Memorandum submitted to the General Manager/Chittaranjan Locomotive Works, Chittaranjan through a Mass Demonstration by the workers and employees of CLW on 8th April '74 i.e. on the last date of the Demand Week observed at the call of the National Co-ordination Committee of Rallwaymen's struggle.

This Memorandum, proposed by the workers and employees of Chittaranjan Locomotive Works and duly endorsed by the signatories here-under and the C.L.W. Railwaymen's Co-ordination Committee, brings the notice of the Railway Ministry through General Manager, C.L.W. Chittaranjan to the demands of the Railwaymen. This Memorandum urges upon the General Manager C.L.W. to intimate the feelings of the workers & Employees of C.L.W. expressed through this Demonstration and forward this Memorandum to the competant authority.

MEMORANDUM.

The workers and employees of C.L.W. are concerned at the failure of the Railway Ministry to bring about settlement of the various general and sectional demands of Railwaymen, more particularly, demands relating to wages, dearness allowance, Bonus, decaculisation of casual labour, provision of adequate and subsidised foodgrains and other essential commodities to Railwaymen. While the Railwaymen quite justifiably expect the Railway Ministry to conceede their demand for need-based minimum wage, the least the Rhy Ministry should have done was to conceede the workers' demand for parity in wages with the public sector undertakings of the Govt. Of India.

The workers and employees of C.L.W. reject the argument advanced in certain quarters that the Railway cannot afford to meet the workers' demands as that would entail additional financial burden of the Railways. While there is tremendous scope to avoid wastage and introduce economics in the Railways and in the process final financial resources to meet the workers' legitimate domands, it is the height of absurdity to suggest that paying to the Rly.men wages equal to those available to workers in other public sector enterprises would mean an increase in Railway fores and freight rates.

It is to point out that the last time the Railwaymen's wages were revised was following the recommendation of the II Pay Commission in 1959m and in the intervelng fifteen years, Railway fares and freights have been revised upwards at least seventeen times without providing for any revision in the wage structure of Railwaymen. If Dearness Allowance has been revised it was only to compensate for the rising prices due to the failure of the Govt. to hold the price line, and even there, the inadequate neutralisation has resulted in actual reduction of the real wages of Railway Employees. The fact is that Railwaymen are to-day poorer than what they were 14 years ago.

This massive demonstration of workers & employees of C.h.w. calls upon the Railway Ministry to forthwith concede the following urgent and commond demands of Railwaymen :-

- 1) (a) All Railwaymen be breated as industrial workers with full trade union rights including the right to negotiate.
 - (%) The working hours of Railwaymen shall not exceed eight per day.
 - (c) There shall be job evaluation of all Railwaymen through a scientific system to be followed by their reclassification and regradation with need based minimum wage as the wage for the lowest paid workers.
 - (d) Pending the completion of job evaluation and reclassification, immediate parity in wages with those of workers in the Central Undertakings, viz. HMT, BHEL, HSL, HAL. etc.
- ii) Dearness Allowance linked to the cost of living index with full neutral ation for every rise of 4 points in a six month period.
- 111) Bonus at the rate of one month's wage for the year 1971-72 & 1972-73.
- iv) Decasualisation of all Casual Railwaymen and their confirmation in service with all benefits given to them with retrospective effect.
- Adequate and subsidised foodgrains and other essential V) commodities through departmentally run shops.
- vi) All victimisation cases should be withdrawn.

This massive Demonstration of workers & Employees of C.L.W. along with the Hailwaymen of other parts of India calls upon the Railway Ministry to open a negotiation on these demands and arrive at a settlement thereon by 15th April '74.

This Demonstration serves an ultimatum on the Rly. Ministry that if a settlement on these demands is not forthcoming by that date, the Railwaymen will consider themselves free to resort to an indefinite general strike with effect from any date thereafter.

Submitted on behalf of the C.L.W.Railwaymen's co-ordination Committee, Chittaranjan.

General Secretary, General Secretary, Geni. Secretary, Geni. Secretary CLW/habour Union. C.E.K.Karmachari CLW/Employees CLW/Rly.men's Sangha.

T.R.T.S.A./Chittaranjan. CLW/Casual Labour Union: Engg.Supervisor Association.

J.N.4 % Secretary, J. R.S.A./Chitherenian.

Secretary, Progressman Association.