

**MEMORANDUM OF SETTLEMENT RECORDED UNDER SECTION 12(3) OF THE INDUSTRIAL DISPUTES ACT, 1947 ON 26TH OCTOBER, 1977.**

**Present: Thiru S. Rajasubramanian, M.A., B.L., BSW.,  
Special Deputy Commissioner of Labour, Madras.**

**No. 53. 113214/77.**

**Parties to the Dispute:                      Between the Management of  
The English Electric Company of  
India Ltd., Pallavaram, Madras.43  
and their workmen.**

**Representing Management:                      1)Thiru J. Lopez-Evans,  
Managing Director  
2)Thiru T.J. Raju,  
Personnel Manager**

**Representing Workmen:                        1)Thiru K.S. Narayanan,  
President  
2)Thiru G.S.B. Prabu,  
General Secretary,  
English Electric Company  
Employees Progressive Union,  
Madras.43.**

**Short recital of the case:**

By their notice dated 14.9.1977, the Management declared lockout of their factory. Conciliation talks on issues arising out of lockout were initiated by the Assistant Commissioner of Labour (Conciliation) Madras.

Since conciliation talks before him failed, further discussions were held by the Special Deputy Commissioner of Labour, Madras as a result of which the following settlement has been arrived at.

**Terms of Settlement:**

- 1) The Management will lift the lock-out with effect from 7.30 a.m. on 26th October, 1977, and all workmen would be required to report for work in their respective shifts commencing from that day.

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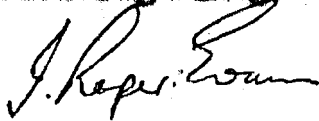
- 2) It is agreed that workmen will adhere to the provisions of Standing Orders and maintain discipline and co-operate with the Management in maintaining proper and normal atmosphere. It is further agreed that workmen will obtain Movement Passes from their Supervisors for leaving workpot and it is assured that normal managerial functions will not be interfered with.
- 3) It is agreed that Bonus for the accounting year 1976-77 will be paid at the rate of 20% of the total earnings of each worker for the accounting year. The Management will endeavour to disburse the said bonus within a week of lifting the lockout.
- 4) The Union on behalf of the workmen assures to maintain minimum individual productivity index ~~is~~ at the average productivity level obtaining in the financial year 1976-77.
- 5) Parties agree to hold bilateral negotiations on productivity, production and incentive rates on the basis of H.P.C. Standards study, and on matter relating to monetary payment for such agreed productivity, and arrive at a settlement within a period of one month. If no settlement is reached, the parties agree to seek the intervention of the Special Deputy Commissioner of Labour, Madras. Pending final settlement, the workmen agree to work normally in accordance with Clause (4) above.
- 6) Agreeing to the suggestion of the Special Deputy Commissioner of Labour, Madras, the Management will pay an advance of Re. 750/- on or before End November, 1977 to all permanent workmen on the Rolls of Madras Works as on the date of the lockout. The mode and method of recovery will be bilaterally discussed and settled and in case no settlement is reached, it will be referred to the Special Deputy Commissioner of Labour, Madras.

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- 7) Without prejudice to the stand that may be taken by the management on such matters in future, on the advice of the Special Deputy Commissioner of Labour, Madras, the Management agree to drop further proceedings in pursuance of the charge-sheets issued to the workmen.

Both parties agree to the above terms.

Representing Management.

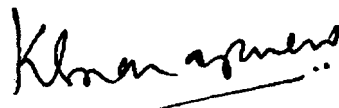


( J. ROYER - EVANS )



( S. J. RAJU. )

Representing Workmen.



( K. S. NARAYANAN )



( G. S. B. PRABU. )

Before me



Special Deputy Commissioner of Labour,  
Madras.