIST.: SINGHBHUM

(BIHAR)

Dated 30-9-1959.

M.P.
Ruth Dadel.

N. Guha.

GUM/609

Implementation

The Secretary, Evaluation & Employment cell,
Ministry of Labour & Employment,
Govt. of India, New Delhi.

Sub: Violation of code of conduct by Gua Mine workers' union (INTUC) at Gua, P.O. Gua, Dist. Singbhum, Bihar.

Dear Sir,

We beg to complain that the officers and members of the above union are guilty of violations of the code of conduct which has been agreed upon by all concerned to be adhered to.

We are giving the following facts which will clearly state the concrete instances of allegation made as said above.

1. On 28.9.59, Sri Raghubansh Kantha, whole time worker, Lalmoan Purusti, a member, of Gua Mine workers' union abused from their union office on Mike. In the course of their speeches they said "that Shri P. Mazumdar is a dacoit, a goonda, he would be killed as he advised the workers to take payment of the profit sharing bonus for the year 1958-59, Shri P. Mazumdar should be taught a good lesson, the workers who would go to receive the payment of the bonus would be assaulted to death.

2. On 22nd September, in the course of their speeches, Shri Lalmoanrao, a office bearer, Sri Raghubansh Kantha, a whole time worker and Lalmoan Purusti, a member, of the above union said: "that Sri P. Mazumdar and Sri Nakul Guha are both goondas, they would be beaten to death as they did not support the strike call given by the said INTUC union to be held on 22nd Sept. 1959.

3. On the morning of 22.9.59, Shri Lalmoan Purusti, Shri Bideshi Mahapatra and Shri Raghubansh Kantha of Gua Mine workers' union, along with some workers threatened the workers who were going to attend their duties saying: "that you will be beateh to death if you all of united mineral workers' union, Gua, insist to join duties to-day the 22nd Sept'59.

Further the INTUC mem and leaders encouraging violence and intimidating workers of this union to desist from going to the office of this union and to refrain from attending the meetings. Also they are making propaganda that the members of our union would be beaten and taught a good lesson.

We, therefore, request you to take necessary steps in the matter at your earliest convenience.

Copy to:

The Ministry of Labour & Employment, Govt. of Bihar, Patna.

General Secretary, AITUC, New Delhi.

General Secretary, BSTUC, Patna.

Mar. Renu Chakravarty, M.P., new Delhi.

Deputy commissioner, Chaibasa.

S.D.O. Chaibasa.

S.P. Chaibasa.

The Secretary, IMWF, Dhanbad.

Yours faithfully


General Secretary

No. 185(B)/CBE/59
October 1, 1959

Bhri R.L.Mehta,
Joint Secretary to the
Government of India,
Ministry of Labour & Employment,
New Delhi

Sub: Non-implementation of Award
and agreement by employers
in Textile Industry, Coimbatore

Dear sir,

In continuation of our letter dated August 5, 1959, we have to inform you that the Kaleeswarar Mill issue has been settled through orders of the Madras High Court. The mill is expected to reopen on 10th October 1959.

As regards the illegal lay-off in Shri Ranga Vilas Ginning, Spinning and weaving Mills, the position is still the same and it is hoped you would use your good offices to settle the matter amicably and as early as possible.

Please let us know what has ^{achieved} already been done in this matter.

Thanking you,

Yours faithfully,

Kano
T/2
(K.G.Sriwastava)
Secretary

No.185/A/59
October 1, 1959

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

Sub: Lever Bros. Employees Union,
Bombay - Recognition of

Dear Sir,

With reference to your letter No.E&I-12 (245)/59/S dated September 21, 1959, on the above subject, we may point out that your advice that the Bombay Labour Minister will take the necessary action is not very helpful. In fact, the history of the dispute in question abundantly makes it clear that when we wrote to the Union Labour Minister, we expected some positive action from him, rather than referring the dispute to the authorities in Bombay.

As we wrote to the Union Labour Minister, the Labour Ministry of the Bombay State Government to whom the question was referred quite some time back has only upheld the decision of the State's Labour Commissioner. As you will find from our letter No.172/LB/59 dated September 10, 1959, the Union concerned has appealed against the decision of the Bombay Government's Labour Department to the Union Labour Minister. Since the issues involved are of such a nature that the Union Ministry of Labour and Employment should itself deal with the matter, the AITUC had approached the Union Labour Minister to intervene in this regard.

Again, we may also point out that the State Government of Bombay has as yet no machinery for evaluation and implementation work in the sense that there is no State E&I Committee.

page two

It is regretted that the dispute is pending for quite a long time now and that the position is rapidly deteriorating due to the attitude of the employers and the State Government. This will be further worsened if unilateral actions are taken.

If the Union Labour Ministry thinks that a decision on this question may take a longer time even now, we would urge that till such a decision is taken, the employers and the State Government be advised to maintain the status quo, i.e., continue the recognition of the union, till the final decision of the Union Labour Ministry is made known.

Awaiting your reply,

Yours faithfully,

M. G. Sriwastava

(K.G.Sriwastava)
Secretary

5 OCT 1959

UNITED MINERAL WORKERS UNION

Head Office : GUA

Branch Office : MANOHARPUR, CHIRIA.
(PROF. BARI ZINDABAD)

Regd. No. 913.

Mrs. Renu Chakravarty

- SECRETARY --- SAHAJODIN PART
- DEPUTY PRESIDENT --- TAHIR HUSSAIN
- PRESIDENT --- MRS. RENU CHAKRAVORTY - MP. *Renu Sachel*
- K. C. SOLANKI
- ASST. SECRETARY --- P. MOZOOMDAR
- B. SHARMA *N. Guha*
- TREASURER --- MARCUS BHENGRA

P. O. : GUA

DIST. : SINGHBHUM
(BIHAR)

Dated 2nd Oct. 1959.

f. No. GUM/612

To
The Secretary, AITUC,
4 Ashok Road, New Delhi.

Dear comrade, Sub: comments on the letter from the E & I division of Ministry of Labour, dated 31st Aug'59, addressed to you.

Yes - Our union - United Mineral workers' union held a mass meeting on 23.4.59 at Monoharpur. The speakers - namely: Sri Prafulla Kumar, Sri Pasupati Pandey and Manuel Bag etc., in the course of their speeches did not use unparliamentary language against any persons as mentioned in the above letter.

The meeting spoke for increase in Basis wage, Rs 10/- D.A., four months profit sharing bonus. The speakers stressed on the importance of unity of the workers for the achievement of the above demands.

Gua Mine workers' union (INTUC) fears our meetings and activities. They do not want the existence of AITUC union in this area - particularly at Monoharpur, Chiria and Gua. Every activity which we carry on does not go against the trade union laws.

We are of the firm opinion that we have the right to put the demands of the workers, propagate for them and unite the workers for the fulfilment of the demands. So we have to ~~xxx~~ say that the charges brought against us are without any basis.

Yours faithfully

[Signature]
General Secretary

POSTAL
10/10/59

5 OCT 1959

No.LRII-1(22)/59
Government of India
Ministry of Labour & Employment

Dated New Delhi, the 3 - OCT 1959

From

Shri N. Krishnamachari,
Section Officer.

To

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

Subject:- Industrial dispute in New Marine Colliery.

Sir,

I am to refer to your letter No.185-II-59 dated 29th September, 1959 and to say that the matter is still under consideration in consultation with the Chief Labour Commissioner (Central), New Delhi. In this connection, your attention is invited to this Ministry's letter No. LRII-1(22)/59 dated 11th September, 1959.

Yours faithfully,

Mubai

(N. Krishnamachari)
Section Officer.

Revised on 20.8.59

*com
SRE*

THE COCHIN PORT CARGO LABOUR UNION

(Reg: No. 176)

കൊച്ചിൻ പോർട്ട് കാർഗോ ലേബർ യൂണിയൻ (റജി: നമ്പർ 176)

Ref:

5th october 1959

The Regional Labour Commissioner(Central)
Vepary, Madras-7

Dear Sir,

We write this to draw your urgent and serious attention to the following involving gross violation of the Code of Discipline

M/s South India Corporation has denied employment to their workmen who are members of this Union since 21.9.1959 without any cause or reason. The matter was once or twice taken up for discussion with the help of the Administrative Officer, and it was agreed by all that the port system of employment would be introduced immediately. But after M/s S.I.C has not cared to implement the agreement thus deliberately violating the cl.111 (a) & (b) of the code, part 3. Moreover they arbitrarily introduced a system by which the workers are made to loose their legitimate share of work. This is violation of cl.1 of the code, part.1.

By the above action of the management of M/s S.I.C the workers have become agitated and they are thinking of some drastic actions to get their grievences redressed. We hence request to kindly Intervene and settle the matter amicably as otherwise matters may become worse.

Thanking you,

Yours faithfully

Copies to:-
The Conciliation Officer (C)
Ernakulam.
The Administrative Officer,
Willingdon Island.

P. H. S.
GENERAL SECRETARY
THE COCHIN PORT CARGO LABOUR UNION
(REGD: 176)
COCHIN.

5 OCT 1959

No. E&I-10(8)/59/4(1/c)
Government of India
Ministry of Labour & Employment

From

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

To

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

Dated New Delhi, the .

Subject:- Breach of Code of Conduct- assault by members of
Dhanbad District Firebricks and Pottery Workers'
Union on certain members of Reliance Firebricks
Pottery Union.

Dear Sir,

I am directed to refer to this Ministry's letter
of even number dated the 18th May, 1959 and subsequent
reminders, on the above subject, and to request that your
reply in the matter may kindly be expedited..

Yours faithfully,

Sanjiv
for Joint Secretary

*Answer required
Rishi*

*Mr
S/A*

d.s.nil.
h.s.

THE COCHIN PORT CARGO LABOUR UNION

(Reg: No. 176)

കൊച്ചിൻ പോർട്ട് കാർഗോ ലേബർ യൂണിയൻ (റജി: നമ്പ് 176)

Ref:.....

5th October 1959.

The Implementation Officer,
Ministry Of Labour,
Govt: Of India,
NEW DELHI.

Dear Sir,

We are forwarding herewith copy of the letter dated 5.10.59 addressed to The Regional Labour Commissioner, Central, Madras regarding violations of the Code of Discipline, by the management of M/s South India Corporation, W/Island.

We have also brought this to the notice of the Conciliation Officer, Central, Cochin, Ernakulam, in order that necessary steps are taken to settle the dispute involved.

There are also incidents of workers changing their Unions on various grounds and that every time some dispute follows the change. On several occasions there had been obstructions of work to force upon some decisions. There was an incident on 3.9.59 when the Cochin Thuramugha Thozhilali Union obstructed the work at the Railway Good-shed, Willingdon Island on such an Issue. But after, It was found on verification that the workers whose cause the Cochin Thuramugha Thozhilali Union championed were not regular men but irregular men who used to get work once in a while.

These and other disputes of similar nature call for some fruitfull steps in this direction.

Many of the employers who have connections with this Union have written to us asking us to ratify the Code Of Discipline. But, In the above circumstance we have found it very difficult to reply to such employers. There are three Unions functioning at present in the Port area among the same categories of workmen. viz: the Cochin Port Cargo Labour Union the Cochin Thuramugha Thozhilali Union and the Cochin Port Thozhilali Union. The Cochin Port Cargo Labour Union is affiliated to the All India Trade Union Congress, the Cochin Port Thozhilali Union to the Indian National Trade Union Congress and the Cochin Thuramugha Thozhilali-Union to none. The A.I.T.U.C and the I.F.T.U.C are signatories to the Tripartite Decisions and their local unites are bound to follow suit, but the cochin Thuramugha Thozhilali Union which is not affiliated to any Central Trade Union organisation stands non-committed. This is a position

p.t.o

THE COCHIN PORT...
which is disadvantageous in the sense no Unions or employers would be in a position to take any steps in the process of implementing the code. This is more so, were workers of different Unions work in the same godown.

This is a serious problem which should be solved carefully and expeditiously. We suggest that an urgent conference be convened by those who are responsible inviting representatives of all the Unions and the employers of this port area, and discuss ways and means to implement the Code in various establishments of the port area.

Thanking you,

Yours faithfully

Phoua

Copies:-

IN GENERAL... RETARY
THE COCHIN PORT CARGO LABOUR UNION
(PAGE 178)
COCHIN.

- The Cochin Chamber Of Commerce, Cochin.1.
- Indian Chamber of Commerce, Cochin.2.
- The West Coast Employers Federation.

COLLIERY
G.

MAZDUR
T, ROAD
SEARSOL.

SABHA

CMS/SC/Sec/59.

Dated 6th October 59.

Com. K.G. Shrivastava,
Secretary,
All India Trade Union Congress.
New Delhi.

Sub:- Alleged breach of Code of Discipline by the
members of the Colliery Mazdur Sabha in Searsol
Colliery.

Ref:- Your letter dated Sept 8 '59 addressed to the under-
signed.

Dear Comrade,

With reference to the above letter of yours addressed
to the undersigned I like to say that the version of the
Management, Searsol Colliery as represented to the Ministry of
Labour, Govt of India is quite untrue and distorted. We have
been struck with astonishment that this Management can make
such a distortion of this incident, which is as follows :

Shri Sukdeo Bin and Khiru Bhuian are leaders of the Searsol
Branch of our Union Colliery Mazdur Sabha, which is the only
Union in this colliery. On the 8th May 1959 at about 9 A.M. these
leaders did not go to approach the Agent of this colliery to
demand their jobs or dues as stated by the Management, but
workers of this colliery requested them to lead them in a deputa-
tion to the Agent for redressal of their so many long pending
grievances. It is a matter of general principle that any such
Official of the Company should meet these workers and leaders and
pay a patient hearing to the workers and act further to settle the
matters in question, but this Agent, who never respects or
observes Code of Discipline, did not grant interview to these
deputationists. On the contrary he got his Goondas ordered to
attack these deputationists and then he came out of his office
enraged and with a view to excite these workers began to use
very abusive languages against the workers and this Union and
tried his level best to get these workers assaulted by these
Goondas, ~~xxxxxxx~~ worst situation was created by Agent
and his goondas but thanks to the firmness and peaceful
resistance of these workers, which saved the situation. It is to
be noted that these goondas are still remaining in the colliery.
These workers and Union got badly perturbed on these nefarious
acts of an Officer of the company not less than AGENT. So the
matter was reported to the Raniganj Police station.

This is the correct version of the incident and you will
do the needful. I have to express my regret over the delay in
sending this letter, which was due to unavoidable reasons.

P.S.

Demands as shown in line
no. 5 of the paragraph II
were for proper allotment
of jobs to Wagon Loaders &
others, payment of due wages
stoppage of anti-union activities
of the Management

THE COCHIN PORT CARGO LABOUR UNION

(Reg: No. 176)

കൊച്ചിൻ പോർട്ട് കാർഗോ ലേബർ യൂണിയൻ (റജി: നമ്പ് 176)

Ref:.....

3.10.1959 .

The Advisor,
Govt: of Kerala State,
Trivandrum.

Sir,

We confirm the following telegram sent on 7.10.59.

" PORT CARGO LABOUR UNION WORKERS ATTACKED IN
WILLINGDON ISLAND LARGE NUMBER OF INJURED MANY NOT
ADMITTED IN HOSPITAL PRAY PROMPT ACTION."

SECRETARY
PORT CARGO LABOUR UNION.

AT about 4.p.m on 7.10.59 some three hundred
men belonging to the cochin Thuramugha Thozhilali Union collected
at the Rail-way Good-shed attacked our members with knives,
daggers and even Acid bulbs.

The head-load work at the Good-shed is now
executed by the workers of the Port Cargo Labour Union direct
in the ~~XXXXXX~~ absence of a contractor. Some 12 workers were
said to have changed our Union and gone over to C.T.T.U and we got
to know this only yesterday. We are willing to work as before with
these men also. But in the after-noon when some wagons were
placed at Good-shed ~~XXXXXXXXXXXXXXXXXXXX~~ at about 4 p.m some three
hundred men collected at the Good-shed from the Wharf side etc
and obstructed the members of our Union from opening the Wagons
and started attacking our members in ruthless manner. The attack
even continued in the presence of the police.

The workers thus subjected to the attack were
taken to the ernakulam hospital but the majority of whom were not
admitted in the Hospital. Even the A.T.S Injections were purchased
by us from outside.

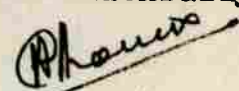
The situation is very tense. If effective and
expeditious steps are not taken the situation may get further
worsened. We request that immediate steps are taken to ensure work
for all the existing workmen and peace is maintained in the area.

C.c.

The Chief Secretary to Government,
Trivandrum.

The Inspector General of Police, Trivandrum.

Yours faithfully



GENERAL SECRETARY
THE COCHIN PORT CARGO LABOUR UNION
(REGD: 176)
COCHIN.

42 NOV 1959

No. EAL-8(15)/59
Government of India
Ministry of Labour & Employment.

.....

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

To

1. The Secretary,
Indian National Trade Union Congress,
17, Janpath, New Delhi.
2. The Secretary,
All India Trade Union Congress,
4, Ashok Road, New Delhi.
3. The Secretary,
Hind Mazdoor Sabha, Servants of India
Societys Home, Sardar Patel Road, Bombay-4.
4. The Secretary,
United Trades Union Congress,
249, Bowbazar Street, Calcutta-12.
5. The Secretary,
Employers' Federation of India, Army and
Navy Building, 148, Mahatma Gandhi Road, Bombay-1.
6. The Secretary,
All India Organisation of Industrial Employers,
Federation House, Barakhamba Road, New Delhi.
7. The Secretary,
All India Manufacturers' Organisation,
Cooperative Insurance Building, Sir Pherozshah
Mehta Road, Fort Bombay-1.

11 OCT 1958

11 OCT 1958

Dated New Delhi, 11/10/59

Subject:- Application of the Code of Discipline to
Plantations Industry.

Dear Sir,

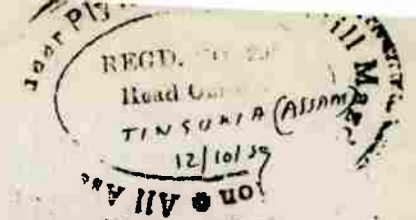
I am directed to say that the Industrial
Committee on Plantations at its ninth session held at
Calcutta on the 23rd -24th October 1959 considered
the question of application of the Code of Discipline
to plantation industry and made the following
recommendation:-

"With regard to the application of the Code to
the plantations industry and the modifications
suggested by the employers, it was recognized
that since the Code, as finalized at the 16th
Session of the Indian Labour Conference, was
of wide applicability and had already been
ratified by all the all-India organisations of
employers and workers, no change need be made
in its form or content. However, it was agreed
that in the case of plantations there should be
no strike or lockout without at least seven
days' notice, such notice being given only after
the procedure prescribed in the Code for the
peaceful settlement of disputes had been fully
utilized."

It is requested that this recommendation may kindly
be brought to the notice of your concerned member units
for information and necessary action. This Ministry
may kindly be informed of the action taken in the matter.

Yours faithfully,

Aringam
for Joint Secretary.



155

To
The Assistant Labour Commissioner,
Cum
Secretary, State Evaluation & Implementation Committee.
Shillong.

Dear Sir,

The management of the Assam Valley Plywood(p)Ltd is persistantly violating the code of discipline and openly trying to breake a legally constituted unit of the All Assam Veneer - Plywood & Saw Mill Mazdoor Union(Regd.No.290).

The Management do not feel ashamed to tell the workers that they must give up union and only than the management could consider demands.It is to be referred in this connection that ours is the only trade union functioning in that factory.The - management have been violating the provisions made in (ii)(a)- (b)(iv) and (VII) of chapter III of the code of discipline.

I am attaching herewith a notice dated 30th Sept.'59 regarding bonus which will exhibit the attitude of the management towards any trade union "in any shape whatsoever". As a result of this anti-union attitude and refusuel of the management to consider the demands of the workers when a strike broke out on - 1.10.59 the management refused to negotiate or sit with union representatives even after the labour officer, Dibrugarh and the labour Inspector appeared on the spot to intervene.The position taken up by the management remains unchanged and the code of - discipline is thus constantly being violated.

I request you to take up the case and kindly do the needful so that the code of discipline is enforced in the Assam Valley Plywood(P)Ltd, Tinsukia.

Thanking you in anticipation.

Yours faithfully,

W. Bhattacharya
General Secretary,
All Assam Veneer Plywood & Saw Mill
Mazdoor Union,
(REGD. NO. 290.)

- c.c. to the General Secretary,
All India Trade Union Congress.
4. Asoke Road, New Delhi.
- c.c. to the General Secretary,
Assam State Committee of AITUC for necessary action please.
- c.c. to the Manager,
Assam Valley Plywood (P)Ltd. Tinsukia, for information.

kb.

No.E&I-12(197)/59
Government of India
Ministry of Labour & Employment
.....

From

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

To

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

12 OCT 1959

Dated New Delhi, the

Subject:- Alleged breach of the Code of Discipline by the
members of the Colliery Mazdoor Sabha at the
Sarsote Colliery.

Sir,

I am directed to refer to this Ministry's letter of
even number, dated the 4th September 1959 and subsequent
reminder dated the 23rd September 1959 on the above subject
and to request that the action taken by you in the matter may
kindly be intimated to this Ministry at an early date.

Yours faithfully,



for Joint Secretary

d.a.nil
N.Ram/7/10

No.E&I-10(12)/59
Government of India
Ministry of Labour and Employment

.....

From

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

To

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

12 OCT 1959

Dated New Delhi, the

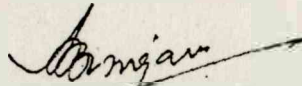
Subject:- Breach of Code of Conduct - Objectionable speeches
delivered at the meeting held at Manoharpur on 23rd
April 1959.

.....

Dear Sir,

I am directed to refer to this Ministry's letter of even
number dated the 31st August, 1959 and the subsequent reminder of
the 22nd September 1959 and to request that your reply in the
matter may kindly be expedited.

Yours faithfully,


for Joint Secretary

No.E&I-10(34)/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, Ashok Road, New Delhi.

Dated New Delhi, the

12 OCT 1959

Subject:- Disturbances at the East Jamehari Colliery by
the members of the Colliery Mazdoor Sabha.

.....

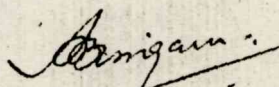
Dear Sir,

It has been reported to this Ministry that on the 17th August 1959 some retrenched workers, members of your affiliate, Colliery Mazdoor Sabha, threatened the Manager of the East Jamehari Colliery that if they were not taken back on their jobs within 8 days, suitable action would be taken against him. Later, on the 23rd August, armed with lathis and 'bhallas' they tried to create disturbance near the house of the Raising Contractor of the Colliery. On the 25th August at about 8.30 P.M. they are reported to have thrown brick-bats into the office of the said contractor and challenged the workers belonging to the Colliery Mazdoor Congress, as a result of which a clash took place in which two persons were injured.

2. If the above allegations are correct, the activities of your affiliate constitute a violation of the Code of Discipline and the Code of Conduct. I am, therefore, desired to request you kindly to look into the matter and take necessary steps to ensure that the union desists from such activities in future.

3. The action taken by you in the matter may kindly be intimated to this Ministry.

Yours faithfully,


for Joint Secretary.

October 12, 1959

1. General Secretary,
Kerala State Trade Union Council,
Plantain Grove,
TRIVANDRUM, Kerala.
2. General Secretary,
Devicolam Estate Workers Union,
Moonar, Kerala.

Dear Comrade,

We have been writing to you on the question of submitting a memorandum to the Enquiry Committee on Kerala Plantation Strike (under the Code of Discipline).

We have been informed by the Labour Ministry that you have not so far submitted this memorandum. We fail to understand the delay on your part in this respect, especially when you have a clear case.

As you will realise, the inquiry is being delayed because memoranda from the parties concerned ~~has~~^{have} not been received.

We hope you will therefore take necessary steps to send a detailed memorandum to the Labour Ministry immediately. A copy of the Memorandum may be send to this office as well as to Com. P. Ramamurti, Vice-President AITUC (c/o Communist Party of India, 15 Periana Maistry Street, Madras-1) who is our representative on the Enquiry Committee.

With greetings,

Yours fraternally,


Office Secretary

10
11.10.59

No.E&I-5(24)/58/S
Government of India
Ministry of Labour and Employment

....

From

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

To

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

13 OCT 1959

Dated New Delhi, the

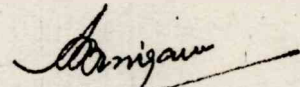
Subject:- Non-implementation of Award and Agreement by
employers in Textile Industry Coimbatore.

.....

Dear Sir,

In reply to your letter No.185(2)/CBE/59 dated
1st October 1959 on the above subject, I am directed to refer
to this Ministry's letter of even number dated the 19th
August 1959 (copy enclosed for ready reference) and to
request that you may kindly approach the State Government
for further action in the matter.

Yours faithfully



for Joint Secretary

d.a.refd.to
sps 8.10

தமிழ்நாடு போட்டி தொழிலாளர் சங்கம் (1491)

(Affiliated to A. I. T. U. C., and W. F. T. U.)

(நெதிரி கிளைகள் :- காலடி, குன்று.)

சு. என். இ. சி., R. S.

Ref. No. 87/59/GR

14th October 1959.

The Implementation and Evaluation Officer,
The Ministry of Labour, Government of India,
New Delhi.

Sir,

Gross violation of Labour Conference principles -
The State Government of Madras -

We wish to bring to your notice the gross violation of the principles accepted by all at the various Labour Conference held from time to time. Now our complaint is mainly against the Labour Department of the Government of Madras -

The management of the Woodbrair Estate Ltd., Deversola post, Nilgiris employes more of temporary workers than permanent, quite against the norms accepted by the planters and the Government, in the minimum wages Committee etc., hundreds of workers are kept temporary for years on end denying them the benefits entitled as per law. Thus they adopt unfair labour practice and evade law.

It is worthwhile to note that the planters have sworn by God that they employ workers in family gangs and 1.25 workers per acre of Tea.

When the workers agitated for the implementation of the above and making permanent, the temporaries; two leading workers were dismissed which lead to a strike.

On the second day of the strike, we told that we are prepared to abide by the decision of the Hon. Labour Minister of Madras, on all the issues - arbitration. But ~~management~~ the management was not agreeable (ref. our letter to the Hon. Labour Minister of Madras 135/59/Gr dated 19-1-59)

The Government assured action and asked us to withdraw the strike. we did but the Government did not - Not only that the management acted by dismissing 48 workers.

48 workers were ~~dismissed~~ dismissed on the allegation that they were absent for more than 10 days, ~~in~~ treating the STRIKERS also as absentism. It is to be noted that section 2 (c) of the I.D. Act says that the strike period which has not been declared illegal should be considered as continuous service.

The Government refused adjudication, which ~~was~~ order was received by the management alone, not by us till date. But we presume that the Labour Officer, Coonoor, and the Labour Commissioner, Madras have recommended for adjudication, as they felt that injustice has been done to the workmen. Our presumption is substantiated by the fact that the Labour Commissioner, Madras writes to us on 13/6/59, asking us

Rev. His A-3. 65369/59

Contd.

stating that the matter is under the consideration of the Government, whereas the Government memorandum 265/59 refusing adjudication - copy of which we did not receive - is dated 11-6-59.

Naturally the workers felt that impartial justice has not been rendered to them and planned again to agitate, which was stayed at the instance of the District Collector, Coimbatore. Again we said we are prepared for arbitration and again the management refused. (Ref our letter to the District Collector, Coimbatore dated 9-9-59.)

17th session of the Labour Conference held at Madras in July attended by the Madras State Labour Minister also laid down "Model principles for reference of disputes to adjudication" But the State Government refused to revise the original orders refusing adjudication. (In some other cases they revised the original orders for their own reasons.)

Here is a management (1) does not act as per the accepted norms regarding employment. (2) keeps hundreds of workers as temporaries for years on end - Unfair labour practice and evasion of law. (3) goes on a writ petition against the order of the Labour Court (Ref; our 14/59/Gr dated 29-5-59 to you and your E & I 3(56)59/S dated 3-6-59) (4) quite against the section 2 (ee) of the I.D. Act treats strike days as absence and dismisses 48 workers, without even giving a chance of defence (5) refused to accept arbitration.

The Government of Madras and its Labour Department obeliges the management quite contrary to all principles accepted by the Labour Conferences and other enactments.

Will you please take up the matter and get justice to the workers? We are pained to state if the Government itself is to violate all the principles and ~~xxxxxxx~~ resort to discrimination, it is too much to expect the private managements to act up to it.

Hoping for an early response and thanking you,

Copy to
E & I State Officer, Madras.
A.I.T.I.C., New Delhi.
T.N.T.U.C. Madras.
Sri. V. G. Row, Madras.

Yours faithfully,

G. Gnanasami
Secretary.

THE NILGIRIS BRANCH OF THE
TAMILNAD PLANTATION WORKERS' UNION,

Coonoo R.S.
NILGIRIS

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

Sub:- Alleged disturbances at the East Jemehari Colliery
by the members of the Colliery Mazdoor Sabha.

Ref:- Your letter dated 14th October 1959, addressed to
the undersigned.

Dear Comrade,

With reference to the above I like to remind you that this is the same Management of East Jemehari Colliery, which by its illegal lock-out had thrown more than 100 hundred workers out of employment and through the efforts of your offices we have been able to get all workers except 40 reinstated on their respective posts. It is worth recalling that this Management had made a plot to harass these workers at the worst and had got them involved in a criminal case "attempt to murder" by the help of Police. But it was disappointed because of the Court's honourable acquittal order for these innocent workers. Even today 40 workers are unemployed and we are continuing our effort for them through the A.L.C.(C), Dhanbad. But this Management has determined in resorting to all nefarious acts against these workers and break the Union. It is really very astonishing to see that Coal/employers have begun misusing this Code of Discipline and making it an instrument for them for their favourite job of Union breaking. These tactics of the Management like East Jemehari deserves the worst condemnation.

However I place the following facts in relation to the letter of the Ministry :

Workers in question are not retrenched, but by illegal lock-out they have been stopped from work since 30th May 1958 and their cases have been taken up with the Ministry of Labour, are continuing even today. These workers as a routine had gone to know about their jobs from the Manager and came back quite peacefully when the Manager said to them that they would not be provided with jobs at that time. Management's statement of threatnings is baseless and false. Later this Management comes out to say that on the 23rd August they did not leave even raising Contractor and tried to create disturbances near his house. This Manager wants to say that he was threatened by these workers and an attempt was made to create disturbance at near the house of the raising Contractor. These both allegations are untrue.

also
Secondly this Management tries to show some colour of Union rivalry, without which it thought that this distorted and false report to the Ministry would not be convincing. I strongly deny these charges. They (Management) further say that on the 25th August at about 8-30 P.M. these workers, who are retrenched according to the Management, had indulged in throwing brick-bats into the office of the said contractor. I get no works to depreciate this false and wrongful act of the Management. As a matter of fact nothing had occurred at 8-30 P.M. at about 8-30 A.M. Shri Rasdeo Vyas, brother of the said contractor called Shri Matabadal Sahar at his house and while he was talking with him Shri Sandhari Singh, well known goonda element and employed by the Management as its Pit-Munchi beat him down on the ground and gave a bad beating to him. And then and there other men of the same type maintained there for this purpose attacked our workers in groups, broke the tiles and doors of the

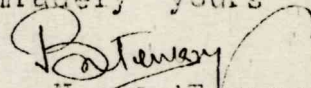
Contd.

quarters of workers of this colliery. Prior to these acts they beat the workers badly and as a result of the same Shri Jit Harijan was badly assaulted with lathis and other weapons and he was sent to the Central Hospital, Asansol where he was under admitted and was in hospital for a long time and is still undergoing medical treatment. He is in employment and worker following this Union. Management's acts were quite brutal in as such as three months old child of Shri Biswanath Harijan was subjected to brick-throwing. Shri Sudhan Harijan also was injured. Above cited Jit Harijan has lost half of his finger due to these goondas and plotted by the Management, which is very obvious by these incidents. Management has created terror in the colliery and our workers, who are unemployed as yet have not been allowed to remain inside the colliery and working men are subjected to several zulums. These matters had been reported to the Local Administration.

In conclusion I have to request that Ministry of Labour should take every step so that employers may not resort to such acts in this colliery or any of the collieries. I further request you that it should be strictly seen that such misuse of Code of Discipline is not made.

With Greetings,

Cordially yours


B. N. Tiwary.
General Secretary.

Recd. in H. Q. D.

*mm
2/11/51*

No.185/A/59
October 17, 1959

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

Sub: Alleged breach of the Code of Discipline
by members of the Colliery Mazdoor Sabha
at the Searsole Colliery.

Dear Sir,

Please refer to your letter No.E&I-12(197)/
59 dated September 4, 1959, on the above subject.
We have made detailed inquiries into the allega-
tions and we find that the facts of the matter
as reported to you cannot be substantiated.

Firstly, Shri Sukdeo Bin and Shri Khiru Bhuiya
are not just discharged employees of the colliery
but leaders of the Searsole Branch of the Colliery
Mazdoor Sabha. It was in the capacity as trade
unionists that they led a deputation on May 8 to
the Agent of the Colliery. It is not a fact that
these two persons had approached the Agent demanding
reinstatement, as reported to you. The deputation
had, in fact, gone to meet the Agent in connection
with certain outstanding disputes relating
to allotment of jobs to wagon loaders and others,
payment of due wages, etc. However, even though
the Colliery Mazdoor Sabha is the only effective
trade union which exists in the Searsole Colliery,
the Agent of the Colliery refused to meet the
deputation and listen to the workers' grievances.

Secondly, it is also not true that members of
the Colliery Mazdoor Sabha wanted to assault the
agent and the staff. What had, in fact, occurred
was that the Agent, instead of meeting the deputation
of the workers, called in anti-social elements to
drive away the workers. You are probably aware
of the fact that in the colliery areas, the
employers maintain a host of these anti-social
elements (popularly known as 'goondas') and much

page two

of the disturbances in the coal belt can be traced to this factor. Our information is that the situation was saved, despite the provocative action of the anti-social elements, due to the firmness and peaceful resistance of the colliery workers. The acts of the anti-social elements who continue to remain in the area have been reported to the Raniganj Police Station by the union.

We hope you will therefore agree that there is no breach of the Code of Discipline on the part of our affiliate, the Colliery Mazdoor Sabha, Asansol. In actual fact, what is needed is a change in the attitude of the management of the colliery in the matter of speedy settlement of the workers' legitimate demands and negotiate with the union for this purpose.

Yours faithfully,

Mrs
1818

(K.G.Sriwastava)
Secretary

No.185-II/A/59
October 17, 1959

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

Sub: Alleged breach of the Code of Conduct
- meeting at Monoharpur on April 23, 1959

Dear Sir,

Ref: Your letter No.E&I-10(12)/59 dated
August 31, 1959

We understand from our enquiries that the allegations made against our affiliate, the United Mineral Workers Union, Monoharpur, are unfounded.

Shri Prafulla Kumar, Shri Pasupati Pandey and Shri Manuel Bag and others, who are activists of the United Mineral Workers Union, have denied that in their speeches, they used unparliamentary language against officials of the INTUC union.

The meeting held at Monoharpur on April 23 was organised in support of the workers' demands for increase in the basic wage and D.A. and profit-sharing bonus. Speeches at the meeting highlighted the need for unity of the workers behind their demands.

Yours faithfully,

Vms
17/10
(K.G.Sriwastava)
Secretary

135

October 17, 1959

Dear Com.PR,

I hope you received my letter of September 9, with regard to the memorandum the Devicolam Union has to submit for the Code of Discipline inquiry.

As you know, the inquiry is being delayed on the plea that memoranda from parties have not been received.

The union and the KSTUC have been particularly unhelpful on this question, for reasons best known to themselves. In my letter of September 9, I wanted to know from the KSTUC if they too are of the view that no memorandum is to be submitted. There is no reply from them. However it is time that we should decide one way or other and see that the whole thing is finished quickly enough. Will you please ask the union and the KSTUC to complete the memorandum, if they have started work on it or write to ~~the~~ us if they do not intend to do so.

With greetings,

Yours fraternally,

mm
(K.G.Sriwastava)

No.E&I 35(102)/58/S
Government of India
Ministry of Labour and Employment

...

From

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

To

The Secretary,
Devicolam Estate Workers Union,
Murnar (Kerala)

~~Subject~~

Dated, New Delhi, the

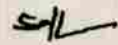
13 OCT 1959

SUBJECT:- Enquiry into Kerala Plantation strike under
the Code of Discipline.

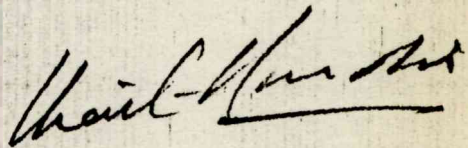
Dear Sir,

I am directed to refer to this Ministry's letter of even no. dated the 2nd June 1959 and subsequent reminders dated the 10th July 1959 and 29th August 1959 on the above subject and to request that the requisite information may kindly be expedited.

Yours faithfully,


for Joint Secretary

✓ Copy to the Secretary, All India Trade Union Congress,
4, Ashok Road, New Delhi. Please connect this with this
Ministry's letter of even no. dated the 8th September 1959 and
expedite a reply.



for Joint Secretary

...

115

October 19, 1959

Dear Com. Ranamurti/Balachandra Menon,

As you will find from the enclosed copy of letter I received from Shri R.L.Mehta, the whole inquiry into the Kerala plantation strike is now being delayed because our Union did not send its statement and the names of their witnesses.

If the union is not in a position to undertake this job, it should be the responsibility of the State TUC to help them in this regard. But the whole difficulty is, there is no reply from the union or the KSTUC as to what they propose to do.

As I wrote earlier, if you decide not to submit any statement, you should at least send names of your witnesses. Since the Union's behaviour in this connection has been most deplorable, highly injurious to the prestige of our organization itself, I hope you will take personal attention on this matter and do the needful.

With greetings,

Yours fraternally,

hno
17/12
(K.G.Sriwastava)



MINISTRY OF
LABOUR AND EMPLOYMENT.

19 OCT 1959

New Delhi, the 17th Oct. 1959.

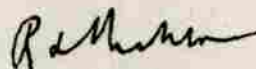
Dear Shri Sriwastava,

In connection with the enquiry to be held into the Kerala Plantation strike, under the Code of Discipline, the unions concerned were requested early in January last (copy of letter enclosed) to furnish statements regarding the circumstances leading to the strike, various events during and after the strike and the names of witnesses whom they would like to be examined by the Enquiry Committee. Despite several reminders the Devicolam Estate Workers' Union, your affiliate, alone has not sent their statement and the names of their witnesses. All other Unions have.

2. The State Government have now agreed to the proposed enquiry being held and I shall feel grateful if you will kindly request your affiliate to send us the requisite information urgently to enable me to take further steps in the matter.

3. As the enquiry has already been considerably delayed for want of clearance from the State Government, I shall be grateful for your immediate co-operation so as to avoid further delay.

Yours sincerely,


(R.L. Mehta)

Shri K.G. Sriwastava,
Secretary,
All India Trade Union Congress,
4, Ashok Road,
NEW DELHI.

Copy of letter No.E&I-35(102)/58 dated 24th January, 1959, from Shri R.L. Mehta, I.A.S., Joint Secretary to the Government of India, Ministry of Labour & Employment, addressed to the Devicolam Estate Workers' (AITUC) Devicolam.

XXX

XXX

XXX

Subject: Study of plantation strike in Kerala.

...

I am directed to say that in pursuance of the recommendations of the Standing Labour Committee, Shri R.L. Mehta, Joint Secretary in this Ministry, assisted by the representatives of workers & employers as assessors, would shortly be enquiring into the Plantation Workers' Strike in Kerala with reference to the Code of Discipline. In order to enable the Enquiry Committee to have independent versions of the parties concerned I am to request you to send your statements (with 7 spare copies) regarding the circumstances leading to the strike and the various events during the strike and after, particularly in the context of the Code of Discipline, a copy of which is enclosed. The names of witnesses whom you would like to be examined by the Committee in this connection may also kindly be intimated to this Ministry.

It is requested that your reply may kindly be sent to this Ministry as soon as possible and in any case not later than the 28th February, 1959.

XXX

XXX

XXX

21 OCT 1959

No.E&I-12(197)/59.
Government of India
Ministry of Labour & Employment.

From

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

To

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

Dated New Delhi, the

Subject:-Alleged breach of Code of Discipline by the Colliery
Mazdoor Sabha at the Searsole Colliery.

Dear Sir,

In continuation of this Ministry's letter of even number dated the 4th September, 1959, I am directed to say that it has been reported to this Ministry that on 5th August 1959, 5 discharged workers of the Colliery forcibly started loading wagons of the colliery with a view to compelling the management to re-employ them. It is learnt that these workers were instigated by Shri Sunil Sen, the Organising Secretary of the Colliery Mazdoor Sabha, your affiliate, who was present at the time of the incident.

2. Again, on 22nd August 1959, the Agent of the colliery was confined in his office for some time, by some members of the colliery Mazdoor Sabha. Thereafter, these workers continuously surrounded and threatened the Manager and the Agent of the colliery making them difficult to attend to their work. It is apprehended that if these unfair methods by the members of the Sabha continue, industrial peace in the colliery will be jeopardised.

3. I am, therefore, desired to request that necessary steps may kindly be taken urgently by you to ensure that members of your affiliate do not resort to undesirable practices which are against the letter and spirit of the Code.

4. The action taken in the matter may kindly be intimated to this Ministry at an early date.

Yours faithfully,

M. S. Mani
for Joint Secretary.

'D.A. NIL'
J.S. 19/10/59.

See copy to the Union

*18/10
21/12*

20 OCT 1959

(TRUE COPY)

GOVERNMENT OF INDIA

MINISTRY OF LABOUR AND EMPLOYMENT

No.E & I-3(56)/59/S dated NEW DELHI, the 20th October 1959

From

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

To

The Secretary,
The Nilgiris Branch of the Tamilnad Plantation
Workers' Union,
COONOR.R.S (Nilgiris) Madras State

Subject : VIOLATION OF PRINCIPLES LAID DOWN BY
THE INDIAN LABOUR CONFERENCE BY THE
GOVERNMENT OF MADRAS.

Dear Sir,

With reference to your letter No.87/59/Gr dated the 14th October, 1959 on the above subject I am directed to say that the Government of Madras have already set up an Implementation and Evaluation Machinery comprising an Implementation Section in the Labour Department and a Tripartite Implementation Committee to deal with cases of violations of the code of Discipline, Labour enactments, awards etc., falling the state ~~emp~~ sphere. As your complaint falls in the state sphere, I am desired to request you to contact Shri T.N.Lakshminarayanan IAS, Commissioner of Labour, Madras who is the State Implementation Officer, for further necessary action in the matter. If considered necessary, you may also request him to consider the desirability of placing your complaint before the tripartite state Implementation and Evaluation Committee.

Yours faithfully,

Sd (SBL NIGAM)

for Joint Secretary.

No.185/A/59
October 21, 1959

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

Sub: Dispute in Woodbriar Estate Ltd.,
Devarsola P.O., Nilgiris, Madras State

Dear Sir,

Kindly refer to letter No.87/59/GR dated October 14, 1959 addressed to you by our affiliate, the Tamilnad Plantation Labour Union, Coonoor, Madras State in connection with the above dispute.

The workers in Woodbriar Estate, led by our affiliate, had been agitating against the practice of the management in keeping majority of workers on the rolls on a temporary basis, against the norms accepted by the planters and Government in the Minimum Wages Committee, etc. Following the dismissal of two workers, there was a strike but on the intervention of the Madras State Government, the strike was withdrawn on the second day. The union expressed itself in favour of settling the dispute by arbitration but the management did not agree to this proposal. The strike was withdrawn on the assurance of the State Government that they would bring about an amicable settlement. However, the State Government failed to take proper action and the management, in the meantime, dismissed another 48 workers. The situation has now further worsened since the State Government have refused to refer the dispute to adjudication and there is no other avenue of settlement forthcoming.

We do not want to repeat the other facts relating to the dispute but would only point out that the attitude of the State Government in this regard has been extremely deplorable. Firstly, the State Government have failed to implement the assurances which were given when the union withdrew the strike. Secondly, the State Government failed to take any positive action when the employer had

page two

gone on record with a series of instances of anti-labour practices.

We may also point out that the management had gone on appeal to the High Court against the order of the Labour Court reinstating two workers dismissed earlier and the State Evaluation and Implementation Committee has suggested out-of-court settlement. The results of the efforts made by the Committee in this direction are not yet available. But the unhelpful stand taken by the State Government in this dispute cannot but have its consequences.

We would therefore request you to take up the matter with the Madras State Government and help in bringing about an amicable settlement of the dispute.

Thanking you,

Yours faithfully,

WGP
2/12
(K.G.Sriwastava)
Secretary

Copy to: Com.P.Vriddhagiri,
Secretary,
Nilgiris Branch of the
Tamilnad Plantation Workers Union,
Coonoor R.S., Nilgiris

21 OCT 1959

No.E&I-8(9)/59
Government of India
Ministry of Labour & Employment

From

Shri R.L. Mehta, I.A.S.,
Joint Secretary to the Government of India,

To

All Central Organisation of Employers/Workers.

Dated New Delhi,

October, 1959.

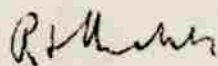
Subject:- Employment of Shri A.M. Joshi as Regional
Labour Commissioner (Implementation) for
the Eastern Region.

Dear Sir,

I am directed to say that in pursuance of the decision of the sixth session of the Industrial Committee on Coal Mining, held in New Delhi, on 21st February, 1959, Shri A.M. Joshi has been appointed as Regional Labour Commissioner (Implementation) for the Eastern Region. The Headquarters of Shri Joshi will be located at Dhanbad and for the time being his office will be situated in the premises of the office of the Regional Labour Commissioner (C) Dhanbad.

2. Shri Joshi will be mainly concerned with enquiries of major breaches of the Code of Discipline, Code of Conduct, Labour enactments, awards, etc., in so far as central sphere undertakings are concerned. I am desired to request you to advise your member-units to extend to Shri Joshi their full cooperation to enable him to discharge his duties effectively. It may be emphasised that while the services of Shri Joshi will always be available to your members to help in setting right the breaches of the Code of Discipline etc., his work will be different from that of the Central Industrial Relations machinery which may continue to be utilised as heretofore.

Yours faithfully,


(R.L. Mehta)
Joint Secretary.

1. Copy for information to all State
Implementation Officers.

2. Copy to:-

- 1) C.L.C.
- 2) R.L.Cs.
- 3) Shri A.M. Joshi.

for Joint Secretary.

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

23 OCT 1959

NO.E&I-8(18)/59
GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT

From

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

To

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

Dated New Delhi, the

22 OCT 1959

Subject:-

Conclusions of the Indian Labour Conference
(Madras - July, 1959)

Dear Sir,

I am directed to say that the Indian Labour Conference at its 17th Session held in July 1959 at Madras decided that the question whether a "representative union, referred to in the 'Criteria for recognition of Unions' appended to the Code of Discipline should represent also the technicians, the supervisory staff, etc.," should be considered in consultation with the interests concerned. I am to request, therefore, that the views of the associations representing technicians, supervisory staff etc. affiliated to your organisation together with your views in the matter may kindly be furnished to this Ministry at an early date.

Yours faithfully,

Benjamin
for Joint Secretary

Yes. We agree that the
mg should be in our + 11-
Some union.

Wm
12/11

23 OCT 1959

No. E&I-10(38)/59.
GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT.

From

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

To

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

Dated New Delhi, the

22 OCT 1959

Subject:- Code of Conduct - Violation by the Cochin Port Cargo
Labour Union, Cochin.

Dear Sir,

It has been brought to the notice of this Ministry that on the 7th instant at 4 PM there was a clash between the members of your affiliate, the Cochin Port Cargo Labour Union, and those of the Cochin Thuramugha Thozhilali Union at the Railway Goods Shed in the Cochin Harbour Terminus Railway Station over the issue of re-allocation of work amongst the workers. It is alleged that members of your affiliate used knives and daggers and one of the conveners of the other Union was stabbed.

2. If the above facts are correct, it would be appreciated that the action on the part of your affiliate constitutes a violation of the Code of Conduct. I am, therefore, desirous to request you to look into the matter and take necessary action against the union so that such breaches do not recur.

3. I may also draw your attention to this Ministry's letters No. E&I-40(17)/58 dated the 26th February, 1959, and the 29th May, 1959 whereby a similar breach of the Code by this very Union was brought to your notice.

4. The action taken by you in the matter may kindly be intimated to this Ministry at an early date.

Yours faithfully,


for Joint Secretary.

k.s.
d.a.nil.

THE MILBIRI BRANCH OF THE
TAMILNADU PLANTATION WORKERS' UNION,
Coonoor R.S.
24th Oct. 1959.

Ref. No. 87/59/GR

The Evaluation and Implementation Officer,
Ministry of Labour, Govt., of India,
New Delhi.

Dear Sir,

Sub: - Violation of principles laid down by the
Indian Labour Conference by the Government of
Madras.

Ref. our 87/59/GR dated 14th Oct. 1959 and

Your office no. MLI-3(56)/59/S dated 20th Oct. '59.

We thank you for the above.

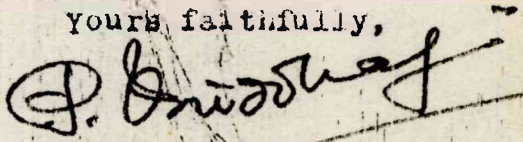
We have already stated in our above letter "Now our complaint is against the Labour Department of the Government of Madras." As much such, we are afraid as to the useful purpose that would be served by requesting the State Implementation Officer, to take it up. Anyhow as suggested by you we are writing to him today.

Again we stress that the matter is taken by you so that the discrimination and injustice done to us undone.

Thanking you,

Yours faithfully,

Copy to
The Secretary, A.I.T.U.C., New Delhi.


Secretary.

தமிழ்நாடு தேசிய தொழிலாளர் சங்கம் (1491)

(Affiliated to A. I. T. U. C., and W. F. T. U.,)

(நலகிரி கிளைகள் :- காளையார், துள்ளூர்.)

சு. சீ. இ. சி., R. S.

24th October 1959

Ref. No.

87/59 Gr

The State Implementation Officer,
(The Commissioner, of Labour)
Madras.

sir,

Sub : Violation of principles laid down by the
Indian Labour Conference by the Govt of
Madras - Issues of dismissals in the
Woodbriar Estate, Devarshola Post, Milgiris.

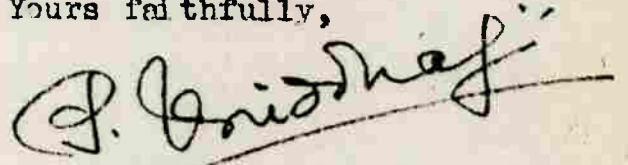
Ref : Our 87/59/Gr addressed to the E & I Officer,
Ministry of Labour, Government of India,
New Delhi with copy to you, and No. E & I-3
(56)/59/S dated New Delhi, the 20th October
1959 (enclosed).

We are again enclosing our letter to the E & I
Officer, New Delhi along with the copy of the letter
from the same officer.

We request you to be kind enough to place the
same before the Tripartite State Implementation and
Evaluation Committee and do the needful in the matter.

Thanking you.

Yours faithfully,



Secretary.

Copy to:-

The E & I Officer, New Delhi.
The Secretary, AITUC, New Delhi.
Sri V.C.Row, Member, State E & I Committee.

The SHIVRAJPUR SYNDICATE LTD.

P.O. SHIVRAJPUR MINES

DISTRICT PANCHMAHALS.

DATE: OCTOBER 24th 1959.

OUR Ref 354W/L-3311

Mr. Manilal Sharma ^{Asst.}

II class wiseman cum cinema operator

As you are aware, the management has declared a bonus equivalent to 4 months' basic earnings as the result of an agreement with the union.

It is reported to us that you are making propoganda and instigating the workmen against this Agreement on the mines premises.

The management views this behaviour on your part very seriously as this misguidance is likely to cause breach of peace.

You are hereby warned that you will be held responsible in case any untoward incident or any breach of peace takes place on the mines property.

Please also note that repetition of this conduct on your part will be dealt with very severely.

General manager.

+ 21. 8. 21 211829.

१८ वीवनांग

- (१) मंगल लाल शर्मा - वायवमणे ट रानेगावोपरेन.
- (२) धारुण जीवनांग - मण्डुर.
- (३) जवानाण ह्यराण - मरानमेन हेपर
- (४) धना गोटा - मण्डुर.
- (५) पुनमसांए रूपासांए - मण्डुर
- (६) वे. साव. योसांए मोरुन.
- (७) लपणमाठ सपण - सुधार
- (८) अडलरुममट सुजण लस - सडकी डाठपर.
- (९) डांथा पुसडा - सुपमडे.
- (१०) धनासांए पदमकेसांग - लोड जोय.
- (११) वेराम डीशाण - मण्डुर.
- (१२) नासायहा
- (१३) वेसांग लीजा - टेंडूर डाठपर.
- (१४) रूपासांग लीसांग - मण्डुर.
- (१५) पुनमलाल पंयाल - मण्डुर
- (१६) सांदात्रे वायवमेन -
- (१७) लालु लुम्णा - मण्डुर.
- (१८) वसा लेम - मण्डुर.

તા. ૧૭-૧૧-૧૯.
પાણી માઈલસ

શ્રી. બનરલ મેનેજર આરોલ,

શ્રી. જા માઇલ મેનેજર પાણી માઇલસ.

આરોલ,

આનો પત્ર સંખ્યા ૬૬૬/૬/૧૬૧૧ તારીખ ૨૪^૧/_{૧૬} તથા

તા. ૧૭^૧/_{૧૬} પત્ર નં. ૬૬૬/૧-૬/૬૩૪૬૫ યત્રના અનુસંધાનમાં જણાવવાનું કે સદર પત્રમાં

મારી બદલી શિવરાજુર માઈલસ પાણી માઇલસ કંચમાં આજ છે તેમજ મહાન બાલીકંચના
ની આરોલ, તેમાં મારી માન્યતા પ્રમાણે મેનેજમેન્ટે અને ધોર અભ્યાસ કર્યો છે તેમ માત્ર
માન્યુ છે અને તેને મારે પુ નીચે મુજબનાં કારણો સ્વસ્થ કરું છું.

૧) એકે માઇલમાંથી બીજા માઇલમાં બદલી કરવા મારે પહેલાંથી અભ્યાસ સુધી હંમેશાંને
મારે એકે પક્ષી તથા હોજી પૂર્ણ નીતિ રાખવામાં આજ છે.

૨) મારાશ મુનીયર પાલસમેનો એમો શિવરાજુરમાં હોવા છતાં મારી બદલી શિવરાજુરના
પાણી માઇલસ કંચમાં આજ છે તે બાલકુલ અનુચીત છે.

૩) એકે માઇલમાંથી બીજા માઇલમાં ફરમામ બદલી કરતા પહેલાં દરેકે કામદારની રાજ્યુશી
યા સંમતિ લેવામાં અને પૂછવામાં આવે છે એ મારી રાજ્યુશીયા સંમતિ લેવામાં અને
પૂછવામાં આજ નથી. સાથે અને મરોપમાં આવેલ લેર પર કોઈ પણ એનિંગનિયર યા
હેડ કોઈ ડીપાર્ટની સીધી પણ નથી.

૪) પાણી માઇલસમાં મારા જાખડોને બહાવર મારે તકલીફ છે ક્યારે અન્ય પાયરમેન
જાખડો પિકાવાપૂહ છે.

૫) મને પાણી માઇલસ બદલી મારી શિવરાજુરની જગ્યા પર કી. રો. આર. બરાને મુડવામાં
આવ્યા છે. આ પહેલાં કી. રો. આર. બરાને પાણી માઇલસમાં પોતાના કામ ઉપરથી
બહારગામ રતા મારે તેમની જગ્યા પર એકે પણ એકે બે પાયરમેનોની બદલાના એકેર
નીકળ્યાં પણ એકેર બાતલ કરવામાં આજ્યા એ મુખતાયે છે.

૬) અમે આનો પાઇલનું મુખ્ય કારણ લાગવાગરણી તેમજ નોંડેરીયાતોને ગરજના મત્ત
હોવા છતાં પાણી માઇલસ બદલાના એકેર આજા ફરમામ એકેર લો ઇમ્ યુનિયનનો
અભ્યાસ એનોયા મારે કરેવું એમ છે.

૭) મારી એપોસમેન્ટ શિવરાજુર માઇલસ ખાતે શિવરાજુર કંચમાં આજા સ્ત્રી.
જ્યારે મારી પદાજા પાયરમેન એવોને મુખ એકેર માઇલસ એકેર કે પાણી માઇલસ મારેજ
રાખવામાં આજ્યા છે છતાં તેઓની પાણી માઇલસ નહિ બદલી કરવા પાઇલરનું
હેવું હોય શકે?

Man Vahan
Vahan

...નોવામાં આપ્યું છે. તા. ૨૬.૮.૧૯૫૧ના લેટર નં. ૫/૫૦૪ જે અને પાની પ્રાઇવેસી શિ. માઇન
બદલી કરી ત્યારે પણ શિવરાજકુર આઇવસમાં શિ. વા. એમ. એ. હાઇવાલા ત્યાં મરીયામલેન
(મોડવાઈફ) તેમજ એમ બુનિમર સ્ટુડી કંપોરન ખાલી હોવા છતાં મને શિવરાજકુર આઇવસમાં
મકાન નહિ આપતાં આગળકુવા આઇવસમાં મકાન આપીવામાં આવ્યું એવેમંતે પોતાના
સ્ટેન્ડીંગ ઓર્ડરનો તબ્ક કરી છે તે અનેલાવ આરે કે હું શિવરાજકુર આઇવસ થઈ
બુનિમરનો આગેવાન કાર્ગકર છું અને આમ ઉંચાનો હેતુ રૂઝા અને તથા મારા અન્ય
સાથદારોને રૂઝે બુનિમરના હકીકત સિમુન કરવા તથા અભાર કામદાર સંગ્રહને ઠીકન ઠીકન
કરવાનો હેતુ તે દેખીતું છે. તા. ૨૪.૧૦.૫૧ના દિવસે રૂઝે પાટી મારી બદલી શોધવાઈકુર આઇવસ
પાની પ્રાઇવેસી કરવામાં આવી છે તેમો હું અર્થત મિસેદા કરું છું. એકે ઓર્ડરના આદેશને માને
આવી જે પાની પ્રાઇવેસી કામદાર શંભુ થમો છું. જે દિવસે મારી બદલી શિવરાજકુર
પાની પ્રાઇવેસી કરવામાં આવી તેમ દિવસે અને એકે પા નં ૩૩૫૪/૨૩૩૩ આજનોવામાં આવ્યો
એમાં અભારવામાં આવ્યું છે કે બુનિમર સાથે (એમલોઇડ બુનિમર) એલ ઓર્ડર
મિસેદા અને પ્રમાણ કરીને ઠીકને ઉપરોક્ત પત્ર વાંચતાં અને તે દિવસે અને શિવરાજકુર
પાની પ્રાઇવેસી બદલાવો એકેર બેતાં કોઈ પણ અમાન્ય મળવા એ નહીં કરી શકું છે
કે વાસે બદલી શકે રૂઝે બુનિમર અભારવા એવેમંતે આજ છે. એમો સ્વારી
શતે વાળો કો કે મરાં બાલકો શિવરાજકુર સંકુલમાં ભળતાં હોવાકેળા કાનહી છેલ્લા સુખકે
શિવરાજકુર આરે મકાન શાની માત્રુ કુરુન શિવરાજકુર રહે છે. જે શાવરાજકુર આઇવસમાં
થોડા દિવસ પહેલાં મકાન મળતાં (તા. ૨૬.૮.૫૧) જે શિવરાજકુર આગળું મકાન બાલી કરેલ છે
શિવરાજકુર આગમાં કું સમયમાં મકાન બોધેલું એલેલ મશ. જે તમારુ મારી બાલુ છે જે
મારી વાઈફ તેમજ બાળકો અકેલાં રહેતાં હોવાકેળા તેઓની અનમલ ની અભારતા
અભારમા એવું મકાન મળતાંની સાથે અને શિવરાજકુર આઇવસમાં આગેવામાં
આવેલ મકાન બાલી કરી આપશ. એવેલ વિનંતિ

આનો વિકાસ

મહીલાલ. એફ. શામી.

આચરમેલ. એ. અ. અ. અ.

ઓપરેટર.

આના.

૫) અભારવા એવેલ શિવરાજકુર આઇવસ.

૬) શીબુ. લેલાલ કમિશનર (એગ્રીલ) ✓

૭) લેલાલ હાઈવેકેટર અમદાવાદ.

6961 120 67

No. E&I.12(243)/59.
GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT.

From

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

To

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

Dated New Delhi, the **28 OCT 1959**

Subject:- Breach of the Code - illegal confinement of the
Karampura Colliery Manager by members of the Coal
Workers Union.

....

Dear Sir,

It has been reported to this Ministry that at 8.30 A.M. on August 27, 1959, while the Manager of the above mentioned colliery was inspecting the colliery's electric sub-station, 2 workers demanded that permanent workmen should be allotted work only after casual ~~and~~ and temporary workers had been given their daily allotments and in case there was not enough work for all on any day it should be permanent workers who should be rendered surplus even though they may have to be paid full wages for such days. As the Manager refused to agree to this rather unreasonable demand he was surrounded by about 70 workers who, at the instigation of Shri Komesewar Sonar, Secretary of the Coal Workers' Union, your affiliate, detained him forcibly in the electric sub-station till 4 p.m., when he was rescued with the help of the police.

2. As the above action on the part of a responsible official of your affiliate constitutes a breach of clause II(v)(a) of the Code of Discipline I am desired to bring this matter to your notice with the request that Coal Workers' Union may please be advised to desist from such practices in future.

3. The action taken in the matter may kindly be intimated to this Ministry at an early date.

Yours faithfully,



for Joint Secretary.

k.s.

d.a.nil.

copy to the union
1/10/59
2/10/59

No.185-A/59
October 28, 1959

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

Sub: 2nd meeting of the Central I&E Committee
- August 13, 1959 - conclusions.

Dear Sir,

Ref: Your letter NO.E&I.8(13)/59 dated 1.10.59

Following action has been taken by us on the
decisions of the 2nd meeting of the Central I&E
Committee:

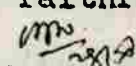
Items 2(1), (3), (4) and (5):

We have circularised the decisions of the
17th Indian Labour Conference through our organ,
the 'Trade Union Record' as well as the journals
of our State Committees, to the affiliated unions.
Office-bearers of the AITUC and its State Committees
in their meetings with the unions and workers
report on and stress these points in their speeches.
The decisions of the 17th Indian Labour Conference
were reported to the Working Committee of the
AITUC held at New Delhi from August 8-10, 1959.
In our various publications, the Code of Discipline
has been given prominent feature. The publication
of the Government on the Code has been circularised
to the unions.

Item 5 & 7: Through circulars and publications,
these decisions have been communicated to the unions
concerned. Our office-bearers, during inspection
tours and when they are consulted by unions for advice,
keep these decisions in view.

Item 9 (2) & (3) refers to employers.
" clause (6) - noted.

Yours faithfully,


(K.G. Sriwastava)
Secretary

3 OCT 1959

No. E&I.8(13)/59.
GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT.

.....

From

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

To

All India Central Employers' and
Workers' Organisations.

Dated New Delhi, the

1 - OCT 1959

Subject:- Second Meeting of the Central Implementation and
Evaluation Committee - August 13, 1959 - conclusions.

.....

Dear Sir,

I am directed to refer to this Ministry's circular of even number dated the 28th September, 1959 addressed to the members of Central Implementation & Evaluation Committee and copy endorsed to you and to request that appropriate action may kindly be taken to implement the decisions contained in clauses (1) & (3) to (5) of item 2, item 5, item 7, and clauses (2), (3) and (6) of item 9 of the conclusions. This Ministry may kindly be informed of the action taken in the matter as early as possible.

2. It is also requested that the conclusions of the Committee may kindly be brought to the notice of your constituent members.

Yours faithfully,

for Joint Secretary.

k.s.
d.a.nil.

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

Handwritten notes:
We are providing the
conclusions in copy which is
convenient to all our off. units.
Remains this see what action can
be taken. Kindly advise needs. Reply
up D.D. from time to time if happens
soon.

No. E&I.12(91)/59
Government of India
Ministry of Labour & Employment

From

The Joint Secretary to the Govt. of India,
Ministry of Labour and Employment,
New Delhi.

To

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

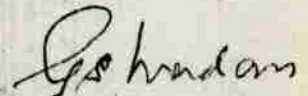
Subject: Violation of the Code of Discipline -
New Marine Colliery - Dhanbad.

Dated New Delhi, the 30th October, 1959.

Dear Sir

I am directed to refer to this Ministry's
letter of even number dated the 3rd July, 1959, and
subsequent reminder of even number dated the 14th September
1959, on the above subject and to request that action
taken by you in respect of para 2 thereof may kindly be
intimated to this Ministry at an early date.

Yours faithfully,



for Joint Secretary

30 OCT 1959

- 3 NOV 1959

No. E&I-10(12)/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, Ashok Road, New Delhi.

2 NOV 1959

Dated New Delhi, the

Subject:- Alleged breach of the Code of Conduct - Meeting
at Manoharpur on the 23rd April, 1959.

Dear Sir,

With reference to your letter No.185-II/A/59 dated the 17th October, 1959 on the above subject, I am directed to say that the question of breach of the Code of Conduct by members of your affiliate- United Mineral Workers' Union - was taken up with you only after our preliminary investigations showed that some of the leaders of your affiliate used unparliamentary language in their speeches against some office bearers of the Gua Mines Workers' Union. While it may not be necessary to pursue further this minor question with you it is felt that there is considerable inter-union rivalry in the Manoharpur area and we would appreciate your impressing on your affiliate the need to follow the provisions of the Code of Conduct and to observe restraint in union meetings. We shall be only too glad to make a similar request to the other union(s) as soon as any specific instance of unparliamentary language used by their office bearers in their union meetings against members of your affiliate, is brought to our notice.

Yours faithfully,

for Joint Secretary.

"d.a.nil
SSB/

Repr.

We would like to know the
Adviser, method
investigation
made by you which should not
unparliamentary language was used by
speakers of our affiliate.
on behalf for you we will
again

125

November 3, 1959
4.

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

Sub: Alleged disturbances at the East
Jamehari Colliery by the members of
the Colliery Mazdoor Sabha.

Dear Sir,

Please refer to your letter No. E&I-10(34)/59 dated 12th October 1959 on the above subject. Our inquiries into the allegations reveals that your Ministry has been misinformed with regard to the facts of the matter.

As you are aware, the dispute in East Jamehari has remained largely unsettled. It is really strange that instead of trying to bring about an amicable settlement, the management of the Colliery should make baseless allegations against our union. In fact, what is worse, management has been responsible for creating a tense situation in the colliery and utilising anti-social elements, inflicted serious injuries on many workers.

The facts, as reported to us by our union, are as follows.

At about 8.30 A.M. on 25th August, Shri Basdeo Vyas, brother of the raising contractor called Shri Matabadal Kahar, one of the entrenched workers, to the foremens house. While Shri Kahar was talking to the contractor's brother, Shri Ramdhari Singh, one of the notorious leaders of anti-social elements, employed by the management as its "Pit-Munshi" came on the scene and physically assaulted Shri Kahar. Later on the anti-social elements attacked the workers in the workers' quarters.

From the above facts, it is evident that in order to hide their criminal acts against the workers, the management is trying to foist false allegations against the union. It is also clear that there has been no instance of Violation of the Inter-Union Code of Conduct.

It is requested, as we have repeatedly pointed out earlier, the managements of the collieries should be advised to desist from taking the law into their own hands.

No.185-II/A/59
November 3, 1959

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

Sub: Alleged breach of the Code of Conduct
- Meeting at Manoharpur on the 23rd
April 1959.

Dear Sir,

With reference to your letter No.E&I-10
(12)/59 dated November 2, 1959 on the above
subject, we hope it would not be out of place
to inquire the sources and method of preliminary
investigations undertaken by the Labour
Ministry regarding allegations about violation
of Inter-Union Code of Conduct. In this
particular case, we would like to know
how the Ministry came to the conclusion that
our affiliate "used unparliamentary language
in their speeches against some office-bearers
of the Gua Mines Workers Union".

Yours faithfully,

1/20/59
4/1/59
(K.G.Sriwastava)
Secretary

44 NOV 1959

IMMEDIATE

- 4 NOV 1959

No. E&I-12(295)/59
Government of India
Ministry of Labour & Employment
.....

From

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

To

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

Dated New Delhi, the

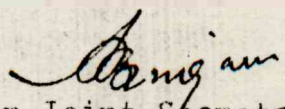
Subject:- Breach of Code of Discipline by Martins
Light Railways Mazdoor Union.
.....

Dear Sir,

It has been reported to this Ministry that the workmen belonging to Martins Light Railways Mazdoor Union, an affiliate of your Organisation, ~~and~~ had decided to go on a token strike if the dispute about Puja Bonus was not settled. The date of the strike fixed as October 1, 1959 was subsequently deferred. Meanwhile, some Union members assaulted some supervisors and workmen of the company. When the assailants were suspended by the management on October 3, 1959 the workmen of Banks Loco Depot and Stores Depot resorted to a stay-in-strike with effect from October 5, 1959. Later, the workers are reported to have obstructed the movement of rolling stocks, ~~and~~ assaulted loyal workers and misbehaved with the management. Despite the fact that the workshop was to meet emergent demands caused by the floods and the action of workers is not only illegal but most undesirable at this time, the Union has not so far called off the strike. The action of the workers and the union is ~~this~~ against clauses II (vi) (b) and IV (i) and (iv) (d) of the Code of Discipline. I am desired therefore to request that the union may kindly be advised to call off the strike and settle its disputes through constitutional means. It may also kindly be advised to avoid such breaches of the code in future.

2. The action taken in the matter may kindly be intimated to this Ministry urgently.

Yours faithfully,


for Joint Secretary

d.a.nil
N.Ram/30/10

3 NOV 1959

= 4 NOV 1959

- 4 NOV 1959

No. E&I-3(56)/59
Government of India
Ministry of Labour & Employment
.....

From

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

To

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

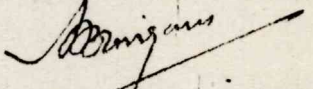
Dated New Delhi, the

Subject:- Dispute in Woodbriar Estate Limited, Deversola,
P.O. Nilgiris, Madras.
.....

Sir,

With reference to your letter No.185/A/59, dated the 21st October, 1959 on the above subject, I am directed to say that the Nilgiris Branch of the Tamilnad Plantation Workers' Union, which had earlier sent a representation in this connection, has already been advised (copy of this Ministry's letter dated 21st October 1959 enclosed) to contact the State Implementation Officer and, if necessary, request him to place the matter before the tripartite State Implementation Committee. This Ministry has also requested the State Government as well as the State Implementation Officer to look into the complaints of the Union. As the subject falls in the State sphere, it will be appreciated if you also kindly advise your affiliate to take up the matter with the State Implementation machinery.

Yours faithfully,


for Joint Secretary

d. a. refd. to
N. Ram/30/10

Copy of letter No.E&I-3(56)/59/S dated the 20th October,1959, from ~~xxxx~~ Joint Secretary to the Govt. of India, E&I Division, to The Secretary, The Nilgiris Branch of the Tamilnad Plantation Workers' Union, Coonoor R.S. Nilgiris, Madras State.

Subject:- Violation of principles laid down by the Indian Labour Conference, by the Government of Madras.

--

With reference to your letter No.87/59/GR dated the 14th October, 1959 on the above subject, I am directed to say that the Government of Madras have already set up an Implementation and Evaluation Machinery comprising an Implementation Section in the Labour Department and a tripartite Implementation Committee to deal with cases of violations of the Code of Discipline, labour enactments, awards, etc., falling in the State sphere. As your complaint falls in the State sphere, I am desired to request you to contact Shri T.N. Lakshminarayanan, I.A.S., Commissioner of Labour, Madras, who is the State Implementation Officer, for further necessary action in ~~the~~ the matter. If considered necessary, you may also request him to consider the desirability of placing your complaint before the tripartite State Implementation and Evaluation Committee.

115
November 4, 1959

Shri No. Krishnamachari,
Section Officer,
Government of India,
Ministry of Labour & Employment,
New Delhi.

Sub: Industrial dispute in New
Marine Colliery.

Dear Sir,

Please refer to your letter No. LR II-1
(22)/59 dated 3rd October 1959 in respect to
our letter No. 185-II/59 dated 29th September.
We would like to know if any final decision
has been taken with regard to the above dispute.

Yours faithfully,

ym
21/11
(K.G. Sriwastava)
Secretary

November 5, 1959

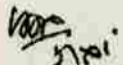
The Joint Secretary to the
Government of India,
Ministry of Labour & Employment,
New Delhi.

Sub: Violation of the Code of Discipline
New Marine Colliery - Dhanbad.

Dear Sir,

With reference to your letter No.E&I12(91)/59
dated 30th October 1959 on the above subject, the
information called for from our Union is still
awaited. The detailed reply to your letter under
reference will be sent to you shortly.

Yours faithfully,


(K.G.Sriwastava)
Secretary

Dr. S.B.L. Nigam, D.O. No. E&I-35(102)/58
Assistant Economic
Adviser.



7 NOV 1959

MINISTRY OF
LABOUR AND EMPLOYMENT.

New Delhi, the 5th Nov., 1959.

Dear Shri Sriwastava,

Kindly refer to Shri R.L. Mehta's d.o. of even number dated the 19th October, 1959 regarding the names of witnesses and statements to be furnished by the Devicolam Estate Workers' Union in connection with the enquiry to be held into the Kerala Plantation strike, under the Code of Discipline.

We shall be grateful to know when we may expect to receive the requisite information from the above union.

I shall be thankful for an early reply.

Yours sincerely,

S.B.L. Nigam
(S.B.L. Nigam)

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

No. E21-10(34)/59
Government of India
Ministry of Labour & Employment

....

From

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

To

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

6 NOV 1959

Dated New Delhi, the

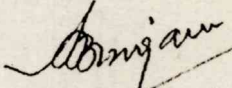
Subject:- Disturbances at the East Jamabari Colliery by the
members of the Colliery Mazdoor Sabha.

.....

Dear Sir,

I am directed to refer to this Ministry's letter of
even number dated the 12th October, 1959 on the above subject
and to request that your reply in the matter may kindly be
expedited.

Yours faithfully,


for Joint Secretary

d.s.nil
spc 1.11.

November 7, 1959

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

Sub: Alleged disturbances at the
East Jamehari Colliery by the
members of the Colliery
Mazdoor Sabha.

Dear Sir,

With reference to your letter No.
E&I-10(34)/59 dated 6th November 1959, we
may inform you that we have already replied
to your letter of 12th October on the above
subject, on November 3/4, 1959.

Yours faithfully,

KMS

(K.G.Sriwastava)
Secretary

12 NOV 1959

No.E&I 12(234)/58/S
Government of India
Ministry of Labour and Employment

....

From

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

To

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

11 NOV 1959

Dated, New Delhi, the

SUBJECT:- Code of Discipline - Violation by All India Trade
Union Congress Unions in Rajasthan - Code of
Textile Labour Union, Beawer.

...

Dear Sir,

I am directed to refer to this Ministry's letter
of even no. dated the 14th September 1958 on the above
subject and to request that this Ministry may kindly be
informed of the action taken in the matter at an early date.

Yours faithfully,

Chait Ram Singh
for Joint Secretary

No. 185/A/59
November 12, 1959

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

Sub: Conclusions of the Indian
Labour Conference (Madras -
July 1959)

Dear Sir,

With reference to your letter No.
E&I-8(18)/59 dated 22nd October 1959 on the
above subject, this organisation is of the
opinion that a representative union, referred to
in the "Criteria for recognition of Unions"
appended to the Code of Discipline may
represent also the technicians, the supervisory
staff, etc.

Yours faithfully,

Nora
17/11
(K.G.Sriwastava)
Secretary

No. 185/P/59
November 13, 1959

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

Sub: Code of Discipline - Alleged
Violation by AITUC Unions in
Rajasthan - Case of Textile &
Labour Union, Beawar.

Dear Sir,

With reference to your letter No.E&I 12(234)/
58/S dated September 14 on the above subject we
have to inform you that the matter is being
dealt with by the E&I machinery at the State level.

It was decided in the Second Meeting of the
Central Implementation Committee held on
August 13 that the complaints of non-implemen-
tation, breaches of Code of Discipline falling
in the state sphere should be referred to the
concerned State Implementation Officer.

Therefore, it will be desirable that we
should wait till the result of inquiries by
the State Implementation Committee is made known.

Thanking you,

Yours faithfully,

K.G.S.
18/11/59
(K.G.Sriwastava)
Secretary

185-TI

13 NOV 1959

185

No.E&I.10(38)/59
Government of India
Ministry of Labour & Employment

....

From

The Joint Secretary to the Government of India.
E and I Division.

To

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

Dated New Delhi, the 8 NOV 1959

Subject:- Code of Conduct: Violation by the Cochin Port Cargo
Labour Union, Cochin.

...

Dear Sir,

I am directed to refer to this Ministry's letter of
even number dated the 22nd October, 1959 on the above subject
and to request that your reply in the matter may kindly be
expedited.

Yours faithfully,

[Signature]
for Joint Secretary.

d.s.nil
s.k.s.12.11.

*Reviewing to win
mm am
22/11*

14 NOV 1959

No.EAI-8(18)/59
Government of India
Ministry of Labour & Employment

...

From

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

To

The Secretary,
All India Organization of Industrial Employers',
Federation House,
New Delhi-1.

Dated New Delhi, the

13 NOV 1959

Subject:- Conclusions/decisions of the 17th session
of the Indian Labour Conference -
Representation of technical and Supervisory
staff by representative unions.

...

Dear Sir,

I am directed to refer to your letter No.IAR.1838/
II-5 dated the 3rd November, 1959 on the above subject and
to say that the Indian Labour Conference at its 17th session
held at Madras in July, 1959 considered the question
whether grant of recognition to different craft unions
representing distinct and separate interests in an
establishment was permissible under the Code of Discipline.
It was in that context that the Conference felt that the
question, whether a representative union should also
represent the technicians, supervisory staff, etc, be
considered further in consultation with the interests
concerned. The employees intended to be thus covered
included those who belong to a craft, e.g., weavers,
spinners, printers, dyers, clerical workers, technicians,
watch and ward staff etc., and not technical and supervisory
staff who form part and parcel of the Management. I am
therefore, desirous to request that your views on the
question, as clarified above, may kindly be furnished
to this Ministry as early as possible.

Yours faithfully,

Sd/-
(S.B.L. Nigam)
for Joint Secretary.

"D.A.111"
"DAYAL*11/11"

for in + Sewabhai
Copy forwarded to other all India Central
employers' and workers' Organisations. (AITUC)

We have already replied

Sd/-
(S.B.L. Nigam)
for Joint Secretary.

"D.A.111"

Selaliparai Estate,
Valparai Post.
(Via) Pollachi

16th November, 1959

The Labour Officer,
Pollachi

Sir,

Sub: Second Division - Sri Raj (No. 1123)
Upgradation of - Regarding
Ref: Tamil Nad Plantation Workers' Union's
letter No. (a) 2688/89 dated 10-11-1959

I would again draw your attention to the improper methods of the Tamil Nad Plantation Workers' Union. The question of upgrading an adolescent on his/her attaining the age of 18 years is a normal routine matter and all the worker has to do is to request the Conductor in charge of his/her division when the matter will be referred to office and ~~is~~ dealt with. I request that you instruct the Union to advise the worker concerned to follow the normal procedure when the case will be gone into.

Yours faithfully,

(Sd) E.J.C. Menzies
Manager

Copy to: The Inspector of Plantations, Valparai
The Joint Secretary, Tamil Nad Plantation
Workers' Union.

No.185/A/59
November 17, 1959

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

Sub: Breach of the Code of Discipline by
Martins Light Railways Mazdoor Union

Dear Sir,

With reference to your letter No.E&I-
12(295)/59 dated November 3, 1959, on the above
subject, we are unable to take any action in
the matter since the union concerned is not
affiliated to the AITUC.

Yours faithfully,

Wm
(7/16/59)
(K.G.Sriwastava)
Secretary

Date 2-18¹¹/₅₉.

Pau mines

To, The General manager

Shivrajpur Syndicate Ltd

Po. Shivrajpur mines

Sub:- your warning letter dated 27th Oct 1959 Ref No. SSLW/
13311.

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

- 1) That the warning is issued on the bases of wrong & biased reports against us and 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 propaganda on the mines premises & it is completely false that my behaviour is likely to cause untoward incident or any breach of peace on mines premises or any where.
- 4) I have every right to propagate against an agreement to which I am not a party provided I abide by the trade union laws and code of conduct and my methods are peaceful and legal. I claim that they are so and every report to the contrary is one sided-biased and spread by ^{the} people who seek my victimisation either because of union rival or for currying favours with the company by any and every means.

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

I believe that my rights are being violated & ever

26 NOV 1959

(185)
The Tamil Nad Plantation Workers' Union,
(Regd. No. 1491), VALPARAI.

The South Indian Plantation Worker' Union,
(Regd. No. 702), VALPARAI.

20th November, 1959.

The Secretary to the Government,
Department of Industries, Labour, &
Co-operation,
Government of Madras,
Fort St. George, Madras-9.

Dear Sir,

Sub: Labour - Disputes - Plantations -
General demands in respect of issue
of Rice, increased rates of
Sickness Allowance, Maternity
Benefit, Registration of workers,
Bonus, Deepavali Advance, increase
in the piece rate for Plucking,
etc., - Notice of Direct Action -
Code of Discipline - Contravention
of - Reported - Regarding.

We, the General Secretaries of the Tamil Nad Plantation
Workers' union and the South Indian Plantation Workers' Union,
constituting the majority of plantation workers on the Anamallai
Plantation district, are to submit the following for favour
of your kind consideration and early orders.

On 2nd October, 1959, the Union submitted a Joint demand
for compliance on various disputes to the Anamallai Planters'
Association (copy of the demand Notice already sent on
2-10-1959 and 2-11-1959). No reply was received from them
till 14th October, 1959. Telegrams were despatched to the
Collector of Coimbatore, Labour Officer of Pollachi, Labour
Commissioner of Madras, informing of the refusal to pay
Deepavali Advance praying instruction to the Planters to adopt
last years practice requesting intervention. The Deepavali
Advance is one of the 9 demands submitted on 2nd October, 1959
The Practice of payment of Deepavali Advance was Rs. 10-00 in
1956, Rs. 20-00 and Rs. 15-00 (for males and females, res-
pectively) in 1957, and Rs. 15-00 each in 1958 under mutual

(Contd. Page Two)

Agreement before the Commissioner of Labour, Madras. Every time the Government has fixed the rate of advance to be paid and this year also, the Government was moved to intervene.

Meanwhile, on 23rd October, 1959, the Anamallai Planters' Association issued a Circular in its No. 138/L)B that extra Belavoo cash may be paid at Rs. 10-00 (Ten) for male and Rs. 7-8-0 (Seven and Annas eight) for female respectively. The kind intervention of the Labour Commissioner was sought for on 20-10-1959 under a telegram praying the adoption of last years practice. The District Collector, Coimbatore was requested to intervene; (on 28-10-1959 the Labour Officer, Pollachi was moved to intervene that the offer of Rs. 10-00 and Rs. 7-8-0 is less than the expectation of the workers. Mrs. Parvathi Krishnan, S.P., on our behalf met the Collector on 16th who has promised to take action. The Labour Commissioner wrote to us in his letter No. A.3.54957/59 dated 22nd October, 1959 that he has requested the Association of Planters for the State of Madras to advise member Estates to follow the last years practice and pay an advance of Rs. 15-00 each. On 24-10-1959, The Labour Commissioner was wired of no instructions on the side of Planters and intimating of the workers preparing token strike for 26th Oct. 1959. Again the District Collector was moved by wire on 24-10-1959 to intervene. The Labour Commissioner wired to the Union directing reference to his letter dated 22-10-1959 and intimating that necessary advice has been given. At the instance of the District Collector, the Sub-Collector, Pollachi, intervened personally on 24th instant and had negotiations with the Chairman, Anamallai Planters' Association and the Union. The Chairman of the Anamallai Planters' Association agreed to the suggestions of the Sub-Collector. The Planters stood to refuse implementations.

Nothing came out of the instructions and advices of the Commissioner of Labour and the Unions therefore wired to the Labour Commissioner, Chairman of the Association of Planters for the State of Madras, stating that the Sub-Collector of Pollachi has advised payment and payment deferred pending instructions from the Association of Planters for the State of Madras, praying for urgent intervention. The Honourable Minister for Labour and the Secretary to the Government of Madras were acquainted with by wire of the recommendation of the Labour Commissioner and non-implementation by Planters praying for urgent intervention. On 27-10-1959 again the District Collector was intimated of the Sub-Collector's intervention. The labour ^{Officer} was requested with his presence due to tense situation praying urgent intervention sending copies to the District Superintendent of Police, Coimbatore. The Sub-Collector was wired intimating of the non-implementation of his recommendation to pay Rs. 15-00 (Fifteen) each. The Labour Officer came over here on 28th October, 1959. The Labour Officer's persuasion and the intervention of the Sub-Collector to implement the recommendation of the Commissioner of Labour to pay Rs. 15-00 (Fifteen) each, were of no avail and the Labour Commissioner and Honourable Minister were telegraphically communicated of the stubborn refusal of the Planters to implement the Commissioner's recommendation.

The Chairman of the Anamalai Planters' Association and the Sub-Collector were intimated of the Strike on 28th Oct. 1959. There was a token strike of 30,000 workers on 29th Oct. 1959 most peacefully and the Labour Commissioner was intimated by wire on 30-10-1959 of the result of the Token Strike as protest against non-implementation of the Commissioner's advice and of the Hunger Strike to follow. Urgent intervention is sought for as Deepavali was on 31-10-1959. The District Collector and the Labour Officer were also intimated by wire of the Hunger Strike on 30th October, 1959.

The Labour Commissioner was also intimated on 29th Oct, 1959 of the failure by bi-partis, Tri-partis and even Arbitration asked for ~~was~~ also rejected and hence token strike. A letter in detail was also addressed on 30th October, 1959, recapitulating the various stages, reporting the willingness of the workers to receive Rs. 15-00 (Fifteen) each even after Deepavali to pay off the debts incurred in celebrating Deepavali. Again the Collector was moved to implement the recommendations of the Commissioner. It was reported to the Honorable Chief Minister of the same praying intervention.

After having patiently waited from 2nd October, 1959 till 2nd November, 1959, the Union have no other alternative, except to give 7 days notice to the Managers of all estates that there would be Strike if the 9 demands as given on 2nd October, 1959 are not conceded. It was replied on 4th Nov 1959, by the Honorary Secretary, Anamalai Planters' Association that there was no change in their position as stated in their letter dated 27th October, 1959. The Labour Officer conducted Conciliation proceedings on 11th November, 1959 and he requested the Secretary, Anamalai Planters' Association to place his recommendations and suggestions before his committee and reply by 17th November, 1959. The Secretary, Anamalai Planters' Association has replied on 18-11-1959 of no change in their position as stated on 27th October, 1959 and on 4th November, 1959.

Again the Group Managers were requested to give interviews on 17th November, 1959 and the request was rejected by all. A Strike Ballot was taken on 18th November, 1959 and the result that 96% of the workers favoured strike and direct action was wired to the Labour Officer on 20th November, 1959.

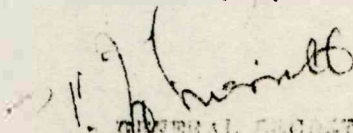
In these circumstances explained above, it will be seen that what the Unions have been fighting for is not for the conceding the Union's demand of Rs. 30-00 (Thirty) as Deepavali Advance, but for the implementation of the recommendations

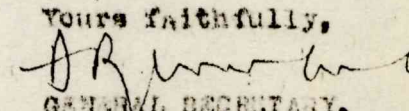
of the Government to pay Rs. 15-00 (Fifteen) each based on last year's practice. The Token Strike, the Hunger Strike and heavy strains on the workers denying the privilege of to celebrate Deepavali, are ^{thrust} ~~coupled~~ on the Unions by wishful thinking of the Planters and they are responsible for all the above. The Unions did their best to move authorities from time to time by letters and telegrams and the Planters refused to implement the recommendations of the Government. The Government is found to be a silent observer of all without enforcing the implementation of the Government recommendations. The payment of advance for the celebration of an important Hindu festival is based on custom and usage and of late, the quantum of advance settled by the intervention of the Government. Along with Deepavali demands, other demands are not even conceded. Therefore the Union is advised to take direct action as and when necessary.

At every stage, the Code of Discipline was disobeyed by the Planters, having no regard of the Gentlemen's Agreement.

It will therefore be seen that action is thrust on the Unions wilfully and wishfully and the Planters are therefore responsible for all actions taken and to be taken. This is for the ~~aid~~ information of the Government and necessary actions.

Thanking you,


GENERAL SECRETARY,
S.I.P.U. Union - Valparai.

Yours faithfully,

GENERAL SECRETARY,
T.M.S.U. Union - Valparai.

- cc. - The Commissioner of Labour, Madras -5.
The Tamil Nad Trade Union Congress, Madras -1.
The Labour Officer, Pollachi.
The Anamallai Planters' Assn., Valparai.
The Superintendent of Police, Coimbatore.
The District Collector, Coimbatore.
The Chairman,
Implementation and Evaluation Committee, Madras.
The Secretary to the Government,
Ministry of Labour, Govt. of India New Delhi.
Smt. Parvathi Krishna, M.A.(Oxon), M.P., New Delhi.
The All - India Trade Union Congress, New Delhi.

TRUE COPY

No. 174(5)/TC/58
November 21, 1958

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

Sub: Appointment of Screening
Machinery.

Dear Sir,

We suggest that a tripartite Screening Machinery should be set up to screen cases before the parties concerned are finally allowed to take cases to High Courts or the Supreme Court.

Will you please arrange to place this proposal before the next tripartite meeting for consideration, if necessary.

Yours faithfully,

(K.G.Sriwastava)
Secretary.

Copy to file No.174,185 and 185

No.185-II/IRE/59
November 23, 1959

Shri R.L.Mehta, I.A.S.,
Joint Secretary to Government of India,
Ministry of Labour & Employment,
New Delhi.

Sub: Non-recognition of union by management
of Indian Rare Earths Ltd., Bombay

Dear Sir,

The Indian Rare Earths Workers Union, Bombay, in their communication dated November 12, 1959 to the Union Labour Minister has reported how, over a period of three years now, the management of Indian Rare Earths Ltd., an undertaking in the Public Sector, have been adopting a policy of not granting recognition to the union.

We wish to point out that the attitude of the management of Indian Rare Earths Ltd., Bombay, violates both the letter and spirit of the Code of Discipline. The management, we are informed, have asked the union to amend the Union's constitution in such a way that 'outsiders' may not function as its office-bearers. This demand of the management is contrary to the rights of workers to form unions under the Indian Trade Unions Act. Nevertheless, in the interest of mutual adjustment, the Union kept the post of President of the Union vacant and now there is no "outsider" among office-bearers of the Union. However, the management still refuses to recognise the union, insisting that the union should amend its constitution as the management desires.

The AITUC cannot but take a grave view of such an attitude on the part of a unit in the Public Sector. We would therefore strongly urge that the question may please be taken up with the Ministry concerned so that the management of Indian Rare Earths Ltd., may rectify the position immediately.

Thanking you,

Yours faithfully,

Vino
21/11
(K.G.Sriwastava)
Secretary

P.S. We may add that this question was raised by *om 20*
Shri Indrajit Gupta at the informal meeting
with the Union Labour Minister on November 18.

Vino
21/11

Shivrajpur Trade Union Congress
Shirke's wada, Anandnara, BARODA

25 NOV 1959

23/11/59

Dear Comrade,

I am sending you with
some papers, they relate to
Shivrajpur mines.

You know that there are
two unions, Management is
harassing our union activists.

They are given warning
letters for carrying on bonafide
T.U. activities. I am sending a
copy of the same. Our office bears
who is protected person under
T.U. act is also harassed
& thus harassed.

I want you to raise this
issue before the central
implementation & evaluation committee
for appointment of Code of Discipline
& Code of conduct.

If you want any other information for this please write to U.S.

The incident which led to the warning letters was like this

The Introc Union made an agreement with management. According to this agreement company was to pay bonus of 4 months' wages, Two months bonus before Diwali & the rest afterwards. The workers were not consulted, so there was dissatisfaction. We held a meeting on 20th Oct. & decided for a mass signature campaign against this agreement. We also decided to hold a mass procession & mass meeting on 25th Oct 1959. +

After this company gave warning letters to 18 militants & transferred Com. Manilal. F. Sharma who is Vice President of our union.

- 2 -

This company is not allowing
to do T.V. activities & hitchhiking
our activists.

Noting was at present.

What happened to our invitation
to hold general council
meeting of Pan Nagar?

Very Sincerely
Yours,
Gen-Secretary

Pl. refer to
Gen. Secy

25
141

PUNJAB & HIMACHAL COMMITTEE

All India Trade Union Congress

G. T. ROAD, JULLUNDUR.

Ref. No. PTUC-16/59-76

Dated 26th Nov. 59 19

The Labour Commissioner, Punjab,
Ambala Cantt.

Dear Sir,

Reference your letter No. LNF-2-39/36703-04, dated the 20th November, 1959.

We may point out that according to decision of our organisation we can not leave the choice of our representative on the Evaluation and Imp. Committee to the Government. The Code of Discipline and the decisions relating to its implementation clearly lay down that it is the organisation which is to nominate its representative and the choice can not in any case be given to the Government whether through a panel or otherwise. We shall therefore be forced to stay out of the Committee should you choose to nominate any person except the person selected by us.

As the term of the Committee is expiring shortly and you have ask for fresh nominations, we nominate Shri Satish Kumar Loocha, General Secretary of the Punjab Trade Union Congress, as our representative.

We may make it clear again that in case you do not nominate him the Punjab and Himachal Committee of AITUC will refuse to be a party to the Committee and will not send any other representatives on its behalf, and will further be forced to revise its decision to be a party to the Code of Discipline itself.

We hope that you will communicate to us your answer on this letter.

Yours faithfully,

Satish Loocha
(Satish Loocha)

Copies to:-

Shri G.L.Nanda

Shri A.N.Vidyalankar

Com. S.A.Dange

26 NOV 1959

The Tamilnad Plantation Worker's Union.

தமிழ்நாடு தோட்டத் தொழிலாளர் சங்கம்

1191 எண் 1491

வரலாறு.

Ref. No. (c) 2691/57

24th November, 1959

The Secretary to the Govt.,
Evaluation and Implementation Committee,
Minister of Labour,
Govt. of India,
New Delhi.

Dear Sir,

Sub: Labour - Plantations - Anamallais - Selaliparai
Estate - Code of Discipline - contravention
of - Regarding.

I beg to enclose herewith copy of a report sent to the Commissioner of Labour, Madras, in the above matter dated 13-7-1959.

Besides the above, I append herewith copies of letters received from the management, which shows the management wants to impose something on trade union and I donot think that this method of approach will solve problems.

While we bring this to your kind notice, we are to report that the management has been exercising unfairness, discrimination, partiality etc., to the members of this Union. This has been obtained in the highest level when registration of new workers are undertaken.

It has been an accepted practices in plantations to employ family - war. This practice is obtained in all estates and we learn that the Planters' Organisation has recently before the 9th Industrial Committee on Plantations also has accepted the practice. There in Selaliparai Estate also the management has acceded to carry out the practice, in their estate @ Workes Committee Meeting on 28-7-1956. But in supercession to the above, they are repeatedly been pursuing a definite policy to register outsiders and to deny registration of the legitimate claim among their workers. We are to report that the management has been acting eso, only to victimize the workers en masse for their trade Union activities. During the past one moth alone the management registered about 100 outsiders.

We are to inform that over the matter we have been repeatedly representing and so far no useful purpose is served.

In the above matter, we shall be obliged, if necessary action is taken to see the code is honoured by the management.

Thanking you,

Yours faithfully,


JOINT SECRETARY.

cc. The All India Trade Union Congress, New Delhi.
The Tamil Nad Trade Union Congress, Madras -1.
The Labour Officer, Pollachi. In further to over
letter dated 14th October, 1959, with the request to
fix enquiries early.

A/P.

25 NOV 1959

No. BAI-10(12)/59/4/12C
GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT

From

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

To

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

24 NOV 1959

Dated New Delhi, the

Subject:- Alleged breach of the Code of Conduct - Meeting
at Manoharpur on April 23, 1959.

Dear Sir,

I am directed to refer to your letter No. 185-II/A/59
dated the 3rd November, 1959 on the above subject and to say
that complaints regarding breaches of the Code of Conduct are
brought to the notice of Central Organizations only after our
investigations bear them out. Thereafter we expect that the
Central organization would satisfy itself whether the
allegation against its affiliate is correct, and if so, it
would ensure that in future the code is followed more
faithfully. In the above case, though the breach was of a
minor nature, we brought it to your notice to enlist your
good offices to reduce inter-union rivalry in Manoharpur
area by enjoining on labour leaders to exercise restraint
while addressing public meetings.

Yours faithfully,

Sanjiv
for Joint Secretary

*We want to know the
making knowing
investigations
open in your cases
lets as well as this at
line 5.*

*Mrs
M/T*

157

No.185-II/SMG/59
November 25, 1959

Shri R.L.Mehta, I.A.S.,
Joint Secretary to Government of India,
Ministry of Labour & Employment,
New Delhi

Sub: Unfair labour practices in
Shivrajpur Mines, Gujerat

Dear Sir,

Our affiliate, the Shivrajpur Mines Labour Union, Shivrajpur Mines, Gujerat, has reported to us that the management of the Mines have of late adopted a policy of vindictive reprisals against trade unionists, which is creating a disturbed situation in the area.

The management of Shivrajpur Mines, Messrs. Shivrajpur Syndicate Ltd., P.O.Shivrajpur Mines, Gujerat, it is reported entered into an agreement with an INTUC union over the bonus dispute but the terms of this agreement have not been acceptable to the majority of workers. Therefore, the workers, under the leadership of our affiliate, held meetings in protest against the agreement and decided on a signature campaign. At this, the management issued 'warnings' asking workers to desist from such activities and Shri Manilal Sharma, Vice President of our affiliated union, was transferred as a punishment.

As you will agree with us, the workers have every right to agitate and protest against agreements which are sought to be imposed on them. The vindictive measures being adopted by the management will only produce a very explosive situation and we would therefore request you to take up the matter with the management, who may be advised to desist from such anti-labour practices.

Thanking you,

Yours faithfully,

Vro
Sri
(K.G. Sriwastava)
Secretary

Copy to: Com.Trivedi,
Mahagujerat STUC

28 NOV 1959

185

185

No. E&I-12(326)/59.
GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT.

From

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

To

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

27 NOV 1959

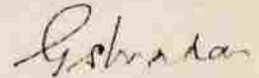
Subject: Unfair labour practices in Shivrajpur Mines,
Gujrat.

...

Dear Sir,

I am directed to acknowledge the receipt
of your letter No. 185-II/SMG/59, dated the November
25, 1959 on the above subject and to say that
necessary action is being taken in the matter.

Yours faithfully,



for Joint Secretary.

155
November 28, 1959

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

Sub: Alleged Breach of the Code of
Conduct - Meeting at Manoharpur
on April 23, 1959.

Dear Sir,

We acknowledge receipt of your letter
No.E&I-10(12)/59/A/12C dated 24th November
1959.

While this organisation is desirous of
implementing the Inter Union Code of Conduct,
it is felt that information with regard to the
mode of preliminary investigation by your Ministry
should be made known to parties concerned. We
make this request because it is found that in
several cases, wrong reports have been made to
your Ministry ^{with} malicious intent, and we feel that
necessary steps should be taken to verify such
reports.

You state in your letter that "complaints regard-
ing breaches of the Code of Conduct are brought
to the notice of Central Organisations only after
our investigations bear them out". It would be
helpful if we are informed as to the exact method
of investigation by which your Ministry tries to
verify the correctness or otherwise of allegations
reported to you *before referring it to the other party*

Yours faithfully,

ms

(K.G.Sriwastava)
Secretary

3 DEC 1959

R.L.Mehta, IAS, D.O.No.EI-12(327)59



Joint Secretary MINISTRY OF
LABOUR AND EMPLOYMENT

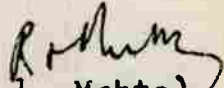
2 DEC 1959

New Delhi, the 1st Dec., 1959

Dear Shri Srivastava,

Kindly refer to your letter No.185-II/IRE/59, dated November 23, 1959, regarding the non-recognition of Indian Rare Earths Workers' Union. I am enquiring into the matter and will let you know the position as soon as possible.

Yours sincerely,


(R. L. Mehta)

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

13 DEC 1959

135

No.E&I-10(38)/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, Ashok Road, New Delhi.

1 DEC 1959

Dated New Delhi, the

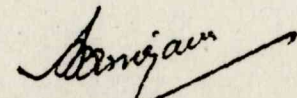
Subject:- Code of Conduct: violation by the Cochin Port
Cargo Labour Union, Cochin.

.....

Dear Sir,

I am directed to refer to this Ministry's letter of even number dated the 22nd October 1959 and the subsequent reminder of the 12th November and to request that your reply in the matter may kindly be expedited.

Yours faithfully,



for Joint Secretary.

"d.a.nil
SSB/

3 DEC 1959

185
No.ERI.12(243)/59
GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT

From

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

To

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

Dated New Delhi, the

Subject:-Breach of the Code - Illegal confinement of the
Karanpura Colliery Manager by members of the Coal
Workers Union.

Dear Sir,

I am directed to invite your attention to this
Ministry's letter of even number dated October 21, 1959,
on the above subject and to request that the action taken
in the matter may kindly be intimated to this Ministry at an
early date.

Yours faithfully,

G. S. Khan
for Joint Secretary.

3:4: nil
C.S.: 10.11.59.

5 DEC 1959

185

No. ES-1-12(274)/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, Ashok Road, New Delhi.

- 4 DEC 1959

Dated New Delhi, the

Subject:- Alleged breach of the Code of Discipline by the
Mysore Mine Workers' Union on 7th September 1959.
.....

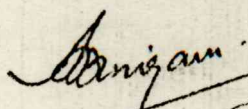
Dear Sir,

It has been reported to this Ministry that 465 workmen of the Engineering Workshops and Metallurgical Department of the Kolar Gold Mining Undertakings (Mysore Mine), Marikuppan, who are members of your affiliate, the Mysore Mine Workers' Union, staged a stay-in strike, on September 7, 1959 by not leaving the mine upto 1 P.M., although the forenoon shift closed at 11 A.M. The strike which, it is reported, was launched to protest against the refusal of the management to declare September 7, 1959 as a Compensatory holiday for "Vinayaga Chaturthi" which fell on September 6, 1959, a Sunday, was without any prior notice to the management.

2. As the action of the Union in going on strike without notice and without having first utilized the services of the local industrial relations machinery, constitutes a breach of Clauses II(ii), (iii) and vi(b) of the Code, I am desired to bring this matter to your notice with the request that your affiliate may please be advised to desist from such practices in future.

3. The action taken in the matter may kindly be intimated to this Ministry at an early date. //

Yours faithfully,


for Joint Secretary.

"d.a.nil
SSN/

12 DEC 1959

THE COCHIN PORT CARGO LABOUR UNION

(Reg: No. 176)

കൊച്ചിൻ പോർട്ട് കാർഗോ ലേബർ യൂണിയൻ (റജി: നമ്പ് 176)

Ref:.....

185

8.....12.....1959

Com: K.G.Srivastava.

Secretary,
All India Trade Union Congress,
New Delhi.

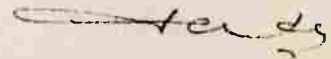
Dear Comrade,

We refer to your letter dated 5.12.59 reminding us of a letter dated 22.10.59 from the labour ministry alleging breach of the Code of Discipline on our part.

We wish to inform you that we have already sent our reply to the Implementation Officer (Ministry Of Labour, Govt: Of India) on 21.11.59 and the copy of which is sent herewith for your information.

Kindly condone the delay.

Your Comradely



GENERAL SECRETARY
THE COCHIN PORT CARGO LABOUR UNION
(REGD: 176)
COCHIN.

9 DEC 1959

185

No.E&I-10(12)/59/4/12C
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, Ashok Road,
New Delhi.

8 DEC 1959

Dated New Delhi, the

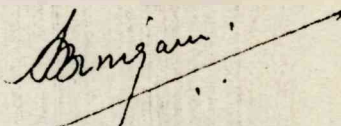
Subject:- Alleged breach of the Code of Conduct - Meeting
at Manoharpur on April 23, 1959.

.....

Dear Sir,

With reference to your letter dated the 28th
November, 1959 on the above subject, I am directed to say
that there is no cut and dry method of inquiry into all
violations of the Code of Conduct. Inquiries depend on the
nature and the gravity of the allegation and are invariably
conducted by responsible officials of the Ministry.

Yours faithfully,



for Joint Secretary.

"d.a.nil
SSB/

*Copy in letter for
mm
9/12/59*

Dr. S.B.L. Nigam,
Assistant Economic Adviser.



12 DEC 1959

D.O. NO. E&I-35(102)/58/S.

Telegrams :-

"LABOUR"

MINISTRY OF
LABOUR AND EMPLOYMENT.

New Delhi, the 10th Dec 1959.

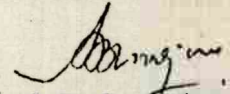
10 DEC 1959

Dear Shri Ramamurti,

Kindly refer to Shri R.L. Mehta's D.O.
of even number dated the 23rd November, 1959
regarding the statement and list of witnesses
to be furnished by the Devicolam Estate Workers Union
in connection with the proposed enquiry into the
Kerala Plantation strike.

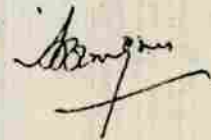
I shall be grateful if you will kindly
request the union to furnish the necessary information
to us urgently.

Yours sincerely,


(S.B.L. Nigam)

Shri P. Ramamurti,
Vice President,
All India Trade Union Congress,
15, Periana Maistry Street,
Madras 1.

Copy to AITUC for information and necessary
action.



No.185-III/A/CP/59
December 14, 1959

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

Sub: Code of Conduct - Alleged violation by
the Cochin Port Cargo Labour Union, Cochin.

Dear Sir,

Please refer to your letter No.ESI-10(38)/59
dated October 22, 1959 on the above subject.

We find on inquiry that the facts of the
incident as reported to you are incorrect and
it was in fact the members of our affiliate, the
Cochin Port Cargo Labour Union who were subjected
to violent attacks. We understand that the union
had represented this matter to the Regional
Labour Commissioner (Central), Madras as well as
to you, ~~and~~ besides approaching the State authorities
for the protection against violent attacks.

In its communication to you dated October 5,
the Union had suggested that a conference be
convened by authorities concerned to which
representatives of all the unions and employers
may be invited. Effective steps to implement the
Code of Discipline could be adopted at this meeting
and we hope you will therefore do the needful
immediately.

We would also like to stress in this connec-
tion, as we have pointed out earlier, the fact
that incorrect reports are made to you regarding
alleged violation of the Code and the intention of
the reporters seems to be to distort the facts to
suit their particular ends.

Yours faithfully,

^{14/12/59}
(K.G.Sriwastava)
Secretary

From
Sri K. Sengodan, B.A.
Labour Officer,
Post Box No. 26, Pollachi.

To
The Manager,
Selaliparai Estate,
Valparai.

Re. No. 814/57 dated 22-12-1957.

S i r,

Sub: LABOUR - Plantations - Selaliparai Estate -
Implementation of Agreement - Regarding.

Please refer to Item No. 1. of the Proceedings of the Enquiry communicated in this Office Endt. No. 814/57 dated 13th December, 1957.

The Secretary of the Anamallai Plantation Workers' Union, Valparai represents that the alternative accommodation provided to Sri Narayanan did not conform to the one he was occupying previously with the result the worker in question is put to much hardships.

I would like to point out that it was one of the conditions agreed upon at the time of Conciliation that the management should consider the number of the family of the workers concerned while allotting alternative accommodation so as not to inconvenience them.

In view of the representation of the Union that the worker is put to hardship consequent to his occupying the alternative accommodation offered to him and since it is reported that the number of members of his family was not considered while allotting alternative accommodation to him, I advise you to comply with the terms of the Agreement and allot a suitable accommodation to Sri Narayanan.

The action taken by you in this regard may please be intimated to this Office at an early date.

(Sd)
Labour Officer, Pollachi.

cc. The Secretary, Anamallais Plantation Workers' Union,
Valparai - for information.

P. / True Copy /

28 DEC 1959
BNS/1/3462(980)

the 23rd December, 1959

To
Shri R. L. Mehta, I.A.S.
Under Secretary to the Government of India,
Ministry of Labour & Employment
E.&I. Division
New Delhi

Dear Sir, Breaches of the Code of Discipline by the management
of Messrs. B. N. Sarda, P.O. - Chaibassa, Dist-Singbhum

We beg to state that our Union is functioning in the Soyabali mines of Messrs. B. N. Sarda. We have got our members who are working in their said mines.

On the 17th November, 1959 one of our collectors named Shri Katakaro Kuldi had been to Soyabali Labour Colony to collect subscriptions from the members of this Union. He collected subscriptions from four workers only when Shri P. Dutta, Shri B. Mukherjee, Shri Ramchandra Prasad and two Punjabí Chowkidars forcibly snatched away from Shri Kuldi the following articles:-

1. One receipt book containing receipt Nos. 21575 to 21600.
2. One Hercules Bi-cycle.
3. An amount of Rs. 51-00 (fifty-one).
4. One charpai which was supplied by one of the workers to Shri Kuldi.

The intention of the management to take recourse to violence is to prevent the workers to participate in their legitimate trade union activities.

We beg to state further in this connection that the said Soyabali mines was closed by the management in 1958 and the workers were all retrenched and in this year the management re-opened the mines with new recruits and without offering the vacancies to be filled in by the retrenched workmen.

Lastly, we beg to state that this union was being recognised by the management prior to the closure of the mines and after re-opening the management constantly extending threats to the workmen who are members of and are subscribing to this union to the effect that they would be assaulted.

This is for your information and necessary actions.
Yours faithfully,

GENERAL SECRETARY

c.c. to All India Trade Union Congress, New Delhi
to the Regional Labour Commissioner (Implementation) (Barbil)
to the Conciliation Officer (C), Jharsuguda
to the Labour Inspector (C), Barbil.
for information and necessary actions.

(183)

No.185-II(C)/59
December 24, 1959

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

Sub: State Evaluation and Implementa-
tion Machinery.

Dear Sir,

Please refer to our letter of even
number dated July 17, 1959 and the earlier
letter dated June 17, 1959 on the above subject.
We have not as yet received your reply in
this regard, particularly relating to the
composition of the State level E&I Committees.
An early reply is requested.

Yours faithfully,

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