

MEMORANDAM

Dear Panditji,

At the outset, Hindustan Aircraft Employees' Association wishes to express its sincere gratefulness to you, Sir, for having given an opportunity, amidst your busy hours, to present this memorandum of grievances on behalf of the 11,000 workers of Hindustan Aircraft (Private) Limited, Bangalore.

HAEA respectfully submits that a charter of demands on behalf of the workers was placed before the Management of HAL three years ago. A copy of the charter of demands with brief notes thereon, together with a note of sequence of events that took place after its submission are annexed herewith 'A' and 'B' respectively. A close study of this, we are sure, Sir, will convince you of the genuineness of our demands and the constitutional way in which the Association has been handling the problems hitherto. Unconciliatory attitude mixed with unsympathetic action on the part of the authorities concerned regarding the grievances of the workers has created utter discontentment and frustration amongst the employees. With pardonable excuse we wish to state that any further delay in settling the matter, we are afraid, may cause a serious situation.

As per the Industrial Disputes Act, the appropriate authority to refer the disputes for adjudication is the Mysore Government. We learn that they have no objection to refer it to the Industrial Tribunal provided the Defence Ministry agrees to it. The factory is under the control of the Defence Ministry and since the authorities have failed to bring about a settlement, the next alternative is to have an adjudication of the disputes by an impartial Tribunal. The owners of the industry are the State and Central Governments. Since the employers failed to redress the grievances of the employees should they not at least agree for a reference of the disputes to a Tribunal as per the provisions of Industrial Laws existing in our country and be a model employer? In this connection may we bring to your kind notice that there was a similar dispute in the Indian Telephone Industries and the employees of ITI having exhausted all possible means, took a strike-ballot and just a few days before the commencement of strike their dispute was referred to a Tribunal.

Having exhausted all possible means we have no other alternative but to take recourse to peaceful and constitutional agitational activities. Employees are very much restive and the Association has no other go but to contemplate a strike-decision. At this hour, we appeal to you, Sir, that instead of forcing the employees to take such a course, orders may please be passed for a reference of the disputes to a Tribunal for adjudication.

We take this opportunity to respectfully submit certain particulars affecting the emoluments, service conditions and welfare amenities of workers of HAL for your kind information, sympathetic consideration and early favourable disposal.

There is no dispute about the vantage position which the Aircraft Industry occupies in the Defence Organisation. Every one will agree that HAL is the back-bone of the Indian Air Force. HAL has risen upto the expectations of all in the matter of providing a vital link: whether it is a case of maintaining first and second line servicing of Indian Air Force aircraft in Air Force stations or whether it is a case of manufacture of Railcoaches and Bus Bodies. Everybody agrees that HAL railcoach has become very popular with III class train-travellers and they have provided certain measures of comfort for the suffering III class passengers.

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Highly skilled labour is required for overhaul and manufacture of aircraft and aero engines. Maximum technological efficiency, accuracy and delicate handling are essential for the jobs of an Aircraft Industry. But it is a matter of deep regret that HAL inspite of having been acknowledged as one of the best aircraft industries in Asia, has not formulated an adequate wage-structure commensurating with the technological skill expected from an aero-worker in the performance of his duties. It is an undisputed fact that Central Government owned Industries, such as Chittaranjan Loco Works, Sindhri Fertilisers, Integral Coach Factory etc., provide better emoluments and welfare amenities to their employees, compared to the HAL. All the Central Government owned industries situated at places other than Bangalore are adopting Central Government scales of pay and allowances, whereas HAL has an inadequate wage-structure and unscientific dearness allowance structure. Time and again we have brought to the attention of the concerned authorities that a Wage Board should be immediately constituted.

In the recent interview granted to N.G.Os of Southern states of Madras, Kerala, Mysore and Andhra you have emphatically consented that there should be no disparity in the scales of pay and allowances between Central and State Government Employees working at the same area.

We are yet to get a satisfactory answer as to why employees of Central Government industries located in Bangalore should have a different and varying emoluments which are lower than the pay scales and allowances applicable to other Central Government owned Industries situated elsewhere. As a glaring example, we furnish below the pay and allowances of HAL Railcoach worker and Integral Coach Factory worker.

<u>Minimum of Integral Coach Factory worker.</u>		<u>Minimum of HAL worker</u>	
Pay	Rs 55/-	Pay	Rs 39/-
D.A.	Rs 50/-	D.A.	Rs 39/-
House Rent Allowance	Rs 7/-	H.R.A.	nil
City Allowance	Rs 5/-	C.A.	nil
Free train travel daily to the work spot			nil
Eight free passes every year			nil
Provident Fund	8.1/3%		6 1/2%
44 hours working weekly		48 hours working weekly.	

We bring to your attention that similar comparison can be made between an aircraft worker at HAL and an aircraft worker at Indian Airlines Corporation. The emoluments of Indian Airlines Corporation worker does not compare favourably with that of HAL worker since IAC workers emoluments are much more.

Another irony of HAL service condition is that higher income groups at HAL are drawing pay scales similar to Central Pay Commission scales and lower income group pay scales at HAL are inferior to CPC scales of pay. For example a section supervisor at HAL is placed on the scale of Rs 600-40-1000 and CPC scale for this category is same, whereas a lower division clerk as per CPC get Rs 60/- per month but at HAL a 'B' grade clerk gets only Rs 45/-. It is queer how HAL pays a minimum dearness allowance of Rs 175/- to personnel who draw Rs 1000/- per month whereas the maximum as per CPC is only Rs 100/- per month. At the same time a worker drawing Rs 55/- per month gets only Rs 41/- D.A. whereas CPC scale of D.A. for this category is Rs 50/- p.m. HAL pays more than CPC recommendation for higher income-groups and lower

than CPC recommendation for lower income groups. We are yet to understand the rationale behind this dearness allowance structure at HAL.

You have graciously set up a second wage commission for Central Government Employees. A wage-board has also been constituted for textile industry. We urge that a wage board for HAL should immediately be constituted to go into revision of the wages keeping in view of the socialistic pattern of society envisaged by you.

Regarding welfare amenities we really regret to express that an industry of this magnitude have totally neglected that sphere of activities.

To point out some of them: Say 'Housing' - Not even 6% of the employees are provided with family accommodation. Out of the total strength of 11,000 employees, about 8,500 are coming from far off places travelling between 10 to 20 miles every day. Leave alone the strain of travelling every day so much of distance, these employees will have to pay bus and train fare ranging between Rs 6/8/- to Rs 15/- per month out of the meagre income. Added to the same since their houses are situated in far off places they have to pay between Rs 3-8-0 to Rs 5-0-0 per month for meals carrier. The meals will have to be prepared by house wives by morning between 9 to 10 a.m. so that it reaches here by 11.30 a.m. (meals time). Majority of the employees will have to leave their houses by 6 a.m. and will be able to reach back home after toiling for 8 hours at about 6 p.m. These difficulties have been brought to the attention of the Management time and again and pleaded for construction of sufficient number of quarters near the workspot. For this there is no favourable reply from them.

In this connection we feel it will be worth while to point out how others (both private and Central Government institutions) have provided housing facilities to their employees. It is understood that out of the total estimated cost of Rs 14.93 crores for the entire project of Chittaranjan Loco Works at Bengal, provision for building up a township (cheap rental quarters) is at the cost of Rs 7 crores. Messrs. Sindhri, at Bihar have provided suitable accommodation for 82% of the employees. And at the cost of about Rs 2 crores 8000 buildings are proposed to be constructed. Hindustan Ship Yard at Vizagpatanam, have provided good housing accommodation to 1500 employees. Railways at the conclusion of 1st plan in March 1956 provided 3,36,168 free quarters. For the second plan 66,000 will be built. The IIInd Five Year Plan aims at promoting measures designed to do social and economic justice to workers. The idea is to secure him his basic needs like food, clothing and shelter. About 1.3 million houses are said to have been constructed during the 1st Five Year Plan, both in private and public sector. Under the IIInd Five Year Plan construction of 1.9 million units are contemplated. At HAL we have about 600 quarters now built for lower paid employees under the Industrial Subsidised Housing scheme and few other old types most of them in a dilapidated condition. There are no proper amenities in these quarters. High Rent is also charged.

Regarding medical facilities we hope you will excuse us for the frank remark that the medical facilities provided in HAL are absolutely poor and inadequate compared to the facilities given to other industrial workers elsewhere. We have sufficient informations to substantiate this statement. To put this matter very briefly, we would like to point out how a sister organisation like ITI has taken initiative to provide medical facilities to employees. The employees there are provided with free injections viz pencillene etc., tablets etc for bronchites whereas in HAL if a patient is prescribed a tablet with amas two he has to shell down the cash from his pocket and purchase it. Also at the cost of Rs 4 lakhs of rupees a well equipped and beautiful hospital is under constru-

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ction at ITI. Messrs. Tata & Steel Company maintain a large well equipped hospital with nearly 200 beds, 30 medical officers and other staff; and also out-door dispensaries. Mysore Iron & Steel Industries maintain two hospitals one for employees near the workshop and the other which is meant for women and children. For neme sake we have a T.B. ward and a maternity ward. T.B. ward building is so hopeless, for an on looker it appears that it may collapse and fall down at any time. In the colony there is a dispensary which is mainly meant for colony residents and other employees who constitute nearly 90% are not in a position to fully utilise the facilities since they are situated in far off places. Another glaring thing is free injections like Pencillene etc are given to employees of our branch factory at Barrackpore but the same facilities are not provided to employees at the Headquarters at Bangalore.

Apart from this there is no schooling facilities for children of employees. Here also we may point out that the initiative taken by the sister organisation ITI. They have constructed a school building at the cost of Rs 4 lakhs. At HAL one could see hundreds of employees' children aged between 6 to 13 travel between 8 to 12 miles every day to attend their schools at the corporation area.

No marketing facilities are there to cater to the needs of the colony residents, in the vicinity of the colony. There are few local vendors who sell goods at a very high price and this take away what little poor employees get.

To enquire into all these and to recommend on the question of upgrading the structure, emoluments, conditions of service and improvements in welfare amenities and facilities we request you, Sir, to immediately constitute a high-power body including representatives of the Association. Pending finalisation of the question of these matters we request you to grant an interim relief.

HABA has hitherto conducted its affairs very constitutionally and it lags behind to none in its support for the National Government under your sagacious leadership.

WITH DEEP REGRET WE HAVE TO BRING TO YOUR ATTENTION, THAT PROPER STEPS ARE NOT TAKEN BY THE MANAGEMENT TO TACKLE MANY OF THE ISSUES TAKEN BY US, WHICH ARE SO ESSENTIAL FOR HEALTHY AND COGNIAL RELATIONSHIP BETWEEN HAL MANAGEMENT AND THE WORKERS. WE ARE COMPLETELY DISSATISFIED BY THE WAY IN WHICH LABOUR PROBLEMS ARE HANDLED.

HAL has got very ambitious plans for expansion. Jet engines, Aircraft and M.A.N. Railcoaches are going to be manufactured. We extend our hearty co-operation for the successful launching of the new schemes of expansion. You can always count on our support for speedy manufacture of aero-engines and jet aircraft in India. At the same time HABA only requests that employees should be treated as partners in the new venture in the real sense of the term.

HABA assures you, once again, its loyal support and you can be rest assured that in case of emergency we will not lag behind.

HAL workers have shown their patriotic zeal during Kashmir and Hyderabad operations. HAL workers are conscious that they

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are working in a very vital Defence Organisation. HAEA wish the II Five Year Plan a complete success.

To put our grievances in nut-shell :-

- (1) Reference of the disputes on 18 demands to an Industrial Tribunal for adjudication;
- (2) Appointment of a Wage Board;
- (3) Interim Relief;
- (4) Improvement in welfare amenities and facilities.

HAEA prays for your long life and continued leadership for economic upliftment of the common man of India.

We anticipate your sympathetic consideration and favourable disposal on this long pending grievances of the workers.

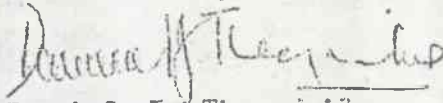
With regards,

Yours faithfully,

(sd) DANIEL J. THEOPHILUS
JOINT SECRETARY.

W-57.

'True copy'



Daniel J. Theophilus,
JOINT SECRETARY.

SUMMARY OF EVENTS AFTER SUBMISSION OFEIGHTEEN DEMANDS

EVENTS OF 1954

1. Submission of demands:

In October 1954, the Association submitted a Notice of 18 Demands (see annexure 'A'), before the Management of Messrs. Hindustan Aircraft (Private) Limited, for sympathetic consideration and early redressal.

2. On Association's request for an interview with the Management for discussions on these demands, they wanted to obtain notes on all demands so that the discussions would be fruitful. Accordingly, on November 24, 1954, the Association submitted brief notes in respect of each demand.

EVENTS OF 1955

Negotiation

3. Negotiation took place in respect of these demands between the representatives of the Management (including the General Manager), and the Association on 13th, January, 19th and 22nd February, 1955.

4. Detailed discussions took place on each demand. Association representatives held that it was 4 months since the demands have been made and wanted a reply on them by 1st of March, 1955.

5. On February 28, 1955, Management wrote to the Association stating that they would endeavour to reply our demands by March 15, 1955. The Association agreed to give time till March 15th.

6. On March 12, 1955, the Management replied that the following demands require further consideration:

- a) House Rent Allowance;
- b) Provident Fund;
- c) Service Gratuity;
- d) Colony House Rent;
- e) Token employees;
- f) Confidential Reports;
- g) Wages for daily rated and casual labour on declared holidays; and
- h) Restoration of cut in out-station allowance.

In their same letter they regretted their inability to concede to the following demands:

- a) Bonus;
- b) Attendance Bonus;
- c) Dearness allowance;
- d) Night shift allowance

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- e) Heat & Special Allowance;
- f) Free Transportation;
- g) Re-instatement of victimised employees;
- h) Re-call of active workers of the Association from out-station; and
- i) Wages for lock-out period.

No mention was made about our one demand viz. 'Display of HABA Notices on Factory Notice Boards'. On receipt of the letter from the Management mentioned at (6) above, the Association agreed to extend the time for receipt of a final reply to April 7, 1955.

Memo to the Directors

In the meanwhile, a meeting of the Board of Directors of HAL was held and the Association submitted a memorandum to the Chairman appealing to concede to our demands.

Conciliation meeting:

9. Since no reply had been forth coming either from the Management or the Directors, the Association approached the Labour Commissioner & the Conciliation Officer, of the State Government, on 15th April 1955, to intervene and initiate conciliation proceedings.

Demands Week

10. In view of the attitude of the Management in not conceding to any of the demands and to bring sufficient pressure on the Management by gathering public opinion the Association conducted "DEMANDS WEEK" from April 24th to 30th, 1955. Many prominent Trade Union Leaders participated in the 'Demands Week' and assured their whole hearted support in the struggle to get the grievances of the workers redressed.

11. After 3 months delay, on 29th July, 3rd and 12th August, 1955, the conciliation meetings between the representatives of the Management and the Association were held at the Assistant Labour Commissioner's Office.

12. At the close of the conciliation proceedings the Management representative orally contended that in respect of some demands certain recommendations had been placed before the Directors for consideration. The representative did not reveal the nature of the recommendations nor did he give any assurance of agreement, nor when a reply might be expected. In the light of the situation the Conciliation Officer declared the 'conciliation' as a 'FAILURE'.

Mass Memorandum

13. The Association for the second time submitted a memo to the Directors on August 31, 1955, signed by thousands of employees with a hope that they would concede to the recommendations said to have been placed before them by the Management.

Application for adjudication

14. On October 6, 1955, HABA had requested to the Secretary to the Government of Mysore, Labour Department to refer the disputes to an Industrial Tribunal for adjudication as provided under Industrial Disputes Act, of 1947.

15. In the meanwhile, to the memorial submitted on August 31, 1955, to the Directors, the Management replied that the Chairman Board of Directors was of the view that he could not reply to the memorial as the subject was 'subjudice' having gone before the Tribunal.

16. The reply from the Management at (15) above is incorrect as the subject had not gone before the Tribunal (even today, after two years).

17. On 24th November 1955, HAEA replied to the Management to this effect and expressed its readiness to bring about a settlement which is just and proper. To this no reply was received.

18. On 30th November 1955, an appeal letter was submitted to the State Labour Minister, to refer the disputes for adjudication.

EVENTS OF 1956

Reconciliation meetings:

19. On 26th December, 1955, the Commissioner of Labour, Government of Mysore, called the representatives of the Management and the Association for a 'Re-conciliation' meeting. The meeting was postponed to January 10, March ~~x~~ 13th and 19th, 56 but was cancelled each time.

20. On 27th March, 1956, the reconciliation meeting was finally held. Since the Management did not concede to any of the demands, the 're-conciliation' meeting also ended in a 'FAILURE'

Memo. to the Central Dy. Labour Minister

21. In January 17, 1956, when Janab Abid Ali, the Deputy Labour Minister, Government of India, visited Bangalore, the Association representatives met him personally and appraised him the whole situation. A memorandum of grievance pertaining to these demands was submitted to him with a request either to bring about a settlement or to refer the matter for adjudication. No reply has been received to this memo.

Approach to the Central Labour Minister

22. On 1st March, 1956, a registered letter was sent to the Labour Minister, Government of India, enclosing a resolution of the General Body meeting of the Association, seeking the disputes for reference to Tribunal. For this we received a reply stating that the matter has been referred to the State Labour Minister.

Approach to the Hon. Defence Minister

23. A similar registered letter was addressed to the Hon. Defence Minister on March 1, 1956.

Approach to the State Labour Minister

Since all our efforts to meet the State Labour Minister failed a registered letter was addressed to him on March 13, 56.

Approach to the Directors for the third time

25. Given to understand that the Board of Directors would meet during the second week of April an advance letter under registered cover was send seeking interview to discuss about the grievances of the employees contained in the Notice of Demands. We were informed that since the Chairman was hard pressed for time he regretted his inability to meet us.

Meetings with the State Labour Minister

26. The State Labour Minister conducted meetings at his chambers on 14th, 15th and at the end of May, 1956, in which the State Labour Commissioner, the Asst. Labour Commissioner, the Personnel Assistant to the Labour Minister, the Technical Assistant to the Labour Minister, the representatives of the Management and the Association were present. Thread bare discussions on all the 18 demands took place. There was no settlement on any demand since the Management was not categorical in the reply.

27. The Association have been repeatedly requesting the State Labour Minister to refer the disputes to an Industrial Tribunal, early.

Approach to the Directors for the 4th time

28. In November, 1956, when the Directors had their sitting, HAEA approached them for an interview who replied that they were pre-occupied.

29. On 22nd December, 1956, the Association placed all the facts before the Central Labour Minister, followed by a telegram pleading reference of the disputes for adjudication. The letter and the telegram were acknowledged. Copies of the correspondence were forwarded to the Defence Minister to keep him informed.

30. On 13th November, 1956, the Association approached shri Jaganatha Rao Chandarki, who took charge of the Ministry then. He was kind enough to inform that the matter was under examination.

31. On 17th December, representatives of the Association met the Hon. Minister who wanted the Association to wait till the 1st week of January, 1957.

EVENTS OF 1957

Deputation to the State Labour Minister

32. On February 2, 1957, a deputation consisting of more than 100 representatives called on the Hon. Labour Minister, at his residence. The Minister stated that he had forwarded our case to the Defence Ministry for approval as to whether a tribunal might be summonsd or not. He stated that HAL was an organisation coming under the Defence Ministry. The Defence Minister's approval was requested.

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Appeals to the Cabinet MinistersTo His Excellency the Vice-President of India.

33. On hearing about the visit of His Excellency the Vice President of India, to HAL, in connection with the Founders Day celebration, we wrote to him about our case, with a brief note. He stated that he was not coming to Bangalore and could not meet our deputation.

To Hon. Prime Minister

34. On hearing about Hon. Prime Minister's visit to Mysore State in connection with the General Elections, on 16th we wrote and requested him to meet our deputation. A reminder letter and a telegram followed our request. On 7th February, we were informed that he had no time to meet the deputation.

To Hon. Defence Minister.

35. On 25th January 1957, an appeal telegram was sent to the Defence Minister to appoint a tribunal. No reply was received.

To Hon. Home and Finance Ministers.

36. On 1st February, HAEA approached the Hon. Home Minister and Finance Minister, to intervene in the matter of our grievances.

37. On 20th February, HAEA conjointly addressed the Hon. Defence Minister, and the Labour Minister of the Centre. Neither of them replied.

Mass Rally

38. On 24th February, 1957, HAEA conducted a huge Mass Rally at Chick-lalbagh, Bangalore City, together with the members of Labour Unions of the Indian Telephone Industries, Hindustan Machine Tools and Bharat Electronics to discuss about the demands which were almost of the same nature. Reports that appeared in the press regarding the 'Mass Rally' was communicated to all the members of the Board of Directors.

39. On March 2, 1957, HAEA sent another express telegram to the Hon. Defence Minister. No reply was received.

40. On 6th March, 1957, HAEA addressed a letter to the General Manager offering to discuss the demands across the table to bring about a settlement. He has not replied.

Press Conference

41. The president of the Association addressed a Press Conference on 15-3-1957, to enlist sympathy and support of the press and the public to win the demands of the employees. Wide publicity was given by the press.

Appraisal of the position to the Directors

42. On March 19, 1957, a letter was addressed to the Chairman, Board of Directors and copied to all the Directors communicating that the strained relationship existing in the industry is not conducive to the progress of the industry or betterment of the employees in view of the programme of development envisaged in

the years ahead. The Association in its resolution stressed that a happy and cordial employee-employer relationship is essential for the successful implementation of the programme and prosperity of the industry.

Mass Memorandum

43. A Mass memo signed by about 6,000 employees addressed to the Hon. Defence Minister and the Labour Minister was forwarded under registered cover on March 28, 1957, appealing speedy settlement of the long pending disputes.

Reference at the Parliament

44. Shri Keshavalengar, M.P., on 21st March, 1957, during the budget session, referred about the grievances of HAL employees in a fitting manner and drew the attention of the authorities with a request to bring about an early settlement. A similar reference was made by Shri S.M. Majumdar, M.P., during the session in December, 1955.

Protest strike decision

45. Having thoroughly disappointed to get a favourable decision from any quarter, the General Council and the Executive Committee of the Association unanimously decided to conduct one day 'Protest strike' in its meeting held in April, 1957.

Other decisions

46. Viewing the continued uncompromising attitude of the authorities and deliberate delay in settling the disputes the Association was forced to take decisions to conduct peaceful agitational activities to bring pressure for reference of the disputes for adjudication. It was decided to:

- a) seek the support of other trade unionists;
- b) seek the support of the members of various committees functioning in HAL;
- c) to arrange deputations to state and Central Ministers;
- d) to organise Reserve Fund.

Recent Negotiations

47. On 11th April, we were informed by the Management that in order to discuss ways and means for maintenance of harmonious relationship between the Management and the Association a meeting would be held on April 18, 1957.

48. In view of the above letter the Executive Committee of the Association decided to postpone implementation of the decision taken earlier (mentioned at 45 and 46 above), to create a calm and equitable atmosphere so very necessary to dispassionate and successful talks; and this was intimated to the Management.

49. Further the Association even agreed to request the State Government to consider keep pending reference of the disputes to a tribunal in view of the latest discussions.

50. It appears, before the Association could officially communicate this view point to the State Government, HAL authorities themselves had requested the Labour Department not to take action on reference of the disputes to a tribunal.

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51. The negotiation was spread over a period of about three months. The General Manager & The Managing Director and all the members of the Board of Management participated in the negotiation. The Executive Committee of the Association in its meeting held on 1-6-1957, requested the Management to implement such of the demands on which certain understandings were reached, on or before July 7, 1957.

52. HAEA hoped that the Management taking into consideration the maximum co-operation; the reasonable attitude and the constitutional methods adopted by us, would come forward to bring about an agreement. The stand of the Association on many of the demands plus facts mentioned at (48 & 49) above will clearly indicate the spirit with which the Association approached the problem and discussions.

5th Approach to the Directors.

53. On conclusion of the 5th meeting of JUNE 11, 1957, the Management contended that certain recommendations are to be placed before the Directors. The Board of Directors had their meeting at Bangalore, some time between 26th and 29th June. We sought for an interview with the Chairman, with a view to impress on him the necessity to bring about an early settlement. But, unfortunately the interview was not granted.

54. On 6th July, we were informed by the Management that a meeting with the members of the Board of Management would take place on 16th July, 1957.

55. The Association in its meeting held on 10th July, resolved to request the Management to come to an agreement on 16th July, on all the demands for maintaining harmonious relationship.

56. The Association expected that the Management would be prepared to arrive at a settlement which would incorporate:

- (a) what all demands the Management is prepared to concede and in what manner; and
- (b) the date of implementation of the settlement.

Instead by pointing out that they have made certain recommendations to the Board of Directors on dearness allowance, and by not stating as to what quantum of dearness allowance would be given and from which date, the Management only gave an impression that it wants to delay matters.

57. The Management was not in a position to put the understandings reached during negotiations in concrete terms. The Association treated the negotiations as failure.

58. On August 2, 1957, the Association through a telegraphic communication requested the Hon. Prime Minister, the Hon. Defence Minister and the Hon. Labour Minister of India to advise the State Government to refer the disputes for adjudication. None of them replied.

Meeting with the State Labour Minister

59. On the same day (August 2nd) we met the Hon. State Labour Minister and pleaded for reference of the disputes for adjudication. We were informed that ~~the~~ expeditious action would be taken to settle the issue.

60. Taking stock of the entire position and having concluded that sufficient pressure alone can bring about an early settlement the Executive Committee of the Association resolved to implement the decisions previously taken and kept pending, viz:

- a. To organise one day protest strike;
- b. To organise meeting of various trade unionists;
- c. To organise a meeting of various committees of HAL;
- d. To organise deputations to meet the state & Central Ministers;
- e. To organise a reserve fund.

Memo to the Hon. Defence Minister.

61. On August 20, 1957, the representatives of the Association had the opportunity to submit a memo to the Hon. Defence Minister and personally talk to him about the grievances of the employees when he visited the factory for the first time. The Association appealed to him to refer the disputes for arbitration.

62. Meeting with the State Chief Minister.

To ventilate the Chief Minister regarding the position on our demands an interview was sought on 27-8-57. Since the interview was not granted, a memorandum was submitted to him. On 30th we were informed that the Chief Minister had gone through our memo and after his return back to Bangalore from Delhi, the matter would be considered.

63. On 31st August, 1957, we wrote a letter to Shri Nehru, the Prime Minister of India, seeking interview during his proposed visit to Mysore during the third week of September.

64. On 5th September 1957, a letter was addressed to Shri Gulzarilal Nanda, requesting him to grant us an interview when he visits Mysore during 3rd week of September.

65. A reminder letter was sent to the Hon. Chief Minister of Mysore on 5-9-1957, enquiring the action taken on our memorandum.

66. A general meeting of the employees were addressed by some MLAs and trade unionists in support of the actions taken by the Executive Committee and the General Council to bring pressure on the government to get the disputes referred to an industrial tribunal for adjudication.

Executive Committee of

relationship between April 13, 1957

Nov. 6, 1957

H. A. L. Workers To Go On Hunger-strike From Nov. 18

—ACTION BODY TO BE SET UP

BANGALORE, Nov. 6.

Over 5,000 employees of the Hindustan Aircraft today endorsed, with one voice, their association's proposal to launch a hunger-strike from November 18 in case their three-year-old demands were not met by that time.

The general body also approved the resolution setting up an Action Committee to continue the struggle in order to see that the disputed demands were referred to the Industrial Tribunal for adjudication.

Two workers will go on hunger-strike at a time in the factory premises, as and when the hunger-satyagrahis will be removed from that place.

Mr. A. V. Sundaram, Vice-President of the Association, who was in the chair, told the workers that in view of the refusal of the management in meeting their demands and the unhelpful attitude of Government, the association had no alternative but to take recourse to direct action.

Mr. Daniel J. Theophilus, Joint Secretary of the association, explained that the association gave a notice to the State Government 15 days ago to refer their three-year-old disputes to an Industrial Tribunal for adjudication. The Labour Minister and the Labour Commissioner held discussions between the representatives of the management and the workers on all disputes with a view to bring about a settlement. Unfortunately, the management was not prepared to concede to many of the major demands. On certain demands like night shift allowance, permission to display association notices in factory notice board some understanding was reached, but the management was not prepared to concede to the demands like bonus, transportation allowance, gratuity and reinstatement of victimised employees.

Mr. Daniel pointed out that November 4 was given to the management as the last day to communicate their decisions, and when nothing was heard from them, the Labour Minister, who had earlier assured to take an early decision, sought time till November 17, and suggested the association to postpone their general body meeting fixed for today to that day. He said that today's meeting was not postponed as they could not wait indefinitely for the Minister to pass orders referring the disputes to the Tribunal. He, however, said that scope was still open for negotiations upto November 18.

UNITY VITAL

Mr. Sundaram appealed to the workers to be united and to be with the association in achieving their objective. He said they would go to any extent to see that their grievances were redressed. The association was considering to send a deputation to Delhi to meet the Union Ministers in this behalf.

Mr. T. S. Lakshminarayana Rao, member of the Executive Committee, said that the association had been perfectly constitutional throughout their struggle so far and appealed to the management not to force them to go out of that path. He told the workers that if they were determined and united, they were sure to succeed.

Mr. F. Louis, a member of the Executive Committee, placed the resolution and Mr. B. V. Narayan, another member of the committee, seconded it.

The resolution unanimously adopted, with thundering applause, read as follows: "The general body meeting of Hindustan Aircraft Employees' Association held on November 6, 1957 under the presidency of Mr. A. V. Sundaram resolves to form an Action Committee to conduct the struggle in order to see that the disputes on the long pending demands, such as bonus, transportation allowance, house rent allowance, reinstatement of victimised employees etc. are referred to Industrial Tribunal for adjudication."

The second resolution read that "the general body, further approves to conduct the hunger-strike from November 18, 1957, to bring sufficient pressure on the State Government to refer the disputes for adjudication."

The Secretary, Mr Daniel told pressmen that discontent was growing among the employees at all levels and persons who were serving on as many as 34 official committees of the factory had resigned from those committees.

Govt. Eager For Amicable Settlement

BANGALORE, Nov. 6.

The Government of Mysore have, in a lengthy press release here tonight, detailed the 18 demands of the Hindustan Aircraft Employees' Association, which were the subject matter of protracted negotiations during the past fortnight both at the level of the Labour Commissioner and of the Minister for Labour at a number of meetings.

It stated that every effort was made to arrive at an amicable settlement with a view to maintain harmonious labour-management relations in this industry so essential to the maintenance of the defence and security of the nation. It was discovered during the course of negotiations that a large ground of common viewpoints existed.

In view of the above it hoped that even at this stage, wiser counsels would prevail and the agreement arrived at would be signed by the representatives of labour.

The Personnel Manager,
Hindustan Aircraft (P) Ltd.,
Bangalore.

Dear Sir,

With reference to your show cause notice dated 5th December 1957, I wish to submit the following explanation:

The allegations contained in your notice that I aided and abetted the hunger strike and by taking part in the agitation connected therewith, I have thereby (a) committed breach of law in violation of the Essential Services (Maintenance) Act-1942, (b) committed act or acts subversive of discipline (c) committed an act of neglect of work in the company and (d) absented myself from work without permission and instigated others also to similarly absent themselves, are not true and correct. I respectfully submit that I am not guilty of any of the charges of misconduct levelled against me and the same fall outside the perview and scope of the company's Standing Orders.

The 'Hunger Strike' referred to was peaceful Sathyagraha offered by two of the employees, solely with a view to focus the attention of the Government to some of the legitimate grievances of the employees of the factory and to my knowledge, the same was absolutely peaceful and not in contravention of any law, the same having been approved by the General Body Meeting of the Hindustan Aircraft Employees' Association. I was no doubt arrested by Police on 30th November 1957 and detained in custody for some time and I submit that I am not guilty of any infringement of law alleged against me. My absence, in this connection was for reasons beyond my control and for no fault of mine. I once again submit that I am absolutely innocent of the charges levelled against me, and I am not liable to be punished for the same. Further I would like to submit that the charges levelled are vague and as such I am not in a position to submit a detailed explanation.

I have been a loyal and faithful employee of the company with a very good service record for the past ten years. I applied for five days authorised leave from 26.11.57 to 30.11.57. On 30th instant I was taken into Police Custody. My absence from the day of myself being taken into Police Custody to the suspension date was due to reasons beyond my control.

Under the above circumstances, I respectfully request and pray that the show cause notice as well as the notice of suspension, may kindly be withdrawn.

Thanking you,

Yours faithfully,

(D)

The Personnel Manager,
Hindustan Aircraft (P) Ltd.,
Bangalore.

Dear Sir,

With reference to your show cause notice dated 5th December 1957, I wish to submit the following explanation:

The allegations contained in your notice that I aided and abetted the hunger strike and by taking part in the agitation connected therewith, I have thereby (a) committed breach of law in violation of the Essential Services (Maintenance) Act-1942, (b) committed act or acts subversive of discipline (c) committed an act of neglect of work in the company and (d) absented myself from work without permission and instigated others also to similarly absent themselves, are not true and correct. I respectfully submit that I am not guilty of any of the charges of misconduct levelled against me and the same fall outside the purview and scope of the company's Standing Orders.

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Under the above circumstances, I respectfully request and pray that the show cause notice as well as the notice of suspension, may kindly be withdrawn.

Thanking you,

Yours faithfully,

HINDUSTAN AIRCRAFT (P) LTD.,
BANGALORE INDIA.

RI-2/TEC/

Date:...

(REGD. ACK. DUE)

Dear Sir:

It has come to our knowledge that -

1. On November 6 and November 25, 1957, when meetings, processions and demonstrations of the Employees' Association were being held in the evening, you incited workers of the second shift not to proceed to work but to join in such meetings and demonstrations, and threatened and intimidated the employees who were proceeding to their work. As a result, a large number of employees in the II Shift absented themselves from work or did not report to work at the commencement of the shift. You are thereby guilty of misconduct under Standing Orders, i.e., disorderly behaviour during working hours and committing acts subversive of discipline and inciting others to strike in contravention of law and threatening or intimidating employees of the Works.
2. On or about November 18 and 26, 1957, you threatened and intimidated employees of the Works from availing of the coffee and tea service during intervals and also from proceeding to the canteen and taking their food at the lunch intervals with the result that the employees were prevented from availing themselves of these facilities. You are thereby guilty of misconduct under Standing Orders, i.e., by committing acts of disorderly behaviour and subversive of discipline, and threatening or intimidating employees of the Works.
3. On certain day/days between the dates of November 25 and November 30, 1957 you incited the employees to refrain from work, and to refuse to proceed to work, in the event of the arrest or detention of those who had proceeded on hunger strike or those who were aiding and collaborating with them. You are thus guilty of misconduct under Standing Orders, i.e., of inciting others to strike work in contravention of the provisions of law.
4. In the month of October and November 1957, you have been reporting habitually late to work and your attendance is also otherwise unsatisfactory. In the month of October 1957, you came late for work on 4 days and went early from work on 2 days and also you were absent without pay on 5 days. In the month of November 1957, you came late for work on 2 days, and you went early from work on 5 days and also you were absent without pay on 10 days. This is misconduct according to Standing Orders, i.e., habitual late attendance and neglect of work.

You are hereby called upon to submit your explanation on the above charges, in writing, also showing cause why disciplinary action as provided for in the Standing Orders should not be taken against you for misconduct. The explanation should reach the undersigned on or before 4 P.M. of Friday, January 17, 1958.

You are hereby called upon to appear before the Termination Enquiry Committee at 8:30 A.M. on Saturday, January 19, 1958 in the office of Personnel Manager, bringing with you all the evidence you may have in your defence, when you will be given a personal hearing to enable you to make any statement and defend your case.

Should your written explanation not reach the

before the due time and date, and/or should you fail to appear before the Termination Enquiry Committee as above, please take notice that the enquiry will be proceeded with and the case decided in your absence.

Yours faithfully,
For HINDUSTAN AIRCRAFT (P) LTD.,

.....

Reg. No. 62
Est. 1946

Telephone: Aircraft Ext.—150

HINDUSTAN AIRCRAFT EMPLOYEES' ASSOCIATION

(Registered under the Mysore Labour Act 1942)

HINDUSTAN AIRCRAFT P.O.
BANGALORE

Ref. No. _____

Copy
XXXX

Date 28-11-'57. 19

To Smt. Parvathi Krishnan M.P.
R. P. S.
N. Delhi.

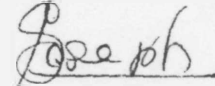
Dear Sir,

Herewith attached a copy of the resolution passed in the Meeting of all Trade Unions of Bangalore held on 28-11-'57 in support of the struggle of the H.A.L. Employees.

We request you to lend your support by intervening and effecting a settlement.

Thanking You,

Yours faithfully,



S. JOSEPH,
1st Vice President,
H.A.E.A.

(All Communications to be addressed to the Secretary)

FOR FAVOUR OF PUBLICATION.

Dated 28th Nov: '57.

RESOLUTION PASSED IN THE MEETING OF ALL TRADE UNIONS OF BANGALORE

" This meeting of the representatives of Trade Unions affiliated to the INTUC, KPTUC, and Hind Muzdoor Sabha as well as Independent Trade Unions having considered the situation in the struggle of the employees of the Hindustan Aircraft Ltd., here by:-

EXPRESSES its complete solidarity with the cause of the H.A.L. Employees for which two workers are on fast;

DENOUNCES the Management for refusing to come to an amicable settlement relating to the vital demands of the workers;

CONDEMNS the Government for refusing to refer the unresolved disputes to the Tribunal according to the provisions of the Industrial Disputes Act.

CONSIDERS that the failure of the Central Government to settle ~~the~~ and the refusal of the State Government to refer the disputes to the Tribunal as a menace to the rights of workers to collective bargaining;

Censures the State Government for curbing the rights of workers to peacefully demonstrate and hold meeting in support of the H.A.L. workers;

REGRETS the statement made by the Prime Minister Nehru before the Lok Sabha in regard to the demands of H.A.L. Employees and opines that it is misleading and not based upon a proper appreciation of facts;

APPEALS to all workers and Trade Unions and people to extend their support to the struggle of H.A.L. workers by taking out Mass Demonstrations and holding a Mass Rally on 30-11-'57.

CALLS UPON the Government and the Management to resolve the dispute at once

REQUESTS to the Members of Parliament and leaders of Trade Union Organisations to intervene immediately and effect a settlement of the Employees' demands;

AND WARNS that if the disputes are not satisfactorily resolved and allowed to go by default, the representatives assembled here will be forced to call for a sympathetic mass token Strike of all workers in Bangalore on a date to be fixed later depending on the developments.

FOR FAVOUR OF PUBLICATION.

Dated 28th Nov: '57.

CITY TRADE UNIONS DECIDE ON MASS DEMONSTRATION AND RALLY

The Meeting of the representatives of Trade Unions of Bangalore, was conducted on 28-11-'57 under the presidentship of Sri. K. Kannan, (Hind Muzdoor Sabha) More than Fourty representatives belonging to K.P.T.U.C, H.M.S, I.N.T.U.C and other Independant Trade Unions were present. The Meeting considered the situation arising out of Hunger Strike of the H.A.L. Employees and unanimously passed a resolution. The resolution is enclosed herewith.

The Meeting resolved to conduct a Mass Rally of all the workers of Bangalore on Saturday the 2 30th Nov: '57 at 6 p.m. at Cubbon Park by the side of the Public Library. It was resolved to bring demonstrations of workers from all parts of the City to the Mass Rally.

An Eleven Men Committee to chalk out programmes to express the solidarity to the struggle of H.A.L. Employees representing I.N.T.U.C, H.M.S, K.P.T.U.C and Independant Trade Unions was constituted with Sri. A.N. Singh as Convenor. The Meeting also considered the question of launching a Token Strike of all workers of Bangalore and resolved that such a course of action would be forced upon it, if the Government delays the matter, and empowered the Committee to take action as and when necessary.

A Telegram has also been sent to the Prime Minister urging upon him to intervene immediately and settle the issues of the H.A.L. Employees.

EMPLOYEES ASSOCIATION

HINDUSTAN AIRCRAFT P.O.
BANGALORE DISTRICT.

HINDUSTAN AIRCRAFT P.O.
BANGALORE

f. No. _____

COPY

Date ~~22-11-1957~~ 195

- * OUR CASE
- ** EITHER SETTLE OUR DISPUTES OR REFER THEM TO AN INDUSTRIAL TRIBUNAL.
- *** ALL SUPPORT TO THE STRUGGLE OF HINDUSTAN AIRCRAFT EMPLOYEES.

Friends,

We are surprised at the statement placed yesterday on the table of the Loka Sabha by Prime Minister Nehru about our demands and the efforts made by the Government to settle them. With due respect to the high office that Sri Pandit Nehru holds, we are constrained to state that his statement is misleading and based on an incorrect appreciation of facts.

We submitted a list of 18 Demands as far back as October 1954. These Demands pertain to:-

- 1) Bonus for the years 1952-53 and 1953-54
- 2) Dearness Allowance at the rate of Rs.60/- ~~plus 17 1/2%~~ for those draw Rs.100/- and below and Rs.60/- plus 17 1/2% for those drawing above Rs.100/-
- 3) House Rent Allowance at Central Pay Commission Recommended Scales.
- 4) Free Transportation.
- 5) Attendance Bonus
- 6) Night Shift Allowance.
- 8) Provident Fund Contribution of Management to be raised from 6 1/4% to 8-1/3%
- 9) One Month's gratuity for every one years' service.
- 10) Colony House Rent to be reduced.
- 11) Token Employees after 3 months Service to be absorbed as regular employees.
- 12) Reinstatement of victimised employees
- 13) Display of Association Notices.
- 14) Recall of Active Workers of Association from outstation
- 15) Abolition of Confidential Reports.
- 16) Wages for Daily Rated and Casual Labour for declared Holidays.
- 17) Restoration of cut in outstation allowance.
- 18) Wages for Lockout period.

Though these demands were submitted in October 1954, the Management agreed to negotiate only in January 1955. During Negotiations, the Management were not prepared to concede 9 demands and wanted time to give final reply on the rest of the demands. The Association first agreed to give ~~xxx~~ time upto 15th March 1955 and again extended it upto 7th April 1955. Since no reply came from the Management and since even the Memorandum submitted to the Chairman of the Board of Directors did not evoke any response, the negotiations

(All Communications to be addressed to the Secretary)

(contd)...

EMPLOYEES ASSOCIATION

HINDUSTAN AIRCRAFT P. O.
BANGALORE

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ended in failure, the Association had no other alternative but to get the matter conciliated upon by the Department of Labour. The prolonged conciliation proceedings in July-August 1955 again ended in failure due to the unreasonable attitude of the Management, we expected the Government of Mysore to take up the matter immediately and refer the demands for Adjudication. We also made an application for such a reference in 1955 itself. Instead of referring the matter to the Tribunal, the Mysore Government, in an effort to delay matters for conducted reconciliation proceedings both at the level of the Minister for labour and the Commissioner of Labour. Even these ended in failure due to the adamant and unconciliatory attitude of the Management. We also made several representations and submitted memorandums to the Labour Minister and Defence Minister of Government of India, to the Vice President and other concerned authorities. All these were done in a spirit of conciliation and understanding the role and the responsibility of the employees in a vital Defence Industry.

Since all our approaches were considered as a sign of weakness and since neither the Government of Mysore nor the Government of India were prepared to move in the matter and settle the issues, the Association was forced to take up recourse to peaceful agitation campaigning for either settling the demands or for referring them for Tribunal. It is only because of this powerful agitation and the sympathy it drew from all Sections of people including MPs and MLAs that the Management again began negotiations in April 1957. During these negotiations which was prolonged for over three months, the Management was agreeable to concede some Minor Demands such as Night Shift Allowance, Display of Association Notices, Confidential Reports and Token Workers. It is not true and it is unfair to say that the Association was not prepared to enter into an agreement on the demands about which an understanding had been arrived at. On the other hand, it is only the Management which was neither prepared to implement it nor to sign an agreement.

The Major demands were not conceded to by the Management. On the question of Bonus, though the Management gave an impression that they would recommend to the Board of Directors for making payment of two months' ad-hoc Bonus, they have later on gone back upon it on the plea of policy. It is a matter of regret that such an important demand for which the workers are rightly entitled to is denied on the only reason that HAL is not a profit making concern. In fact figures placed in the Parliament amply prove that the Hindustan Aircraft Ltd., has been continually making profits for many years and even Dividends have been paid amounting to Rs.5,25,000 in 1948-50. Further an Ad-hoc of one month's pay has been granted on the occasion of Prime Minister's visit to the factory in 1948. It would not be out of place to mention that recently an Ad-hoc payment has been paid to the employees of Messrs. Sindhri Fertilisers which is also a Central Government-owned concern. We are unable to appreciate the attitude of the Government in denying Bonus to HAL Employees, while the Employees of a similar Central Government concern have been granted

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an Ad-hoc payment. When it comes to Grant of Dearness Allowance and other allowances according to Central Government rates the Government say that we are not entitled to it since we are to be treated as any other employees of private industrial concern when it comes to the question of Bonus on the basis of Profits earned, the Government makes Statements and Policies according to its own convenience to deny the just demands of the employees.

Similarly, on the other major demands such as Free Transportation, Reinstatement of Victimized employees, etc., there has been no settlement till today. In respect of Free Transportation, it appears the Management is prepared to reduce the existing rates from Rs.6/8/- and Rs.7/8/- p.m. to Rs.5/- p.m. for those who draw Rs.60/- p.m. and below. Since this concession does not help the majority of employees who travel by Bus and Train, the Association has suggested that the same concession should be extended to at least the majority of employees. Even this reasonable demand has been turned down. In respect of victimised employees which is a very vital issue so far as the Association is concerned, it is a regret that the Government has not yet decided to refer the matter to the Labour Court. We do not see any reason why the Govt. should hesitate to refer this issue to an impartial judge for decision. There are other demands such as Provident Fund and Gratuity, etc., on which no settlement has been arrived at.

Only ~~xxx~~ two demands viz: Dearness Allowance and House Rent Allowance has recently been referred to Industrial Tribunal after 3 years since the dispute was raised. Even here reference regarding D.A. has not been properly made and our request for amending the reference has yet to be conceded.

From the above statement of facts it is clear that while the Management and the Government have come to an understanding about certain minor demands, while only two major issues have been referred to Tribunal there are still many important demands which are either to be settled or referred to Tribunal. While the Association and the Employees have exhibited enormous patience over 3 years, the Government is continuing to delay settling of issues. It is this policy of undue delay on the part of the Government and adamant attitude on the part of the Management that is responsible for the increased bitterness among employees. It is this policy alone which has forced them to take recourse to Hunger Strike since 25th November 1957 in order to get justice. Two employees Viz: Mr. Jwalaniah (Treasurer) and Mr. P. Raman (General Council Member and Volunteer Captain) are on hunger strike in front of 'Vidhana Soudha', Bangalore. The Employees of HAL are vitally interested in the Defence of the Nation and in developing the Aircraft Industry which is the only one of its kind in South East Asia. In spite of extreme privations and hardships, they have strained all their nerves to develop the industry. Even during Hyderabad and Kashmir Operations, the employees did their very best. If today the employees are forced to take recourse to HUNGER

(All Communications to be addressed to the Secretary)

(contd).

EMPLOYEES  ASSOCIATION

HINDUSTAN AIRCRAFT P. O.
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STRIKE, the ~~responsibility~~ responsibility lies on the shoulders of the Government and the Management. Even now the employees are prepared to come to a reasonable settlement and to avoid strike, etc. We believe that our cause is just and that the policy of the Government is not in consonance with the declared policy of Labour participation in Management and ushering in a Socialist Pattern of Society.

We appeal to Prime Minister of India and the Government of India to immediately take steps to settle the disputes. We also appeal to all Members of Parliament and Assembly, to all the Trade Unions of the Working Class and to all the people of the country to understand and appreciate our grievances and lend their whole-hearted support to our just cause.

" HAEA ZINDABAD "

**R. VISWANATHAN
GENERAL SECRETARY.**

HINDUSTAN AIRCRAFT EMPLOYEES' ASSOCIATION, BANGALORE.

EIGHTEEN DEMANDS & BRIEF NOTES

ANNEXURE 'A'

1. BONUS:

We demand two months wages with dearness allowance as 'Bonus' per year to all the employees for the years 1952-'53 and 1953-'54.

(Since HAL is a private limited company, running on commercial lines, earning sufficient profits, it can afford to pay bonus to its employees. The employees have a right to share of profits earned by an industrial undertaking as has been laid down by various Industrial Tribunals).

2. ATTENDANCE BONUS:

We demand 'Attendance Bonus' at the rate of one and half days wages for every month of regular attendance put in by the employees as it was in vogue previously.

(The payment of a bonus of one and half days wages per month for good attendance was in vogue before 1946, and the employees should like to have the same facility re-introduced).

3. DEARNESS ALLOWANCE:

We demand dearness allowance on the following basis:

Upto Rs 100/- Rs 60/-.
Above Rs 100/- Rs 60/- plus 17½% of the salary exceeding Rs 100/-
with a limit of D.A. being Rs 175/-.

(During the negotiations with the Management we have explained that our demand is based upon the Central Pay Commission's recommendations. We have further explained that this demand is prompted because it is not possible for an average worker to live within his salary plus D.A. at present obtainable, and that a revised rate of dearness allowance will in some way ameliorate that condition.

When similar concerns such as Loco Works in Chittaranjan under the Railway Board, Sindhri Fertilisers, which comes under Industries & Commerce Ministry can pay CPC scales to their employees, the same scales should be applied to the employees of HAL coming under the Ministry of Defence.

4. HOUSE RENT ALLOWANCE:

We demand that House Rent Allowance should be paid to all employees who have not been provided with houses as noted below:

Upto Rs 55/- Rs 7/-
From Rs 56/- to Rs 100/- Rs 10/-
From Rs 101/- to Rs 250/- Rs 15/-
From Rs 251/- & above Rs 7½% of pay.

(The Central Pay Commission has recommended this allowance. Industrial Tribunals have given awards in favour of this allowance to industrial institutions such as Hindustan Construction Company Ltd., & Jharia Coal Fields. The rentals, for the houses in Bangalore particularly in the rental values of less than Rs 50/- have increased by about 50%

Contd.,

in the course of last few years. Therefore, we contend that House Rent Allowance until such time as houses are provided by HAL is fair and reasonable. Only about 5% of the total number of employees have been accommodated in the colony.

5. FREE TRANSPORTATION:

We demand that all employees are to be provided with free transportation.

(We press for free transport to all employees from any part of Bangalore, as the factory is situated somewhere about 8 miles from the city and the present concessional bus charges of Rs 7/8/- takes away a good portion of their salary).

6. NIGHT SHIFT ALLOWANCE

We demand Night Shift Allowance of Rs 5/- and Rs 10/- for IInd shift and IIIrd shift respectively.

The demand for an extra allowance Rs 10/- in IIIrd shift and Rs 5/- in IInd shift for work in the night is with a view to cover the extra strain involved. Industrial tribunals have upheld this allowance, and even in HAL this allowance was being paid and the same was stopped for no reason).

7. HEAT & SPECIAL ALLOWANCE:

We demand that Heat and Special Allowance at the rate of Rs 10/- be paid to all employees of such departments like Heat Treat, Foundry, Finishing, Sand Blasting etc., where abnormal conditions prevail, and additional strain and difficulties are also involved in view of the peculiar conditions of the trade.

8. PROVIDENT FUND:

Provident Fund contribution from the Management should be raised from 6 $\frac{1}{2}$ % to 8.1/3%.

(The demand for increased rate of Management's contribution from 6 $\frac{1}{2}$ % to 8.1/3% is with a view to help the employees to have a little more money at the time of their termination. All progressive employers have already adopted the increase. Kalyana-walla Committee for Ordinance Factories have recommended this increase. Many tribunals also have upheld this.)

9. SERVICE GRATUITY:

We demand one month wages with D.A. to all employees as gratuity on every year of service, irrespective of termination, resignation, death or settlement.

(We contend that there should be an improvement on the present payment of gratuity of HAL in that one months pay including D.A. should be substituted to half months pay per year of service. The gratuity should be made payable on every year of service irrespective of termination, resignation, death or retirement. We feel that the termination of the services is a sufficient punishment which should not be aggravated by with-holding of gratuity.

Contd.,

10. COLONY:

We demand house rent of 10% of basic pay of the tenant of family quarters and Rs 5/- for bachelor one-room-tenant.

(We contend that the present basis of rental is very high and that for a similar cost of construction of houses, different rentals are charged. We demand that house rent should not exceed ten percent of the basic pay of any employee).

11. TOKEN EMPLOYEES:

All token employees who have served continuously for three months should be absorbed into permanent cadres. Meantime D.A. to be paid to them.

(The present position of the casual labour is that they are considered as temporary labour and not casual if their assignments exceed more than one month. But casual workmen are not paid D.A. Our demand is that the persons working more than a month of different assignments should be treated as temporary employees and casual labour should also be paid full D.A.

12. RE-INSTATEMENT OF VICTIMISED EMPLOYEES:

The following employees who were terminated must be re-instated with back wages and allowance - Messrs. M.B. Singh, Govindaswamy, Ramamurthy, Keilasam, Susainathan, D.V. Rao, Ekambaram, Neelekantan, P.G. Menon and Morris.

(Mr. M.B. Singh, Ex-Secretary and other nine employees who were terminated unjustly and whose terminations are considered by employees as clear cases of victimisation as they were actively working for the Association, must be reinstated with wages and allowance from the date of their termination to the date of their re-instatement).

13. DISPLAY OF ASSOCIATION NOTICES:

Management should give facilities to display notices of the Association on all the factory notice boards including departmental notice boards.

(The display of Association notices has already been agreed by the Management on the understanding that the notices will have prior approval of the Management, but we however like the former clause deleted i.e. the notices should be exhibited without the prior approval. We are forced to insist this, because some of our notices have been refused by the Management for display).

14. RECALL OF ACTIVE WORKERS OF ASSOCIATION FROM OUTSTATIONS:

M/s. K.R.K. Menon, II Vice President, P. Louis, Member, Executive Committee, should be recalled from outstations forthwith.

Contd.,

(Two officers of our Association M/s. K.R.K. Menon, IIInd Vice-President, and F. Louis, Member of the Committee, were transferred to outstation at the time of General Elections of the Association. We contend that the elected members of the Association should not be transferred to outstations as they affect the normal functioning of the Association, hence ~~was~~ demand to recall of those two active workers to the headquarters).

15. CONFIDENTIAL REPORTS:

The system of Confidential reports should be abolished.

(It is our definite contention that the system of confidential reports should be abolished as these are put to misuse and discrimination. When an adverse criticism is conveyed to the employee, the present rule is that their reply should be sent through the head of the department. We contend that the employee should have an opportunity of a direct representation).

16. WAGES FOR DAILY-RATED & CASUAL LABOUR FOR DECLARED HOLIDAYS:

The daily-rated and casual labour must be paid for the declared holidays of the factory.

(The declared holidays should be paid-holidays to the daily rated and casual labour. The number of daily rated employees is very small and the financial commitment is inconsiderable).

17. RESTORATION OF CUT IN OUTSTATION ALLOWANCE:

The outstation allowance should be restored to original scales. Personnel Bulletin No.621 issued on May 22, 1954, should be withdrawn.

(The minimum outstation allowance of Rs 4/8/- is reduced to Rs 4/- without giving any valid reasons. This reduction has very much inconvenienced the employees and they are put into untold hardships. Hence we wish the original rate of allowance should be restored.

18. WAGES FOR LOCK OUT PERIOD:

We demand the wages for the lock-out period (from 22nd September 1950 to 9th October 1950, both days inclusive).

(The Management closed the Factory from 22nd September to 28th September 1950 on their own accord without assigning any reasons. Hence it is quite natural for the employees to demand wages for the period as the factory was closed for no fault of the employees).

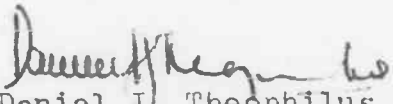
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R E S O L U T I O N S .

(1) This General Body meeting of the Hindustan Aircraft Employees' Association, held on 1.10.1957, under the Presidency of Mr. A.V.Sundaram, the IIInd Vice President, regrets to note that the government has referred for adjudication to the Industrial Tribunal only one of the several outstanding disputes between the Management and the employees of Hindustan Aircraft (Private) Limited, which have been pending unduly long. This meeting is of the view that the employees cannot rest content with the present reference of the dispute concerning dearness allowance only and in case the rest of the demands are not either settled or referred to adjudication as per the assurance of the authorities concerned including the Prime Minister of India, the employees will have to consider in terms of having recourse to DIRECT ACTION for getting their grievances redressed in this behalf.

(2) This General Body meeting of the Hindustan Aircraft Employees' Association, held on 1.10.1957, under the Presidency of Mr. A.V.Sundaram, resolves to observe PROTEST WEEK by wearing protest badges, by conducting meetings and mass rally for purpose of explaining to the public about our grievances and to seek their support for our struggle to get our other disputes referred to an Industrial Tribunal for adjudication. This meeting further authorises the Executive Committee to chalk out the programme and to conduct the Protest Week.

(3) This General Body meeting of Hindustan Aircraft Employees' Association, held on 1.10.1957, under the Presidency of Mr. A.V.Sundaram resolves that in case the other disputes are not referred for adjudication even after implementations of the decisions such as Protest Week, Convention of various committees, Convention of Trade Unionists, authorises the Executive Committees to organise and conduct HUNGER STRIKE as a last resort to bring pressure on the authorities for reference of the rest of the disputes for adjudication.


Daniel J. Theophilus,
JOINT SECRETARY
HAEA.

R1-2/TEC/

January 15, 1958.
(REGISTERED ACKNOWLEDGEMENT DUE)

Dear Sir,

It has come to our knowledge that -

1. On the morning of October 11, 1957, you instigated some employees, who had been temporarily assigned to work in the Pre-treatment Section of the Railcoach Division, to refuse to work as directed by their superiors. You incited the employees in the Railcoach Division to gather into a crowd and demonstrate in front of the Office of the Deputy General Manager, Railcoach and also instigated them to abstain from work and refuse to resume work, until the order of the temporary assignment was rescinded. You are therefore, guilty of misconduct under the Standing Orders i.e.-

(a) committing an act subversive of discipline, and

(b) inciting others to strike work in contravention of law.

2. Towards the end of October 1957, and on or about November 2, 1957, you instigated other employees to damage and defile railcoaches No. 1127, 1134 and 1136 which had been completed or were in the process of being completed, by spilling and splashing paint on the coaches or components thereof and by painting slogans thereon. Consequently the delivery of the coaches to the customers was delayed. You are thereby guilty of misconduct under Standing Orders i.e. committing an act subversive of discipline.

3. In the months of October and November 1957, you instigated other employees to write objectionable slogans and display posters, caricatures etc. inciting violence. You are thereby guilty of misconduct under Standing Orders i.e. committing an act subversive of discipline.

4. On or about November 18 and 26, 1957, you threatened and intimidated employees of the Works from availing of the coffee and tea service during intervals and also from proceeding to the canteen and taking their food at the lunch intervals with the result that the employees were prevented from availing themselves of these facilities. You are thereby guilty of misconduct under Standing Orders, i.e. by committing acts of disorderly behaviour and subversive of discipline, and threatening or intimidating employees of the Works.

5. On certain day/days between the dates of November 25 and November 30, 1957 you incited the employees to refrain from work, and to refuse to proceed to work, in the event of the arrest or detention of those who had proceeded on hunger strike or those who were aiding and collaborating with them. You are thus guilty of misconduct under Standing Orders i.e. of inciting others to strike work in contravention of the provisions of law.

You are hereby called upon to submit your explanation on the above charges, in writing, also showing cause why disciplinary action as provided for in the Standing Orders should not be taken against you for misconduct. The explanation should reach the undersigned on or before 4.00 p.m of Friday, January 17, 1958.

You are hereby called upon to appear before the Termination Enquiry Committee at 8.30 a.m. on Saturday, January 18, 1958 in the Office of the Personnel Manager, bringing with you all the evidence you may have in your defence, when you will be given a personal hearing to enable you to make any statement and defend your case.

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Should your written explanation not reach the undersigned before the due time and date, and/or should you fail to appear before the Termination Enquiry Committee, as above, please take notice that the enquiry will be proceeded with and the case decided in your absence.

Yours faithfully,
For HINDUSTAN AIRCRAFT (P) LTD.,

Sd/-.....

Bangalore,
January 21, 1958.

The Personnel Manager,
Hindustan Aircraft (Private) Ltd.,
Hindustan Aircraft Post,
Bangalore.

Dear Sir,

With reference to your letter dated 15-1-1958, containing certain acts of misconduct alleged against me, I respectfully beg to submit the following explanation:-

2. At the outset I should like to submit that I am a loyal and faithful employee of the company ever since I joined service and I am not guilty of any act or acts of misconduct alleged against me in paras 1 to 5 of your letter.

3. The allegations of misconduct alleged against me in paras 1, 2 and 3 of your notice are not true and correct. As you are aware I am an employee working in Raicoach Canteen minding my own work and not at all aware of the incidents referred to in the said paras.

4. As regards the allegations in para 4 that I threatened and intimidated employees from availing of coffee and tea services etc I respectfully submit that on 18th November I was on duty upto 9 a.m. and after preparing coffee etc myself, I came out by obtaining gate-pass. On 26th November I was on Vacation Leave and did not go to the factory at all.

5. As regards the allegations in para 5 I respectfully submit that the same are not true and that I was on Vacation Leave during the said period.

6. I may also mention that to the notice of charges dated 5-12-1957, issued by the Management I submitted my explanation on 12-12-1957, and in view of the said explanation there was hardly any need for a fresh notice of charges.

7. As you are aware I am the Executive Committee Member of Hindustan Aircraft Employees' Association, Bangalore, and as such, I come under the category of 'Protected Workmen'. I may further submit that the Notice of charges issued to me is not just and bonafide, but has been actuated with a view to brow-beat and victimise me, the matter being connected with the dispute and having a bearing on the disputes now pending adjudication before the Industrial Tribunal.

8. Under the aforesaid circumstances, I respectfully pray that the above Notice of charges may kindly be withdrawn.

Thanking you,

Yours faithfully,

Sd/-.....

R1-2/TEC/

January 15, 1958.

(REGISTERED ACKNOWLEDGEMENT DUE

Dear Sir,

It has come to our knowledge that -

1. On the morning of October 11, 1957, you instigated some employees, who had been temporarily assigned along with you to work in the Pre-treatment Section of the Railcoach Division, to refuse to work as directed by their superiors. You incited the employees in the Railcoach Division to gather into a crowd and demonstrate in front of the Office of the Deputy General Manager, Railcoach and also instigated them to abstain from work and refuse to resume work, until the order of the temporary assignment was rescinded. You are, therefore, guilty of misconduct under the Standing Orders i.e.-

- (a) wilful insubordination or disobedience, whether alone or in combination with others to a reasonable order of the superiors
- (b) disorderly behaviour during working hours of the establishment and/or committing an act subversive of discipline.
- (c) Striking work or inciting others to strike work in contravention of law.

2. On or about October 27, 1957, you instigated some employees in the Railcoach Division to cause damage to the Acid bath of the Pre-treatment Plant of the Railcoach Section and to render the Granodine Tank unserviceable, with a view to render the plant inoperative for purposes of production with the result that the bath concerned was rendered out of commission thereby resulting in loss of production. You are thereby guilty of misconduct under Standing Orders i.e. committing an act subversive of discipline.

3. Towards the end of October 1957, and on or about November 2, 1957, you instigated other employees to damage and defile railcoaches No. 1127, 1134, and 1136 which had been completed or were in the process of being completed, by spilling and splashing paint on the components thereof and by paintings slogans thereon. Consequently the delivery of the coaches to the customers was delayed. You are thereby guilty of misconduct under Standing Orders, i.e. committing an act subversive of discipline.

4. In the months of October and November 1957, you instigated other employees to write objectionable slogans and display posters, caricatures etc. inciting violence. You are thereby guilty of misconduct under Standing Orders i.e. committing an act subversive of discipline.

5. On certain day/days between the dates of November 25 and November 30, 1957 you incited the employees to refrain from work, and to refuse to proceed work, in the event of the arrest or detention of those who had proceeded on hunger strike or those who were aiding and collaborating with them. You are thus guilty of misconduct under Standing Orders i.e. of inciting others to strike work in contravention of the provisions of law.

6. In the month of October and November 1957, you have been reporting habitually late to work and your attendance is also otherwise unsatisfactory. In the month of October 1957, you came late for work on 7 days and also went early from work on 6 days. In the month of November 1957, you came late for work on 5 days and went early from work on 3 days and also you were absent without pay on 12 days. This is misconduct according to Standing Orders i.e. habitual late attendance and neglect of work.

You are hereby called upon to submit your explanation on the above charges, in writing, also showing cause why disciplinary action as provided
Contd...

for in the Standing Orders should not be taken against you for misconduct. The explanation should reach the undersigned on or before 4.00 p.m. of Friday, January 17, 1958.

You are hereby called upon to appear before the Termination Enquiry Committee at 8.30 a.m. on Saturday, January 18, 1958 in the Office of Deputy General Manager (Engines), bringing with you all the evidence you may have in your defence, when you will be given a personal hearing to enable you to make any statement and defend your case.

Should your written explanation not reach the undersigned before the due time and date, and/or should you fail to appear before the Termination Enquiry Committee as above, please take notice that the enquiry will be proceeded with and the case decided in your absence.

Yours faithfully,
For HINDUSTAN AIRCRAFT (P) LTD.,

Sd/-.

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EMPLOYEES ASSOCIATION



HINDUSTAN AIRCRAFT P. O.
BANGALORE

Date January 31, 1958

Express Delivery letter

The General Secretary,
All India Trade Union Congress,
No. 4 Asoka Road,
NEW DELHI.

Recd. sent on 6.2.58

Dear Sir,

We hope that you have read in papers and have heard through other sources about the heroic struggle conducted by Hindustan Aircraft Employees' Association to get their three year old pending disputes settled. The Association launched peaceful Hunger-strike on 25th November 1957. On 30th, early morning by about 2 a.m. two sathyagrahis and other 80 personnel were arrested by Police and they were under custody till 4th December 1957. Since all the leaders who were in the station were arrested no effort could be made by the Association to conduct the struggle further. On 5th December all people were released on bail. And the very same day the Management of Hindustan Aircraft issued charge-sheets to all of them and kept under suspension. Few copies of the charge-sheets as well as explanation letters submitted by the suspended employees are attached herewith for your kind information and perusal.

After keeping these employees under suspension for a number of days, the Management started conducting enquiry before the Termination Enquiry Committee, constituted under the provision of the Standing Orders. They have completed enquiry of 66 employees after keeping in abeyance, enquiry of top most officials of the Association, the members of Executive Committee and active workers and have issued additional charge-sheets against fourteen of them giving just a day's time for submitting explanation letter. Few copies of such charge sheets are also enclosed herewith for your information. On a request made by all these 14 personnel they have agreed to extend the time for submission of explanation letter for four more days. Few copies of explanation letters submitted by these employees are also enclosed herewith for your information. Not satisfied with keeping 80 employees under suspension, the Management have also suspended eight more employees on some flimsy grounds. The Management's attitude is very vindictive and it appears to us that they are bent upon victimising some employees. Already they have served dismissal orders to 15 including the President, the Asst. Secretary and the Treasurer and few members of the Executive Committee and General Council. Copies of some explanation letters submitted by these employees who are served with second charge-sheet is also appended.

contd.,


 EMPLOYEES ASSOCIATION
HINDUSTAN AIRCRAFT P. O.
BANGALORE

(page two)

Date 195

The Association in response to the advise given by the Prime Minister of India on the floor of the House on 27th November, and in response to the advise given by Mr. O. Pulla Reddy, the Chairman, Board of Directors and the Secretary to the Defence Ministry, Government of India, called off the Hunger-strike and other agitational activities from 6th December 1957 and intimated the same to all concerned authorities. In order to reach a settlement on the pending disputes, the Association after maintaining proper atmosphere approached the state government to withdraw the impending cases against these suspended personnel. Assurance was given to us by the Chief Minister, the Home Minister and the Labour Minister of the state, on various occasions, when representatives met them, that the government is likely to take a sympathetic view and no action will be taken by them. The Labour Minister as a matter of fact, through a press statement expressed his desire to initiate discussions and settle the disputes. But to our surprise, they have charge sheeted many of them.

To negotiate and settle the remaining disputes with the Management a Negotiating Committee has been constituted by the Association and intimated Association's desire to the Management. The Association in the resolution, requested the Management to withdraw suspension orders issued on 80 and odd employees and to place the Association on equal terms with the Management to negotiate and bargain on the remaining disputes.. It appears to us that the Management is not prepared to discuss the issues of suspended employees when the Negotiating Body meet them. On 27th December we intimated the Management regarding the formation of the Committee. On 13th January 1958, they wrote to us expressing their willingness to meet the committee, So far they have not called us.

At present the Association is not in a position to conduct meetings and Rally of the employees, since Sect. 144 is still in force in HAL area, since November 30, 1957. However-protest meetings are being organised under the auspices of the Association and also under the auspices of Centrally Controlled Industries Employees' Federation, Bangalore.

The employees are very much agitated due to the dismissal of leading representatives of the workers and over the long delay caused in settling the pending disputes. There is much frustration and discontentment in the minds of the employees. To avoid any further complications and to establish peace in this vital industry we request you to use your good offices in taking up our case with the concerned authorities for re-instatement of the victimised employees and to see that the government bring pressure on the Management for settlement of the pending disputes at an early date.

p.t.o.



(page two)

Thanking you,

Yours faithfully,

F. Louis

Daniel J. Theophilus

**F. Louis,
President**

**(Daniel J. Theophilus),
Actg. General Secretary.**

The Association in response to the advice given by the
November, and in response to the advice given by Mr. O. P. Pillai
the Chairman, Board of Directors and their Secretary to
the Ministry, Government of India, called off the line
to all concerned in order
to reach a settlement on the pending disputes. The Association
after maintaining proper discipline and order in the state cover
ment to withdraw the impending cases against these suspended
personnel. Assurance was given to us by the Minister
the Home Minister and the Labour Minister of the state, on
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ernment is likely to take a sympathetic view and no action will
be taken by them. The Labour Minister as a matter of fact, through
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Industrial Employees' Federation, Bangalore.

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delay caused by the management in the state of
to avoid any further complications and to settle
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will be able to settle the disputes and to see
being present in the state of the workers.

266-A

1-3-58

- 1) DANIEL THEOPHILUS
HINDUSTAN AIRCRAFT EMPLOYEES ASSOCIATION
BANGALORE
- 2) JANASHAKTHI
K.V.TEMPLE STREET
SULTANPET
BANGALORE
- 3) M C NARASIMHAM M L A
BANGALORE

BANERJEE DISCUSSED HAL QUESTION WITH DEFENCE AND HOME MINISTER AND
CHAIRMAN STOP URGED TO LIFT LOCKOUT AND RELEASE OF ARRESTED PERSONS
STOP MINISTERS GAVE SUITABLE INSTRUCTION SRINAGESH STOP WIRE
POSITION OR TELEPHONE 32360 OR 43414 STOP LETTER FOLLOWS

AITUCONG

(266-A)

Hindustan Aircraft Employees' Association, Bangalore

- LIFT THE LOCK-OUT IMMEDIATELY
- REINSTATE 15 VICTIMISED LEADERS, WITHDRAW SUSPENSION ORDERS AGAINST THE REST
- WITHDRAW POLICE GASES, AND SECTION 144
- NEGOTIATE ON DEMANDS FOR SETTLEMENT
- DOWN WITH POLICE REPRESSION AND FIRING

**Carry on the struggle peacefully and
unitedly to achieve the above demands**

Friends,

Repression, unheard of in the annals of the recent history of the working class in the Mysore State has been let loose on the Aircraft Employees. One employee Sri Pandyan Achari has been shot dead and hundreds have been injured due to police firing, brutal lathi charge etc., against employees, who were going in a peaceful procession on 25-2-58. Section 144 has been clamped down on the City, arrests have been taking place. The city has been held in ransom by the police.

Who is responsible for this situation in H.A.L. Is it the employees as is sought to be made out by the management and the Government? Or is it the management and the Government? Any one who is dispassionate and who knows the history of the relations between the management and employees of H. A. L. will not put the blame on the workers. For full three years the employees carried on negotiations on their demands which is yet to be settled. Though utterly disgusted with the attitude of the management, though they could have easily gone on the strike to get redressal of demands, the employees adopted the peaceful nonviolent course of "Hunger Strike." The Government came down with its heavy hand of repression, arrested employees and foisted cases. The employees could even then gone on strike. Still they desisted on considerations of the industry. They withdrew all agitation in deference to the wishes of the government to create a normal atmosphere. On the other hand, the management dismissed on flimsy grounds workers and kept under suspension 15 more. The Govt. did not implement its own assurance of withdrawing cases. Even then the employees were peaceful. But the management in order to have its own pound of flesh began harassment of the employees through the security and watch and ward personnel. They hired goondas and let them loose on the employees. They obstructed normal functioning of the Trade Union. To add insult to injury they got arrested five employees right inside the factory. This extreme provocation and antiworking class attitude lead to spontaneous protest demonstrations on 22nd and 24th February '58 by the employees. Even then the association tried its best to avoid it. The leaders of the association pleaded with the management

to allow one or two representatives inside the factory to restore normality. On the grounds of false prestige and in a deliberate manner the management refused to allow the representatives to get into the factory to talk to the employees. Thus the situation worsened leading to the unhappy occurrences on 25-2-58. Even on 25-2-58, nothing would have happened, had only the government followed the procession and meeting. Instead in pursuance of its policy, Section 144 was clamped down on the city. In the face of the above facts which clearly prove how the employees have shown extraordinary patience from the beginning and how they have been extremely provoked by the managements' attitude, who can accuse the employees of H.A.L. ?

The situation at present demands swift action on the part of the Govt. particularly the Central Govt. The employees are vitally interested in the development of this premier national industry. The employees of H.A.L. have not lagged behind in the development of this national industry. The employees of H.A.L. have not lagged in showing patriotism during the Kashmir operations and Hyderabad police action for which they have won admiration from one and all. We are each prepared to serve the call of the nation and it is false to say that we are hampering the growth of the industry or that we are sabotaging it. Let the Govt. see realities and change its approach and attitude towards the employees. Let it take steps to see that the lock-out is lifted immediately and all workers get back to work. Let it see that the dismissal orders against 15 and suspension orders against another 15, are withdrawn immediately. Let all police cases be withdrawn. Let all those arrested now be released and Section 144 removed. These steps will restore normalcy and will create & the necessary peaceful atmosphere for negotiating on the demands. On our part we will do our best to create a peaceful atmosphere.

In this hour of crisis and test, we appeal to the employees to remain calm, determined and united. Let us not give room for fissiparous tendencies created by interested persons. Rally round the association and implement the decisions of the association. Let us carry on the struggle to win our demands.

We also appeal to brother Trade Unions of the Central and State, in particular I.N.T.U.C., A.I.T.U.C., H.M.S., and U.T.U.C. to come to the aid and support of H.A.L. Employees. We appeal to them to contribute liberally for the fighting fund and relief to the employees and lend their whole hearted co-operation in all ways.

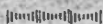
We appeal to the nations biggest tribunal, The Parliament and its members of the Mysore Legislative Assembly to come to succour of the employees and do all they can to bring about an amicable settlement.

We appeal to the people of our Country and State to see where justice is and lend moral and material support to the cause of the employees, for we believe that it is the people that count.

Date : 27-2-58
Bangalore.

Daniel Theophilus,
Acting General Secretary.

Hindustan Aircraft Employees' Association, Bangalore



- LIFT THE LOCK-OUT IMMEDIATELY
- REINSTATE 15 VICTIMISED LEADERS, WITHDRAW SUSPENSION ORDERS AGAINST THE REST
- WITHDRAW POLICE CASES, AND SECTION 144
- NEGOTIATE ON DEMANDS FOR SETTLEMENT
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Who is responsible for this situation in H.A.L. Is it the employees as is sought to be made out by the management and the Government? Or is it the management and the Government? Any one who is dispassionate and who knows the history of the relations between the management and employees of H. A. L. will not put the blame on the workers. For full three years the employees carried on negotiations on their demands which is yet to be settled. Though utterly disgusted with the attitude of the management, though they could have easily gone on the strike to get redressal of demands, the employees adopted the peaceful nonviolent course of "Hunger Strike." The Government came down with its heavy hand of repression, arrested employees and foisted cases. The employees could even then gone on strike. Still they desisted on considerations of the industry. They withdrew all agitation in deference to the wishes of the government to create a normal atmosphere. On the other hand, the management dismissed on flimsy grounds workers and kept under suspension 15 more. The Govt. did not implement its own assurance of withdrawing cases. Even then the employees were peaceful. But the management in order to have its own pound of flesh began harassment of the employees through the security and watch and ward personnel. They hired goondas and let them loose on the employees. They obstructed normal functioning of the Trade Union. To add insult to injury they got arrested five employees right inside the factory. This extreme provocation and antiworking class attitude lead to spontaneous protest demonstrations on 22nd and 24th February '58 by the employees. Even then the association tried its best to avoid it. The leaders of the association pleaded with the management

to allow one or two representatives inside the factory to restore normality. On the grounds of false prestige and in a deliberate manner the management refused to allow the representatives to get into the factory to talk to the employees. Thus the situation worsened leading to the unhappy occurrences on 25-2-58. Even on 25-2-58 nothing would have happened, had only the government followed the procession and meeting. Instead in pursuance of its policy, Section 144 was clamped down on the city. In the face of the above facts which clearly prove how the employees have shown extraordinary patience from the beginning and how they have been extremely provoked by the managements' attitude, who can accuse the employees of H.A.L.?

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We also appeal to brother Trade Unions of the Central and State, in particular I.N.T.U.C., A.I.T.U.C., H.M.S., and U.T.U.C to come to the aid and support of H.A.L. Employees. We appeal to them to contribute liberally for the fighting fund and relief to the employees and lend their whole hearted co-operation in all ways.

We appeal to the nations biggest tribunal, The Parliament and its members of the Mysore Legislative Assembly to come to succour of the employees and do all they can to bring about an amicable settlement.

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Date : 27-2-58
Bangalore.

Daniel Theophilus,
Acting General Secretary.

COMMUNIST PARTY OF INDIA

Phone : 3810

KARNATAKA PROVINCIAL COMMITTEE

Secretary : N. L. UPADHYAYA

K. V. TEMPLE STREET
BANGALORE - 2

25-2-58

266-A

Dear Comrade,

Two employees of the Hindustan Aircraft Factory were shot down today and killed by the Police when they were coming in a procession. The Karnataka Provincial TUC had given a call for the observance of a "Protest Day" today against the anti-working class policy of the Govt.

The State Govt. which had enforced Sec. 146 around about Aircraft factory some days ago extended the Section to the whole city today in the noon to prevent the holding of a mass rally in connection with the Protest Day.

The HAL workers of the Rail-coach Factory had protested against the arrest of 5 workers by the police on 21st when they were on duty inside the factory. As a protest the workers of that section refused to work on Saturday, 22nd. At night they were removed by the police under arrest.

Next day the management declared a lock-out of the Rail-Coach section, involving nearly 1,500 workers.

To-day the workers also decided to have stay-in-strike as a protest against the lock-out of the Rail-Coach section.

There was wide spread discontent among the workers against the dismissal of 15 Union leaders, suspension of about 25 others and cases against a number of them in connection with the hunger-strike last month.

To-day after 4 P.M. when they came out and wanted to come in a procession to the city, they were lathi charged near the Factory. A little later the police opened fire and one person died on the spot. The workers dispersed and marched again toward the city. On the way near the Mahatma Gandhi Road they were lathi charged and fired upon. Several were injured and one more person was killed. There were lathi charges in other places also and arrests.

The situation is very grave and

KARNATAKA PROVINCIAL COMMITTEE

Secretary : N. L. UPADHYAYA

K. V. TEMPLE STREET.
BANGALORE - 2

as the industry is controlled by the central govt. & the defence ministry, the issue can be tackled only from the Delhi end. Hence I request you to raise this in the Parliament and also discuss the matter with the Defence Ministry and try to settle the matter. You can ~~not~~ being forward an adjournment motion or in any other effective manner. The demands are:

- 1) Lifting of the lock-out of the Rail-coach Dept. of the IIRL (we don't know what will happen to-morrow)
- 2) Cancellation of the orders of dismissal against IS-employees - leader of the Union.
- 3) Order of suspension against IS-employees should be cancelled
- 4) The police cases against IS-employees be withdrawn.
- 5) Withdrawal of Section rule.

Please raise this issue both in the Parliament and also ~~in~~ discuss with

the defence ministry and let us know.
It is an important issue and must be taken
up immediately and seriously.

We also would like ~~some~~ ^{one} of the P.K. to come here to study the
situation on the spot and go.

With greetings,

M. N. Pathy

266-A

From N.L. Upadhyaya

Bangalore, February 25, 1958

Two workers of the Aircraft Factory were killed in police firing and several seriously injured and many arrested today in Bangalore in connection with the observance of the Protest Day organised by the Karnataka Provincial TUC. The KPTUC had given a call to observe a Protest Day today against the anti-working class policies of the Government in general and to condemn the repression against the Aircraft workers in particular.

A mighty protest demonstration of all the Central Government industries like the Hindustan Aircraft Factory, Hindustan Machine Tools, Bharat Electronics and Corporation workers, silk workers and many other workers was to take place today. A number of processions and a mass rally was to have been held in the evening. But the Government issued Section 144 banning meetings and processions in the noon and announced the same in a van going round the city,

In the meanwhile, the situation in the Aircraft Factory has been rapidly becoming worse during the past some weeks. Having dismissed 15 workers and kept nearly 25 others under suspension in connection with the hungerstrike of two Aircraft employees to get their demands referred to a Tribunal, the factory management has been doing everything to break the solidarity of the workers. The situation inside the factory was becoming intolerable and to crown it all five workers were arrested inside the factory on the ~~workshop~~ work spot on 21st when they were on duty in the Rail Coach section. Enraged at the unusual action of the management in allowing the police to come inside the factory to arrest the workers, the employees of the Rail Coach section numbering about 1,250 went on a stay-in strike on 22nd instant. Both the workers of the general shift and the second shift stayed on there. At night the police went inside the factory to drive the

workers out. Having failed in their attempt, they arrested the workers in batches of ten and took them out. They were let away in the early hours of the morning.

On the morning of 23rd the management of the Hindustan Aircraft (HAL) put up a notice declaring lock-out of the Rail Coach section. The workers immediately took out a procession, even though it was a Sunday, the morning and marched to the Labour Minister's house to represent their demands. No satisfactory reply came from the Minister. Then they held a meeting where the union leaders advised them to disperse and assured that the union would take a strike ballot of the entire factory and serve a strike notice for - (1) lifting of the lock-out of the Rail Coach section; (2) for withdrawal of all cases; and (3) for withdrawal of the orders of dismissal and suspension against the union leaders.

Today, 25th February, the workers of the other section of HAL went inside the factory and finding no change in the attitude of the management, again downed tools. At 4 p.m. they came out and wanted to march to the city for the mass rally. By that time, Section 144 which has been in force only nearby the Aircraft Factory and round about had been extended throughout the city and a radius of 5 miles. As the workers started moving the police made a lathi-charge and injured several workers. In spite of it they continued to move forward. A little later the police opened fire and one person died on the spot with a bullet on his chest. Several others were injured. The police also arrested a number of workers by them. The workers managed to continue their march and they were again stopped near the South Parade and again lathi-charge and firing were resorted to. One more person died as a result of the firing there. The employees decided to disperse and gather again and continue the march and finally

y dispersed after holding a meeting in Bannappa Park in the city.

police again resorted to lathi-charge - very indiscriminate and also
killed a number of people. It was a most brutal repression let loose
the workers.

The police also lathi-charged and injured a number of silk workers
when they were trying to come to the rally. Some of them have been
admitted to the hospital and S. Jayaram, Secretary, G. Shankar, Assistant
Secretary of the Silk Workers' Union and several others have been
arrested.

A deputation of the KPTUC met the Labour Minister at 3 p.m.
and submitted a memorandum on the various demands of all sections of
the workers. But the Minister would not concede any demand.

The attitude of the Government and the management of the Hindustan
Aircraft Factory has enraged all the workers. The repression today has
been extremely brutal and inhuman. The police firing had been most
indiscriminate and **only** a police inspector was present when firing
was ordered. The KPTUC has given a call for protest against this
brutal repression throughout the State.

S. M. BANERJEE,
MEMBER OF
THE LOK SABHA



113 North Avenue,
New Delhi

March 1, 1958

Dear Com. Parvati,

After moving the adjournment motion on HAL affair, I met Sri Krishna Menon and Sri G.B. Pant on 28.2.58 and discussed the question with them. Sri Menon has taken a very sympathetic attitude but he had to consult Sri Pant because the statement was made by him. Sri Menon assured me of no victimisation and the same was confirmed by Sri Pant. About the release of arrested persons, Sri Pant assured to contact the Mysore Govt after normal conditions return and the workers join their work. Both of them assured me that they have no intention of victimising anyone on political grounds. Sri Menon said that he was prepared to lift the lockout but some assurance on behalf of the workers was necessary for the safety of the national property. I told them that this national property is equally ours. In the night the Defence Minister had discussion with Sri Srinagesh and Sri Fulla Reddi, the G.M. and Chairman of H.A.L.

I contacted Sri Fulla Reddi again today. He told me that suitable instructions have been issued to G.M. to lift the lock-out and in consultation with Mysore Govt. He further stated that the main two issues (i) dearness allowance and (ii) house rent allowance have been referred to a Tribunal. Bonus issue cannot be taken up as a cabinet decision has already been taken not to grant bonus to workers who are engaged in non-profit concerns (nationalised industries.).

One thing is certain that those four workers arrested in connection with so-called assault of a worker will have to face a trial. On the whole the attitude of the Defence Ministry and Minister is good and the Home Minister has also not taken a vindictive attitude. We have sent a telegram to Bangalore people and asked them to contact us on telephone. I could not get a seat today.

More in the next.

Yours fraternally,

S. M. Banerjee
(S. M. Banerjee)


EMPLOYEES ASSOCIATION

HINDUSTAN AIRCRAFT P.O.
BANGALORE

Ref. No.

COPY

Date 3-3-58 195

The Secretary,
ALL INDIA TRADE UNION CONGRESS
No 4, ASOKA ROAD, NEW DELHI.

Dear Friend,

Sub: Support and aid to HAL employees' Struggle.

Enclosed is a handbill published by us which gives details about the present position in HAL.

We believe that in order to resolve the present position and get justice to the employees of the Aircraft, it is necessary that all the trade unions and the working class of our country should help and support us. You will also agree that the victory of HAL employees in their struggle will be the victory of the entire working class. We appeal to you to consider the present situation and render your wholehearted support by:

- 1) passing resolutions in support of our struggle and sending it to the government (both state and centre) and the management. Please send a copy to us.
- (2) contribute to the relief and fighting fund liberally. Please make collections from the employees and/all monies to ~~be~~ the following address: Shri A.W. Singh, Convenor, Ad-hoc Committee of the Central Industries Employees' Federation, No. 294., 11th cross, Malleswaram P.O. Bangalore.

/send

Thanking you,

Yours faithfully,


Acting General Secretary

(All Communications to be addressed to the Secretary)

**Appeal for liberal Contribution
to HAL employees**

RELIEF & FIGHTING FUND

Due to the illegal Lock-out of HAL factory by the Management 11,000 families and their dependents have been put to great hardships. In order to carry out the struggle and to safe guard the interest of the working class we appeal to you at this critical hour for your kind support. It would be a great relief if you assist us by donating cash and kind for which we shall be grateful to you. Authorised persons will be coming for collections with authorisation letters.

Counting upon your valid support.

Also an appeal to the Prime Minister is under circulation. We request every one of you to affix your signature for presentation to him.

Date: 3-3-58
Bangalore

Daniel J. Theophilus,
Acting General Secretary

(Please read and circulate)

Janashakthi Printers, Bangalore-2.

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to HAL employees**

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Bangalore

Daniel J. Theophilus,
Acting General Secretary

(Please read and circulate)

Janashakthi Printers, Bangalore-2.

HINDUSTAN AIRCRAFT EMPLOYEES' ASSOCIATION,
Hindustan Aircraft Post, B'lore.

March 7, 1958.

Dear Comrade,

We are in receipt of your telegram and have also noted the contents of your letter addressed to Janashakthi. Further to the telephonic conversation our friends had with Srivastava, we have requested by a telegram Com. Parvathi to come over to Bangalore. So far there is no response from Com. Krishnan.

Yesterday evening, we have sent a memorandum to the Hon. Defence Minister, Shri Menon, copy of which is enclosed herewith for your kind information. The copies of this memo has been send to Labour and Home Ministers.

The Management have lifted the lock-out in certain departments. They claim an attendance of 4000 employees out of 11000. According to our report it is a boosted figure. The exact number of employees who attended for work under duress including the supervisory staff, essential service, watch & ward personnel, administrative staff etc etc is only about 3000.

There is no change in the attitude of the Management and the government. In spite of our repeated requests they have not cared to discuss the situation with the representatives of the Association. On the other hand the police have taken into custody our First Vice President and the Treasurer few days ago. The treatment given to the employees of HAL who are arrested is of lowest category and on par with that of criminals and they are being given ragi diet which they are not accustomed to. Further it is learnt that the Management have decided to dismiss another 9 more employees of the factory including the first vice president and the acting General Secretary who were kept under suspension in connection with the previous hungerstrike. The attitude of the Management is unconciliatory and the government's is most unhelpful. The state government at all times used to pass the buck on to the Centre. From the way in which the Management and the government is proceeding it appears to us that they have decided to smash the union. In view of the disruptive tactics of the Management the workers have taken a decision to stiffly resist the move and not to get back to work till the Management reaches an overall settlement with the Employees' Association, minimum demands being what is stated in page 9 of the memorandum.

We feel that until and unless the Central government directly interfeers there is no hope of a just settlement. Therefore, we shall be very grateful, if an accross the table discussion is arranged with the authorities concerned at Delhi with a view to bring about a settlement on the long pending disputes.

The supervisory staff of the factory with the assistance of police and security department of the factory daily go the residences of the employees to pick them up for work by using influence. It is learnt that those whrkers who went for work are asked to sign an agreement

p.t.o.

page two.

form which many of them refused. The Management is adopting all means to divide the rank and file of the workers.

If the issues are left for the state government and the management to settle we are afraid that they will bring death ~~blow~~ ^{blow} the whole trade union movement of Bangalore.

We request you to consider the whole position and use your good offices to help the cause of 11000 workers nay 20000 workers of all the four Central Government industries in Bangalore moving the matter at the ministerial level, who are suffering under the clutches of burocratic set up.

Your swift action in the matter is solicited and await to hear your instructions.

Comradely yours,

Daniel J. Theophilus

Daniel J. Theophilus,
Acting General Secretary.

Com. S.M. Banerje, M.P.,
Care A.I.T.U.C.,
No.4, Asoka Road,
New Delhi.

Just now we received reports stating that Com. Krishnan arrived in Bangalore. In a hurry amidst hussy hours we are posting this letter to you.

Daniel J. Theophilus

"Copy"

MEMORANDUM SUBMITTED
TO
THE HONOURABLE MINISTER FOR DEFENCE,
GOVERNMENT OF INDIA,
BY
THE HINDUSTAN AIRCRAFT EMPLOYEES ASSOCIATION,
BANGALORE.

Respected Sir,

The Hindustan Aircraft (Private) Limited, is a premier national industry of our country. It is also a vital industry so necessary for the defence of the nation and holds a unique position in the national economy. It has assumed greater importance, at present, with the schemes for expansion under the Second Five Year Plan. The Aircraft industry being the biggest in South East Asia, is a pride to every Indian. The smooth running and development of such an industry, we hold, is the prime concern of everyone, the Management, the Government and the employees. You are aware, Sir, that if in such an industry the situation is such that the three main factors - the Government, the Management and the employees do not co-operate wholeheartedly; if there are serious misunderstandings, disputes etc., which are in the way of smooth running, it will have to be a matter of deep concern to one and all. Not only that, we believe, Sir, that efforts have to be made by one and all to eliminate by mutual discussion, by a proper approach, as many disputes as possible. We are confident that you will share these feelings with us, since they have been matters of policy of the government of India.

Contd.,

Considered in this broad perspective, we have to submit that the present situation in Hindustan Aircraft (Private) Limited, will surely cause deep concern to all who are interested in the industry. We do not mean by the present situation only the firing on the workers of HAL who went on a peaceful procession on 25--58, killing one person shri Pandayan Achari, and wounding scores of others, and the subsequent lock-out. Of course these are serious matters. But what basic causes lead to this lock-out are of more importance if one has to appreciate the present situation and if a solution has to be arrived at. A superficial study may lead to the conclusion that just because five workers were allowed to be arrested by the Management inside the factory there were protest demonstrations etc., on 22nd, 24th and 25th February 1958. But, this is only part of the truth. The truth, real cause, can be found out only if the entire history and background of the grievances of the employees and attitude of the government and the management is taken into consideration.

Our history, the history of Management-Labour relations is a painful one from the past many years. In 1954 the Employees' Association submitted a charter of demands pertaining to enhancement of dearness allowance, house rent allowance, free transportation facilities, Bonus, re-instatement of employees victimised in 1950-51 etc. etc. Even after prolonged negotiations and conciliations the management did not concede to any of the demands. In April 1957, after the employees were much agitated the Management started renegotiations. Among the 18 demands an understanding, though not an agreement, was arrived at in respect of some six minor demands. In respect of the rest, though the conciliation proceedings had failed and though it was well within the power of the

Government of Mysore to refer the disputes to the Industrial Tribunal they did not do it. The Association again had to carry on peaceful agitation by holding meetings etc. Later, since only one demand viz enhancement of dearness allowance was referred to the tribunal, the employees had to think of bringing greater pressure on the government to get the remaining disputes also referred to adjudication. There was great pressure on the Association to give a call for strike. Since we had considerations of the industry; since we did not wish for stoppage of production in such a defence industry, we thought of taking recourse to peaceful non-violent course of hunger-strike. Even this hunger-strike was postponed twice in order to give time for negotiations that were being conducted at Delhi, to be fruitful. Since no agreement could be reached at Delhi the employees had no alternative but to launch hunger-strike from November 5, 1957. In this connection, Sir, we wish to point out that the statement of the Prime Minister laid on the floor of the Parliament on 27th November reached us after the hunger-strike was launched and our hands were tied. Even then, it was not as if we had closed our doors for negotiations we approached the government of Mysore and after great difficulty one more issue viz House Rent Allowance was referred to the tribunal. At the same time, the government did not allow even this peaceful hunger-strike to continue. The police arrested 80 employees including the hunger-strikers and section 144 was clamped. The situation was extremely explosive and the workers of HAL wanted to down tools. Again the Association, in the interests of the industry, and in order not to precipitate matters, averted the strike. The Government of Mysore, at this

Contd.,

stage assured us that they would withdraw all police cases and use their good offices to settle the other issues, if we created a proper atmosphere, by withdrawing all agitational actions. In due deference to the wishes of the government, we withdrew all police cases and use their good offices to settle the other issues, if we created a proper atmosphere, by withdrawing all agitational actions. In due deference to the wishes of the government, we withdrew all agitations and suspended all actions. But, we regret to state, there was no corresponding response either from the Management or the government. The Government of Mysore did not implement its assurance of withdrawing the Police cases against eighty employees. The Management instead of negotiating with the employees took recourse to an attitude of victimisation and harrasment. First they suspended all the 80 employees who had been arrested. And, later on two more were suspended. These 82 employees were charge-sheeted on mainly three grounds (i) violation of Essential Services Maintenance Act, (ii) Aiding and abetting hunger-strike, (iii) absence without prior permission from work. After some days the Management again gave a fresh charge-sheet to 15 employees among the 82. An inquiry was conducted violating the principles of natural justice. During this enquiry many of the accused were not allowed to ask questions or to let in evidence and the enquiry conducted from morning to the dead of night was under strict security vigilance and duress. Following this 15 employees, all officers and active workers of the Association were dismissed from service. Among the rest, 15 are yet under suspension. Apart from the fact that the charge sheets were not based on facts,

Contd.

that the enquiry was improperly conducted etc., we wish to bring to your notice that the approach of the Management in dealing with the employees and the Association even after they had withdrawn all actions, was not congenial to bring about rapprochement. On the other hand it only created further ill-feelings and bitterness. The employees got so much enraged that we were apprehensive that there would be a spontaneous strike. Even at this stage, with firm determination and taking courage we dissuaded the employees from going on strike. We expected that we could negotiate again and get things settled. But unfortunately, the Management would not allow us to do so. On the one side with the help of security and Watch & Ward personnel they began harassing the employees inside the factory. We regret to state without considerations for human dignity and prestige, the employees were bullied unnecessarily. On the other hand, they induced two of the office-bearers of the Association sri A.V. Sundaram and R. Viswanath to cross over and take recourse to disruptive activities. With the help of these two and a few of their associates, the meetings of the Association were disturbed and clashes were provoked. The Employees Association suspended the two office-bearers from their posts for their anti-trade union activities. Even though the overwhelming majority of the employees expressed no-confidence in these two and wished that the Management should carry on negotiations with the genuine representatives of the Association, the management, unfortunately, did not change its attitude. On the other hand, sir, it has been reported to us that the management spend lot of money to carry on these activities. We are not again

Contd.

concerned here with proving or disproving every one of these statements. What we wish to once again emphasise is the methods and manners of the Management which have been systematically a violation of the noble principles enunciated by the government, and in particular the beloved Prime Minister Nehru.

As a climax to this approach, came the arrest of five workers inside the factory. The police wished to arrest five employees who are alleged to have assaulted another employee outside the factory. Nothing would have happened if the arrests had been made outside the factory or in the houses of the persons concerned. But, strange to say, the police entered the Railcoach Section and effected the arrest through the help of the factory security personnel. The already thoroughly disgusted employees conducted a spontaneous demonstration on 22-2-58. On coming to know of this, the Association leaders tried to contact the Management immediately to bring about a normal atmosphere. They appealed to the Management that they be allowed inside the factory to contact the workers. But unfortunately, the Management did not permit the leaders on the plea that they were either victimised or suspended employees. The employees of the Railcoach conducted themselves even then in a peaceful manner and came out of the factory in the dead of the night on their being told that they had all been arrested. The Management subsequently locked out the Rail Coach Section.

Since the atmosphere was already charged with emotions, on 24-2-58 the main factory workers staged demonstrations demanding re-instatement of

Contd.,

victimised employees and lifting of the lock-out. Even at this stage the Employees' Association appealed to the employees to be peaceful. They also repeated their previous request of being allowed to meet the workers inside the workspot to restore normal atmosphere. The Management, once again did not agree to this and it is our submission that they stood on false prestige. Thus the situation worsened. On 25-2-58, the employees desired to take out a procession to the city and participate in a public meeting along with other trade unions of the city to urge upon the authorities to settle the demands of the FAL employees. Immediately on coming out of the factory when the workers were about to proceed to join a procession they were severely lathi-charged and scores were wounded. Disturbed by this the workers formed themselves into a procession ~~which~~ ~~x with xxx~~ far far away from the factory police opened fire at the unarmed workers without any warning which resulted in the death of an employee sri Pandyan Achari and injuries to many. Even though they were fired, the workers formed in a procession and marched towards the city peacefully. Again they were attacked and brutally beaten with lathis and rifle butts by the police, near the Victoria Statue, Mahatma Gandhi Road. When the workers assembled in a meeting at City to record their protest they were lathi charged again. From 26-2-58 the entire factory has been locked out by the Management.

It may be stated that the said happenings of 25-2-58 arose because the government had to maintain law and order and preserve peace in the face of its violation by the workers. May we humbly ask you whether imposition of Section 144 at the last stage in a hasty manner (actually promulgation of Sec. 144 in the city was done

contd.,

at 12 noon on 25-2-58 and many did not know of it), lathy charges and police firings are a way to preserve peace? If Section 144 had not been imposed, and if the workers had been allowed to conduct their meetings and processions, is it not a fact that everything would have been peacefully conducted and all the workers would have disbursed peacefully after the public meeting? Is it not a fact that previously many such procession and meetings of HAL employees have taken place without disturbing public peace of tranquility? In the face of all this, we are sure, you will not mistake us if we say that the government acted hastily in imposing section 144 and in giving room for further unhappy incidents.

From a dispassionate analysis of the above history of the past 3 years leading to the present situation, we believe, Sir, that though the employees might have erred once or twice the general approach and attitude has been one of extreme restraint sobriety and patience, in the dealings with the management. But at the same time we are constrained to say the attitude and approach of the Management has been at every stage one of trying to divide the ranks of the employees, authoritarianism, and not trying to get the willing co-operation of the employees. We have a Management, Sir, which speaks of taking the co-operation of the employees, but in practice tries to put into practice the policy of 'divide and rule'. We have a management which speaks of labour participation in management but does not even negotiate with the Employees Association. We have a management which says it is trying to usher in a socialistic pattern of society, but in practice does not

Contd.,

want a strong trade union in the industry, and which resolves to victimisation threats and disruption.

Can we be mistaken, if we humbly ask, whether with such a Management we will be able to implement the expansion scheme etc under the Second Five Year Plan, in which the employees are vitally interested, let alone ushering in a 'socialistic pattern of society'.

Can we be mistaken, if we opine that unless the entire attitude and approach of the Management to the employees is radically changed, it will be extremely difficult to get the willing, hearty co-operation of the employees to increase production and to develop this national industry?

As we have already stated, Sir, we are looking at the situation, not in parts or piecemeal, but in entirety. We are not so much interested in just pointing out this incident or that where sometimes the employees might have erred and at other times the Management might have erred. We believe that pointing out each others faults or each incident will not help to arrive at a solution but will only hinder the prospects of reaching a solution. A solution could be arrived at only if we consider the background. Taking into consideration all the aspects, and since we are as much interested as anyone in the smooth running of this Defence Industry, we feel that the following minimum demands have to be conceded to restore a normal atmosphere:-

- (i) Re-instatement of 15 victimised employees (employees victimised after hunger-strike) and withdrawal of suspension orders against the rest 15;
- (ii) Withdrawal of all police cases and release of arrested persons;

Contd.,

- (iii) Assurance of no further dismissal, suspension etc. for participation in the recent demonstrations.

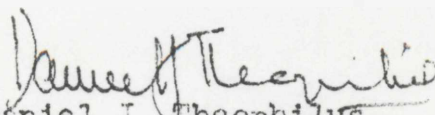
If the above three are conceded it will form a basis for the employees getting back to work and creating a peaceful atmosphere for further negotiations on the rest of the issues.

We assure you in this connection that it is not the least our intention either to hamper production or harm the factory property. The property is national property and we consider it as ours. We are as patriotic as any Indian and we will serve the call of the nation at all times. We beseech you, Sir, to consider what we have stated in the spirit in which it has been stated and use your good offices by effectively intervening to bring about a settlement in terms of what has been stated above. We are confident that as one who holds a very high office and as one deeply interested in the development of this national industry which is also vital for the defence of the nation, you will do the needful for bringing about proper Management-Labour relations and peace in the industry.

We shall be highly grateful to you, Sir, if an interview is granted to us so that the whole matter can be discussed and an amicable settlement arrived at.

Thanking you,

Yours faithfully,
for Hindustan Aircraft (P) Limited,


Daniel J. Theophilus,
Acting General Secretary.

6-3-1958.

Copy

March 8, 1958

Dear Com. Daniel,

Your note of 4th March and the leaflets.
Thanks.

2. I am awaiting your detailed letter, as
promised.

3. On 4th, we came to know that the lockout
has been lifted in some sections and that upto
11.00 a.m. workers responded to it.

Shri Banerjee had a talk with the officials
of Ministry of Defence in this connection
to request for lifting of full lockout and taking
all workers. They assured him that in the
course of 2-3 days full lock-out will be lifted.

Please let us know what is the situation now.

With greetings,

Yours fraternally,

vmc
ns
(K.G.Sriwastava)

The history of the present struggle goes back to the hunger strike which took place in November, 1957. I am giving below a diary of events as gathered from the Acting General Secretary, Daniel Theophilus.

November 25, 1957 Two workers, Sri Jwalaniah and Raman, went on hunger strike, the demands being speedy settlement of outstanding issues and reference of questions to adjudication.

November 27, 1957 Statement by the Prime Minister, who was at that time handling the Defence portfolio, in the Lok Sabha, that talks can take place and settlement arrived at if the workers would cooperate and create a favourable and peaceful atmosphere.

November 30, 1957 Arrest of hunger strikers and 78 others.

December 4, 1957 Release on bail of arrested persons.

December 6, 1957 The arrested 80 workers, and two more, of whom one was Daniel himself, were suspended from service and given charge sheets - violation of Standing Orders, etc.

A meeting of the Executive Committee of the Union was held and there a decision taken to call off the hunger strike and stop all agitation in response to Pandit Nehru's statement. This was communicated to all authorities and the press, and an acknowledgment was received from the Management.

December 6 - 17, 1957 Talks at various levels were going on. The Labour Minister of the Mysore Government was approached and promised to use his good offices to bring about a settlement. The main demand at this time became that of withdrawal of the police cases against 80 and the withdrawal of suspension orders against 82. With regard to the first demand, the Chief Minister was approached and gave an assurance that he would look into the case and that it would be withdrawn. As regards the second issue, The Labour Minister gave the office bearers to understand that Mr. Shrinagesh, the General Manager, maintained that as there was no labour dispute as such pending before the Government, there was no occasion for any interference by them! Apparently Sri. Baliga also had a talk with Pulla Reddi when he visited the place, but there were no results.

Meanwhile Shrinagesh was taking steps to break the Union. He was using one of the officials, Sundaram, and the General Secretary, Viswanathan, for this purpose. They were moving around trying to discredit other Union officials, and in particular Daniel and Krishnamoorthy, but they were not gaining any support. Shrinagesh's idea was clearly to break the Union and take action against the 82 militants under suspension and then have his own way in all matters.

- December 20, 1958 The Executive Committee of 27 met and constituted a Negotiating Committee of eleven (consisting not only of members of the Executive Committee but also some others). It is after this that the rift in the Executive Committee became more open and acute. It became clear that Sundaram and Viswanathan were playing the game of the Management and were quite willing to sacrifice the demand for reinstatement of some of the victimised persons. At this stage the main demand became more and more that of taking back the suspended workers and the withdrawal of the police cases. It is in this background that this Negotiating Committee was constituted (Viswanathan was also included in the eleven and so was Sundaram).
- December 21 Theophilus met the Management and informed them of the formation of the Negotiating Committee. But the then General Secretary, Viswanathan denied the legality of the Committee.
- December 27 Viswanathan's signature was obtained to a letter informing the Management officially of the formation of the Committee and it was handed over to the Management.
- At first the Management refused to have anything to do with the Negotiating Committee. But then Shrinagesh gave Theophilus to understand that he was prepared for talks with the Committee provided certain individuals were dropped from it - particularly he singled out Krishnamoorthy. It was clear from this that he was only prepared to talk with those whom he choosed to pick out. The union, however, stood firm by their original choice.
- January 15, 1958 Letter received from the ~~XXXXX~~ Management that they were prepared for talks and wanted intimation of the subjects to be discussed.
- January 15, 1958 Viswanathan holds a meeting of employees (hardly a handful) and 'elects' a new 'committee' of five persons and sends intimation of the same to the ~~XXX~~ Management.
- They (Viswanathan and Sundaram) also held a 'Public meeting' attended by hardly 50 persons, not all of them HAL employees - this itself showed that there was no support for them from amongst the workers and all their attempts to disrupt the Union were of no avail.
- The Management had, in the meantime, set up the Termination Enquiry Committee to go into the cases of the suspended workers (this was itself in violation of the Standing Orders which speak of only one Committee) These Committees issued fresh charge sheets to 15 of the workers - leading union militants. The inquiry was conducted under all sorts of pressure and the Union had plenty of evidence to prove that it was all stage managed with a view to lead to dismissal. Details of all this have already been sent

to the AITUC, so I am not going into them here.

January 26, 1958 Section 144, imposed in November, 1957, expires

January 29 Section 144 reimposed for a further period. On the same day, dismissal order was served on 15 of the workers. The meeting of the Executive Committee was being held ~~xxx~~ and they broke into the meeting to serve the orders on these 15. Most of them were "protected workmen". Appeal under Section 33A of the I.D. Act has since been filed. (N.B. We learn that 2 or three days ago, dismissal orders have been issued against a further 9 workers, of whom one is Daniel Theophilus, but there is no confirmation to this).

Before I go on to further events, there is one piece of information to be noted. Pulla Reddi visited Bangalore twice during all this time and on both occasions the union representatives tried to meet him. On the first occasion he informed them that he had no time to spare. On the second occasion, ~~xxxx~~ his Secretary informed them later on that he had only received their request immediately prior to his departure. But it is quite clear that he did not want to meet the representatives and was being evasive.

All this and Shrinagesh's own ~~xxxxxxxxxx~~ arrogant attitude created a great deal of anger and unrest amongst the workers.

The KPTUC took a decision to observe 23rd to 25th February throughout Mysore as days of protest against the labour policy of the State Government. The Central Industries Employees Federation took a decision to observe February 25th as their protest day (KPTUC had fixed 25th for Bangalore).

February 21, 1958 In this atmosphere, charged with suspicion and discontent as none of their demands were even being considered, one worker, Krishnaraj, a Management man, beat up one of the workers in the Rail Coach Department. The workers beat him back. Next day, the police entered into the department and arrested five workers on the charge of assaulting Krishnaraj. This arrest of the five at the workspot itself angered the workers, and the next day they went on a lightning stay-in strike without ~~xxxx~~ consulting any of the leaders.

February 22, 1958 On hearing of the strike, the Union leaders contacted the Labour Minister and asked him to intervene in the matter. He contacted Shrinagesh and tried to arrange for the Union leaders to meet the strikers. But Shrinagesh refused. He sent his officers to the Department and called on the workers to send out five representatives to come out and meet the Union leaders. But the workers, suspecting a trap, and convinced that if give those would immediately be charge-sheeted and suspended, refused. They said it was all a hoax. Next a letter from Daniel was read out to them, but received no response - they were convinced it was a forgery !

The ~~xxxx~~

Labour Minister then tried to get Shrinagesh to allow two of the leaders to go into the department, but he refused. Finally the police arrested all the workers in batches and brought them out. The next day the workers in all departments went on a stay-in strike, also spontaneous.

It is after all this that the procession took place and firing was resorted to and one worker killed. Lock-out was declared in all the departments.

Today the position is, that on his return from Delhi, Shrinagesh has opened some of the departments - Accounts, Payroll, Planning, Air-Frame, overhaul, Transport, Watch and Ward. All the productive side departments are not yet opened. The total complement attending work now will not be more than about 3000 - including 400 watch and ward and transport, and clerical staff. The Rail Coach, Machine Shop, Foundry and Sheet Metal with a total strength of about 5000 remain to be opened.

The Management have further tried to prevent union functioning. Viswanathan and Sundaram have moved the Court for injunction orders and the funds of the Union have also been tied up by the Court. The workers have clearly seen the game these two were playing and today they are not to be found anywhere and have gone into hiding fearing reprisals by the workers.

Immediately after lifting the lock-out in the departments listed above, the Management have asked all those going back to work to sign a sort of pledge that they will have nothing to do with the Union. It is only after they sign that they are issued their cards - and the cards being issued are also not permanent ones, but temporary ones. The supervisors are being asked to prepare a list of those workers who should be got rid of.

The workers are standing firm by the strike. All sorts of tricks are being resorted to to make them go back to work and to break their morale. For instance, yesterday a number of HAL buses were being used to transport the ITI workers to the factory. They were being taken via the HAL by a route different from the usual ones. Scared of being attacked by HAL employees, these workers threw little chits out of the bus to inform the HAL that they were really ITI employees! In the meanwhile, the Union has sent a memorandum to the Minister. In this the following demands have been put down as those needed immediately solution as a precondition for resumption of work :

1. Re-instatement of 15 victimised employees and withdrawal of suspension orders against the other 15;
2. Withdrawal of all police cases and release of all arrested persons;
3. Assurance of no further dismissal, suspension, etc. for participation in the recent demonstrations.

On my arrival here, I first met our friends and learnt all this background. I had a talk with all of them and we came to the following understanding :

The last demand should be insisted upon. With regard to the second a firm assurance on the floor of the House should be sought for. With regard to the first demand we could, in the final ~~xx~~ stage ask that these cases should be referred to adjudication. They were unwilling to compromise

but then I pointed out to them that since they were confident that they would win the case if it should come before any tribunal, it would be better to ask for this. Then they agreed to it.

We then decided that I should also meet the Labour Minister and have a talk with him.

Com. Narasimham and I accordingly met him the next morning. Baliga made it clear to us that the whole matter is completely out of his hands - with regard to the question of withdrawal of police cases, the Chief Minister and Home Minister were dealing with it. With regard to the question of adjudication it was a matter for the Centre. So we asked him at least to speak to the Chief Minister in the interests of industrial peace - so he asked us to write a letter to the Chief Minister and send a copy to him, on the basis of which he would approach the Chief Minister. So accordingly we have written the letter and Com. Narasimham will follow the matter up. In this letter we have asked for the following three things :

1. Withdrawal of cases.
2. Inquiry into the firing (judicial)
3. Payment of compensation to the mother of the deceased worker.

Secondly, Baliga rang up Shrinagesh regarding disbursement of pay and was assured that the money would be sent to all workers by M.O. on Monday (March 10).

Thirdly, he promised to send the Labour Officer to inquire into the complaint of the employees that they were being asked to sign the pledge before entering and that they were being given temporary cards. He also said he would accept notice of a Short Notice Question and provide an opportunity to clarify the extent of the State Government's jurisdiction in the whole matter.

The enthusiasm and determination of the workers can be seen from the attendance at the public meeting held in the evening. Apparently they had already held some meetings in the course of the week. All these meetings have to be held some ten to twelve miles away from their place of residence - 5 miles beyond the City limits. All the meetings were well attended. On their way home the workers have been waylaid by the police and harassed and threatened by them. But in spite of all this, at this meeting there were nearly 5000 workers (almost the total number of those not going to work). The meeting was addressed by myself and three opposition M.L.A.s (including one PSP). The workers stayed right to the very end and those to whom I spoke all showed determination to carry on till their demands were granted. The crux of the situation is that Shrinagesh is the villain of the piece - he can never hope to command the confidence of the workers. He is thoroughly hated by them and his oft-repeated challenge that he will finish the Union and root out all Communists has angered them. At the same time he is thoroughly inefficient and therefore even the supervisory staff have contempt for him.

The tactics of the Management this time seems to be a repetition of the last time (November). Institute police cases against as many militants as possible, then suspend them and give them charge sheets and ~~xxx~~ remove them from service.

It is clear that all the assurances that were given to Com. S.M. Banerjee when he talked to Ent and Krishna Menon have not been followed upon. Shrinagesh has been, if anything, more adamant and arrogant since his return from Delhi. He seems to be planning large scale victimisation. The Union is badly

in need of money - they are quite penniless since all their funds are tied up. They have mobilised some help locally, from all sections, including Baks, P. & T, etc., but feel that a gesture from the All India organisations will go a long way - not only from the financial point of view, but to keep up the morale of the workers. They have written to AITUC, INTUC, HMS and P & T and Central Government Employees Federation.

The whole matter of settlement of the demands is going to be very difficult. From what I can gather it is a matter of prestige for Shringesh, and also if they can break this Union they hope it will have a ~~demoralising~~ demoralising effect on the others, ITI, BEL and HMT. The prestige of the Party has gone up amongst the workers - the Government has also moved in a manner to try and present it as a great conspiracy by the CPI to sabotage the HAL. It is with this in view that they made wholesale arrests of Party leaders including Com. Upadhyaya. It will be necessary not only to meet Krishna Menon and try to come to some settlement, but we should also meet Nanda and bring to his notice the manner in which the inquiry by the Termination Inquiry Committees was conducted, the actions of Shrinagesh after lifting the ~~xxx~~ lock-out, etc.

If necessary we can ask one of our comrades to come to Delhi so that Com. SAD can discuss in more detail with him as the matter is clearly not going to end with this lock-out but will be a long drawn out process.

HINDUSTAN AIRCRAFT

TELEPHONE
AIRCRAFT EXT : 144 & 150



EMPLOYEES ASSOCIATION

HINDUSTAN AIRCRAFT P. O.
BANGALORE

Date March 15, 1958.

Sreemathi Parvathi Krishnan, M.P.,
New Delhi.

Dear Comrade:

As per your telegram, we have requested the workmen to resume work. Copy of the resolution passed in the General Body is enclosed herewith. The Management has not given work to hundreds of workmen (list enclosed), who are mainly active and union militants. The management even after lifting the lock-out, is issuing lock-out period passes and these passes will be collected in the departments and sent to security department for verification. There are number of instances when the management has taken back the passes issued to the workmen on the advice of the Security Department and refused them work. The management has not paid wages to hundreds of workmen even till to-day. The General Manager addressed the workmen on 14.3.58, when he has attacked the K.P.T.U.C. and C.I.E.F. He also put forward a proposal in that meeting that the workmen should elect some persons who are working in the factory to conduct negotiations in respect of pending disputes. If this is taken to logical conclusion, it means you have leave off the union and its present leaders who are victimised. The Security Department is also harrasing workmen in all possible means and they are threatening the workmen that they will be sent out from work if they are found along with the victimised employees.

Further, Mr. Viswanathan and Mr. Sundaram have conducted a meeting of the Ex. Committee on 15.3.58, without informing or getting the approval of the president and other office bearers. The Executive Committee Members who are working in the factory now, have been forced to attend the meeting. This meeting is quite against to the constitution. They have taken a decision to constitute a negotiating committee

(All Communications to be addressed to the Secretary)

REGD. No : 62
ESTD. 1946

HINDUSTAN AIRCRAFT

TELEPHONE
AIRCRAFT EXT : 144 & 150

EMPLOYEES  ASSOCIATION

HINDUSTAN AIRCRAFT P. O.
BANGALORE

D. O. No. _____

Date _____ 195 .

-: 2 :-

consisting of M/s. Viswanath, A.V. Sundaram, Chellam, Muthuswamy and Rathanam. This committee is not at all a representative body of the Union and it has not yet been accepted by the General Body. This is a pre-arranged plan and these disruptors have again started their play. Any decision taken by the said negotiating body will not bind upon the Union.

We request you to take suitable action immediately.

Yours comradely,

F. Louis

F. Louis,
President.

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(All Communications to be addressed to the Secretary)

RESOLUTION

The General Body meeting of the Hindustan Aircraft Employees' Association has considered the situation that has arisen due to the lifting of the lock-out of the entire factory. Since the time when the workers of the Railcoach Section conducted a Stay-in Strike and the Main Factory Employees downed tools due to the provocative attitude of the Management to the present, the workers have heroically conducted the struggle. They have braved police firing, lathi charge, arrests, harassment and starvation all these days in order to vindicate their right and win their minimum demands. While regretting this attitude of the Management in not settling the issues by negotiation which is not conducive to the development of the Industry, this meeting feels that it is no longer in the interest of the employees or the Industry to continue the present situation. It is of the opinion that in order to achieve our demands it is necessary to restore a normal and peaceful atmosphere. In order to create such an atmosphere and in order to give an opportunity to the Government and the Management to consider the demands forthwith and settle them, this meeting calls upon all the employees of the Factory to resume work forthwith. It urges upon the Management to consider this resolution in the proper spirit and not to make any distinction or discrimination but to take all the employees who were on rolls on 21st February, 1958, back to work. It also requests the Management not to take recourse to any acts of dismissal or suspension etc. against the employees who have participated in the demonstration. Such acts on the part of the Management will only further embitter the relations and will not create the necessary atmosphere for the development of the Industry. This meeting further appeals to the Management to reconsider its decision of dismissing 23 office bearers and active workers of the Association and take them back to work. It also appeals to the Management to open negotiations forthwith with the Association about the pending disputes.

Since the Association and the employees have taken steps to create a normal atmosphere and not to hamper production in this Industry this meeting urges upon the Government of India and Government of Mysore to respond to this gesture of the employees by:

1. Intervening effectively to settle the disputes between the workers and the Management.
2. Releasing all the arrested persons and withdrawing all police cases.

Such act on the part of the Government will go a long way to bring about harmonious relations and peace in the Industry.

This meeting expresses its gratitude to the members of the Parliament and State Legislature, the Central Trade Union Organisations and all other brother Trade Unions of our country who have extended their support to the past struggle of the employees of HAI.

This meeting calls upon the employees of HAI not to fall a prey to agent provocators and disruptors, and be united and disciplined and strengthen the Association to march forward to reach our goal.

RESOLUTION 2.

This General Body Meeting of the HAEA views with concern the imposition and continued extension of Section 144 in HAI Area as well as Bangalore City. Since it is a curtailment of the democratic rights of the citizens and since it hampers normal Trade Union functioning, this General Body Meeting urges upon the Government to withdraw Section 144 and ease the situation.

F. Louis

F. Louis,
President.

HINDUSTAN AIRCRAFT (PRIVATE) LTD.
BANGALORE

PERSONNEL BULLETIN NO.926

11th March 1958.

SUBJECT: LIFTING OF LOCK-OUT

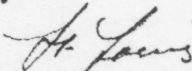
Reference: Personnel Bulletin No.922 dated 4.3.58.
Personnel Bulletin No.923 dated 5.3.58.

In continuation of the Personnel Bulletins referred to above, the Management is pleased to notify for general information that the lock-out will be completely lifted without conditions at 7.30 A.M. on Tuesday, the 11th March 1958, both in the Main Factory as well as the Railcoach Division. All employees including those working in the second and third shifts are required to report at 7.30 A.M. on Tuesday, the 11th March 1958, for the I Shift. The personnel of the Essential Services will however continue to work according to the present shift assignments.

Sd/- G.Vasudeva Rao
Personnel Manager.

True Copy:

Attested by:


President
HADA.

To understand the present situation in HAL, it is necessary to know the history of the past 3 to four years since the demands were raised, the attempts made by the Union all these years to get their demands settled by peaceful negotiations and the delaying tactics of the Management and Government all through.

It was in October 1954 that the Union placed 18 demands before the Management. The demands are the following: (1) Bonus for the years 1952-53 and 1953-54. (2) D.A. at the rate of Rs 60/- for those who draw Rs 100x and below and Rs.60/- plus 17½ per cent for those drawing above 100. (3) House rent Allowance at scales recommended by Central Pay Commission. (4) Free Transportation (5) Attendance Bonus (6) Night Shift Allowance at Rs.4/-. (7) Provident Fund contribution of management to be raised from 6½ per cent to 8-1/3%. (8) Gratuity rates to be increased to one month's wages for every year of service (9) Colony house rent to be reduced. (10) Token employees after 3 months service to be absorbed as regular employees. (11) Reinstatement of victimised employees (12) Display of Association notices (13) Recall of active workers of association from outstation (14) Abolition of Confidential Reports (15) Wages for daily-rated and casual labour for declared holidays (16) Restoration of cut in outstation allowance (17) Wages for lock-out period. (18) Heat and Special Allowance.

On the grounds that sufficient notes and information were necessary, the Management did not conduct any negotiations till the end of the year. Only in January and February 1955 discussions took place. During discussions the Management refused to consider nine demands, namely, (a) Bonus (b) Attendance Bonus (c) D.A. (d) night shift allowance (e) Heat and special allowance (f) free transportation (g) reinstatement of victimised employees (h) recall of active workers of the association from outstation and (i) wages for lock-out period (Lock-out in 1951). It was stated that the following demands required further consideration; (a) House rent Allowance (b) Provident fund (c) service gratuity (d) colony house rent (e) token employees (f) Confidential reports (g) wages for daily rated and casual labour on declared holidays and (h) restoration of cut in outstation allowance. The Union agreed to give time till April 7, 1955. Even then no reply came forth/ from the Management.

Since there was no reply the Union approached the Conciliation Officer (Assistant Commissioner of Labour) for conducting conciliation proceedings. Even here an attitude of delay was exhibited by the Government. Hence in order to bring pressure upon the Government to fix up conciliation proceedings and upon the Management to concede the demands, the "Demands Week" was conducted from April 24th to 30th 1955. Trade Union leaders belonging to AITUC, HMC, and some independents spoke on the occasion and supported the workers demands. In spite of all these demonstrations and meetings the Government delayed conducting the conciliation proceedings for three months. Only in the months of July and August 1955 the conciliation proceedings took place. The conciliation proceedings ended in failure due to the unconciliatory attitude of the Management.

From April 1955 to April 1957, neither the Govt. nor the Management moved. The Management was not prepared for a settlement and the Government was not prepared to refer the disputes to the Industrial Tribunal. During these two years the Association made several representations to the authorities concerned. Many Memorandums and several appeals were submitted to the Management, the Vice-President of India, the Prime Minister, the Defence Minister, the Labour Minister, the Deputy Ministers for Defence and Labour, and the Chairman, Board of Directors. The Union representatives also met the State Labour Minister and other Ministers several times. The details and dates of the submissions made etc are given in the annexure to this report.

In spite of the enormous patience of the employees, the Government did not refer the disputes to the Tribunal. They pointed their fingers to the Central Govt. When the Union approached the Central Govt, they were told that the "Appropriate Govt" was the Mysore Govt. Thus the issues were put in cold storage and the workers got disgusted with this attitude of the Management and Government. In order to bring pressure on the Government either to

either settle or refer the demands, the Union decided at a General Body ~~meeting~~ meeting held on ~~the~~ 1st April 1957, to conduct one days "Protest strike". The date of the strike was not fixed. It was also decided in the same meeting to approach the Govt. of Mysore and the Management finally. It was further resolved to conduct a meeting of Trade Unions of the city to enlist their support.

After this decision for one days strike was taken, the Management again opened negotiations. These negotiations dragged on from April 1957 to July end. During these negotiations, the Management resorted to their old tactics of not committing to anything. ~~Out~~ out of the 18 demands, by lapse of time, some demands such as, recall of outstation office-bearers, and cut in outstation allowance had been settled. In respect of some other minor demands, such as, night shift allowance, display of Association notices, confidential reports and token workers, the Management arrived at an understanding though they were not prepared to arrive at a written agreement. On the major demands such as, Bonus, DA, house rent allowance, free transportation and reinstatement of victimised employees the Management was not prepared to come to any settlement. In regard to DA, during negotiations, the Management offered to increase it by Rs 7,6,5,4,3,2, to the various categories of workers, the lowest paid employee getting the maximum benefit. But this was not accepted by the Association. In regard to free transportation, the management was prepared to reduce the existing rates from Rs 6-8-0 and 7-8-0 per ~~month~~ month to Rs 5/-, for those who draw a salary of Rs 60/- per month and below. Since this would not help the majority of the employees, the Association suggested that this concession be extended to those who draw Rs 200/- and below. This was not accepted by the management. These these prolonged negotiations also ended in failure.

In the meanwhile, since one of the demands had been referred to the industrial tribunal, the Union did not wish to precipitate matters by conducting a token strike. Further they thought it would be declared illegal and disciplinary actions might follow. Hence, the union decided on hunger strike. Even this was postponed twice since negotiations were being conducted at Delhi by one of the Office-bearers, Sri. Daniel Theophilus. Since these negotiations were not fruitful, and since the workers were getting restive, two workers went on hunger strike from November 25, 1957. The Government, instead of intervening and settling the demands, came out with its repressive measures. The subsequent events to the hunger strike are not mentioned as they have already been given in the report of Com. Parvathi Krishnan.

The present position:

The Lock-out of the factory was completely lifted on 11-3-'58. Workers who had till then held back were confused as to whether they should get in or stay out. Since the administrative staff had all gone in some workers wished to go. The Union asked them to hold on till a settlement is reached. In spite of this a good number of employees of the productive section ~~starting~~ started reporting to duty. Since the workers had started going in it was thought best to ask them to resume work. We also received the telegram of Coms. Parvathi and S.M. Bannerji. So the General Body meeting held on 14-3-'58 attended by about 3000 workers took the decision to resume work. A resolution stating that the Association is trying to create a normal atmosphere and give an opportunity to the management and the government to settle the issues peacefully through negotiations was passed. It was also urged upon the management not to take any action against the employees.

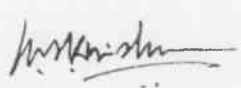
On 15-3-'58, it was learnt that more than 400 employees were refused work. The representatives of about 30 Trade Unions of the city representing Aituc, HMS, Bank employees, P&T and other independent Unions met and formed a negotiating Committee to discuss with the Management and Government. This Committee met the Labour Minister three or four times and appraised him of the situation. When told about the mass suspensions, he phoned up the Commissioner of Labour and asked him to advise the management against any such ~~such~~ mass disciplinary actions. But this does not seem to have had any effect. On 18-3-'58, 232 employees had been given suspension notices pending enquiry. Three types of charges have been made. Besides hundreds of warning notices have also been served. Copies of the warning notice and the Charge-sheets are enclosed. It is said that about 400 employees have been suspended pending enquiry.

The Management has also been trying to use disruptive tactics. The General Manager, Srinagesh spoke at a meeting of the employees inside the factory on 14-3-'58. He, it appears, stated, that he was prepared to negotiate with any committee formed by the employees, either from among the existing members of the executive committee who are ~~xxxxxx~~ working in the factory or ~~xxx~~ a body elected from the employees in a general body. He specifically stated that negotiations cannot be conducted with law breakers and dismissed employees even though they happen to be officers of the Union. His idea is to get a committee of his own stooges formed, and thrust some agreement on the employees. In this meeting the General Manager also attacked the KPTUC. Taking this cue, on ~~xxxx~~ 15-3-'58, the group of Executive Committee members who support the Management Messrs A.V.Sundaram, Viswanath and other eight members met and formed a negotiating committee consisting of five persons, namely, A.V.Sundaram, Viswanath, Chellam, Mathuswamy and ~~xxxx~~ Nathnam. It appears, the constitution of this committee was informed then and there to the Management and that the Management has recognised it. It is necessary to note here that the Management had rejected to recognise this committee when formed earlier after the hunger strike.

The Government has been actively helping the management by filing any number of cases against the employees. Till now 10 cases involving about 100 workers have been registered by the police and many more cases are yet to be registered. In particular, there is a case registered against 8 employees including Pandyan Achri (who has been killed in firing. In this case, Sri. Daniel Theophilus (Jt. Secretary), K.S.Krishnamurthy (Asst. Secy), S.Joseph (First Vice-President), K.R.K.Menon, Narasimhulu (Executive Committee members), F.T.Mathews and Mohanraj (Volunteers) have been charged with attempt to murder (Section 307) and release on bail has been rejected by the lower court as well as the Sessions court. We are moving the High court for their release on bail. At present there are about 30 workers in prison including these seven. The release of the others has become difficult ~~xxxx~~ because of the heavy sureties demanded.

Thus, on the one side the Management is taking recourse to disciplinary actions on a mass scale to terrorise the workers and harass them. On the other, the Government has been helping the Management filing any number of cases. The Management, through the help of their men in the committee has also been trying to disrupt the Union and smash it. ~~xxxxxxxxxxxxxx~~

In such a serious situation, the question as to what should be done next has been posed. The Comrades at Bangalore could not discuss the situation as it exists and suggest the future course of action. Immediately, we have suggested that the General Body meeting should be conducted and a Negotiating committee be elected. Accordingly, the GB was to ~~xxx~~ be held on 19-3-'58. Further, it is also planned to bring out a series of leaflets to explain the situation and to keep up the morale of the employees. We are also conducting a series of group meetings in the city. It may not be immediately possible to give a call for further action like strike etc., After these group meetings etc, we will be in a position to actually assess the situation properly. The Union has also decided to put its house in order by removing A.V.Sundaram, Viswanath by conducting a special GB meeting at the earliest. In the meantime, our comrades opine, that the MPs and comrades at Delhi should help by bringing pressure on the Government for conducting negotiations with the real representatives of the employees and settling the issues.



P.S. In the above report, another aspect of the policy of the management has not been mentioned. There are two issues pending before the Industrial Tribunal and the management has denied advocates appearing on behalf of the Union. Though the employees ~~xxxx~~ conducting the cases themselves till now with the assistance of a local advocate, it will become increasingly difficult hereafter since the persons who are authorised to appear before the Tribunal - Shri Daniel Theophilus and K.Krishnamurthy, are in prison. It is also difficult to authorize others at present, since some of the office-bearers and members of Exec. Committee are still in prison. In this connection it is to be noted that the management of the Indian Telephone Industries Ltd. and Bharat Electronics Ltd. have not objected to advocates appearing and Com.Mohan Kumaramangalam is appearing on ~~xxxx~~ behalf of the Unions. This issue we feel ~~has~~ to be taken up with the Ministers.

218-A
Krishna
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12 00

MOTION FOR ADJOURNMENT

Fire in Sadar Bazar

Mr. Deputy-Speaker: I have received notice of an adjournment motion from Shri Braj Raj Singh. It reads:

"Failure of the Delhi Electricity Board to keep the power lines in order in Gandhi Market in Sadar Bazar, Delhi, as a result of which electric short circuit occurred yesterday in that area resulting in a devastating fire in Sadar Bazar gutting about 40 shops and partially destroying another 20 shops causing an estimated damage of Rs. 25 lakhs to the shopkeepers in that area and practically ruining their business."

it up
I would not have brought/for consideration, but because the damage was considerable, I thought I might get the facts from the hon. Minister if he is in a position to give them.

Shri Braj Raj Singh (Firozabad): Sir, it is alleged that they had repeatedly written to the Delhi Electricity Board that fires had been occurring there since long and that short circuiting was taking place. That this accident should have happened in these circumstances cannot be imagined. I would urge drastic steps to be taken...

and I have to give my decision
Mr. Deputy-Speaker: The hon. Member has give notice/so far as admissibility is concerned. He is now going into the merits of the case. Let us hear if the hon. Minister has got anything to say.

The Deputy Minister of Irrigation and Power (Shri Hathi): Sir, we are collecting the information and as soon as possible I shall place it before the House. It appears that the accident was perhaps not because of short circuit - it is subject to further check - in the main distribution system because the switch in the Lahori Gate system from which power is supplied did not trip off. Otherwise, when there is a short circuit in the main distribution line, the switch would trip off. That is the information available with me at present. We are waiting for the enquiry into the matter.

Shri Braj Raj Singh: It may be held over till 4 o'clock.

Mr. Deputy-Speaker: There is no question of its being kept pending. I only wanted the facts. From the facts that are available at present, it cannot be presumed that there was failure on the part of somebody for which the Government can be held responsible. It is not known as to when that statement would be coming up. Then the hon. Member has got various ways of pursuing the matter if he wants to. So, I do not think that I could give my consent to this. So, I refuse consent.

12 04

PAPERS LAID ON THE TABLE

Summary of Proceedings of
Industrial Committee on Plantations

The Deputy Minister of Labour (Shri Abid Ali): Sir, I beg to lay on the Table a copy of the Summary of Proceedings of the Industrial Committee on Plantations held in Shillong in January, 1958.

ESTIMATES COMMITTEE

Second Report

Shri B G Mehta (Gohilwad): Sir, I beg to present the Second Report of the Estimates Committee (Second Lok Sabha) on the action taken by Government on the recommendations contained in the Fourteenth Report of the Estimates Committee (First Lok Sabha).

12 05 CALLING ATTENTION TO A MATTER OF URGENT
PUBLIC IMPORTANCE

Situation in Hindustan Aircraft Ltd.

Shrimati Parvathi Krishnan (Coimbatore): Sir, Under Rule 197, I beg to call the attention of the Minister of Defence to the following matter of urgent public importance and I request that he may make a statement thereon:

"The Lock-out situation in the Hindustan Aircraft
Factory, Ltd., Bangalore"

Sir, may I make one point?

Mr. Deputy-Speaker: The notice is there. Let us have the statement. Only a statement has been called for.

Shrimati Parvathi Krishnan: The wording has been changed. We had given notice in a different form. We want to know whether the statement would cover other points raised in the notice that we have given, such as the cases of suspension.

Mr. Deputy-Speaker: The hon. Minister.

The Minister of Defence (Shri Krishna Menon): I am glad to have this opportunity of informing the House that there is at present no lock-out situation in the Hindustan Aircraft (Private) Limited, Bangalore. A lock-out existed for a few days. It had to be declared by the management on the 26th of February last because of the situation then prevailing.

I would like to inform the House that this Lock-Out, at any of its stages, was not declared on account of, or in relation, to any labour dispute between the management and the workers, but because of certain acts of violence by some workers, against other workers, and some damage to government property had occurred and greater violence and damage appeared possible or imminent.

Shri Krishna Menon- contd.

The management, therefore, as a measure of essential protection and the safety of the workers themselves, and of valuable and vital government property, considered it necessary to close the factory until a calmer situation emerged.

The House will be pleased to know that as from the 4th of March, this lock-out was progressively lifted and the entire factory in all departments was open by the eleventh of March. The workers have returned. On the 19th of March, about 9000 workers out of a gross total of just over 10,000 had resumed work. Government hope that in the new situation and the resumption of normal work, no further acts of violence or damage to Government property will take place and looks forward to the co-operation of all concerned.

I would like to take this opportunity of stating that all legitimate grievances of the workers will receive the attention of the management and of Government and will be sought to be resolved by discussion and negotiation. There will be no victimisation and no discrimination. No action will be taken against any one for Trade Union activities which the Government have always recognised as legitimate and indeed purposeful. Matters of law and order in the State are however issues concerning the Government of Mysore.

There have been certain matters of concern to the workers pending, some of which are before the Labour Tribunal. The management will at all times be willing subject to any established procedure, to settle them and resolve problems of concern to the workers by discussion and negotiation. The management has the support of the Government in pursuing all such measures of negotiation and settlement.

I feel sure that the workers of the Hindustan Aircraft Factory who are engaged in an undertaking that is not only national, but primarily and in a large measure for defence purposes, will respond readily to the needs of production and help to create and maintain good relations among themselves and also with the management, who are also employees of the Government. I would like to assure them once again that the Government and the Management will seek to meet their reasonable demands and remove their legitimate grievances.

I would also like to inform the House that I myself hope to visit the factory at not too distant a date.

(ends)

Shri A K Gopalan (Kasergod): Sir, I want to know one thing.

Mr. Deputy-Speaker: As the hon. Member is aware, no questions are allowed.

Shri A K Gopalan: I am not putting any question. I want a clarification on some facts.

Mr. Deputy-Speaker: Whether any question is put or it is asked by way of clarification, the purpose is the same. What is the clarification that he wants?

G-4

Shri A K Gopalan: I want to know whether there had been more than 200 suspensions. Orders had been passed against workers. Had they been suspended?

Mr. Deputy-Speaker: He has said that there would be no victimisation.

Shri A K Gopalan: That is why I ask this question. Suspension orders had been given.

Shri Krishna Menon: I have no objection to clarify. There are no suspensions with respect to trade union activity. There have been breaches of the rules of the factory or breaking up of things. It is only a normal practice that we do not ask for more trouble by allowing them to break them up.

GOVERNMENT BUSINESS FOR FOLLOWING WEEK

The Minister of Parliamentary Affairs (Shri Satya Narayan Sinha): Sir, with your permission, I rise to announce that in accordance with the order of discussion and voting of Demands for Grants announced by me on 12th March, 1958, and the allocation of time for them as approved by the House, business for the week commencing 24th March will consist of discussion and voting of Demands for Grants in respect of the Ministries of -

Health,
Irrigation and Power,
Transport and Communications, and
Works, Housing and Supply.

GENERAL BUDGET - DEMANDS FOR GRANTS - contd.

Ministry of Education and Scientific Research - contd.

12:09

Mr. Deputy-Speaker: The House will now resume further discussion on the Demands for Grants relating to the Ministry of Education and Scientific Research. Out of five hours allotted for this Minister 2 hours and 7 minutes now remain. How much time would the hon. Minister like to take for reply? Is the Deputy Minister intervening?

The Minister of State in the Ministry of Education and Scientific Research (Dr K L Shrimoeli): I expect Dr Das to speak. I will need at least 45 minutes.

Mr. Deputy-Speaker: Would 15 minutes be sufficient for the Deputy Minister?

The Deputy Minister of Education (Dr M M Das): I need a little more, Sir.

Mr. Deputy-Speaker: "Little more" is very vague. How much time exactly does he want?

Dr M M Das: I want at least half an hour.

Mr. Deputy-Speaker: That means 1½ hours for both of them.

2611



C.-3



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

2

Received here at _____ H. _____ M.

X XI HINDUSTAN AIRCRAFT 15

PARVATHI KRISHNAN ALL INDIA TRADE UNION CONGRESS FOUR
ASKA RD NEW DELHI.

... EVEN THOUGH HAL MANAGEMENT WAS APPRAISED ABOUT THE DISAPPROVAL OF
VAST MAJORITY OF EMPLOYEE ON FIVE MAN NEGOTIATING COMMITTEE CONSTITUTED
BY SOME MEMBERS OF EXECUTE COMMITTEE OF HAA HAEA WHICH HAS NO SANCTION
OF GENERAL BODY TO NEGOTIATE PENDING DISPUTES MANAGEMENT BYPASSING WISH
OF WORKERS GOING TO NEGOTIATE FROM TOMORROW STOP THIS IS NOT ACCEPTABLE TO
NOR BINDING ON ASSOCIATION STOP REQUEST IMMEDIATE INTERFERENCE FOR A FAIR
DEAL. DANIEL JOINT SECRETARY AIRCRAFT EMPLOYEES ASSOCIATION . HAEA.

C/-AT 01/1
MISHRA.

The sequence of entries at beginning of this telegram is—class of telegram, time handed in, serial number (in the case of telegrams only), office of origin, date, service instructions (if any) and number of words.
This form must accompany any enquiry respecting this telegram.
MGIFPAh.—121—30-4-5270 Bks.

4384

To

The Secretary
A.I.T.V.C.

New Delhi

Dear Sir,

Enclosed is a copy of the Memorandum submitted to the Minister for Labour on behalf of the Bharat Electronics Employees Union. Since at many important demands are pending without either reference or settlement, I request you kindly to take necessary action and see that ~~they~~ ~~the~~ ~~are~~ ~~are~~ grievances are redressed.

With greetings,

M. Krishna

27-3-58

MEMORANDUM SUBMITTED TO

THE HONOURABLE MINISTER FOR LABOUR, GOVERNMENT OF INDIA,

BY

THE BHARAT ELECTRONICS EMPLOYEES UNION, BANGALORE

Respected Sir,

On behalf of the Bharat Electronics Employees Union representing the 1300 employees of Bharat Electronics (P) Ltd, Bangalore we wish to bring the following for your kind consideration and favourable action:

There are two major questions which at present are agitating the minds of the employees. These two are, (1) the demands which they had submitted to the management on 28th June 1956 and (2) the question of providing facilities for conducting normal Trade Union activities.

1. Demands submitted on 28th June 1956: The Union had raised demands pertaining to, (i) enhancement of Dearness allowance to the level of what the Central Government employees are getting at present (ii) fixation of Minimum wage at Rs-4-0 per day (iii) House rent allowance as recommended by Pay Commission (iv) introduction of Gratuity Scheme (v) introduction of Provident Fund scheme (vi) Grant of better leave facilities (vii) free transportation facilities (viii) providing overalls and uniforms. Since the Management was not prepared for any negotiated settlement, the disputes went up to the Conciliation Officer and the the Conciliation proceedings took place on 17th September '56. Even here no agreement could be arrived at since the Management was not prepared to consider any of the demands. Now the conciliation report is pending before the Government of Mysore for reference to the Industrial Tribunal. Though the matter is pending before the Government of Mysore from the last one year, none of the issues have been referred for adjudication. On our approaching them, we are told that they have to obtain the consent from the Central Government for such reference. When we approach the Central Government we are told that the "Appropriate Government" is the Mysore Government. Thus from the past

one and half years we are being tossed from one place to another without the issues getting either settled or referred to the Industrial Tribunal. In order to bring the above position to your notice, we had submitted to you a Memorandum on 27th August 1957, and in that memorandum we had set out in detail the reasons for raising these demands and how they are fit issues to be referred to the Tribunal. You were pleased to say that you would look into the matter and would take necessary steps at the earliest. But we regret to state that till to-day none of these demands have been referred to the Industrial Tribunal. In this connection, it may not be out of place to mention that the issues of Minimum Wage and Dearness Allowance raised by the employees of the Indian Telephone Industries Ltd, and the issues of House Rent Allowance and Dearness Allowance raised by the employees of the Hindustan Aircrafts Ltd have been referred to the Industrial Tribunal, Bangalore. Considering the above, we do not see any reason why reference of the issues raised by us have not yet been referred.

2. FACILITIES FOR TRADE UNION ACTIVITIES: The spokesmen of the Government have oft repeated that a strong trade union is a necessity and an asset for the development of the industry. Such a strong union becomes doubly necessary when the Government of India is taking steps for labour participation in management. But it has also to be recognised that the management has to provide normal facilities for the development of such a union. In this connection, we had requested the management to provide the following facilities:

- i) Permission to collect union subscriptions inside the factory;
- ii) Permission to conduct general body meetings near the factory and transport facilities for the same;
- iii) Putting up of Union Notices, bulletins, etc. on specially provided notice boards in the Factory;
- iv) Copies of memos, advertisements, etc., of the management pertaining to the employees to be sent to the Union; and
- v) Rent-free quarters for the Union Office in the colony.

During discussions held several times, the Management agreed to send the copies of Memos, circulars etc, to us and that the rest would be considered. Though it is many months since the discussions took place, the Management is yet to send copies of the Memos etc,

A few days back, a copy of an advertisement has been sent. In respect of the others we have not yet heard anything definite.

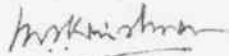
The requests we have made above are not such as could not be conceded by the management. In fact, sir, the management of Indian Telephone Industries and Hindustan Aircraft Ltd., have conceded these facilities.

Considering the importance of the demands which have been placed and in the light of the above, we request you to:

- 1) see that the demands raised by the Union on 28 June 1956 are referred to the industrial tribunal;
- 2) provide necessary facilities for trade union activities.

Thanking you,

Yours faithfully,
For BHARAT ELECTRONICS EMPLOYEES UNION



(M.S. Krishnan)
President

New Delhi

March 24 1958

EMPLOYEES ASSOCIATION

HINDUSTAN AIRCRAFT P. O.
BANGALORE

I. No. 9/3335/58

Date April 2, 1958

The Secretary,
The All India Trade Union Congress,
No.4 Asoka Road,
NEW DELHI.

Dear Sir,

We are extremely grateful to you for the valuable assistance rendered to 11000 employees of HAL - a vital national industry - by taking up their cause with right earnestness with the concerned authorities as well as for the liberal financial assistance given (Rs 500/-) at a time when we were very much pressed for money.

As regards the present position of the struggle is concerned we are awaiting the reply from the Management whether they would come forward for an accross-the-table discussion with the Negotiating Body constituted by the general body of the Association in its meeting held on 26-3-1958.

Three hundred employees are kept under suspension pending enquiry. Thousands are issued with 'warning-notices' without any regular charge-sheets or even enquiry. Harrasment of the workers by certain supervisory staff is reported. There are about 10 police-cases involving about 200 employees including charges on 307 Cr.P.C. Representations were made to the state government for withdrawal of police-cases. But no reply so far.

We conduct regular meetings of the workers and keep them informed about the developments. Workers are not demoralised. They are ever prepared to respons to the call of the Association. Public sympathy and support is there.

We wish that a settlement be reached at the earliest and no untoward things happen. Hope you will contact the authorities again and press for an early meeting between the representatives of the employees and the management.

We once again request your continued support,

F. Louis
F. Louis,
President.

Yours franternally,
Daniel J. Theophilus
Daniel J. Theophilus,
Joint Secretary

276-A
KARNATAK PROVINCIAL TRADE UNION CONGRESS

50/A, A.S. Street,
BANGALORE, -2

Ref. No.

File Bangalore
9-4-'58 195

To

The General Secretary
All India Trade Union Congress
New Delhi

Dear ~~Sir~~, Comrade,

I had addressed you a letter on 1-4-'58. Hope it has been received.

There is not much change in the Situation in HAL. Out of the 279 suspended employees, about 50 have been taken back. The Labour Officer and Personnel Manager are calling these suspended employees for inquiry in batches and taking some of them back to work. It is learnt that at the end some of the employees, at least a dozen will be filtered out. Another game of the management is not to negotiate with the existing Committee members on the grounds that they have been terminated from service and that they have no locus standi to negotiate. Recently they approached the Commissioner of Labour for clarification of this position and the Labour Commissioner seems to have upheld the view of the Management. The Union Officers are writing to you in detail about the same. They may send the Communication to Com. Parvathi Krishnan. Another question is the reported transfer of the GM Srinagesh. Recently he had been to Delhi. It is rumoured that he tried to extend his stay in HAL. The position in respect of this person is not definite. Please keep us informed as to what action has been taken ~~xxx~~ at your end in ~~this case~~ the matter of HAL.

2. I had written to you that I have applied for the Passport to Czechoslovakia. The usual formalities are over. The Police have sent an adverse report to the DC, since there is a case pending in the court in connection with the recent HAL struggle. However the DC has forwarded the same to the Regional Passport Officer, Madras, with a recommendation stating that the issue of passport may be considered in the light of the policy of the Government of India ~~policy~~. This is a vague

PTO

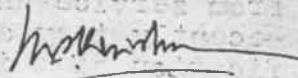
recommendation though not a flat refusal. The passport papers are at present with the regional passport officer, Madras. If I have to get the passport, it is necessary for you also to move the External Affairs Ministry. Unless they refer the names of persons who have been selected to the concerned regional passport officer, it may be difficult for the passport to be obtained in time. Please look into this matter and do the needful I am also proceeding to Madras to persue the matter at the level of the Regional Passport Officer.

In regard to the collection of Rs1500/- for passage money, you will appreciate, we have very little time to collect all the money. However, the Executive Committees and General body meetings, of the Mysore Commercial Union, Employees Association, The Mysore Stoneware Pipes Potteries Employees Union, the Bangalore Chemical workers Union, the Indian Hume Pipe Co, workers Union have resolved to collect money for the AITUC delegation. If I get the passport I will intimate immediately. Please let ~~xxxxxxx~~ me know as to when exactly i have to start and from which place etc..

Awaiting an early reply,

With greetings,

Yours fraternally,





Draft.

MEMORANDAM SUBMITTED TO THE HON' MINISTER FOR DEFENCE
BY THE PRESIDENT, HINDUSTAN AIRCRAFT EMPLOYEES' ASSOCIATION.

ON 23- 4-58.

Respected Sir,

We are extremely grateful to you for having given an opportunity to submit this Memorandum on behalf of the 11000 employees of Hindustan Aircraft (Private) Limited. This memorandum is in continuation of our previous one which had been submitted on... *March '58* detailing the entire background for the unfortunate *development* ~~background which~~ which took place recently in the month of Feb. '58.

The Management lifted the lockout of the Factory on March 11th and they also expressed that they would negotiate with the employees representatives and settle the outstanding disputes. Realising the necessity not to continue the dead-lock but to create a proper, peaceful atmosphere and in order to give opportunity to the Management to negotiate and settle the disputes, we called upon all the employees to get back to work without putting forward any condition. We expected the Management also to respond properly to our gesture. Unfortunately Sir, our hopes have been ~~belied~~. More than 400 employees were not allowed to get in ~~turn~~ at the beginning. Later on due to the pressure of the employees some were taken back. Even now about 200 employees are under suspension and without work. Further more than 1000 warning notices have been issued to the employees on *Some allegation or the other.* ~~all sorts of charges~~. Apart from the above, 23 employees have been dismissed from service. Among the terminated employees are 5 Office bearers of the Association - President, 1st vice President, Joint Secretary, Asst. Secretary and Treasurer- five members of the Executive committee and the rest General council members and

(All Communications to be addressed to the Secretary)

active workers. The charges against these terminated employees are baseless and the Association has disputed these terminations. It would also not be out of place if we mention that harassment of employees, interference of some security and Watch and Ward personnel in the normal activities of the trade union have ^{been} increased. While on the one hand the Management has taken recourse to these actions, Police have foisted many cases against the employees. There are at present a dozen cases involving more than 200 employees. In one of the cases majority of the office bearers of the Association have been charged under section 307 ^{of} I.P.C.

Despite all the provocations and extremely unjust actions we all hoped that the Management ~~would~~ negotiate with the representatives of the Association. If this hope, the office bearers of the Association were authorised to negotiate by the ^{special} General ~~body~~ meeting attended by more than 6000 members of the Association held on 26-3-58. Though this decision was immediately communicated to the authorities we are extremely sorry to state that a strange unhealthy and unhelpful attitude ~~has~~ been taken by them. On the one side they have actively tried to recognise only such people in whom the employees have lost all confidence. They want the employees to accept only such persons ⁱⁿ whom the management have confidence. Recently on 18-4-58 the Management went to the extent of convening a meeting of the employees inside the Factory during the working hours and the G.M. addressed the meeting and wanted them to accept the so-called committee of five persons consisting of ~~five~~ ~~Messrs.~~ Messrs. A.V. Sunderam, R.Viswanathan, V.S. Rathnam, T.K.S. Chelem, and A. Puthuswamy. ^{It is understood that} he further stated that if the employees do not accept this committee they will not get any thing. Added to

this, a ~~XXXXXX~~ paper purported to be a ballot paper in which the names of the above persons were mentioned was also given to the employees and they were asked to put their signature, badge No. etc. in it. Since the employees had not come prepared for all these corrective methods of the Management, thousands of them walked out of the meeting and refused to sign any paper. On the other hand, ^{highly} ~~affixed~~ their signatures to another letter addressed to the GM. requesting him to restrain from negotiating ~~xxxx~~ with the above persons in whom they have no confidence and further stating that any agreement reached with those persons is not binding upon the employees. Though the employees are not prepared to sign on any paper, the Management with the help of supervisors and security staff ~~xx~~ has forcibly taken signature from those employees who were inside the factory, ~~during the 2nd and 3rd shift.~~

From the above mentioned facts, it is very clear that the Management has been attempting to ^{continue} ~~persue~~ its own old policy of bypassing the trade union, not recognising the real representatives of the employees and attempting to ^{through} ~~xxxx~~ some sorts of an agreement on the employees through its own agents and spokesman. All this is done in the face of determined protest of the employees. ~~XXXXXX~~

The reason which the Management has been given for not discussing with us is stated to be that we are no longer Office Bearers of the Association since we are terminated employees. A letter written by the Commissioner of Labour, Govt. of Mysore, has also been sought to be used against us. In this connection, we would like to mention, Sir, that a letter of the Commissioner has been challenged in the High Court of Mysore and the terminations of ~~xxx~~ services is a matter of dispute pending before the Industrial Tribunal. More than all, we are ~~xxxxx~~ sure you will agree with us that these objections of the Management are more

(All Communications to be addressed to the Secretary)

more technical than real. If any settlement has to be arrived at in any such disputes and if the Workers have to accept such a settlement, it is necessary that negotiations have to be conducted with persons in whom the vast majority of employees have confidence and not the persons whom the employees have lost confidence. As pointed out above, the employees have more than once exhibited their confidence in the Committee of Office Bearers formed in the General Body Meeting on 26-3-1958. We request you to consider the entire position from this standpoint which alone can bring peace in the Industry and see that the negotiations are conducted on with the Office Bearers of HAEA. ~~Residexx~~

Besides, you will appreciate that a normal ~~xxxx~~ atmosphere has to be created for carrying on negotiations and for arriving at a settlement. Mutual confidence and trust can alone beget settlements. ~~To~~ ^{day} ~~being~~ such confidence does not exist since many employees including Office-Bearers of the Associations have been terminated, hundreds suspended and thousands warned. We request you, as one who has ably conducted negotiations in more difficult situations and international matters, ~~at~~ one who is vitally interested in the development of this industry and as one who wishes to get the whole-hearted cooperation of the employees to build the national industry ~~xxxx~~ will see to it that this normal atmosphere is created by:

- a) ordering re-instatement of the 23 dismissed employees,
- b) withdrawing suspension orders and Warning Notices and
- c) using your good offices to withdraw the police cases.

We wish to assure you, Sir, on our part, we will do our best to create

^{maintain} normal and peaceful conditions in the Industry. We are aware of the

heavy responsibilities on us in developing the Industry as a vital

Defence Industry. We are never against the Defence of our Country or

~~xxxx~~ the development of the Industry. If some incidents have taken place

(All Communications to be addressed to the Secretary)



place recently, it is not borne out of our indifference or irresponsibility. The unfortunate incidents have taken place due to various factors which we wish to forget. We are prepared to correct our mistakes and move forward with a spirit of co-operation. We expect the Management to be also considerate and create such conditions as are conducive for getting the co-operation of the employees. The above steps viz: (1) Negotiations with the Office-bearers (2) Reinstatement of the victimised employees and withdrawal of Suspension Orders and Warning Notices (3) Withdrawal of Police Cases, if taken will go a long way to create such condition. We hope and we are confident that you will take necessary steps in the above direction and help to solve the grievances of employees. Once again, we assure you of our unstinted co-operation. // We wish you long life and prosperity.

F Louis
President

Karnatak Provincial Trade Union Congress

BANGALORE,

24-4-'58

195

Ref. No.

To

Com. S.A. Dange M.P.
General Secretary
All India Trade Union Congress
New Delhi

Dear Comrade,

Enclosed is a copy of the invitation of the City Trade Unions Committee for conducting May Day. May day this time in Bangalore will be a big affair since all the Trade Unions, AITUC, HMS, independent and some INTUC Unions have all joined together. It has also been decided to invite Sri. G. Ramanujam, of INTUC, and Sri. Anthony Pillai of HMS, and yourself from AITUC. Your coming over here for the MAY Day will be of immense help. If by chance you are not able to come over here for MAY DAY, please make it convenient to go over to Bangalore for the Conference of the Confederation of Central Government Employees, Bangalore circle, which they intend conducting on May 18th. It is learnt that invitation for this conference has already been sent to you. If May 18th is not suitable, and if you could suggest some other date in May for your coming over to Bangalore, please inform us the exact dates on which you could be here. We will try to arrange the rest. There is also a proposal to conduct the ~~convention~~ conference of the Central Industries Employees Federation. Your attending this conference will be extremely useful. Please give us alternate dates.

Sri. Krishna Menon, came over here on 22nd. On his way from the ~~Airport~~ Aerodrome his car was stopped ~~from~~ by the employees. He got down from the car and walked along with the employees, about 4000, shouting slogans,

" Sack Srinagesh", "Prosecute Sri Nagesh", "Reinstate Victimized employees", "Settle our demands" etc.,. But the workers were extremely well behaved and disciplined. After this, on 23rd, the Defence Minister met the Office-bearers of the Union and some terminated employees. A memorandum was submitted to him. The question of reinstatement of victimized employees was raised. He said that it may be considered if individual applications are made, by the terminated employees. He also said that they should play politics etc.,. Later he addressed the employees meeting inside the factory. He made certain offers regarding DA, House Rent etc. The offer made is as follows:

1. DA To be enhanced by ~~₹~~ Rs 6/-, Rs 5/-, ~~₹~~ The lowest will get Rs 45/- per month.
2. Transport charges: To be reduced from Rs 7-8-0 to Rs 3-12-0, Rs 4/- and Rs 5/- for different categories of workers.
3. House rent allowance: The decision of the Tribunal in the Indian Telephone Industries case to be awarded.
4. Bonus: Some "out put bonus" on the basis of production to be recommended.
5. Regarding reinstatement of dismissed employees he repeated the same as he told the office-bearers of the Union.

The reception to this speech of the Defence Minister was cold since nothing categorical was stated regarding terminated employees. Still the question of terminated employees is open and the Union will consider sending individual applications to the Chairman, Board of Directors.

The Management continues with its same old policy of victimisation, harassment etc.,. On learning of the visit of the Defence Minister, the Management conducted hurried enquiries in respect of the 200 suspended employees.

Karnatak Provincial Trade Union Congress

BANGALORE,

Ref. No.

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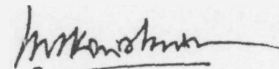
Three termination enquiry committees worked all day and enquiries in respect of 80 workers was conducted. Out of this eighty, 26 have been dismissed and the notices were given yesterday after Sri. Menons speech. So now there are in all 49 dismissed, and about 100 suspended employees. The way of the Management is not helpful for arriving at a settlement. Sri. Menon has also stated that all his offers could be implemented if the Union withdraws the case from the Tribunal. The feeling here is that it would be difficult to withdraw the case unless the question of victimised employees is also settled and some over-all settlement is arrived at.

Another thing which has happened is that the Commissioner of Labour has issued a letter to the Management stating that the Terminated employees could no longer be considered as members of the Union and hence they cannot be Office-bearers of the Union. The Management has, on the basis of this letter, refused to recognise with the real representatives of the Union and also refused to negotiate. The Union has challenged this ruling of the Commissioner of Labour and has sought for a Writ against the Commissioner ~~in the~~ by making an application in the High Court. The case is coming up on 28th April. Sri. V.G. Row of Madras is taking up the case.

The latest position in Aircraft is given in brief. We ~~would~~ feel that more pressure has to be brought at your end regarding the reinstatement of victimised employees. Please do the needful in the matter.

with greetings,

Yours fraternally,



26/4/58

M S KRISHNAN

KARNATAK TRADE UNION CONGRESS

50 A ARCOT SRINIVASACHAR STREET

BANGALORE 2

I THINK YOU WOULD BE WELL ADVISED TO WITHDRAW CASES FROM TRIBUNAL
IN VIEW OF REPORTED ASSURANCES FROM DEFENCE MINISTER STOP REPORT
BACK POSITION

DANGE

MEMORANDUM SUBMITTED TO THE HONOURABLE MINISTER
FOR DEFENCE BY THE PRESIDENT, HINDUSTAN AIRCRAFT
EMPLOYEES' ASSOCIATION, ON 23---4---1958.

Respected Sir,

We are extremely grateful to you for having given an opportunity to submit this Memorandum on behalf of the 11000 employees of Hindustan Aircraft (Private) Limited. This memorandum is in continuation of our previous one which had been submitted on March '58 detailing the entire background for the unfortunate development which took place recently in the month of Feb. '58.

The Management lifted the lockout of the Factory on March 11th and they also expressed that they would negotiate with the employees representatives and settle the outstanding disputes. Realising the necessity not to continue the dead-lock but to create a proper, peaceful atmosphere and in order to give opportunity to the Management to negotiate and settle the disputes, we called upon all the employees to get back to work without putting forward any condition. We expected the Management also to respond properly to our gesture. Unfortunately Sir, our hopes have been belied. More than 400 employees were not allowed to get in for work at the beginning. Later on due to the pressure of the employees some were taken back.

Even now about 200 employees are under suspension and without work. Further more than 1000 warning notices have been issued to the employees on some allegation or the other. Apart from the above, 23 employees have been dismissed from service.

Among the terminated employees are 5 office bearers of the Association - President, 1st Vice President, Joint Secretary, Asst. Secretary and Treasurer- five members of the Executive committee and the rest General council members and active workers. The charges against these terminated employees are baseless and the Association has disputed these termination.

It would also not be out of place if we mention that harassment

of employees, interference of some security and Watch and Ward personnel in the normal activities of the trade union have been increased. While on the one hand the Management has taken recourse to these actions, Police have foisted many cases against the employees. There are at present a dozen cases involving more than 200 employees. In one of the cases majority of the office bearers of the Association have been charges under section 307 Cr.P.C.

Despite all the provocations and extremely unjust actions we all hoped that the Management would negotiate with the representatives of the Association. In this hope, the office bearers of the Association were authorised to negotiate by the special General body meeting attended by more than 6000 members of the Association held on 26-3-58. Though this decision was immediately communicated to the authorities we are extremely sorry to state that a strange unhealthy and unhelpful attitude has been taken by them. On the one side they have actively tried to recognise only such people in whom the employees have lost all confidence. They want the employees to accept only such persons in whom the management have confidence. Recently on 18-4-58 the Management went to the extent of convening a meeting of the employees inside the Factory during the working hours and the G.M. addressed the meeting and wanted them to accept the so-called committee of five persons consisting of Messrs. A.V.Sundaram, R.Viswanathan, V.S.Rathnam, T.K.S.Chelem and A.Muthuswamy. It is understood that he further stated that if the employees do not accept this committee they will not get anything. Added to this, a paper purported to be a balot paper in which the names of the above persons were mentioned was also given to the employees and they were asked to put their signature, badge No. etc. in it. Since the employees had not come prepared for all these corrective methods of the Management, thousands of them walked out of the meeting and refused to sign any paper. On the other hand they have affixed their signatures to another letter addressed to the G.M. requesting him to restrain from

negotiating with the above persons in whom they have no confidence and further stating that any agreement reached with those persons is not binding upon the employees. Though the employees are not prepared to sign on any paper, the management with the help of supervisors and security staff has forcibly taken signature from those employees who were inside the factory.

From the above mentioned facts, it is very clear that the management has been attempting to ~~per~~ pursue its own old ~~po~~ policy of bypassing the trade union, not recognising the real representatives of the employees and attempting to thrust some sorts of an agreement on the employees through its own agents and spokesman. All this is done in the face of determined protest of the employees.

The reason which the management has given for not discussing with us is stated to be that we are no longer office-bearers of the Association since we are terminated employees. A Letter written by the Commissioner for Labour, Government of Mysore, has also been sought to be used against us. In this connection we would like to mention, Sir, that the letter of the Commissioner has been challenged in the High Court of Mysore and the terminations of services is a matter of dispute pending before the Industrial Tribunal. More than all, we are sure you will agree with us that these objections of the Management~~xx~~ are more technical than real. If any settlement has to be arrived at in any such disputes and if the workers have accept such a settlement, it is necessary that negotiations have to be conducted with persons in whom the vast majority of employees have confidence and not the persons whom the employees have lost confidence. As pointed out above, the employees have more than once exhibited their confidence in the committee of office-bearers formed in the general body meeting of the Association held on 26-3-58. We request you to consider the entire position from this stand-point which alone can bring peace in the Industry and see that the negotiations are conducted on with the office-bearers of the Association.

Besides, you will appreciate that a normal atmosphere has to be created for carrying on negotiations and for arriving at a settlement. Mutual confidence and trust can alone beget settlements. Today such confidence does not exist since many employees including office-bearers of the Association have been terminated, hundreds suspended and thousands warned. We request you, as one who has ably conducted negotiations in more difficult situations and inter-national matters, as one who is vitally interested in the development of this industry and as one who wishes to get the whole hearted co-operation of the employees to build the national industry will see to it that this normal atmosphere is created by

- (a) ordering re-instatement of the 23 dismissed office-bearers, members of the Executive, General Council and active workers;
- (b) withdrawing suspension orders against 150 employees and warning notices issued to hundreds; and
- (c) using your good offices to withdraw the police cases.

We wish to assure you, Sir, on our part, we will do our best to create and maintain normal and peaceful conditions in the industry. We are aware of the heavy responsibilities on us in developing the industry as a vital defence industry. If some incidents have taken place recently, it is not borne out of our indifference or irresponsibility. The unfortunate incidents have taken place due to various factors which we wish to forget. We are prepared to correct our mistakes and move forward with

Contd.,

a spirit of co-operation. We expect the management to be also considerate and create such conditions as are conducive for getting the co-operation of the employees. The above steps viz:

- (i) Negotiations with the office-bearers of the Association on the pending disputes;
- (ii) Reinstatement of the victimised employees and cancellation of suspension orders and warning notices;
- (iii) Withdrawal of police cases, if taken will go a long way to create such condition. We hope and we are confident that you will take necessary steps in the above direction and help to solve the grievances of the employees.

We wish ~~in~~ you long life and prosperity,

We remain,
Faithfully yours,
for Hindustan Aircraft Employees'
Association,

(F. Louis)
P R E S I D E N T

page two

At present, I do not know, whether ^{tu} solidarity factor ^{of the workers} is of such a high level that having got many of these concessions they would stand for rejecting all of them unless and until the victimised employees' point is settled. If such a solidarity exists, then certainly it would be a very welcome thing. But as for that, you are the best judge on the spot. However, ~~in~~ the old reports, I do not see how far the solidarity ~~exists~~ continues on high level.

That does not mean to say that we should not continue to fight for the dismissed employees. My point is, that the concessions gained should be made into a firm settlement and the dismissed employees question be made a plank for separate agitation as an unsettled issue.

My feeling is that since Mr. Krishna Menon has made a beginning, we should seize it as a starting point for evolving a new situation in our favour.

The removal of Mr. Srinagesh also is not a small point. In fact, the workers will consider that also as a very big gain and they will be in a mood to finalise some settlement.

With greetings,

Yours fraternally,

S.A. Dange

(S.A. DANGE)

NEWS AND VIEWS FROM THE SOVIET UNION

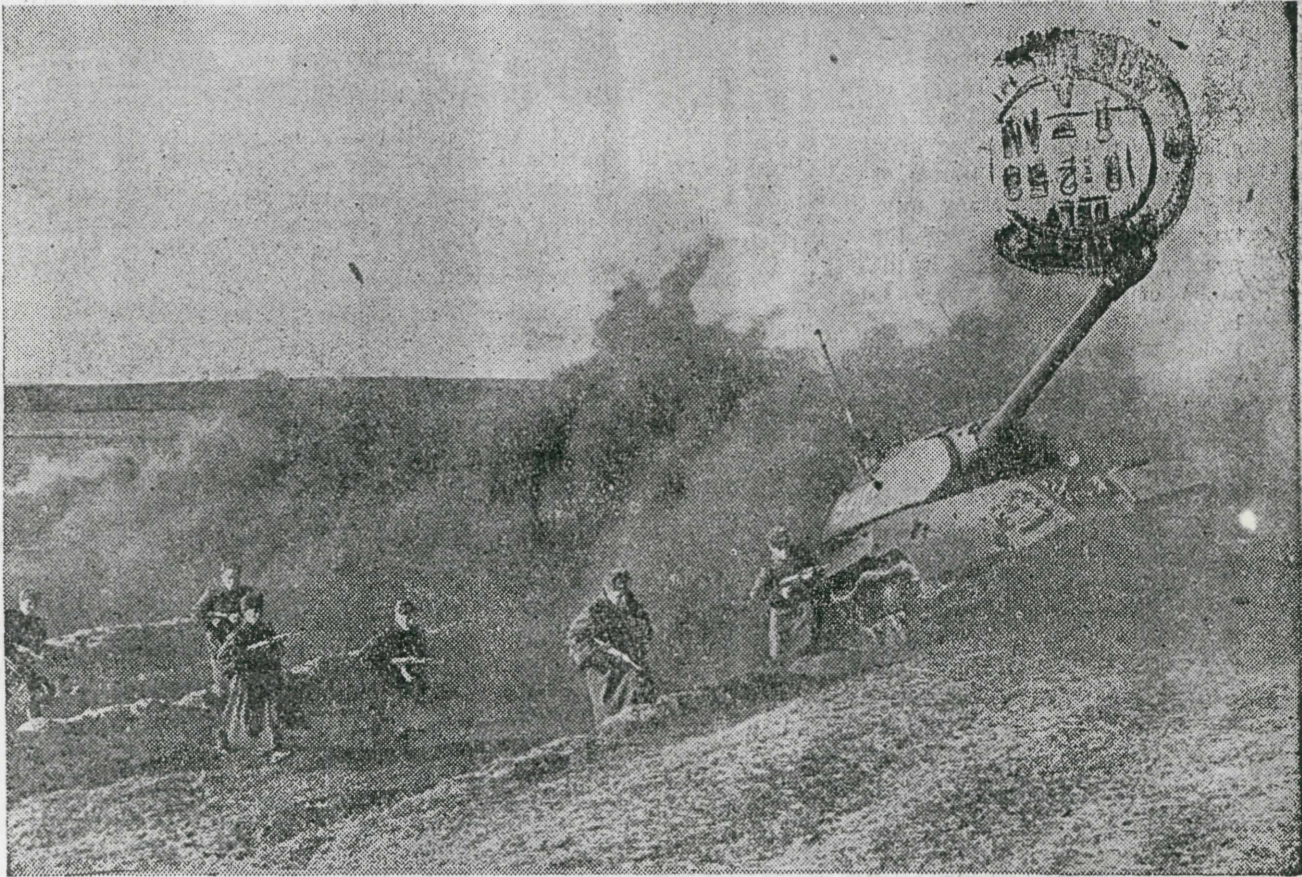


25, BARAKHAMBA ROAD, NEW DELHI. P. BOX. 241 - PHONE: 40585

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February 18, 1958

Vol. XVIII, No. 19



40TH ANNIVERSARY OF THE SOVIET ARMY AND NAVY,
Field exercises by N. Unit,



PTO

266-A

TOWARDS THE 40TH ANNIVERSARY OF SOVIET ARMY

All Might Of Soviet Army To Secure Peace, To Repel Aggression

By ARMY GENERAL TYULENEV

The peoples of the Soviet Union recently celebrated the 40th anniversary of the Soviet State. Now, several months later, they will be celebrating the fortieth anniversary of the Soviet army. There is a direct link between these two dates for the Soviet army is a product of the Great October Socialist Revolution.

The merits and feats of the Soviet army are exceptional. It had to beat back numerous attacks of the imperialist arm but it has inevitably emerged victorious from every encounter. "The secret" of its success primarily in the fact that an army of the workers, peasants' state and enjoys limited support and esteem the working people, are guided by the Communist Party. The tried and tested leadership of the Soviet people. Many military commanders, sons of the people, have been trained in the ranks of the Soviet Army to become Marshals of the Union, Generals and Admirals whose names are known beyond the borders of the USSR. Great numbers of officers and heroic soldiers were trained by the Soviet armed forces whose courage and gallantry have been well appreciated by the people.

The Soviet army repeatedly saved other peoples from slavery and national humiliation. The Soviet army's feat in the Second World War is still fresh in the minds of men. Fascist Germany tried to enslave the freedom-loving peoples of Europe. One after another the European countries fell its victims and there proved to be no power in the capitalist world capable of halting the advance of the Hitler war machine. And it was only the Soviet army that broke the backbone of the fascist beast. It

thus gave freedom to the peoples of Europe, returned to their hearths tens of millions of people who languished in Hitler slavery and saved the ancient culture of Europe from destruction.

The Soviet Union and its armed forces give their due to the gallant soldiers of the countries of the anti-Hitler coalition as well as to the fighters of the glorious resistance movement

LOCK-OUT IN RAIL COACH SECTION Aircraft Factory

BANGALORE, February 23: The management of the Hindustan Aircraft Factory today declared a lockout in its rail coach section following a stay-in strike by about 800 workers of that section. The lockout does not cover the main factory, according to a factory official. The immediate cause for the workers' action was the arrest of five of their colleagues on a charge of assaulting a co-worker, it was stated. Reinstatement of the 15 workers dismissed earlier by the management and withdrawal of suspension orders against certain others were among their demands. Police moved in this morning and called upon the workers to leave the factory premises which they did. No arrests were made.

After the Second World War the Soviet Union ceased to be the only socialist country. The socialist road was taken by almost 800 million more people — working people of Europe and Asia. There appeared the mighty camp of peace and socialism. The policy of peace is being pursued by many countries of the awakened East—India, Burma, Indonesia and others. A powerful peace movement has developed in the West. This is an indication that a real possibility of averting war has appeared.

Though a mighty power the Soviet Union does not threaten anyone and does not intend to attack anyone. The USSR carries on a persistent struggle for peace. The Soviet State has

repeatedly demonstrated in recent years its love of peace, particularly by the reduction of the numerical strength of its armed forces.

Speaking at the Jubilee Session of the USSR Supreme Soviet on November 6, 1957, Nikita Khrushchov said: "We solemnly declare that our people has never entertained the idea of using any means of destruction and will not entertain such ideas in the future provided our country is not attacked by the imperialist powers."

The Soviet people has endorsed the peace manifesto recently adopted by the representatives of the communist and workers' parties and addressed to all men of goodwill.

However, in spite of the efforts of the peace-loving forces, an agreement to reduce the armed forces and ban atomic weapons has not yet been reached by the Great Powers. There is as yet no collective security system in Europe. There are as yet no sure guarantees of stable peace. Under the circumstances, the Soviet Union is compelled to maintain armed forces capable of defending the interests of the Soviet Union and curbing any provocation by the imperialist circles.

The armed forces of the USSR are being radically reorganized with respect to quality. They have made great strides from the level on which the end of the Second World War found them. The increased potential of Soviet economy allows their equipment with first-rate combat weapons while their training has been brought up to the standards of modern military science.

The Soviet Union is the most resolute champion of disarmament.

HINDUSTAN AIRCRAFT POST,
BANGALORE, May 1, 1958.

The General Manager &
The Managing Director,
Hindustan Aircraft (P) Limited,
Hindustan Aircraft Post,
BANGALORE.

- Copy to (1) The Hon. Minister for Defence, G.O.I., New Delhi,
(2) The Chairman, Board of Directors, HAL &
The Secretary to the Defence Ministry, G.O.I.,
(3) The Hon. Minister for Labour, Government of Mysore.
(4) The Hon. Minister for Labour, G.O.I.
(5) The Hon. Minister for Home Affairs, G.O.Mysore.
(6) The Commissioner for Labour, Government of Mysore
(7) The Asst. Commissioner for Labour, Government of
Mysore.
(8) The Chairman, Industrial Tribunal-1, Bangalore.

Subject:- Settlement of all out-standing disputes between
the Management of HAL. and H.A.S.A.

Respected Sir,

A copy of the resolution which is self explanatory
unanimously adopted by the general body meeting held on 30th
April 1958, is forwarded herewith for favour of your kind infor-
mation with a request to do everything to gain mutual confidence
and trust to resolve the disputes so that harmony could prevail.
On our behalf we assure, you, Sir, our hearty co-operation in
the matter.

Last but not least, we would like to take this
opportunity to request you to grant us an interview for a
frank discussion so that matters could be clarified face to
face.

~~xxx~~ Hoping to be favoured with,

Yours faithfully,

Daniel J.Theophilus,
Joint Secretary.

Copy: To. Cross: S. A. D

For information and need full action.

RESOLUTION

"The General Body meeting of the Hindustan Aircraft Employees' Association, held on 30th April 1958, at Murugeshapalayam, under the presidentship of shri F. Louis, welcomes the fact that the Union Defence Minister shri V.K. Krishna Menon, during the course of his recent visit to HAL was pleased to evince keen interest regarding the disputes between the Management of HAL and the Employees' Association and make certain useful suggestions and offers for resolving the same both during the course of his meetings with the President and others as well as in his address to the employees on 23-4-58.

The general body meeting feels that it would not be difficult for both parties (the Management and the employees' Association) to come to a just and amicable settlement regarding the outstanding disputes on the basis of the suggestions and offers made and assurance given by the Honourable Minister for Defence. The general Body while re-iterating its stand and readiness for any settlement which is just and proper hope that the Management and the government will create necessary conditions and proper atmosphere for settlement of the outstanding disputes and would loose no time in reaching an agreement with the true and genuine representatives of the Association.

The meeting also takes a very serious note of the situation created by further dismissal orders served on 26 others on 24-4-58. At a time when the Association has created a proper atmosphere it pains everyone to note: (a) that 26 employees are dismissed (b) that ~~many are~~ still about 80 employees are kept under suspension; (c) that many are issued with warning notices. ~~In the~~ In the interest of industrial harmony and peace, the meeting appeals to the authorities of HAL and the Ministry of Defence and also the state government to:

- (1) Review the cases of 23 dismissed employees immediately and re-instate them;
- (2) withdraw the dismissal order served on ~~20~~ 26 others ~~are~~ and re-instate them forthwith;
- (3) Stop further dismissal;
- (4) Withdraw suspension orders pending on the rest 80 employees immediately;
- (5) Withdraw all police cases foisted on 150 and odd employees;
- (6) Cancel all the suspension orders issued to the employees during and after the recent struggle.

The meeting assures the Management, the state government and the central government that it shall be the endeavour of every member of the Association to maintain and create healthy trade union movement in the interest of the vital national industry.

The meeting also declares that the proceedings of the so called negotiating committee of Mr. Sundarm & others are not valid and do not bind the employees or the Employees' Association. Further nobody other than the office-bearers viz shri Daniel J. Theophilus, and K.S. Krishnamurthy, the Joint & Assistant Secretaries respectively who have been authorised to represent the employees before the Hon. Industrial Tribunal have any power or authorisation to withdraw or do any other act in respect of the industrial dispute and other connected matters pending adjudication before the tribunal.

The meeting unanimously resolves the above after taking all facts into consideration and in response to the advice given by the Hon. Defence Minister and the Chairman, Board of Directors to the employees."

(D)

HINDUSTAN AIRCRAFT POST,
BANGALORE, May 1, 1958.

The General Manager &
The Managing Director,
Hindustan Aircraft (P) Limited,
Hindustan Aircraft Post,
BANGALORE.

- Copy to (1) The Hon. Minister for Defence, G.O.I., New Delhi,
(2) The Chairman, Board of Directors, HAL &
The Secretary to the Defence Ministry, G.O.I.,
(3) The Hon. Minister for Labour, Government of Mysore.
(4) The Hon. Minister for Labour, G.O.I.
(5) The Hon. Minister for Home Affairs, G.O. Mysore.
(6) The Commissioner for Labour, Government of Mysore
(7) The Asst. Commissioner for Labour, Government of
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the matter.

Last but not least, we would like to take this
opportunity to request you to grant us an interview for a
frank discussion so that matters could be clarified face to
face.

Yours Hoping to be favoured with,

Yours faithfully,

Daniel J. Theophilus
Daniel J. Theophilus,
Joint Secretary.

de

As of today 23 employees were dismissed
in connection with hunger strike and 46
in connection with the recent struggle.
We shall write to you the details
separately:

R E S O L U T I O N

"The General Body meeting of the Hindustan Aircraft Employees' Association, held on 30th April 1958, at Murugeshapalayam, under the presidentship of shri F. Louis, welcome the fact that the Union Defence Minister shri V.K. Krishna Menon, during the course of his recent visit to HAL was pleased to evince keen interest regarding the disputes between the Management of HAL and the Employees' Association and make certain useful suggestions and offers for resolving the same both during the course of his meetings with the President and others as well as in his address to the employees on 23-4-58.

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- (6) Cancel all the suspension orders issued to the employees during and after the recent struggle.

The meeting assures the Management, the state government and the central government that it shall be the endeavour of every member of the Association to maintain and create healthy trade union movement in the interest of the vital national industry.

The meeting also the declares that the proceedings of the so called negotiating committee of Mr. Sundarm & others are not valid and do not bind the employees or the Employees' Association. Further nobody other than the office-bearers viz shri Daniel J. Theophilus, and K.S. Krishnamurthy, the Joint & Assistant Secretaries respectively who have been authorised to represent the employees before the Hon. Industrial Tribunal have any power or authorisation to withdraw or do any other act in respect of the industrial dispute and other connected matters pending adjudication before the tribunal.

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The meeting unanimously resolves the above after taking all facts into consideration and in response to the advice given by the Hon. Defence Minister and the Chairman, Board of Directors to the employees."

HINDUSTAN AIRCRAFT (PRIVATE) LIMITED; BANGALORE.

R/66/2011/58.

May 3, 1958.

Shri Daniel J. Theophilus,
c/o Hindustan Aircraft Employees' Association,
Hindustan Aircraft Post.
Bangalore.

Dear Sir,

We have received your letter No.66/1/58 dated May 1, 1958, purported to have been signed by you as Joint Secretary of HAEA, forwarding a copy of the resolution which is stated to have been adopted by a meeting reported to have been held on 30th April 1958.

We invite a reference to our communication No.R/66/1649/58 dated April 8, 1958, addressed to Shri.F.Louis, where in we pointed out that, in view of the Labour Commissioner's Letter No: T6-PR-131/58-59 dated April 8, 1958, the employees whose services have been terminated from HAL are deemed to have vacated their offices, and so we do not recognise any communication received from them, which was also notified to you vide our letter No: RL/5/988/58 dated April 25, 1958.

In regard to the out standing disputes of workmen, we have already negotiated with the five men Negotiation Committee constituted by the Ex-Committee of HAEA in its meeting dated 22nd March 1958, which was also authorised by the employees of HAL, have already signed the Memorandum of settlement.

Yours faithfully,

for HINDUSTAN AIRCRAFT (P) LTD.?

(TRUE COPY)

sd/

(G.Vasudeva Rao),

PERSONNEL MANAGER.

HINDUSTAN AIRCRAFT EMPLOYEES' ASSOCIATION; BANGALORE.

To

Com: S.A. Dange M.F.;

GENERAL SECRETARY,

A.I.T.U.C. NEW DELHI.

Dear Comrade,

On behalf of the workers of the Hindustan Aircraft (p) Ltd., I extend sincere thanks to AITUC for the whole hearted support given to us during our recent struggle of HAL workers. Please also convey our thanks to the Members of the Parliament (AITUC) for having raised our ~~various~~ issues from time to time in Parliament and urging the Government to do justice for HAL workers.

We regret, we could not post you much earlier with the recent developments. The statement of Sri.V.K.K.Menon while he ~~was~~ was here recently, which has appeared in press would give an impression that every thing has been settled at HAL. But true facts are otherwise. Sri.V.K.K.Menon's visit to Bangalore and his statement has not altered the situation much. We would like to give a gist of attempts made by the management prior to Defence Minister's coming to Bangalore to see that the real representatives of the workers are by-passed for the purpose of negotiation and to arrive at a settlement with the representatives in whom the workers have no confidence.

The General Secretary and the Second Vice President who have crossed over to the side of the management formed a negotiation committee excluding the other office bearers. The said Committee consists of 5 members - all of them being very much discredited among the employees from long time. Since this committee was constituted without the knowledge of the president and other Executive Committee Members who are with us ~~and there are also~~ ~~neutral~~, the President, Shri. F.Louis called for a General body Meeting and explained the whole position to the G.B. Members. While rejecting the negotiating body constituted by the General Secretary, The General body authorized the President to form a negotiating committee. The President in a subsequent General body Meeting wherein more than 6000 workers were present, announced that he has constituted a negotiating committee consisting of all the office bearers (including General Secretary and IInd Vice President) to negotiate with the Management.

The Management by this move of the union was put in a fix. However, in their attempts to bypass the genuine representatives of the workers, sought the clarification of the Labour Commissioner on the function of the two negotiating Committees, their status and also on the question whether employees who have been terminated from services could continue as office bearers. We had no information about all these until the ~~xxxxxxx~~ time ~~xxx~~ a letter was received from the Management, together with a copy of the Labour Commissioner's letter, informing us that they are not in a position to accept the committee constituted by the President since it contains terminated Employees who according to the Labour Commissioner should be deemed to have vacated their ~~xxxxxx~~ respective offices in the union. From that time the Management is treating the office-bearers who have been dismissed as Ex-Office bearers.

We informed the Management that the Labour Commissioner has no jurisdiction to interfere in the internal matters of the union or to interpret our constitution. We also

F.T.C.

met the labour Commissioner in person and protested to him about his action. ~~When~~ From the information we are having, it appears that the labour Commissioner was forced to give ~~his~~ interpretation due to Mysore Government's Pressure.

Protest meetings were conducted against the unca-lled fo-r and unjust intervention of the labour Commissioner and we were able to mobilise the workers. A writ petition also has been filed in the High Court Challenging the validity of the labour Commissioner's ruling to the effect that the employees who have been dismissed from services should be deemed to have vacated their offices in the union. It will be finally heard on 2nd June '58.

In spite of much pressure brought by us to accept the negotiating Committee constituted by the President, the Management announced that they would negotiate with the Committee constituted by the Secretary. Workers in thousands protested against this in writing and informed the Management that any agreement arrived at with that committee will not be binding on the workers. To defeat this move the Management adopted unfair labour practices. The General Manager called a meeting of all the workers inside the factory. No agenda had been specified in the notification. To the surprise of all, the General Manager informed the workers about the negotiating committee constituted by Mr. R. Viswanathan, the General Secretary, and asked the workers to vote either for or against in a so-called ballot paper. Majority of the workers protested against the procedure adopted by the General Manager and came out of the factory. Finding mass of workers coming out, gates were closed and workers were asked to go back to their departments and vote. In front of the ballot boxes department heads were standing. Through coercion they were managed to get a negligible number of workers (about 500) workers' vote. The unfair methods adopted by the General Manager was informed to all authorities. We have also collected signatures from all workers signifying that any agreement reached with that body is not binding on the workers. The Management continued their negotiation with the Committee constituted by the General Secy: and in a meeting of the workers arranged inside the factory the General Manager informed the workers about the settlement arrived at. The meeting was held two or three days prior to the Defence Ministers' arrival here. The workers who are particular about the reinstatement of the victimised employees voiced for the reinstatement first and there was complete pandemonium and the meeting ended abruptly.

After two days Shri. V.V. Prishna Menon arrived at Bangalore. Prior to meeting us, he held discussions with the members of the negotiating committee constituted by the General Secy. He had been informed that the interview has been granted to us ~~as~~ Ex-Office bearers of the union. During the course of the interview we clarified to him that our union has kept politics out. He was not prepared to discuss ~~with~~ the disputes pending and regarding our dismissals. He said that the cases of dismissals would be reviewed on individual applications addressed to the Chairman, Board of Directors. During discussions Mr. Pulla Reddy was also present. In the evening Mr. Menon addressed the workers and announced about the enhancement of P.T., reduction of transportation ~~charges~~ charges etc., as if he is making an open offer. He never mentioned about the agreement arrived at already between the negotiation committee and the Management. When workers did not receive the offer enthusiastically Mr. Menon even lost his temper. When workers shouted for reinstatement of dismissed employees Mr. Menon said that their

Contd.,

could be reviewed on individual applications and ^{Paid} ~~the~~ that no worker would be victimised for T.U. activities.

As regards Menon's statement we have passed a resolution both in the Executive Committee and in the General Body welcoming the offer and suggestions of Mr. Menon and urging the Management to arrive at a settlement with the real representatives of the workers.

Even on the evening of Shri. Krishna Menon's statement, 26 workers have been terminated and the total termination have gone up to 69 on the grounds of misconduct and service no longer required in the interest of the factory. (out of 69, 43 employees are victimised after Mr. Menon's visit.) The union's stand is, until and unless the Management negotiates with the negotiating committee constituted by the President, the issues pending before the Tribunal will not be withdrawn. The State Labour Minister Shri. Vaikunta Balika was also approached and was informed about the union's stand. He expressed his inability to interfere till the new General Manager takes ~~the~~ the Charge. Meanwhile the entire cabinet has resigned.

Apart from dismissals still many more employees are under suspension.

Before the Industrial Tribunal The Management as well as Mr. R. Viswanathan have filed a copy of the agreement arrived at and have requested to give an award in terms of the agreement. Though Messers. Daniel Theophilous, Joint Secy. and K.S. Krishna Murthy Asst. Secy. have been authorised by the workers to conduct the proceedings before the Tribunal, through a so-called resolution of the Executive Committee their representation has been questioned. The Tribunal after deciding the representation issue would then take up the issue of agreement filed. The judgement with regards to the representation is reserved. Since Daniel Theophilous, joint Secy, and K.S. Krishna Murthy, Asst. Secy, were hitherto conducting the proceedings it would be difficult for them to withdraw the disputes.

In spite of the hurdles being brought by the Management we have been able to function since Majority of the employees have stood with us. Employees are particular about the reinstatement of the dismissed employees and withdrawal of Police cases. All the Dismissed employees have sent their application for review. We have made it clear that we are prepared for a settlement while welcoming Mr. Menon's offer, provided the Management negotiates with us. The Management is standing on prestige and still continuing their efforts to bypass the Assn. and the real representatives of the workers. On the ground that the President and other Office bearers are dismissed employees, the Management has even refused to permit us to conduct the General Body meetings in the usual place.

The issue of 69 dismissed employees* is not one of the pending disputes before the Tribunal because 23 of them had been terminated after Hunger-strike and others after Krishna Menon's visit. The issues pending before the Tribunal are D.A. and House rent allowance. But the 23 dismissed employees have filed an application under section 33-A of the Industrial Disputes Act, and others are going to file the same within few days. The Management have also filed an application under section 33 (2) (b) for approval of their action.

Contd.,

In the back ground of the Management's continued efforts to bypass the union and the real representatives and more ~~disputes~~ dismissals, it is difficult to withdraw the disputes from the Tribunal. We are agitating to bring pressure on the Management to ~~prop~~^{draw up} a settlement with us to solve the issues. We trust the above would give you a picture of the present position in F.A.I. We appeal to you for your continued support to our struggle.

With greetings.

Bangalore,
13th May, 1958.

Encl : 3.

Yours Comradely,

A. Louis

F. Louis.

P R R SI DENT

July 16, 1958

The Treasurer,
Hindustan Aircraft Employees' Association,
Hindustan Aircraft P.O.,
Bangalore.

Dear Comrade,

We acknowledge with thanks
receipt of your remittance of Rs.101/-
in aid of the Jamshedpur workers.

We are sure the Jamshedpur workers
would certainly feel more enthused
to fight the Governmental and employers'
offensive, with the fraternal support
from their brethren in the rest of
the country.

Please convey our thanks to the
members of your Union for this fraternal
aid. Our receipt for the amount is
enclosed.

With greetings,

Yours fraternally,

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

Encl:

JOINT COUNCIL OF MANAGEMENT
HINDUSTAN MACHINE TOOLS (PRIVATE) LTD.,
Jalahalli P.O., Bangalore.

ELECTION OF OFFICE BEARERS

The Joint Council of Management of HMT(P) L., held its first meeting on Monday 22nd September 1958. The following were elected as office bearers of the Council.

Chairman	- Shri S.M.Patil
Vice-Chairman	- Shri M.S.Krishnan
Joint Secretaries	- 1) Shri A.B.Bhattacharjee 2) Shri P.C.Mahajan

P. C. Mahajan
(P.C.Mahajan)
Joint Secretary.
26.8.1958

AN AGREEMENT MADE this Twelfth day of September One thousand nine hundred and fifty eight between HINDUSTAN MACHINE TOOLS (PRIVATE) LTD., a Company incorporated under the Indian Companies Act, 1913, having its Registered Office at Jalahalli, Bangalore (hereinafter called the 'Company' which expression where the context so admits shall include its successors and assigns) of the one part and HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION (Registered No.120) duly registered under the Indian Trade Unions Act 1926, having its Registered Office at 41 A, HMT Colony, Jalahalli P.O., Bangalore (hereinafter called the 'Association' which expression where the context so admits shall include its successors and assigns of the other part.

WHEREAS the Company and the Association appreciate that an increasing measure of association of the employees of the Company with the management of the Company's work is desirable and would help in promoting:

- (a) increased productivity of the Company for the general benefit of the Company, the employees and the country in general,
- (b) imparting to the employees of the Company a better understanding of their role and importance in the working of the Company and in the process of production,
- (c) the satisfaction of the urge of the employees for self-expression,

It Is Hereby Agreed to between the parties hereto as follows:

(1) There shall be a Joint Council (hereinafter called the Council) which expression shall be constituted in accordance with the provisions contained in Appendix 'A' to this Agreement. The Council shall consist of ten members, five being representatives of the Company and five of the employees for the time being.

(2) The Council shall endeavour:

- (a) to improve the working and living conditions of the employees,
- (b) to improve the productivity of the Company,
- (c) to encourage suggestions from the employees,
- (d) to assist in the administration of labour laws, rules, standing orders and agreements as between the Company and the employees,
- (e) to create in the minds of the employees a live sense of participation in management, and
- (f) to serve generally as an authentic channel of communication between the Company and the employees.

(3) The Council shall be consulted by the Company on matters relating to:

- (a) the general administration of standing orders of the Company and amendments thereto whenever required,

(Cont...)

- (b) the introduction of new methods of production and manufacture involving re-deployment of men and machinery,
- (c) closure, reduction in or cessation of Company's operations.

(4) The Council shall also have the right to receive information, discuss and offer suggestions relating to:

- (a) general economic situation of the Company,
- (b) the state of the market, production and sales programmes of the Company's products,
- (c) organisation and general running of the Company,
- (d) circumstances affecting the economic position of the Company,
- (e) manufacturing methods and working processes of the Company,
- (f) the annual balance sheet, profit and loss account and connected documents of the Company and explanations thereto,
- (g) long term plans for expansion, re-deployment of men and machinery and other matters of like nature, and
- (h) such other matters as may be agreed upon.

(5) The Council shall be entrusted with responsibility in respect of matters relating to:

- (a) administration of welfare measures,
- (b) supervision of safety measures,
- (c) operation of vocational training and apprenticeship schemes,
- (d) preparation of schedules of working hours, breaks during working hours and of holidays,
- (e) payment of rewards by the Company for valuable suggestions received from the employees, and
- (f) any other matter as may be agreed upon.

(6) The working of the Council shall as far as possible be in consonance with the recommendations of the Seminar on Labour Management Co-operation, organised by the Ministry of Labour, Government of India and held at New Delhi on the 31st January and 1st February 1958, more particularly stated in Appendix 'B' to these presents.

(7) The arrangements in Clauses 2, 3, 4 and 5 above, will be on an experimental basis for a period of two years in the first instance and shall be amended or modified from time to time, if necessary, in the light of the experience of the parties to these presents.

(8) The agreement shall come into operation the day and the year first above written. It shall continue for a period of two years and shall be renewed for such further term as may be mutually agreed upon between the parties hereto.

(9) Notwithstanding anything herein contained, either party to this agreement may terminate this agreement giving to the other three months' notice in writing.

(Cont...)

(10) In case of any inconsistency among the provisions of this Agreement, Appendix 'A' and Appendix 'B' attached hereto, the provisions of this Agreement shall prevail over Appendix 'A' and 'B' and Appendix 'A' shall prevail over Appendix 'B'.

(11) All matters relating to wages, bonus, etc., which are subjects for collective bargaining shall be excluded from the scope of the Council. Individual grievances shall also be excluded from its scope. In short, creation of new rights as between employers and workers shall be outside the scope of the Council.

IN WITNESS WHEREOF the parties hereto have affixed their hands on the day and the year first above written.

Signed by Sd/-(M.K.Mathulla)
Managing Director

for and on behalf of the
Hindustan Machine Tools (Private)Ltd.,
in the presence of:

1. Sd/- (S.M. Patil)
2. Sd/- (Dr.K.P.Fillai)

Signed by Sd/- (M.S. Krishnan)
President

for and on behalf of the
Hindustan Machine Tools Employees' Association,
in the presence of

1. Sd/- (A.B. Bhattacharjee)
2. Sd/- (George Jacob)

hg/-

APPENDIX 'A'

CONSTITUTION OF THE JOINT COUNCIL OF THE HINDUSTAN
MACHINE TOOLS (PRIVATE) LTD. AND HINDUSTAN MACHINE
TOOLS EMPLOYEES' ASSOCIATION

- NAME I. The aforesaid Council shall be known as the 'Joint Council' or in short 'Council'.
- NUMBER OF MEMBERS II. The Council shall consist of ten members, five being representatives of the Company and five of the employees for the time being.
- CHOICE OF MEMBERS III. The representatives of the Company shall be nominated by the Managing Director. The representatives of the employees shall be nominated by the Hindustan Machine Tools Employees' Association from among its members not more than two of whom may be non-employees.
- OFFICERS OF THE COUNCIL IV. (i) The Council shall have as its Office bearers a Chairman, a Vice-Chairman and two Joint Secretaries.
- (ii) The Chairman and the Vice-Chairman shall be selected by the Council from amongst the members. If the Chairman is selected from the representatives of the Company, the Vice-Chairman shall be from the employees' representatives and vice versa.
- (iii) The Joint Secretaries, one each from among the representatives of the Company and the employees shall be elected by the members of the Council.
- TERM OF OFFICE V. (i) The term of Office of the Chairman and Vice Chairman shall be one year and that of the Council, other than a member to fill a casual vacancy shall be two years. If for one term the Chairman is selected from the Company's side the Vice-Chairman shall be from the employees side and for the next term it shall be vice versa.
- (ii) The members nominated to fill a casual vacancy shall hold office for the unexpired period of his predecessor.
- VACANCY IN THE COUNCIL VI. Vacancies in the Council shall arise:
- (i) In the event of the representative of the Company ceasing to be an employee of the Company,
- (ii) In the event of the representative of the employees ceasing to be a member of the Association and/or ceasing to be an employee of the Company.
- (iii) Absence without permission of any member from three consecutive Ordinary Meetings of the Council.
- (iv) The seat declared vacant under Sub-clauses (i), (ii) and (iii) shall be filled up as per Article III.
- (v) During the period of suspension as a measure of punishment and not pending-enquiry of a member under the Standing Orders and Rules of the Company or bye laws of the Association, the member will be temporarily disqualified from membership of the Council.

(Cont...)

POWER TO
CO-OPT

VII. The Council shall have the right to co-opt in a consultative capacity persons having a particular or special knowledge of the matter under discussion. Such co-opted members shall not be entitled to vote and shall be present at the meetings only for the period, during which a particular question is before the Council.

MEETINGS OF
THE COUNCIL

- VIII. (a) The Council may meet as often as necessary but shall meet at least once a month.
- (b) The Chairman and the Vice-Chairman shall be jointly responsible for the preparation of the agenda and its circulation among the members.
- (c) Notice of the meeting together with the agenda as approved by the Chairman and Vice-Chairman jointly will be circulated among the members at least seven days before the date of the meeting. The Chairman may convene emergent meetings giving 24 hours notice to the members.
- (d) No business other than that put in the agenda shall be introduced at the meeting without the prior consent of the Council.
- (e) At every meeting of the Council, the Chairman if present, or in his absence the Vice-Chairman and ⁱⁿ the absence of both, such member as the members present may elect, will preside as Chairman.

QUORUM

IX. Four members of the Council, two being representatives of the Company and two of the employees shall form the quorum.

DECISIONS OF
THE COUNCIL

X. The decisions of the Council shall be always unanimous and shall be implemented in the manner provided in Para XI B(2) of Appendix 'B'.

SUB-COMMITTEES

XI. The Council shall have powers to appoint Standing Sub-Committees and Ad hoc Sub-Committees for dealing with any item or subject (falling within the scope of the Council) as provided in para IV of Appendix 'B'.

MINUTES OF THE
MEETINGS

XII. The minutes of the meeting shall be signed by the Chairman of the meeting. Copies of such minutes shall be sent to the Managing Director of the Company and the President of the Association as also to the members of the Council and shall be treated as strictly confidential unless otherwise decided by the Council.

FACILITIES FOR
MEETINGS

XIII. The Company shall provide accommodation and facilities for holding the meetings of the Council. The members of the Council and its Sub-Committees shall be given permission to attend the meetings during working hours, and they shall be treated as 'on duty'. The Company shall provide the Council and its Sub-Committees with secretarial assistance.

(Contd...)

BYE LAWS AND
AMENDMENTS

XIV. The Council shall frame Bye Laws and amend the rules and the Clauses of the Constitution in consonance with the objectives set before the Council.

Conclusions/recommendations of the Seminar on Labour Management Co-operation held at New Delhi on the 31st January and 1st February, 1958.

The seminar considered the various problems concerning the Constitution, functions and administration of Joint Councils and its conclusion/recommendations on the various items were as follows:-

I. Size of the Joint Council.

(1) The Joint Councils to be effective and manageable should consist of equal number of representatives of management and employees, not exceeding twelve in all. In the case of smaller undertakings, however, the membership should not be less than six.

(2) The quorum should be four, two on each side.

(3) Decisions should be taken unanimously.

II. Representation to different departments, etc.

(1) As one of the essential criteria for the formation of Joint Councils is that the undertaking should have a well established and strong trade union functioning, the rule should be -

(a) where there is a representative union registered under a statute, that representative union should nominate the employees' representatives on the Council;

(b) Where there is no law for the registration of unions as representative unions, but there is only one union well established, that union should nominate the employees' representatives on the Council;

(c) where there are more than one well established and effective unions, the Joint Councils should be formed when the unions among themselves agree as to the manner in which representation should be given to the employees.

(2) There should be no bar to the members of the supervisory and technical staff being nominated as employees' representatives on the Council.

(3) Employees' representatives should be employees themselves; but, if the trade union so feels, it can appoint non-employee members to the extent of not more than 25% of its quota. If the employers have no objection, the number of non-employee members may be raised to 2.

(4) The Joint Council should be set up at the unit level. where there are a number of departments in an undertaking, having separate identity of their own, the Joint Council may set up subsidiary Departmental Joint Committees to deal with the problems at the departmental level and also to secure proper and effective functioning of the Joint Council itself. Where there is a number of units under the same management in the same area having separate Joint Councils of their own, a Central Joint Council might also be established for the group of undertakings.

(5) The Ministry of Labour might request the Ministry of Finance to agree to the formation of Joint Councils in the Life Insurance Corporation of India; for this purpose, a Zone may be treated as a unit.

(6) The Ministry of Labour might request the Ministry of Communications to include not only the Posts & Telegraphs Workshops (as recommended by the Sub-Committee on Worker Participation in Management and Discipline in Industry), but also other units functioning under the P&T Department.

III. Office bearers of the Joint Council.

(1) The question of procedure for appointing a chairman and a vice-chairman should be left to the Council itself.

(2) In case the Joint Council fails to come to an agreement on the above, the offices of Chairmanship and Vice-chairmanship should be made rotating. Again, if for one term the Chairman is selected from the employers' side, the Vice-Chairman should be from the employees' side and vice-versa.

(3) The term of office of a Chairman and a Vice-Chairman shall be one year and that of the Council shall be two years.

(4) There may be two Joint Secretaries, one from the employees' side and the other from the employers' side, both having equal status. They may be elected by the members of the Council from among themselves.

(5) The employers should provide such secretariat and other assistance as may be necessary for the smooth and efficient functioning of the Joint Councils. If the employees' representatives agree, the Labour Welfare Officer of the Unit may be associated with the Joint Council for purposes of secretariat work, e.g., circulation of minutes, notes, etc.

IV. Constitution of Sub-Committee.

(1) It is desirable to appoint Sub-Committees.

(2) For welfare activities, etc., a standing Sub-Committee may be appointed.

- (3) For other specific points, Ad-hoc Sub-Committees may be formed.
- (4) These Sub-Committees shall submit their reports to the Joint Council.
- (5) There should be a parity of employer-employee representation on the Standing Sub-Committees. On the Ad-hoc Sub-Committees, however, parity need not be insisted upon.
- (6) The Sub-Committees might also include in their membership, persons other than members of the Joint Council.
- (7) The Sub-Committees shall be working under the general supervision and guidance of the Joint Council. Reports made by the Sub-Committees will be considered by the Joint Council which will take the ultimate decision.
- (8) The agenda for the Joint Council meetings should be prepared and circulated in good time, so as to give sufficient publicity to it amongst the employees and invite points for discussion from them. The preparation of the agenda should be the Primary responsibility of the Chairman who might make such arrangements as may be necessary for this purpose.

V. Schedule for the meetings of the Joint Council.

The periodicity of the meetings of the Council is essentially a matter to be decided by agreement by the Council itself. The Council should, however, meet at least once a month.

VI. Minimum qualifications pertaining to education, etc.

No qualifications should be laid down for membership of the Council. The parties are expected to nominate persons who have sufficient knowledge and understanding and who are in a position to deliver the goods.

VII. Liaison between the Joint Councils and the Ministry of Labour & Employment.

The Government of India should make a definite arrangement for liaison between the Joint Councils and the Ministry of Labour & Employment by designating a separate cell for the purpose and give it all facility. Adequate arrangements should also be made to associate State Govts. with the working of the Joint Councils in their respective areas.

VIII. Guidance from Panel of Experts.

Having regard to the fact that the experiment is initiated at a few places in the initial stage, and All-India panel be appointed composed of persons (a) who are nominated by organisations of employers and employees, (b) whom the organisations consider suitable for guiding Joint Councils (c) who are willing to undertake this responsibility. The advice of the experts shall not be binding on the Joint Councils.

IX. Training programmes in units experimenting with Worker Participation in Management.

The representatives of both management and workers on the Joint Councils should continuously keep in mind their joint responsibilities and rights. Towards this end, it should be necessary to ensure that they acquire the requisite attitude and background. Education of a general nature, especially in the issues relating to the satisfactory working of an enterprise must be imparted. A programme for such education should be carried on through different agencies. The representatives of management should be persuaded to actively participate in professional management associations. The Trade Unions may undertake the education of the workers. The workers' education scheme which is to be launched shortly by the Government of India must devote special attention to this aspect of labour-management relations. The Joint Councils at the unit level should also consider the possibility of organising the Joint education of all the members of the council.

X. Dissemination of Information to Workers.

The Joint Council should have the right to receive information on the various subjects outlined under Clause 6 of the Model Agreement. All arrangements should be made for documentation and dissemination of information to members of the Joint Councils as early as practicable. The Technical details in this connection should be worked out. On certain specific matters, information should be given every quarter. The right to receive information also includes the right of discussion. The undertaking having a Joint Council shall also establish a library and a reading room.

XI. Informal Meetings:

All efforts should be made to increase informal contacts between the members of the Joint council and top officials of both sides, namely, management and the trade union.

The Seminar also discussed other related issues. The conclusions thereon were as follows:-

A. Joint Councils and Works Committees:

(1) Since Joint Councils are working at the policy level, they can function separately without encroaching upon the functions of the Works Committees.

(2) Where Works Committees are already working in units where Joint Councils are to be set up the Works Committees shall continue.

B. Responsibilities of the Council:

(1) The Joint Council shall exercise supervisory, advisory and administrative functions on matters concerning safety, welfare, etc., as have been indicated in the Model Agreement though the ultimate responsibility shall rest with the management.

(2) The unanimous decisions of the Council should be implemented without any delay. If they are not implemented in time, reasons should be given for the delay.

(Cont....)

Draft Model Agreement
regarding
Establishment of Councils of Management.

Agreement between

.....(Name of employer).....

and

.....(Name/Names of Trade Union/Unions).....

1. The Company and the Union appreciate that an increasing measure of association of employees with the management of its work would be desirable and would help (a) in promoting increased productivity for the general benefit of the enterprise, the employees and the country, (b) in giving employees a better understanding of their role and importance in the working of the industry and in the process of production, and (c) in satisfying the urge for selfexpression.

2. It is, therefore, agreed that a Council/Councils of Management consisting of representatives of the Management and of the employees be set up.

3. The constitution of this council/these councils and the procedure to be followed by it/them would be set out in the Annexure.

4. It would be the endeavour of the Council/Councils to improve the working and living conditions of the employees, (ii) to improve productivity, (iii) to encourage suggestions from the employees, (iv) to assist in the administration of laws and agreements (v) to serve generally as an authentic channel of communication between the Management and the employees and (vi) to create in the employees a live sense of participation.

5. The Council/Councils would be consulted by the management on matters like:-

- i) general administration of Standing Orders and their amendment, when needed;
- ii) introduction of new methods of production and manufacture involving re-deployment of men and machinery;
- iii) closure, reduction in or cessation of operations;

6. The Council/Councils would also have the right to receive information, discuss and give suggestions;

- i) general economic situation of the concern;
- ii) the state of the market, production and sales programmes;
- iii) organisation and general running of the undertaking;
- iv) circumstances affecting the economic position of the undertaking;

.....2/-

- v) methods of manufacture and work;
- vi) the annual balance sheet and profit and loss statement and connected documents and explanation;
- vii) long term plans for expansion, re-deployment etc., and
- viii) such other matters as may be agreed to.

7. The Council/Councils would be entrusted with responsibility in respect of:

- i) administration of welfare measures;
- ii) supervision of safety measures;
- iii) operation of vocational training and apprenticeship schemes;
- iv) preparation of schedules of working hours and breaks and of holidays.
- v) payment of rewards for valuable suggestions received from the employees;
- vi) any other matter as may be agreed to by the Joint Council.

8. All matters, e.g. wages, bonus etc. which are subjects for collective bargaining are excluded from the scope of the Council/Councils. Individual grievances are also excluded from its/their scope. In short, creation of new rights as between employers and workers should be outside the jurisdiction of the Management Council.

266-A

October 16, 1958

Shri A.B.Bhattacharjee,
Joint Secretary,
Joint Council of Management,
Hindustan Machine Tools (Private) Ltd.,
Jalahalli P.O., Bangalore.

Dear Friend,

We are glad to receive information on the progress you are making in functioning the Joint Council of Management in the HMT. The entire TU movement is watching your experiment with interest. We shall therefore be thankful if you will keep us informed on the important decisions and other aspects of the Joint Council's work, at your convenience, from time to time.

With greetings,

Yours sincerely,

Mare
16/10
(K.G.Sriwastava)
Secretary

Hindustan Machine Tools Employees' Association

(Reg No. 120)

President: M. S. KRISHNAN

Secretary: A. B. BHATTACHARJEE

1623, First Floor, II Main Road,

MALLESWARAM

BANGALORE - 3

Ref. 1/TU/e.

Date 24th Oct. 1958

To

Com. K.G. Srinivastava,
Secretary,
All-India Trade Union Congress,
1, Ashok Road,
NEW DELHI.

266-A
29 OCT 1958

Dear Comrade,

I am in receipt of your letter dated 16th October 1958, thank you very much for the same.

I am enclosing herewith "Agenda" of the ^{Joint} Council of management for the meeting, which will be held on 20th instant, this is for your information.

With greetings,

Yours fraternally,

(Handwritten signature)
24/10

(A. B. Bhattacharjee)
SECRETARY.

File
1.1.1

Enc: copy of agenda.

Notice.

A meeting of the Joint Council will be held at 3 P.M. on Thursday the 30th October, 1958, at the Board Room(HMT). Members of the Council are requested to attend.

AGENDA.

1. Confirmation of minutes of the Meeting held on 30th September, 1958.
2. Consideration of reports of the standing sub-committees.

Note:- In accordance with the clause 5 of the "agreement" five standing sub-Committees have been constituted at the Meeting of the Council held on 30th September to deal with various subjects such as Canteen, Medical, Transport, Township, Safety Measures, suggestion Schemes, Vocational and Apprenticeship schemes, Schedule of working Hours, Sports and Recreation, ~~and~~ Social and Cultural Activities, Breaks and Holidays, Educational Library and Reading Rooms. Respective standing Sub-Committees will submit reports to the Council on various subjects.

3. Revision of Schedules of working hours.

Note: As per the clause 5 (d) of the "agreement" the Council is responsible to prepare the Schedule of working hours etc., Discussion on the subject is necessary to explore the possibilities of changing of schedules of working hours, particularly for Administration staff, if possible.

4. Administration of Standing Orders:

Note:- In accordance with clause 2(d) and 3(d) of the "agreement" the Council shall endeavour and discuss the Administration and offer suggestions to the operation of standing Orders which deal with conditions of service of the employees viz; Recruitments, Discharge, Disciplinary Action, Holidays, Leave, etc., standing Orders have yet to be finalised in HMT.

5. Workers Education.

Note: Joint participation could be effective only if employees are educated on the various aspects of the Agreement, on Trade Unionism etc. The Government of India has instituted a workers Education Scheme. How best to make use of this scheme or whether the Joint Council should have its own scheme is to be considered.

6. To Decrease incident of breakdown of machinery.

Note: Careful handling, maintaining of very valuable plant and machinery in the shops is an extremely essential prerequisite for the full and efficient output. Of recently loss of hours due to machines under repair is on the increase due to various reasons. Preventive actions taken by the Management in this respect will be explained and any suggestions are welcome. Most important factor however is the co-operation of the operators who should look after their machines and any suggestions in this respect will be welcome.

7. Fixing of holidays for the year 1959.

Note: As per clause 5(d) of the "agreement" the Council is responsible to decide about the distribution of 12 festival holidays.

8. Implementation Report.

Sd/-M.S.Krishnan,
Vice-Chairman.

Sd/-S.M.Patil
Chairman.

Abhaya
Jt. Secy

24 NOV 1958

Reception Committee

CENTRAL INDUSTRIES EMPLOYEES CONFERENCE

C/o I. T. I. Employees Union
DURAVANI NAGAR
BANGALORE

Ref. No.

Date 19th Nov. 1958.

The Editor
Trade Union Record.

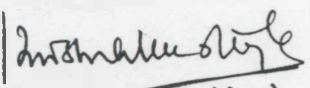
New Delhi

Dear Sir,

The deliberations of the Central Industries Employees Conference held at Bangalore on November 15th and 16th are enclosed herewith for publication in your esteemed paper.

Thanking you,

Yours faithfully,


(K.S. Krishna Murthy),
Convener.

CENTRAL INDUSTRIES EMPLOYEES CONFERENCE.

FOR FAVOUR OF PUBLICATION:

20000 Employees of Central Government Industries
rallied under one Banner.

The Employees of the four Central Government Industries situated at Bangalore viz., Hindustan Aircraft (P) Ltd., Indian Telephone Industries (P) Ltd., Hindustan Machine Tools (P) Ltd., and Bharat Electronics (P) Ltd., had met on 15th and 16th November 1958 ^{and} formed a federation known as "Central Industries Employees Federation."

A conference of similar nature was held in the year 1956 and though a decision was taken to form a federation comprising of the employees of these four Government of India undertakings, due to various practical difficulties the Federation could not be set up earlier.

The Central Government which is actually administering these industries have all along neglected towards the welfare of the employees of these undertakings. While the Central Government undertakings situated elsewhere for example Singhri Fertilisers, Chittaranjan Loco Motives etc., are being given Central Government D.A. rates, ^{the} same is being denied to the employees of these industries. Even in respect of wage structure, service conditions and other facilities there is wide disparity between the central government industries situated at Bangalore and other Central Government undertakings elsewhere in the country. On the one hand the privileges of the Central Government employees are being denied to the employees of these 4 Central Government undertakings and ^{on the} the other ^{side} ^{of Private Industrial Undertakings} ~~are~~ ^{are also} being denied. When the employees of these industries demanded ~~for~~ profit sharing bonus the central Government on the plea that these are Central Government ~~industries~~ ^{denying} industries are ~~denied~~ profit sharing bonus. Even

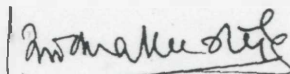
among the 4 industries there is not uniformity in respect of leave facilities and service conditions and other previlages. So with the main object of urging Government of India to treat these employees of par with the Central Government employees moved to form the Federation was initiated. Apart from this the Central Government even to enhance the small increase in D.A. and to reduce transportation allowance etc., took more than 3 years and that too after only HAL employees launched a bitter struggle. Unfortunately the Central Government in their anxiety to put down the movement and to deny the workers their legitimate demand used repressive measures by banning meetings, arresting trade Union Leaders and even resorting to lathi charge and Police firing. During the struggle one of the HAL employees Com. Pandyan Achari fell a victim to the Police firing. But in the end on account of the unity of the employees of these four undertakings the government has to come down and ^{concede} ~~conceded~~ the demands of not only HAL workers ^{but} ~~at~~ even ^{the} ~~demands~~ of ^{the employees of} ~~other 3 factories~~. After the struggle of the HAL employees there was an urge among the employees to form a federation comprising of the employees of all the Central Government undertakings.

The preparations for the conference was made by ^a Reception Committee consisting of the Executive Committee members of Hindustan Aircraft Employees Association, Indian Telephone Industries Employees Union, Hindustan Machine Tools Employees Association and Bharat Electronics Employees Union. The conference was held on 15th & 16th November at Bangalore. The conference was inagurated at Town Hall on the evening of November 15th by Com. P.Rama Murthy, Vice President of ^{A.I.T.U.C and} ~~A.A.T.U.C~~ the inaguration session was ^{pre} ~~pre~~ sided over by Com. B.S.Mahdev Singh President of Hyderabad State Unit of Hindu Mazdoor Sabha. Though ^{INTUC,} ~~INTUC,~~ UTUC had assured to send their representatives, due to practical difficulties their representatives were not able ^{to} ~~to~~ attend the conference. ~~Although~~ Com. P.Rama Murthy and Mahadev

Singh while assuring their support to the ^{Struggle of the} Employees of Central Government ^{Industries} to better their living standard appealed to the employees to unite under one banner forgetting all the differences.

The delegate session in which 264 delegates representing Hindustan Aircraft Employees Association, Indian Telephone Industries Employees Union, Hindustan Machine Tools Employees Association and Bharat Electronics Employees Union was held on 16th ^{MN} morning from 9 a.m. to 4 p.m. After lengthy discussions resolutions forming Federation was unanimously passed. This Conference of the Central industries employees taking into consideration the similarity of the problems confronting the employees of the four centrally controlled Industries, H.A.I., I.T.I., H.M.T., B.E.L., and the necessity to unite all these employees under one banner, for the defence of the interests of the workers and for the development of these industries of National Importance, resolves to form a federation of all the employees employed in the four Central Government of India undertakings, Hindustan Aircraft (P) Ltd., Indian Telephone Industries (P) Ltd., Hindustan Machine Tools (P) Ltd., and Bharat Electronics (P) Ltd., known as Central Industries Employees Federation (C.I.E.F.)^{on problems}. Resolutions/concerning employees ~~was~~ also passed (Resolution copy enclosed herewith) 51 members to the General Council, 12 members to the Executive Committee and 7 Office bearers were elected to the Central Industries Employees Federation, from the delegates representing 4 trade unions i.e, Hindustan Aircraft Employees Association, Indian Telephone Industries Employees Union, Hindustan Machine Tools Employees Association and Bharat Electronics Employees Union. In the evening there was a demonstration of the employees from all these Factories and there was a mammoth public meeting which was addressed by Com. Mahadev Singh on behalf of H.M.S. Com. S.Suryanarayana Rao (K.P.T.U.C), K.Kannan

President of I.T.I. Employees Union and a leading ~~member~~ member of Local Branch of H.M.S., M.S.Krishnan, President of Hindustan Machine Tools Employees Association and Bharat Electronics Employees Union and other T.U. leaders. All the speakers emphasised the necessity to work unitedly above party politics. The discriminatory policies of the Central Government towards employees of these industries ~~was~~ ^{were} strongly criticised. The resolutions passed during the delegates session were endorsed in the meeting and the newly elected Office bearers and ~~Executive members~~ to the Central Industries Employees Federation were introduced to the ~~mass~~ ^{mass} of workers. (List of office bearers and Executive Committee members enclosed herewith)


(K.S. Krishna Murthy)
Convenor.

RESOLUTIONS ADOPTED.

No. 1: ON MARTYRS:

This Conference of the Central Industries Employees pays its homage to those who have laid down their lives for the cause of the Working Class. It pays its homage to Com. Pandyan Achari, that noble son of the Working Class who laid down his life during the struggle of the Employees of Hindustan Aircraft. This Conference pledges to untiringly work for the cause for which Com. Pandyan Achari and such others have fought for and died.

NO.2: On Formation of Central Industries Employees Federation:

This Conference of the Central industries employees taking into consideration the similarity of the problems confronting the employees of the Four Centrally controlled Industries, H.A.L., I.T.I., H.M.T., B.E.L., and the necessity to unite all these employees under one banner, for the defence of the interests of the workers and for the development of these Industries of National Importance, resolves to form a federation of all the employees employed in the four Central Government of India undertakings, Hindustan Aircraft (P) Ltd., Indian Telephone Industries Ltd., Hindustan Machine Tools (P) Ltd., and Bharat Electronics (P) Ltd., known as Central Industries Employees Federation (C.I.E.F.).

This Conference also declares that it is its desire to unite with the employees of the Central Government industries located all over the country in the most effective manner possible and authorises the Executive Committee of the newly formed C.I.E.F. to take necessary steps in this direction.

No. 3: On Central Industries Employees Federation Flag:

This conference resolves that the Flag of the federation (C.I.E.F.) shall be of Red cloth in the ratio of 3:2 with the inscription of "C.I.E.F." in the middle of the flag.

No. 5: On Labour Policy of the Government:

This Conference views with apprehension the labour policy of both the State and Central Governments. While it is being preached that labour must get its due share in order to play its effective role in the implementation of the Plan, in practice a policy which defeats the very principles is being implemented. In the matter of recognition of Trade Unions which is a very vital issue, for the working class, though at the Tripartite conference the principle of recognition has been accepted, many Trade unions with genuine support are yet to be recognised. The Workers have been forced to wage further struggles as was recently witnessed in Jamshedpur. In the matter of expeditiously settling disputes either in the public or private sector, the Government has been adopting a policy of enormous delay leading to great bitterness among the employees and frequent frictions between the Management and workers. Similarly on an important issue like recognising the special role of the employees in public Sector industries and improving their standard of living the Government is pursuing a negative policy. The employees of Public Sector industries neither enjoy the benefits of the Central Govern-

ment employees nor that of the workers in private sector. The Government speaks of these employees in a manner as to suit their convenience and is discriminating against the Central Government employees. The policy of the State Government is worse still. In all the above matters as well as on the question of establishing minimum wage committees or wage boards etc., the Mysore State Government is following a reactionary policy. More than all it has been the experience of the Trade Union Movement that the Police is always used to support the employers and suppress the just struggle of the workers. This conference warns that such a policy of the Government will not create the necessary enthusiasm among the working class to fulfill the targets and implement the plan. On the other hand it will lead to industrial unrest frictions and clashes thus hampering the progress of the industries. This conference urges upon the Government to change its policy towards the working class in general and the employees of public sector industries in particular and see that

- 1) The Trade Unions which command the confidence of the majority are recognised.
- 2) Uniform conditions of leave, wages, D.A.etc., are brought about in all these public sector industries on par with the Central Government employees.
- 3) Create a machinery to solve expeditiously the problems of employees.

This conference appeals to the employees of the Central Industries to unitedly carry on a campaign for the reversal of the Labour Policy of the Government.

No. 5: On appointment of Wage Board:

This Conference notes that the present wage structure existing at H.A.L., I.T.I., H.M.T., B.E.L., is not commensurate with the skill involved in the trade of the Industry and also not conforming to the principles and concept of minimum and Fair Wage, as enunciated by the fifteenth and sixteenth Tripartite conferences. It further notes that the present wage structure is having many anomalies.

This conference views that the existing wage structure is not only affecting the employees adversely but also hampering the Industry as well.

This Conference Resolves that, in order to have a sound wage structure, to urge upon the Government of India to constitute "Wage Board" with the representatives of labour to go into the question of wage structure in these four Industries and to evaluate a proper and sound wage structure.

No. 6: On Victimisation of Employees for Trade Union Activities:

This Conference notes that out of the 70 HAL employees unjustly dismissed from service during the recent struggle of HAL employees for achieving their legitimate demands four employees have yet to be taken back to work. This conference finds no justification on the part of the Management in not

taking back these employees when they have taken back others who had been chargesheeted with similar charges. While this conference is happy that most of the dismissed employees have been taken back, it is of the opinion that keeping out the remaining four will not lend to the necessary atmosphere and cordial relationship which is so necessary for the increased production and development of the Aircraft Industry. This conference requests the HAL management to reinstate the four employees.

No.7 : On compensation to the family of Com. Pandyan Achari.

This conference resolves to request the Government of Mysore to pay suitable compensation to the bereaved family of Com. Pandyan Achari who fell a victim to the Police firing, which was uncalled for, during the course of peaceful HAL workers struggle for redressal of their legitimate grievances.

Sd/- A.N. Singh
Sd/- K.S. Krishna Murthy
CONVENORS.

CENTRAL INDUSTRIES EMPLOYEES CONFERENCE.

November 15-16th, 1958

Office bearers and Executive Committee members
elected to the Central Industries Employees Federation.

PRESIDENT : F. LOUIS
VICE-PRESIDENT: M.S.KRISHNAN
P.R.P.THEVAR
GENERAL SECRETARY: K.S.KRISHNA MURTHY
ASST. SECRETARIES: A.N.SINGH
G.Narayanappa.
TREASURER: S.K.BANERJEE.

COMMITTEE MEMBERS:

- 1) P.N.Jayaraman
- 2) Daniel J.Theophilus
- 3) P.Raman.
- 4) K.R.K.Menon.
- 5) G.Narasimhalu
- 6) H.D.Ghosh
- 7) W.A.Brown
- 8) K.P.Balakrishnan
- 9) K.M.Muniyappa
- 10) T.A.Rama Murthy
- 11) K.S.Archanari
- 12) S.Damodaran.

Sd/- A.N.Singh
sd/- K.S.Krishna Murthy
CONVENORS.

12 91 DEC 1958
Central Industries Employees' Federation

C/o Hindustan Aircraft Employees' Association

H.A.L. P.O.
BANGALORE.

Ref. No. 2/28/58.

Dated 3rd December '58

The General Secretary,
All India Trade Union Congress.,
No.4, Ashoka Road,
New Delhi.

Dear Comrade,

From the news item published in INDIAN EXPRESS' dated 30-11-'58, we observe that a conference of representatives of Managements and Labour in Public Sector Undertakings is to be held at Delhi early in December to review the Industrial Relations obtaining in these Undertakings. We enclose herewith a copy of the News Item.

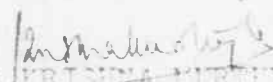
Central Industries Employees Federation was recently formed comprising of the Employees of Government of India Undertakings situated at Bangalore Viz. Hindustan Aircraft(P) Ltd., Indian Telephone Industries, Hindustan Machine Tools(P) Ltd., and Bharat Electronics(P) Ltd., in a conference specially convened for this purpose. We have in detail written to you in the last week of November about the Central Industries Employees Conference held on 15th and 16th Nov '58 and the formation of Federation.

As reported in the press, if such a conference is convened, we are interested in participating in the conference on behalf of 20,000 employees of Public Sector Undertakings. We request you, to take up the issue of our Representation in the conference, with the Hon. Labour Minister Sri. Nanda and see that an opportunity is given to us to participate in the conference. We are also separately writing to Union Labour Minister.

We may be informed about the details of the conference. Any information required by you in this regard will be forwarded to you.

With Greetings,

Yours Fraternally,


(P. B. PRITHVI NARAYAN)
GENERAL SECRETARY.

INDIAN EXPRESS.

LABOUR IN PUBLIC SECTOR.

CONFERENCE TO DISCUSS PROBLEMS.

(From Our special Correspondent).

-ooOoo-

New Delhi Nov.27

A conference of representatives of managements and labour in public sector undertakings is to be held here early in December to review the industrial relations obtaining in these.

Convened at the instance of the Union Labour Minister, Mr. Nanda, the conference will be attended by representatives of all the major Central Trade Union organisations. While industrial relations in the public sector undertakings have been generally good, there have also been persistent troubles such as recently witnessed in the Hindustan Aircraft Ltd., Bangalore. Some of these incidents have also constituted a violation of the code of discipline adopted at the Nainital Labour Conference.

One of the important issues to be considered at this conference would be the application of the code of discipline in all undertaking including the Railways. But whether the Railways would come under this conference is yet to be determined. The matter is still under correspondence between the Labour and Railway Ministries.

The question of bonus for employees working in these undertakings might also figure prominently, in view of the fact that a number of these are not only financially solvent but have begun to make profits.

Indian Express
dated 30th Nov.1958.

- 6 DEC 1958

BULLETIN No. 2

268-A

Hindustan Machine Tools Employees' Association.

JALAHALLI, P. O., BANGALORE.

- ★ STOP PILFERAGE OF CANTEEN PROPERTY.
- ★ HELP RUN THE CANTEEN MORE EFFICIENTLY.

FRIENDS,

You are aware that according to the Agreement the Administrative responsibility of running the Canteen vests with the Joint Council of Management. This means that the Employees have a voice in running the canteen more efficiently and in the interests of the employees.

The question of how to improve the Canteen has been discussed both by the Executive Committee of the Association and the Joint Council of Management. The Executive Committee has suggested that the Canteen be taken over from the per-view of the Co-operative Society which is at present running it. Since at present the Canteen is running under loss and the loss is to the tune of about Rs. 3000, the Joint Council has opined that it would be proper to take it over under the Joint Council of Management only after the losses are wiped out and the conditions of the workers of the Canteen are improved. Otherwise the employees who are shareholders will be forced to bear the losses for no fault of theirs. However, the Joint Council has decided to have greater supervision over the management of the Canteen and try to improve the functioning within the limitations

Since we received many complaints about the Manager of the Canteen both from the Canteen workers and many H. M. T. Employees the first step of replacing him has been taken. Further, with slightly strict supervision the financial position of the Canteen has improved from the past two months. An increase of Rs. 5/- per month for the lowest paid canteen employee, 8 hours of work and 12 paid holidays have

హిందుస్తాన్ మేషిన్ టూల్స్ కేలసగారర సంఘ,

- ★ క్యాంటీన్ సొత్తన్ను కళవు మాడబేడిరి !
- ★ క్యాంటీనన్ను టుత్తమనాగి నడెసలు సహాయ నిడిరి !!

స్నేహితరే,

మ్యానేజ్మెంటిగూ నమగూ ఆగిరువ ఒప్పందద ప్రకార క్యాంటీన్ నడెసువ జనాబ్దారియన్ను కాన్సిల్ ఆఫ్ మ్యానేజ్మెంటిగే వహిసలగాడి ఎంబుదు తమగేల్లి రిగూ తిళిద విషయ. క్యాంటీనన్ను ఇన్నూ టుత్తమ రితియల్లి కేలసగారరిగి ఆనుకూల వాగువంతే మాడలు కేలసగారరిగి హక్కిదే మత్తు జనాబ్దారియిదే ఎంబుదు ఇదరింద స్పష్టవాగుత్తదే.

క్యాంటీనన్ను టుత్తమ పడిసువ బగ్గే సంఘద కార్యకారి సమితియల్లూ, జాయింట్ కాన్సిల్ ఆఫ్ మ్యానేజ్మెంటిలల్లూ డిజిట్ నడెదిదే. క్యాంటీనన్ను క్షో ఆపరేటివ్ సొస్టేటి నడెసువ బదలు కాన్సిల్ ఆఫ్ మ్యానేజ్మెంటి నడెసు వుదు ఒళ్ళేయదేందు కార్యకారి సమితి ఆభిప్రాయపట్టిదే. సద్దద పరిస్థితి ఆవలొకేసి దల్లి, క్యాంటీను సుమారు 3000 రూ. గళప్ప నష్టదల్లిరువుదరింద, ఆదన్ను భర్తి మాడువవరేగి మత్తు క్యాంటీన్ కేలసగారర స్థితిగళిగళన్ను టుత్తమపడిసువవరేగి క్షో ఆపరేటివ్ సొస్టేటియే క్యాంటీనన్ను నడెసికొండు బరలిందు జాయింట్ కాన్సిల్ నిర్ధరిసిదే. ఇల్లిదల్లి, షేరుదారరుగళాద నొకరరు కారణవిల్లిదే నష్టక్కే గురియాగబేకాగుత్తదే. ఆదరూ సహ జాయింట్ కాన్సిలిని మేల్లిజారణేయన్ను హేట్టిని రితియల్లి నడెసి, క్యాంటీనన్ను టుత్తమ పడిసలు నిర్ధరిసలగాడి.

క్యాంటీన్ మ్యానేజర్ బగ్గే ఫ్యాక్టరి మత్తు క్యాంటీన్ నొకరింద ఆనేక దూరుగళు బందిదరింద ఆవరన్ను బదలాయెసలగాడి. అల్లిదే, హేట్టిని గమన సల్లిసి, కళిద ఫురడు తింగళుగళింద క్యాంటీనిని ఆర్థిక పరిస్థితియన్ను సుధారిసిదే. కడిమే సంజళదవరిగి తింగళిగే 5 రూ. హేట్టిసి, 8 గంటి కాల కేలస నిగది మాడి, 12 దినగళ సబళ సహిత రజా నిర్ధరిసి క్యాంటీన్ కేలసగారర పరిస్థితియన్ను స్పల్లి మట్టిగే టుత్తమపడిసలగాడి.

ఇన్నూ ఎమ్మో న్యూనతేగళివే. ఆవుగళన్ను ఆదప్ప బేగనే నిమూలగొళిస బేకాగిదే. ఆ న్యూనతేగళు హొగబేకావరి నొకరర పూర్ణ సహకార, సహాయగళు ఆత్మావశ్యక. క్యాంటీనిని కాఫి అధనా నిరు కుడియలు లొటిగళిల్లివేందూ, వ్లేటినల్లే కుడియబేకాగిదేయేందూ దూరుగళు బందినె. ఇవు న్యాయనాద దూరు గళాగివే. ఆదరి ఇవుగళ పరిహారవు నిన్ను క్కేయల్లే ఇదే. కేలవు కేలసగారరు, లొటిగళన్నూ, జమజగళన్నూ ఫ్యాక్టరి ఒకగడయొ మనేగొ క్షోంఱొయ్యత్తరే. లొటిగళన్ను బిరుగళల్లిట్టిరువ మత్తు జమజ ఇత్తాదిగళన్ను నులిచిరువ నిడరస

ஹிந்துஸ்தான் மெஷின்ஸ் தொழிலாளர் சங்கம்
ஜாலஹ்லி, பெங்களூர்.

**நமது ஆகார விடுதியின் பொருள்களை
அகற்றுதீர்கள் !**

**நமது ஆகார விடுதியை நல்ல முறையில்
நடத்த உதவுங்கள் !!**

நண்பர்களே !

இன்று நம் தொழிற்சாலையின் ஆகார விடுதியை நல்ல முறையில் திருப்திகரமாக நடத்தும் பொருப்பு நமது கூட்டுறவு மேற்பார்வை சங்கத்தினிடம் ஒப்படைக்கப்பட்டிருக்கிறது.

மேலும் எந்த வகையில் ஆகார விடுதியை விருத்தி செய்யவேண்டும் என்பது போன்ற விஷயங்கள் சங்கத்தின்மூலம் தீர்மானிக்கப்பட்டிருக்கின்றன.

இதுவரையில் நமது ஆகார விடுதி சுமார் ரூ. 3000/- வரையில் கட்டத்துடன் நடத்தப்பட்டு வந்திருக்கிறது. இந்த கட்டத்தினால் பாதிக்கப்பட்டவர்கள், ஆகார விடுதியின் பங்குதாரர்களாகிய நமது சகோதர தொழிலாளர்களே.

எனினும் நமது கூட்டுறவு மேற்பார்வை சங்கம் ஆகார விடுதியை நல்ல மேற்பார்வையுடன் சிறப்பாக நடத்துவதற்குத் தீர்மானித்திருக்கிறது.

இவ்வித தீர்மானங்களின் முதற்படியாக, ஆகார விடுதி கட்டத் திறகு காரணமாக இருந்த மாணேஜர் வேலையிலிருந்து நீக்கப்பட்டிருக்கிறார். இரண்டு மாதங்களாக ஆகார விடுதியின் நிதி நிலைமை திருப்திகரமாக இருக்கிறது. மேலும், ஆகார விடுதியின் தொழிலாளர்களின் சம்பளம் உயர்த்தப்பட்டிருக்கிறது. 8 மணி வேலையும், 12 நாட்கள் விடுமுறையும் நிர்ணயம் செய்யப்பட்டிருக்கிறது.

தொழிலாளர்களுடைய ஒத்துழைப்பினால் தான், நாம் நமது ஆகார விடுதியை நல்ல முறையில் நடத்துவதற்கு இயலும், ஆகார விடுதிக்கு டம்ளர்கள், தட்டுகள், கோப்பைகள் மற்றும் ஸ்பூன்கள் போன்ற சாமான்கள் யூதிகமாக அகற்றப்பட்டுள்ளன. சில சமயங்களில் இவ்வித சாமான்கள் தொழிலாளர்களின் வேலை செய்யும் இடங்களில் கண்டுபிடிக்கப்பட்டுள்ளது. இம்மாதிரியான நடவடிக்கைகள் கண்டிக்கத்தக்கவை.

இனிமேல் இம்மாதிரியான குற்றம் செய்பவர்களின் மீது தகுந்த நடவடிக்கை எடுக்க தொழிலாளர் சங்கமும், மாணேஜ்மெண்டும் தீர்மானம் செய்திருக்கிறது. எனினும் தொழிலாளர் சங்கம் தொழிலாளர்கள் தண்டிக்கப்படுவதை விரும்பவில்லை. ஆகையால் தொழிலாளர்கள் இம்மாதிரியான குற்றங்களை செய்யாமலிருக்குமாறு கேட்டுக்கொள்ளப்படுகிறார்கள்.

கடைசியாக தொழிலாளர்கள் எல்லோரும் தங்களுடைய முழு ஆதரவையும் கொடுத்து, ஆகார விடுதியை நல்ல முறையில் சரிவர நடத்துவதற்கு உதவ வேண்டுமாறு கேட்டுக்கொள்ளுகிறோம்.

A. B. பட்டாச்சார்யா,
காரியதரிசி.

December 18, 1958

General Secretary,
Central Industries Employees' Federation,
C/o Hindustan Aircraft Employees' Association,
H.A.L. P.O.,
BANGALORE.

Dear Comrade,

Thank you for your letter of December 3.

It is true that the Conference to consider problems of TU movement in the Public Sector is being convened by the Labour Ministry, although no date has as yet been announced. This conference, which the Labour Minister assured at the Nainital Labour Conference, would be convened soon, will mainly deal with the Code of Discipline with regard to employees in the Government concerns or Departments who are now exempt from the purview of the Code. However, in his reply to a question in Parliament, the Union Labour Minister has made it clear that the Code of Discipline does apply to industrial employees in the Public Sector. This clearly refers to installations in the Public Sector at Bangalore.

In any case, unless and until the agenda of the meeting is received, there could be no clear-cut conception as to who will be invited to attend and what the form of representation in the conference will be. We would therefore wait for the agenda and the list of organisations invited. If Bangalore employees are called, then certainly the unions should also be represented.

Meanwhile we would suggest that you write to the Union Labour Minister, Shri Nanda, directly in this connection.

With greetings,

Yours fraternally,

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

extra

Sri. S. A. Dange. MP.
CAMP: NEW DELHI.

Dear Sir,

I the employee of M/s. Hindustan Aircraft Ltd., Bangalore (A defence organisation) wish to write about the deteriorating position of the Management, Labour relation. I therefore wish your active co-operation in achieving a much needed settlement to save this vital establishment from further deteriorating. I hope you will play an important role in defending the workers just demands.

In 1954, the employees served 18 point demands to the Management to improve wages, welfare amenities and enhancement of dearness allowance ~~reinstatement~~ reinstatement of victimised employees, free transport etc., three years of protracted negotiations failed only one demand of D. A. was referred to the Tribunal for adjudication.

(at DELHI.)
At last when all the constitutional methods were exhausted the employees have taken a decision to go on Hunger Strike from November, 18th, 1957, and ~~xx~~ also ~~xxx~~ decided to take a deputation to meet the minister concerned as a last item at a special General Body attended by nearly 9,000 employees on November, 6th, 57.

The role of the Mysore Government in settling the matter is almost unhelp to the employees and almost pro-management and thus the state government is unwilling to refer the demands to tribunal.

A month ago Mr. Nehru when he was in Mysore for participating in Gramdan conference gave an interview to the representatives of labour Association and subsequently everything was explained to him. He expressed much surprise when he heard that there was no welfare amenities and openly expressed his dissatisfaction about the way the factory was managed. When he return to Delhi - After from Japan tour wrote a letter to Chief Minister of Mysore to intervene and bring about an amicable settlement. Since, then so many ~~stake~~ meetings took place between Management - state government and labour leaders, no settlement ~~xxx is forthcoming in~~ these meetings.
was arrived at

As a back ground to these demands I would like to deal with the glaring examples of the existing unsatisfactory condition of the factory.

1) Since the starting of this factory (of aeronautical skill) some where about 1942 the factory recruited, till now, nearly 39,000 employees but to-day the strength of the factory is about 10,000. The other 29,000 workers resigned their jobs and went elsewhere for better prospects,. Thus the factory has taken a name of travellers Bungalow for those who will take training and quit for better Prospects.

2) We have got about 800 houses constructed by the factory and the rest of the employees are travelling from city to factory and back for a distance of 10 miles by factory busses and tram at the cost ranging from Rs. 7/8,0 to Rs. 15/- (Bus) and train (6-8-0) and 75% of the employees are paying Rs. 3/- to 4/8/- for meals carrier (from house). To speak of medical facilities it is utterly impossible to explain. Infact there is no medical facility except some first aid centres and a small hospital of about 10 beds.

(3) and further more, there is no middle or high school and children and boys of 8 to 25 years are travelling to city every day from the colony to take their education. If one can easily know the strains of parents to send their boys away to city for almost about 8 hours.

A fortnight ago on 20th Oct, 1957 there was a mass rally and demonstration. grivathi parvathi Krishnanan M.P. addressed the meeting attended by about 20,000 people at chikkaballbagh. she expressed her sympathy and promised to look into the matter and cabapion their ~~course~~ ^{cause} in Parliament.

(4) The minimum wage in H.A.L. is Rs. 30/- and minimum of Rs. 39 D. A. is being paid. There is no house or travelling allowances and has become very difficult to pull the life in these hard days.

Why we are not paid Bonus when Sindhri and other central Govt. factories have paid? The management have failed to tell whether this H.A.L. is Private or Central Govt. factory, is it not a foolishness?

Under the circumstances we do not know where things will lead us to. It is impossible to gauge the future as the negotiations between the Management and labour have taken some what uncertain turn. It is high time that the members of Parliament pressed the government for an amicable settlement, we have faith in your ability. The earlier settlement the better it will be for all concerned.

Excuse for the trouble given to you.

Thanking you.

Yours sincerely.

C. G. K. Krishnan

(C. G. K. Krishnan,
H. A. I. Colony,
Bangalore district.)

Copy To. SMT. PARVATHI KRISHNAN. MP. (COMMUNIST)
CAMP NEW DELHI.