
MEMORANDUM OF SETTLEMENT

**THE ENGLISH ELECTRIC COMPANY OF
INDIA LIMITED
HOSUR WORKS**

46, SIPCOT INDUSTRIAL COMPLEX

HOSUR - 635 126

1-8-1985

TO

31-7-1988



EXCHANGE OF SIGNED SETTLEMENT BETWEEN MR C R BALASUBRAMANIAN, WHOLETIME DIRECTOR AND MR S RAMASWAMY, UNION PRESIDENT. HAPPILY WATCHING THE CEREMONY: R TO L : MR M M RAO, MR R MUNUSWAMY, MR S GUNASEKARAN, MR G SRINIVASA RAGHAVAN, MR R PRAKASH



**MR M M RAO, EXECUTIVE DIRECTOR (P & A) AND MR S RAMASWAMY, UNION
PRESIDENT SIGNING THE SETTLEMENT**



**MR C R BALASUBRAMANIAN SIGNING THE SETTLEMENT. HAPPILY WITNESSING
RTOL : (1)MR K K GUPTA (2)MR K C ETHIRAJ (3)MR T SIVASHANMUGASUNDARAM
(4) MR B NARASIMHA RAO**



MR K K GUPTA, EXECUTIVE DIRECTOR, HOSUR WORKS AND MR K C ETHIRAJ, PERSONNEL & ADMINISTRATIVE OFFICER SIGNING THE SETTLEMENT WHILE MR C R BALASUBRAMANIAN GOES THROUGH THE AGREEMENT

MEMORANDAM OF SETTLEMENT

(Under Section 18(1) of the Industrial Disputes Act, 1947 and Rule 25(1) of the Tamil Nadu Industrial Disputes Rules, 1958).

Dated : 11.8.1985

BETWEEN

PARTIES

: The management of The English Electric Company of India Limited, Hosur Works, 46, Sipcot Industrial Complex, Hosur - 635 126 (hereinafter called 'the Management').

AND

Their Workmen employed at the Co.'s Works at 46, Sipcot Industrial Complex, Hosur-635 126 represented by the English Electric Company Employees' Union, No. 125, Ram Nagar, Hosur-635 109 (hereinafter called the 'Union').

REPRESENTING THE MANAGEMENT

: Mr. C. R. Balasubramanian,
 Wholetime Director
 Mr. K. K. Gupta,
 Executive Director, Hosur Works
 Mr. M. M. Rao,
 Executive Director, P & A
 Mr. B. Narasimha Rao,
 Manager — Works, Hosur
 Mr. K. C. Ethiraj,
 Personnel & Administrative Officer

**REPRESENTING THE
WORKMEN**

: Mr. S. Ramaswamy, President
Mr. R. Bose, Vice President
Mr. T. Sivashanmuga-
sundaram, Vice President
Mr. R. Munuswamy, General
Secretary
Mr. R. Prakash,
Asst. Secretary
Mr. S. Gunasekaran,
Joint Secretary
Mr. G. Srinivasaraghavan,
Treasurer

**NUMBER AND BROAD
DESCRIPTION OF THE
WORKMEN COVERED BY
THIS SETTLEMENT**

: Regular and confirmed month-
ly rated workmen employed in
the Company's Works at 46,
Sipcot Industrial Complex,
Hosur-635 126 numbering 215
(Two hundred and Fifteen).

PROLOGUE :

On the occasion of entering into the maiden Settlement governing the terms and conditions of employment the Management, the representatives of the workmen and the workmen of The English Electric Company of India Limited, Hosur Works, proclaim their faith and dedicate themselves to the philosophies and objectives as adumbrated herein in the mutual and overall interest of all dependents on this industry and in the national interest at large.

They commit themselves to nurture, uphold and cherish the following philosophies :

1. 'English Electric' the leader in power control and protection systems is dedicated to the commitment of organisational excellence and quality of work life.
2. To manufacture and sell the quality products of excellence with a constant quest for perfection.
3. To develop and maintain excellent rapport with customers by blending their requirements with organisational commitment to excellence.
4. To develop a creative culture not only to achieve excellent financial results, but also to develop an organisation

wherein the workmen can identify and enjoy a sense of pride and belongingness.

5. To strive to provide maximum pride to share holders as the best company to invest in with all informations about organisational effectiveness.

6. To create a healthy and co-operative atmosphere by consciously maximising the congruence between the creditors, suppliers and the requirements of organisation.

7. To create social consciousness and assuming proper share of social responsibilities in the community and thus maintain an image always at the helm.

In fulfilment of these philosophies and objectives they dedicate themselves to:

- (a) develop a wholistic concern for all who are involved and dependent on this industry and keep their long terms welfare and interests in mind as much as that of the Share holders, the citizens customers and the state;
- (b) consistently endeavour for maintaining the economic viability and prosperity of the company; and to
- (c) commit to develop as a continuous process a healthy and cordial climate of industrial peace so as to mutually help in the discharge of legitimate responsibilities and cause development as a continuous process towards positive and constructive Industrial Relations.

SHORT RECITAL OF THE CASE

Whereas the terms and conditions of employment of workers were hitherto governed in accordance with the terms and conditions as stipulated in the orders of appointment and in the standing orders of the company;

Whereas the workers had formed into themselves a Trade Union to represent them before the Management in all aspects concerning the terms and conditions of the service of the workers and the above Union has been functioning in the name and style of THE ENGLISH ELECTRIC COMPANY EMPLOYEES' UNION, No. 125, RAM NAGAR, HOSUR 635 109.

Whereas the Union submitted a charter of demands to the Management by their letter dated 9.6.1984.

Whereas the Management had impressed upon the Union the Supreme need to improve and sustain the Company's

competitive strength and earning capacity with a view to promote stability, viability and prosperity of the company and thereby maintain its leadership and to derive mutual benefit for all dependent on this industry.

Whereas in appreciation of the mutual demands and aspirations the Management and the Union embarked on negotiations with the understanding that both parties will endeavour to negotiate an amicable settlement with a view to lay very strong foundation for cordial and harmonious relations whereby a constructive and positive structure of industrial relations can be built for the mutual interest of the parties and thereby to improve productivity and organisational efficiency.

Whereas the Management and the workers have rightly recognised that they can achieve better results and better benefits through the process of cordial collective bargaining both parties had considered the issues bearing in mind the interest of workers organisation and the nation at large.

Whereas in pursuance of the above mentioned objective and with a view to accomplish organisational as well workmen goals both parties have embarked on bipartite discussions and after considerable deliberations on either side the parties have entered into the following agreement under Section 18(1) of the I.D. Act, 1947 as set out below:

PURPOSE AND SCOPE OF THE AGREEMENT

The purpose of this Settlement is to foster, strengthen and maintain cordial and harmonious Industrial Relations through collective bargaining, to establish fair work standards, working conditions and fair wages, to co-operate for fair and quick disposal of all grievances and prevent strikes, lockouts and go-slow, to maintain better discipline, better productivity, better utilisation of materials, man-power and equipment, to achieve consistent agreed production schedules and thereby to promote the stability and viability of the English Electric Co. of India Limited, Hosur Works and thereby to derive mutual benefit for all dependent on this Industry.

It is agreed to and believed that the prosperity of the Plant at Hosur of The English Electric Company of India Limited leading to the welfare of all can be accomplished only if both parties consistently maintain high levels of achievement in the areas of:

1. PRODUCTIVITY
2. QUALITY ASSURANCE
3. WASTE CONTROL/ELIMINATION OF WASTAGE
4. DISCIPLINE AND
5. CORDIAL INDUSTRIAL RELATIONS.

For achieving the above objectives and appreciating that the company must improve and sustain its competitive strength and earning capacity in the light of the requirements as detailed during the discussions held, the parties hereby agree to foster and encourage the highest degree of co-operation among them and accept one's rights and responsibilities in their respective areas and honour the same.

It is agreed to that the respective rights of management and the workmen under this settlement and as adumbrated under certified Standing Orders of the company as amended from time to time shall be respected by both parties and both shall honestly strive to discharge, the joint commitment in fulfilment of this agreement.

It is agreed that in tune with the prevailing cordial industrial relations agreeing for a fairly sizable financial commitment as a result of this settlement, is based on the sincere belief that the workmen will not only continue to maintain high levels of consistent production and productivity but also will strive to achieve more corresponding to the achievable levels.

The workmen and the Management agree to that the agreed Production norms at present method of working will be as per Annexure.

It is agreed to that it shall be the right and responsibility of the Management to introduce new or improved methods of production, better production facilities, plan production schedules, quality standards for improving factory operations and quality standards.

The discussions between the Management and the Union have been conducted in the most cordial atmosphere with a view to bring about an amicable settlement in the larger interest of all dependent on this industry.

In culmination of the talks both parties had and as manifestation of the prevailing climate of good Industrial Relations, the following agreement has been reached.

TERMS OF SETTLEMENT

1.0 Scope and Coverage :

1.1 This Memorandum of Settlement shall cover all permanent and confirmed workmen of the company at their works at 46, Sipcot Industrial Complex, Hosur 635 126, Dharmapuri District who are on the rolls of the company as on date of the settlement and those who may be employed permanently in future except wherever the applicability is specifically excluded.

1.2 Commencement of the Settlement :

This settlement will come into force from 1st August, 1985.

1.3 Duration :

This Settlement will be valid for a period of Three Years effective 1.8.1985 and will expire on 31.7.1988. Further, it will also be in force till a fresh settlement is signed on expiry of this settlement.

2.0 Salary Structure :

2.1 Changes to the existing Salary Structure of the workers as notified to each worker remains unaltered.

3.0 Annual Increment :

3.1 At present, workers are awarded Annual Increments in the respective month of appointment. Henceforth, annual increments will be made in the month of April for all workers. However, such of those workers whose Annual Increments for the year 1985/86 fall in any month between the date of this Settlement and April, 1986 will be awarded their usual increment in that month. Thereafter they will be entitled for Annual Increment in the month of April, 1986 along with other workers.

3.2 Workers who will be taken into the permanent employment of the company in future will be eligible for their annual increment if they have completed one year of permanent service in the company at the time of the Annual Review in the month of April every year.

3.3 Regular attendance is a pre-requisite for annual increment. It is therefore necessary that a worker should have worked atleast for a minimum of 240 days during the year under review. While computing the number of working days in the review year, the days of absence on account of

(a) Leave with Wages; (b) Employment injury arising out of and in the course of employment and (c) absence on account of leave taken by female workers for reasons of maternity will be reckoned as days worked.

4.0 Dearness Allowance :

- 4.1 The Union and the Management agree that the present system of Consolidated Dearness Allowance will continue during the currency of this settlement.
- 4.2 The existing Consolidated Dearness Allowance of Rs. 450/- per month will be increased to Rs. 575/- per month with effect from 1st August, 1985 till the end of the currency of this settlement.
- 4.3 The Consolidated Dearness Allowance will not vary with any increase or decrease in the Consumer Price Index.
- 4.4 Dearness Allowance will be applicable to only for those workers who have completed one year of service after confirmation.

5.0 House Rent Assistance :

- 5.1 The existing House Rent Assistance of Rs. 75/- p.m. will be increased to Rs. 110/- p.m.
- 5.2 Payment of House Rent Assistance will be proportionate to the number of days for which Basic Wages are earned in a Calendar month.
- 5.3 House Rent Assistance shall not be taken into account for the purpose of Provident Fund, Overtime, Bonus, Gratuity, Incentive Schemes and the like.
- 5.4 It is hereby agreed that if by virtue of any legislation/ Government order or Court decision, any House Rent Assistance becomes payable to the workers covered under this Settlement, House Rent Assistance payable under this settlement shall be adjusted against the same.
- 5.5 House Rent Assistance will be applicable to only for those workers who have completed one year of service after confirmation.

6.0 Local Travelling Expenses :

- 6.1 The present Local Travelling Expenses of Rs. 25/- per month will be increased to Rs. 40/- per month.
- 6.2 Payment of Local Travelling Expenses will be proportionate to the number of days for which Basic Wages are earned in a Calendar Month.

- 6.3 Local Travelling Expenses shall not be taken into account for the purpose of Provident Fund, Overtime, Bonus, Gratuity, Incentive Schemes, ESI Contributions and the like.
- 6.4 Local Travelling Expenses will be applicable to only for those workers who have completed one year of service after confirmation.
- 7.0 Good Attendance Bonus :**
- 7.1 Every worker who is present on duty on all scheduled working hours in a calendar month will be granted Good Attendance Bonus of Rs. 10/- per month.
- 7.2 Good Attendance Bonus amount shall not be taken into account for the purpose of Provident Fund, Overtime, Bonus, Gratuity and the like.
- 7.3 Good Attendance Bonus will be applicable only for such of those workers who have completed one year of service after confirmation.
- 8.0 Uniform/Stitching/Washing/Night Shift Allowance:**
- 8.1 All the permanent workers who have completed one year of service after confirmation will be given Rs. 50/-p.m. towards two sets of Terricot Uniform and Stiching charges and also Rs. 15/- p.m. as Washing Allowance.
- 8.2 Effective 1.8.1985, workmen who perform work for full 8 hours in the Night Shift will be paid Rs. 2/- per night as Night Shift Allowance.
- 8.3 These amounts shall not be taken into account for the purpose of Provident Fund, Overtime, Bonus, Gratuity, ESI Contribution and the like.
- 9.0 Leave :**
- 9.1 The existing number of 2 days Casual Leave and 4 days Sick Leave shall continue to be applicable during the period of this Settlement.
- 9.2 It is agreed that Casual Leave shall not be clubbed with any other leave.
- 9.3 To be eligible for Casual Leave and Sick Leave a worker should have worked for not less than 240 days in a year. While computing the number of working days in a calendar year, days on leave with wages and the days of absence on account of employment injury arising out of and in

the course of employment and absence of a female worker for reasons of maternity will be reckoned as days worked.

10.0 E.S.I.

10.1 Since ESI facilities are extended to workers in Hosur from 25th March, 1985, any worker going on permission due to accident will be given permission only without pay as against the present practice of With Pay.

11.0 Productivity improvement and Efficient working :

11.1 In consideration for the above benefits granted to the workers under this Settlement, the Union and the workers recognise the supreme need to improve and maintain higher and better levels of productivity both individually and collectively. In pursuance of this objective, the Union and the workers agree to the minimum level of production quantities by all workers as detailed in the Annexure to the Settlement with immediate effect.

11.2 All the production quantities agreed by the Union and the workers in the Annexure are to be accepted. Non-Quality production and the rejections arising due to wilful and deliberate act on the part of workmen will not be taken into account for the finished production quantities.

11.3 Such of those workers who fail to achieve the agreed production quantities as detailed in the Annexure will be deemed to have wilfully refused to do his/her allotted work for the proportionate hours and therefore treated as absent, unauthorisedly from work. Notwithstanding proportionate deduction of wages and benefits accruing from this Settlement, they will also render themselves liable for appropriate disciplinary actions as warranted in accordance with the certified Standing Orders of the Company.

11.4 The Union and the workers agree that keeping in view the market trends in regard to product demand and technological changes the present practice of flexibility in work assignments will be continued. Wherever necessary and possible as per exigencies of work flexibility will be adopted in work assignments, workers will be shifted from one work place to another. In this process, if necessary, required training will be imparted.

11.5 The Union and the workers also agree that the production work includes the necessary movement of materials by the Operatives as per existing practice.

- 11.6 The Union and the workers agree that any saving in time on account of any of the improved methods/systems of working shall result in improvement of present levels of efficiency.
- 11.7 It is agreed that the Management will provide the necessary facilities in order to enable the workers to achieve higher levels of productivity.
- 11.8 Workmen and the Union agree that in case of any method improvement/Automation/Introduction of New Products or innovative method of operation, the fixation of crew/squad strength, fixation of production standards, work content and the norms of production will be revised or established in accordance with the study conducted by the Industrial Engineering Department of the Company. The Union will be kept informed.
- 11.9 The Management will as required due to exigencies of market fluctuations adopt such methods as presently adopted.

12.0 Essential Services :

12.1 The company recognises the right of the workers employed for Essential Services as detailed herein to be members of the Union. The Union agrees that in view of the nature of their work, such essential service workers will be exempted and excluded from participation in any strike or other forms of direct action in order to ensure that the safety and well being of the establishment as well as of the workers are not affected during the period of strike or other forms of direct action.

12.2 Any of the workers acting in violation of this provision shall render themselves liable for disciplinary action.

12.3 Essential Services Personnel :

Without being exhaustive the following categories of workmen shall be considered as essential services personnel:

- 12.3.1 All workers employed in the Maintenance of Buildings, Plant and Equipment including electrical sub station.
- 12.3.2 Watch and ward personnel including Fire Services personnel;
- 12.3.3 Sanitation workers including those employed in Sewage disposal.
- 12.3.4 Services which must be carried on continuously including Kiln personnel;

12.3.5 Drivers;

12.3.6 Telephone and Telex Operator.

12.3.7 Maintenance of Water Supply.

13.0 Code of discipline and obligations of the Management and the Union.

13.1 The Management and the Union reaffirm their faith in collective bargaining and agree to abide by the code of discipline adopted at the 16th Session of the Indian Labour Conference and subsequent amendment and clarification thereof.

13.2 The Union and/or workers will not resort to any illegal strike, go-slow and adopt only constitutional methods to resolve any dispute.

13.3 The Management will not resort to illegal lock-out or victimisation, instead both parties will adopt constitutional methods to resolve such disputes/grievances if any, through process of collective bargaining.

13.4 Workers as well as the Union agree jointly and severally to extend their full co-operation to the company in enforcing discipline, improving the efficiency, maintaining punctuality and regularity in attendance and eliminating wastages and unproductive practices.

13.5 The workers and the Union agree to honour and abide by the provisions of the certified Standing Orders of the company as amended from time to time and maintain discipline and efficiency of the Establishment.

14.0 Operation and period of settlement :

14.1 This Settlement is in full and final settlement of all demands contained in the Union's charter of demands dated 9.6.1984, and that during the period of operation and currency of this settlement, the Union and workers will not raise any demand which will involve additional financial commitment whatsoever to the Management either directly or indirectly.

14.2 In the event of any of the provisions of this settlement becoming legally invalid or unenforceable or suspended or superseded by any statute or order of the Government such invalidity, unenforceability or such suppression shall not affect the remaining provisions of this settlement.

14.3 All other demands included in the Charter of Demands dated 9.6.1984 but not covered by the settlement have

deemed to have been withdrawn by the Union and shall not be raised again during the currency of this Settlement.

15.0 Applicability :

15.1 The terms of the agreement and the benefits/right/obligations thereof will be applicable to all those permanent and confirmed workers who are on the rolls of the company as on the date of signing the agreement and to those who may be employed permanently in future except wherever the applicability is specifically excluded.

15.2 Workers who are no longer in the services of the company as on the date of signing this settlement will not be eligible to any benefit arising out of this agreement. IN WITNESS WHEREOF the parties hereto have signed this Settlement by this 11th Day of August, 1985.

Representing the
Management

C. R. BAI ASUBRAMANIAN
K. K. GUPTA
M. M. RAO
B. NARASHIMHA RAO
K. C. ETHIRAJ

Representing the
Workmen

S. RAMASWAMY
R. BOSE
T. SIVASHANMUGA-
SUNDARAM
R. MUNUSWAMY
R. PRAKASH
S. GUNASEKARAN
G. SRINIVASARAGHAVAN

WITNESSES :

- (1) A. M. VINCENT
- (2) S. RAVI

Copy to :

- (1) The Secretary,
Labour Department,
Government of Tamil Nadu,
Fort St. George,
Madras - 600 009.
- (2) The Labour Officer,
Krishnagiri.
- (3) The Deputy Labour Commissioner
Salem.
- (4) The Commissioner of Labour,
Madras - 600 006.

ANNEXURE

Sl. No.	Operation	Sqd. Size (Operatives)	Present Prodn. Qty.	Prodn. Qty Agreed by Union	
1. C F S					
SUB ASSEMBLY					
	CH 63 Base Assy	1	57/hr	62.3/hr	
	CH 100 " "	1	8/hr	8.7/hr	
	CH 200 " "	1	7/hr	7.6/hr	
	CH 300 " "	1	4/hr	4.3/hr	
	CH 300 4 (P)	1	3/hr	3.2/hr	
	CH 63 M B A	1	7.5/hr	7.5/hr	
	CH 100 M B A	1	20/hr	20/hr	
	CH 200 M B A	1	20/hr	20/hr	
	CH 300 M B A	1	8/hr	8/hr	
	CH 63 Mech. Assy	1	40/hr	43.7/hr	} ½ h down time exist ing
	CH 100 " "	1	20/hr	21.8/hr	
	CH 200 " "	1	20/hr	21.8/hr	
	CH 300 " "	1	20/hr	21.8/hr	
	CH 63 Neutral Assy	1	40/hr	43.7/hr	
	CH 100 " "	1	40/hr	43.7/hr	
	CH 200 " "	1	40/hr	43.7/hr	
	CH 300 " "	1	40/hr	43.7/hr	
	63 Toggle Assy	1	60/hr	65.5/hr	
FEED					
63		2	20/load 60 mts.	21.8/load 60 mts.	
100		2	15/load 75 mts.	16.3/load 75 mts.	
200		2	13/load 75 mts.	14.2/load 75 mts.	
300		2	10/load 60 mts.	10.9/load 60 mts.	
FIXBLADE					
	63/100/200	1	4 mts./unit	3.6 mts./unit	
	300	1	5 mts./unit	4.6 mts./unit	
	Squad. 2	2	75	81.9 includ- ing CH 63 with 36 nos.	

Sl. No.	Operation	Sqd. Size (Operatives)	Present Prod. Qty.	Prod. Qty Agreed by Union	
	Squad. 3	3	106	115.8 including CH 63 40 Nos.	
SETTING					
	63	1	15 mts	13.6 mts.	
	100/30	1	30 mts.	27.2 mts.	
	200	1	30 mts.	27.2 mts.	
	300	1	60 mts.	54.4 mts.	
	4 (P) 300	1	90 mts.	81.6 mts.	
	4 (P) 100/200	1	60 mts.	54.4 mts.	
LID ASSEMBLY					
	63	1	25/hr	27.3/hr	
	100	1	23/hr	25.1/hr	
	200	1	22/hr	24/hr	
	300	1	20/hr	21.8/hr	
LID DRILL					
	63	2	22/hr	24.0/hr	1 hr
	100	2	13/hr	14.2/hr	down
	200	2	12/hr	13.1/hr	time/
	300	2	12/hr	13.1/hr	shift
FINAL					
	Squad 1	1	33/shift	36.0/shift	
	Squad. 2	2	66/shift	72.1/shift	
	Squad. 3	3	100/shift	109.3/shift	
II. L P					
	First Feed Up				
	Tapping & earth nut + Label + Plug	1	15/hr	17.1/hr	
	Second Feed Up				
	Mechanical, Neutral, + Clip for Neutral				
	Mech. Assy	1	13/hr	14.8/hr	
	Setting	1	28/shift	32/shift	
	Base Assy	1	15/hr	16.1/hr	
	M D Assy	1	40/hr	45.6/hr	

Sl. No.	Operation	Sqd. Size (Operatives)	Present Prod. Qty.	Prod. Qty. Agreed by Union
	Neutral 32 A	1	35/hr	40/hr
	Neutral 63 A	1	35/hr	40/hr
	Spare Parts Assy	1	120/shift	137/shift
III.	C M F	1	4 (with packing)	5 (with packing)
IV.	FUSE FITTINGS			
	M5 Cont. Assy	1	750/hr	750/hr
	NSH Base Tightening	1	400/hr	400/hr
	NSB Base Tightening	1	200/hr	200/hr
	NSP Base Assy	1	70/hr	71/hr
	NSH Base Disc	1	540/hr	540/hr
	NSB Base Disc	1	850/hr	850/hr
	NS Handle Assy	1	380/hr	380/hr
	NS Handle Disc	1	590/hr	590/hr
	SM Cont. Assy	1	700/hr	700/hr
	SM Base Assy	1	225/hr	225/hr
	SM (H) Base Tight	1	300/hr	300/hr
	SM (B) Base Tight	1	200/hr	206/hr
	SM (H) Base Disc	1	450/hr	450/hr
	SM (B) Base Disc	1	700/hr	705/hr
	SM Spin Rivert	1	300/hr	300/hr
	SM I/Screw	1	175/hr	175/hr
			(with 40 mts. help/shift 155/hr (without help)	(with 40 mts. help/shift 155/hr (without help)
	Packing Squad			
	Average MS			
	SM			
	SM 100 Cont. Assy	1	500/hr	504/hr
	Base Assy	1	200/hr	203/hr
	Base Tight (H)	1	130/hr	133/hr
	(B)	1	80/hr	83/hr
	Disc (H)	1	300/hr	303/hr
	(B)	1	400/hr	403/hr

Sl. No.	Operation	Sqd. Size (Operatives)	Present Prod. Qty.	Prod. Qty. Agreed by Union
	Spin	1	150/hr	153/hr
	I/Screw	1	125/hr	128/hr
	VEL 100	1	200/sht.	200/sht.
	200	1	80/sht.	82/sht.
	400	1	70/sht.	72/sht.
	630	1	65/sht.	67/sht.
V. H R C				
N S				
	Element Fabrication	1	1800/shift	1950/shift
	SW/Rivetting	1	9500/ "	9700/ "
	Soldering	2	18000/ "	18376/ "
(NS/TIA/TIS)				
	I. Capping	1	5600/ "	5720/ "
	Thrd/Sold	1	1200/ "	1230/ "
	Elementing	1	2100/ "	2122/ "
	Plastering	1	5600/ "	5720/ "
	Marking	1	9000/ "	9190/ "
	Outer Capping	4	5400/ "	5510/ "
	Gun Powder	1	6000/ "	6130/ "
	Transfer	1	3150/ "	3185/ "
	Packing	1	6500/ "	6640/ "
T I A				
	SW/Rivetting	1	2000/ "	2040/ "
	Soldering	2	18000/ "	18376/ "
(NS/TIA/TIS)				
	I. Capping	1	4000/ "	4080/ "
	Thrd/Sold	1	1300/ "	1330/ "
	Elementing	1	1700/ "	1718/ "
	Plastering	1	4700/ "	4800/ "
	Marking	1	9000/ "	9190/ "
	Outer Capping	4	3600/ "	3676/ "
	Gun Powder	1	5600/ "	5720/ "
	Transfer	1	3150/ "	3185/ "
	Packing	1	6500/ "	6640/ "

Sl. No.	Operation	Sqd. Size (Operatives)	Present Prod. Qty.	Prodn. Qty Agreed by Union
T I S				
	SW/Rivetting	1	2000/ "	2040/ "
	Soldering	2	18000/ "	18376/ "
				(NS/TIA/TIS)
	Capping (Inner)	1	3500/ "	3610/ "
	Thrd/Sold	1	1250/ "	1280/ "
	Elementing	1	1600/ "	1616/ "
	Plastering	1	4700/ "	4800/ "
	Marking	1	9000/ "	9190/ "
	Outer Capping	4	3200/ "	3266/ "
	Gun Powder	1	5600/shift	5720/shift
	Transfer	1	3150/ "	3220/ "
	Packing	1	6500/ "	6640/ "
V T F				
	Assy except packing	1	38 Nos/shift	38 Nos/shift
	5X VTF except packing and Stud Assy	1	38 Nos/shift	38 Nos/shift
T I				
	Assy except labelling and Packing	1	200 Nos/shift	204 Nos/shift
T C/T C P				
	Rivetting (T & C)	1	250/400	256/408
	Soldering (T & C)	2	500	510
	I/Capping (Fuse)	1	200	204
	Thrd/Sold/Elementing	1	173	175
	Marking	1	600	612
	Plastering/Outer Capping/Washer (Fuse)	2	105	109 (All LF/VEL)

Sl. No.	Operation	Sqd. Size (Operatives)	Present Prod. Qty.	Prod. Qty. Agreed by Union
	Cleaning (Fuse) } Gun Powder (Fuse) } Transfer	1	100	102 " "
	Packing	1	250	256
TF/TFP				
	Rivetting (T & C)	1	250/400	256/408
	Soldering (T & C)	2	400	408
	I/Capping (Fuse)	1	200	204
	Thrd/Soldering/ Elementing	1	173	175
	Marking	1	600	612
	Plastering/Outer Capping/ Washing (Fuse)	2	105	107 (ALL LF/VEL)
	Cleaning (Fuse) } Gun Powder (Fuse) } Transfer	1	100	102 " "
	Packing	1	175	181
K				
	Rivetting (T & C)	1	250	256
	Soldering (T & C)	2	250	256
	I/Capping (Fuse)	1	150	154
	Thrd/Soldering/ Elementing	1	173	175
	Marking	1	600	612
	Plastering/Outer Capping/ Washing (Fuse)	2	105	107 ALL LF/VEL)
	Cleaning (Fuse) } Gun Powder (Fuse) } Transfer	1	100	102 " "
	Packing	1	100	102

Sl. No.	Operation	Sqd. Size (Operatives)	Present Prod. Qty.	Prodn. Qty. Agreed by Union
T M/T S				
	Rivetting (T & C)	1	50/50	52/52
	Soldering (T & C)	1	50	52
	I/Capping (Fuse)	1	100	102
	Thrd/Soldering/ Elementing	1	173	175
	Marking	1	450	458
	Plastering/Outer Capping/ Washing (Fuse)	2	30	32
	Cleaning (Fuse) Gun Powder (Fuse) Transfer	1	100	102 (ALL LF/VEL
	Packing	1	100	102 " "
L				
	Rivetting (T & C)	1	50	52
	Soldering (T & C)	1	50	52
	I/Capping (Fuse)	1	100	102
	Thrd/Soldering/ Elementing	1	173	175
	Marking	1	450	548
	Plastering/Outer Capping/ Washing (Fuse)	2	30	32
	Cleaning (Fuse) Gun Powder Transfer	1	100	102 (ALL LF/VEL)
VB				
	Rivetting (T & C)	1	400	408
	Soldering (T & C)	2	500	510
	I/Capping (Fuse)	1	300	306
	Thrd/Soldering/ Elementing	1	173	175

Sl. No.	Operation	Sqd. Size (Operatives)	Present Prod. Qty.	Prod. Qty. Agreed by Union
	Marking	1	600	612
	Plastering/Outer Capping/ Washing (Fuse)	2	105	107 (ALL LF/VEL)
	Cleaning (Fuse) Gun Powder (Fuse) Transfer	1	100	102 " "
V F				
	Rivetting (T & C)	1	100	102
	Soldering (T & C)	2	250	256
	I/Capping (Fuse)	1	200	204
	Thld/Soldering/ Elementing	1	173	175
	Marking	1	450	458
	Plastering/Outer Capping/ Washing (Fuse)	2	105	107 (ALL LF/VEL)
	Cleaning (Fuse) Gun Powder Transfer	1	100	102
	Packing	1	175	179
V K				
	Rivetting (T & C)	1	100	102
	Soldering (T & C)	2	150	154
	I/Capping (Fuse)	1	200	204
	Thld/Soldering/ Elementing	1	173	175
	Marking	1	450	458
	Plastering/Outer Capping/ Washing (Fuse)	2	80	82
	Cleaning (Fuse) Gun Powder (Fuse) Transfer	1	100	102 (ALL LF/VEL)
	Packing	1	100	102

Sl. No.	Operation	Sqd. Size (Operatives)	Present Prodn. Qty.	Prodn. Qty Agreed by Union
V T				
	Rivetting (T & C)	1	50	52
	Soldering (T & C)	1	50	52
	I/Capping (Fuse)	1	100	102
	Thld/Soldering/ Elementing	1	173	175
	Marking	1	450	458
	Plastering/Outer Capping/ Washing (Fuse)	2	30	32
	Cleaning (Fuse)	1	100	102 (ALL LF/VEL)
	Gun Powder (Fuse) Transfer			
	Packing	1	100	102
	Rolling	- 10 Kg/shift/operative		} For all conventio nal fuses
	Cropping	- 12000/shift/operative		

GSA/GSB (5 - 20)

Inner Capping	1	200	204
Element Soldering	1	90	92
Outer Capping	1	100	102
T/C Rivetting	1	200	204
T/C Soldering	2	500	510
Marking	1	200	204
Finalling	1	300	306

GSA (25 - 100)

Inner Soldering	1	400	408
Element Soldering	1	80	82
Outer Capping	1	100	102
T/C Rivetting	1	300	306
T/C Soldering	2	2000	2040
Marking	1	400	408
Finalling	1	300	306

Sl. No.	Operation	Sqd. Size (Operatives)	Present Prod. Qty. Union	Prod. Qty. Agreed by
GSB (25 — 75)				
	Inner Capping	1	250	256
	Element Soldering	1	80	82
	Outer Capping	1	100	102
	T/C Rivetting	1	300	306
	T/C Soldering	2	2000	2040
	Marking	1	400	408
	Finalling	1	300	306
GSB (16 — 55)				
	Inner Capping	1	250	256
	Element Soldering	1	120	122
	Outer Capping	1	100	102
	T/C Rivetting	1	300	306
	T/C Soldering	2	2000	2040
	Marking	1	400	410
	Finalling	1	300	306
G S G (75 — 150)				
	Inner Capping	1	250 bodies	256
	Element Soldering	1	120 elements	122
	Outer Capping	1	50	52
	T/C Rivetting	1	150	154
	T/C Soldering	1	400	408
	Marking	1	225	229
	Finalling	1	150	154
G S G (175 — 350)				
	Inner Capping	1	150 bodies	154
	Element Soldering	1	75 elements	77
	Outer Capping	1	100	102
	T/C Rivetting	1	400	408
	T/C Soldering	2	400	408
	Marking	1	225 fuses	229
	Finalling	1	150	154

Sl. No.	Operation	Sqd. Size (Operatives)	Present Prod. Qty.	Prod. Qty. Agreed by Union
G S 1000/(100 -- 250)				
	Inner Capping	1	150	154
	Element Soldering	1	200 elements	204
	Outer Capping	1	100	102
	T/C Rivetting	1	400	408
	T/C Soldering	2	400	408
	Marking	1	225 fuses	229
	Finalling	1	300	306
G S 1000/(300 -- 500)				
	Inner Capping	1	150 bodies	154
	Element Soldering	1	200 elements	204
	Outer Capping	1	100	102
	T/C Rivetting	1	400	408
	T/C Soldering	2	400	408
	Marking	1	225 fuses	229
	Finalling	1	150	154
G S 450/(150 -- 250)				
	Inner Capping	1	150	154
	Element Soldering	1	50	52
			45	47
			40	42
	Outer Capping	1	100	102
	T/C Rivetting	1	400	408
	T/C Soldering	2	400	408
	Marking	1	225 fuses	229
	Finalling	1	300	306
G S 450/(300 -- 500)				
	Inner Capping	1	150 bodies	154
	Element Soldering	1	50/45/40 elements	52/47/42
	Outer Capping	1	100	102
	T/C Rivetting	1	400	408
	T/C Soldering	2	400	408

Sl. No.	Operation	Sqd. Size (Operatives)	Present Prod. Qty.	Prod. Qty. Agreed by Union
	Marking	1	225	229
	Finalling	1	150	154
R G S 500				
	Inner Capping	1	150 bodies	154
	Element Soldering	1	200 elements	204
	Outer Capping	1	50	52
	T/C Rivetting	1	100	102
	T/C Soldering	2	150	154
	Marking	1	225	229
	Finalling	1	150	154
G S M J/K MODULES				
	Inner Capping	1	100	102
	Element Soldering	1	80	82
	Outer Capping	1	100	102
	T/C Rivetting	1	150	154
	T/C Soldering	1	150	154
	Marking	1	250 module caps	256
	Marking			
	Finalling	1	300	306
KEBXO				
	Starcore Preparation	1	40/shift	40/shift
	Winding/Element Soldering with LM 10	1	40/ "	42/ "
	Sandfilling & Capping	1	40/shift	40/shift
	Element Fabrication	1	240/ "	240/ "
	Screen Printing	1	160/ "	165/ "
K 6 E B X				
	Starcore Preparation	1	40/shift	40/shift
	Winding/Element			

Sl. No.	Operation	Sqd. Size (Operatives)	Present Prod. Qty.	Prod. Qty. Agreed by Union
	Soldering with LM 10	1	40/ "	42/ "
	Sandfilling & Capping	1	40/ "	40/ "
	T/C Drilling & Rivetting	2	200/ "	210/ "
	T/C Soldering	1	320/ "	323/ "
	Element Fabrication	1	240/ "	240/ "
	Screen Printing	1	160/ "	165/ "
H2CAS/H3CAS				
	Starcore Preparation	1	120/ "	125/ "
	Winding/Element Soldering with LM 10	1	5 to 25 = 40/ "	45/ "
			31 to 71 = 35/ "	35/ "
	Striker Assembly	1	50/shift	50/shift
	Striker Insertion and Assy	1	35/ "	35/ "
	Sandfilling & Capping	1	32/ "	33/ "
	T/C Drilling & Rivetting	1	200/ "	210/ "
	T/C Soldering	1	320/ "	323/ "
	Inner Capping	1	120/ "bodies	120/ "
	Element Fabrication	1	160/ "	160/ "
	Screen Printing	1	160/ "	165/ "
K 81 P E X				
	Winding/Element Soldering with LM 10	1	100A = 100/ shift (ele) =	100/ "
			Others 135/shift	140/Shift
			(elements)	
	Striker Assembly	1	64/shift	64/shift
	Strike Insertion & Assy	1	64/ "	64/ "
	Sandfilling & Capping	1	32/ "	32/ "
	T/C Drilling & Rivetting	1	400/ "	415/ "
	T/C Soldering	1	300/ "	303/ "

Sl. No.	Operation	Sqd. Size (Operatives)	Present Prod. Qty.	Prod. Qty. Agreed by Union
	Inner Capping	1	120/ "	120/" bodies
	Screen Printing	1	160/ "	165/ "
H S O 302				
	Winding/Element Soldering with LM 10	1	135/shift	140/shift
	Sand filling & Capping	1	32/ "	32/ "
	T/C Drilling & Rivetting	1	400/ "	415/ "
	T/C Soldering	1	400/ "	404/ "
	Inner Capping	1	120/ "	120/ "
	Element fabrication	1	240/ "	240/ "
	Screen Printing	1	160/ "	165/ "
K 81 S V X				
	Winding/Element Soldering with LM 10	1	50 to 80A = 100/shift 100A to all = 135/shift	100/shift 140/ "
	Striker Assy	1	64/ "	64/ "
	Striker Insertion & Assy	1	64/ "	64/ "
	Sand filling & Capping	1	22/ "	22/ "
	T/C Drilling & Rivetting (F/L)	1	400/ "	415/ "
	T/C Soldering	1	300/ "	303/ "
	Inner Capping	1	80/ "	80/ "
	Screen Printing	1	120/ "	125/ "
K 82 SSX				
	Winding/Element Soldering with LM 10	1	135/shift (elements)	140/ " (elements)
	Striker Assy	1	64/ "	64/ "
	Striker Insertion & Assy	1	64/ "	64/ "
	Sandfilling & Capping	1	22/ " (bodies)	22/ " (bodies)

Sl. No.	Operation	Sqd. Size (Operatives)	Present Prod'n. Qty.	Prod'n. Qty. Agreed by Union
	Drilling & Rivetting (F/L)	2	40/ "	42/ "
	T/C Drilling & Rivetting	1	400/ "	415/ "
	T/C Soldering	1	300/ "	303/ "
	Inner Capping	1	80/ "	80/ "
	Screen Printing	1	100/ "	105/ "
	K 82 P E X			
	Winding/Element Soldering with LM 10	1	135/shift (elements)	140/shift (elements)
	Striker Assy	1	64/ "	64/ "
	Striker Insertion & Assy	1	64/ "	64/ "
	Sandfilling & Capping	1	32/shift bodies)	32/shift bodies
	Drilling & Rivetting (F/L)	2	40/ "	42/ "
	T/C Drilling & Rivetting	1	400/ "	415/ "
	T/C Soldering	1	300/ "	303/ "
	Inner Capping	1	120/ "	120/ "
	Screen Printing	1	100/ "	105/ "
	K 3 P G X			
	Winding/Element Soldering with LM 10	1	5 to 20 A = 135/shift Others = 155/shift (elements)	135/shift 155/shift (elements)
	Striker Assy	1	64/shift	64/shift
	Striker Insertion & Assy	1	75/ "	75/ "
	Sandfilling & Capping	1	60/ "	60/ "
	T/C Drilling & Rivetting	1	400/ "	415/ "
	T/C Soldering	1	300/ "	303/ "
	Inner Capping	1	160/ "	160/ "
	Element Fabrication	1	240/ "	240/ "
	Screen Printing	1	160/ "	165/ "

X-Ray 3 films/hr/opr. and 24 films/shift/opr.

PLATING

Sl. No.	Operation	Sqd. Size	Present Prod'n. Load	Prod'n. Load Agreed by Union
	Small Barrel (Tin)	1	15/shift	16/shift
	Big Barrel (Tin)	1	13/ "	14/ "
	Zinc Barrel		15/ "	15/ "
	Zinc Vat	1	6/ "	7/ "
	Silver Barrel/Vat	1	15/ "	15/ "
	Tin Vat	1	12/ "	13/ "
	Phosphating	1	100 shell/ 3 hrs.	100 shell/ 3 hrs.
	Shaft Load Plating (Both small & big barrel combined)	1	13/shift	14/shift

PAINTING

Ballard per load CFS for any kind of painting	1	1½ hours	1½ hours
Ballard per load LP shell 75 nos. for primer painting	1	1½ "	1½ "
Ballard per load LP shell 65 nos. for final painting	1	2 "	1½ "
Handles one coat	1	½ hour	½ hour
" Two coat	1	45 mts.	45 mts.
Red Can painting (final)	1	1 hour	1 hour
LP Shell emery cleaning	1	20/hour	23/hour
LP Shell touch up	1	25/ "	28/ "
CMF Shell 75 nos. (Primary painting or Final painting)	1	1½ hours	1½ hours
CMF Handles	1	50/hours	55/hours
CMF Base Plate	1	50/hours	55/hours
Spray painting	1	20/hours	20/hours

THE OPERATIVES WORKING IN BALLARD SHALL NOT OPERATE THE REGULATOR WITHOUT THE SPECIFIC INSTRUCTIONS FROM THE SUPERVISORS.

CERAMICS

CERAMIC PRODUCTION — QTY (Nos.)

Sl. No.	Compo- nent Type	Sqd. Size (Opera- tive)	Present Prodn. Qty./shift	Prodn. Qty. Agreed by Union/sht.	Remarks
1	NS	1	2,000	2,100	
2	TIA	2	4,500	4,500	
3	TIS	2	4,500	4,500	
4	C	2	2,500	2,600	
5	F	2	2,200	2,350	
6	K	2	1,350	1,400	
7	T	2	800	900	
8	L	2	800	900	
9	VTFB	—	500	500	
10	VTFS	—	—	—	
11	TSA	—	1,350	1,550	
12	Alumina	—	800	800	
13	HVB	—	—	—	
14	HVS	—	—	—	
15	KEBXO B	—	—	—	
16	KEBXO S	—	—	—	
17	K81PEX	—	—	—	
18	K81SVX	—	—	—	
19	K3PGX	—	—	—	
20	V 5103	1	800	900	
21	V 5107	1	800	900	
22	IV 2558	1	800	900	
23	V 8388	1	800	900	
24	V 5105	1	800	900	
25	V 3945	—	—	—	
26	V 2884	—	—	—	
27	V 5737	—	—	—	
28	V 5738	—	—	—	
29	V 6725	—	—	—	
30	V 8719	—	—	—	

CERAMICS

CERAMIC EXTRUSION — QTY (Nos.)

Sl. No.	Component Type	Sqd. Size (Operative)	Present Prod'n. Qty./shift	Prod'n. Qty. Agreed by Union/sht.	Remarks
1	NS	2	35,000	36,000	
2	TIA	3	21,000	21,500	
3	TIS	3	21,000	21,500	
4	C	3	7,000	7,000	
5	F	3	5,500	5,525	
6	K	4	3,000	3,000	
7	T	4	2,000	2,100	
8	L	4	2,000	2,100	
9	VTFB	4	1,750	2,000	
10	VTFS	3	2,000	2,100	
11	HVB	4	250	250	
12	HVS	4	300	350	
13	KEBXO B	4	250	250	
14	KEBXO S	4	300	350	
15	K81PEX	4	300	350	
16	K81SVX	4	150	160	
17	K3PGX	4	600	600	
18	V 5103	3	5,000	5,500	
19	V 5107	3	5,000	5,500	
20	IV 2558	3	5,000	5,500	
21	V 8388	3	7,000	7,500	
22	V 5105	3	7,000	7,500	
23	V 3945	4	9,000	12,000	
24	V 2884	4	9,000	12,000	
25	V 5737	4	9,000	12,000	
26	V 5738	4	9,000	12,000	
27	V 6725	4	4,500	6,000	
28	V 8719	4	4,500	6,000	

CERAMICS

CENTRELESS GRINDING/QTY. (Nos.)

Sl. No.	Component	Sqd. Size (OPR)	Present Prod.		Prod. Qty. Agreed by Union/shift		Remarks
			Qty./shift	Passes	Qty.	Passes	
1	NS	1	8,000	24,000	8,333	25,000	
2	TIA	1	5,000	15,000	5,333	16,000	
3	TIS	1	5,000	15,000	5,333	16,000	
4	C	1	2,000	10,000	2,100	10,500	
5	F	1	1,100	7,000	1,250	7,000	
6	K	1	400	3,150	465	3,250	
7	T	1	250	2,500	255	2,550	
8	L	1	250	2,500	255	2,550	
9	VTFB	1	200	—	200	—	
10	VTFS	1	—	—	—	—	
11	TSA	1	6,000	18,000	6,333	19,000	
12	Alumina	1	—	—	—	—	
13	HVB	1	—	—	—	—	
14	HVS	1	—	—	—	—	
15	KEBXO B	1	—	—	—	—	
16	KEBXO S	1	—	—	—	—	
17	K81PEX	1	—	—	—	—	
18	K81SVX	1	—	—	—	—	
19	K3PGK	1	—	—	—	—	
20	V 5103	1	500	5,000	500	5,000	
21	V 5107	1	300	3,000	325	3,250	
22	IV 2558	1	500	5,000	500	5,000	
23	V 8388	1	700	7,000	725	7,250	
24	V 5105	1	500	5,000	525	5,250	
25	V 3945	1	700	4,200	716	4,300	
26	V 2884	1	700	4,200	716	4,300	
27	V 5737	1	700	4,200	716	4,300	
28	V 5738	1	700	4,200	716	4,300	
29	V 6725	1	300	1,800	300	1,800	
30	V 8719	1	1,800	300	1,800		
30	V 8719	1	300	1,800	300	1,800	

CERAMICS

CYLINDRICAL GRINDING — QTY. (Nos.)

Sl. No.	Component Type	Sqd. Size (Opr.)	Present Prodn. Qty./shift	Prodn. Qty. Agreed by Union/shift
1	VTF	1	80	90
2	HVB	1	28	32
3	KEBXO	1	28	32
4	K81PEX	1	30	35
5	K81SVX	1	18	19
6	K3PGX	1	35	37



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