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CEYLON AIR TRANSPORT EMPLOYEES UNION

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240. Mantrimilla, Attidiya,
Dehiwala, Ceylon

The General Secretary,
All-India Trade Union Congress,
Bombay

Dear Brother,

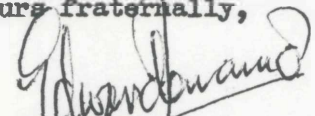
We are writing to obtain from you some fraternal assistance in respect of the wages and working conditions of Air Transport employees.

We are at present engaged in a dispute with our employers in regard to our wages etc., and a comparison with those in other countries, particularly with those of our neighbouring country, India has become necessary to facilitate our struggle.

We should, therefore, thank you to make available to us, as early as possible the following information in respect of the Air Transport employees in India.

- (a) The basic wage of each category of workers and the rate of increments.
- (b) The allowance paid to each category.
- (c) How the 8 hour day is being implemented.
- (d) Provision of Uniforms, meals etc.
- (e) Other privileges.
- (f) Any other matters.

With fraternal Greetings,
Yours fraternally,


Jt. Secretary.

283-A

Man Air - Air Transport

June 9, 1958

Dear Com.Kolhatkar,

The Ceylon Air Transport Employees Union wants the following information regarding wages and working conditions of Air transport employees:

- a) The basic wage of each category of workers and the rate of increments
- b) The allowance paid to each category
- c) How the 8 hour day is being implemented
- d) Provision of uniforms, meals, etc.
- e) Other privileges
- f) Any other matters.

Will you please contact the Aero Employees Union which has got its head office at Bombay and obtain as much material as possible and pass on the same to us.

Thanking you,

Yours fraternally,

K. G. Srivastava
9/10

(K. G. Srivastava)

Air Corporations Employees' Union,
Central Office,
Bombay 29.

19th September 1958.

Text of the resolution unanimously adopted on 19th September 1958 at the meeting of the Central Executive of Air Corporations Employees' Union at Bombay.

" ON WITHDRAWAL OF RECOGNITION OF AIR CORPORATIONS EMPLOYEES' UNION
BY AIR-INDIA INTERNATIONAL CORPORATION "

"This meeting of the Central Executive of Air Corporations Employees' Union places on record its most emphatic protest against the withdrawal of recognition of the Union by Air-India International Corporation. It is the considered feeling of this meeting that this action of the Management of Air-India International is a violation of the basic right of the Union to Recognition as representative Trade Union body of the employees concerned.

This meeting have considered the policy towards Labour followed by Air-India International Corporation since its inception and having further taken note of the following, amongst other facts:--

(i) that though Air Corporations Employees' Union was a representative Trade Union body of the employees of Air-India International Corporation the Management of that Corporation refused to deal with the Union and instead the Management dealt with another rival Union having no representative status at all. The Management adopted this method with a view to keep the Labour divided so that a responsible and effective Trade Union would not grow;

(ii) that what the Management professed it did not practice and this is evident from one of the fact that while it declared that it would deal with a Union which had in its membership only the employees of Air-India International Corporation and as a result refused to deal with A.C.E.U. because it had as its members the employees of both the Corporations, we found that the same Management dealt with a Trade Union of the Aircraft Maintenance Engineers' which like the A.C.E.U. had also as its members Engineers of both the Corporations. The Air-India International Corporation refused to explain this obvious contradiction in its conduct and the reason is not difficult to find. It was an uncomfortable position to be explained;

(iii) that when the United Will of the members of A.C.E.U. asserted itself at the time of the election of the 1st Labour Relations Committee in Air-India International Corporation, the Management of that Corporation realised that it could not play the game of divide and rule for long and the wiser counsel prevailed with the Management as a result of which it gave up its earlier unjustified and adamant stand and was prepared to recognise the A.C.E.U. on the terms mentioned in the letter of the Corporation dated 19th December 1958 which the Union accepted;

(iv) that inspite of repeated representation from the Union and inspite of the no objection certificate from the Government the Air-India International Corporation persistently refused to re-employ the ex-employees who were victimised by the former Air-India Ltd.;

(v) that following the formation of the International Region for the purposes of recognition and as per the terms of the recognition, the Management of Air-India International was expected to abide by the clauses of the Industrial Disputes Act. However, it violated the same by effecting illegal changes in respect of the existing Service conditions vitally affecting the interests of the employees. Further, inspite of the provisions of sub-section 1 of Section 20 of the Air Corporations Act, the Management altered the Service conditions without any regard for that provisions of that Act;

(vi) that the Air Corporation was expected to grant permission to collect the periodical subscriptions of the Union and it has to be observed that apart from not according such sanction in writing, there were occasions when the Personnel Manager of that Corporation had obstructed subscription collection with the excuse that the collection did not interfere with the work of the Corporation.

(vi) that the Management was expected to have meetings with the Union to discuss matters pertaining to collective bargaining atleast once ammonth. It is surprising to note that during the course of the functioning as a recognised Union, the General Manager of that Corporation had hardly time even to have one meeting inspite of various representations made by the Union to have such meetings.

(vii) that the Air-India International Corporation was expected to grant permission to collect the periodical subscriptions of the Union and it has to be observed that apart from not according such sanction in writing, there were occasions when the Personnel Manager of that Corporation had obstructed subscription collection within the premises though the collection did not interfere with the working of the Corporation;

This meeting of the Central Executive is of the firm view that the policy followed by Air-India International Corporation was therefore anti-Labour and basically it is this anti-Labour Policy which made the Management of that Corporation to withdraw recognition. The reason that the Union had gone on a so-called illegal strike was put forward only as a plea to cover its anti-Labour policy.

This meeting having considered all aspects of the developments relating to the Strike of 25th July 1958 at Bombay has come to the conclusion that on merits the token strike on 25th July 1958 at Bombay was fully justified notwithstanding the fact that the circumstances did not permit the Union to give notice as required. The plea that the Union has acted in breach of the recognitic terms is completely incorrect and is without any foundation whatsoever.

This meeting further records that the Air-India International Corporation with callous disregard to the time and energy spent earlier in coming to a settlement on terms of recognition and also without discussing the matter with the Union representatives and before the Central Executive could meet, summarily dismissed the contentions of the Union and withdrew the recognition of the Union thereby indicating that it was just waiting for an opportunity to attack the Union. The haste with which the Management has acted besides being indecent exposes that the action of the Management was pre-planned and was with an ulterior motive to victimise the employees and also to put a stop to logitimate trade union activity in that Corporation.

This meeting of the Central Executive of A.C.E.U. views the attitude of the Management of Air-India International Corporation with great concern and is of the firm view that if recognition is not granted to A.C.E.U. by the end of November 1958, then the Union had pofforce to settle the matter by Strike action, for which the Air-India International Corporation would only be responsible. This meeting calls upon the rank and file members of the Union to keep themselves in readiness to stand by the Union's call for struggle to secure the fulfilment of the just demands of the Union including the unconditional recognition of the Air Corporations Employees' Union.

This meeting sincerely hopes that the Corporations and the Government would appreciate the feeling of the employees and it is hoped that situation would not be allowed to deteriorate to the prejudice of employer-employee relations in the Corporations and also in the interest of Industrial-peace".

[Handwritten signature]
[Handwritten signature]
[Handwritten signature]

CO/GEN/CE/58-1698.

23rd September 1958.

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

Sub: Code for discipline in the Industry.

Dear Sir,

I have been directed to inform you that the Central Executive of this Union which met in Bombay on 17th September 1958 has fully considered the question of ratification of the said Code. The Central Executive agreed to ratify the Code at its above meeting held at Bombay and directed the undersigned to communicate the same to the Corporations and the Government.

The Union has already informed both the Corporations, viz. Indian Airlines Corporation and Air-India International Corporation of the same, vide our letter No. CO/GEN/IAC/58-1697 & CO/GEN/AIIC/58-1696, respectively, dated 23rd September 1958, copy enclosed.

Yours faithfully,

Encl: as above.

sd/
General Secretary.

Copy to: The Secretary,
Government of India,
Ministry of Communications,
New Delhi for information.

True copy

CO/GEN/IAC/58-1697.

23rd September 1958.

The General Manager,
Indian Airlines Corporation,
Thapar House, Jan Path,
New Delhi.

Dear Sir,

The Central Executive of our Union which met at Bombay on 17th of this month has considered in details the 'Code for discipline in the Industry', agreed at the 16th Indian Labour Conference at Hainital. (Vide code attached).

The Executives applied their mind fully and completely to the contents of the said Code and have ratified the 'Code for discipline in Industry' which, I have the pleasure to inform you of the same as directed by the Central Executive of the Union.

We hope that the principle agreed to at the 16th Tripartite and as embodied in the Code would be given a fair play in Indian Airlines Corporation.

There would always be need for a great deal of explanation and analysis in interpreting the contents of the Code. Consistent with the objective trend, it is sincerely hoped that given the good will and co-operation from both sides, there is every reason to believe that the Code is capable of being observed in the Corporation.

We on our part would contribute to its fulfilment and we hope you will also reciprocate.

Please acknowledge receipt of this letter and be pleased to advise us of the acceptance of the Code for discipline in Industry by the Corporation.

Thanking you,

Yours faithfully,

Sd/-

General Secretary.

Encls

Copy to: The Regional Secretary/Branch Secretary,
Air Corporations Employees' Union,
Bombay/Calcutta/Delhi/Hyderabad/Madras/Rangoon/Gauhati.

// True copy //

AIR CORPORATIONS EMPLOYEES' UNION

28 SEP 1958

CENTRAL OFFICE:
BOMBAY AIR PORT
SANTA CRUZ (EAST)
BOMBAY 29.

Ref. No.....CO/GEN/OP/58-1700.

Dated 23rd Sept. 58.

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

Dear friend,

This is to inform that the Central Executive of this Union which met on 17th September 1958, at Bombay, having fully considered the Code for discipline in Industry, as has been agreed to at the 16th Indian Labour Conference held at Nainital, has unanimously decided to ratify the Code.

We have informed the employers, i.e. Air-India International Corporation, Bombay and Indian Airlines Corporation, New Delhi. We have also informed the Secretary, Ministry of Labour and Employment, copies of letters enclosed for your information.

With greetings,

Yours fraternally,

J. K. Chatterjee

Encl. as above.

General Secretary.

For favour of publication.

Air Corporations Employees' Union,
Bombay.

24th September '58.

LABOUR POLICY IN AIR-INDIA INTERNATIONAL CORPORATION: Why we protest against?

In 1952, the Government of India decided to nationalise all the scheduled air services of the country, including international services. Accordingly, the Air Corporations Act, 1953 was passed by Parliament. The two Corporations, named Indian Airlines and Air-India International came into existence. On 1st August 1953, the Indian Airlines took over as a going concern, the assets, liabilities and business of eight units and Air-India International took over as a going concern the assets, liabilities and business of Air-India International Limited. The change-over was significant. The nationalisation of air transport had the objective to develop State enterprises to serve the public. On its success would depend development of State activities in public utility services in particular. The working people in the industry hailed this step and they expected that there would be an understanding response from the Corporations to work in constructive ways to advance the welfare of the industry and of those engaged in it. Nationalisation was also expected to provide a real basis for stable and enduring labour relations in the Air Corporations.

2. It is however a matter of regret that ever since the Air-India International Corporation has come into existence, certain vested interests, apparently apprehensive of the growth of strong and responsible Trade Unionism as was evident after the formation of Air Corporations Employees' Union in August 1953, have kept up an attitude of hostility against this Union. The Corporation did not take any notice of the Union's demand for recognition. While officially the demand was not rejected, it was the unfortunate experience of this Union to observe that in manifold ways the Corporation was trying to divide the employees and there was a conscious effort in evidence to bring about a rival union. The Corporation, at a convenient time came out with a declaration that it would deal with a Union which has as its members only the employees of Air-India International Corporation. While this declaration was basically opposed to the concept of One Union in One Industry, it was observed that the same Corporation quite contrary to its declared policy was dealing with another Union had as its members employees of both the Corporations. Further, the Corporation dealt with a rival Union which had no representative character at all. When the organised struggle for recognition started asserting itself and as a result of which the rival union had to liquidate itself, the Management of Air-India International had to come down and offer terms of recognition as were acceptable to this Union. It was thus in December 1957- after a period of four years struggle- the Union came to be recognised by Air-India International Corporation. It is pertinent to observe here that the other Corporation, namely, the Indian Airlines started to deal with this Union since its inception. Foresight compelled an understanding response from the Indian Airlines. It was expected that on recognition the Management of Air-India International would take an onlightened interest on the problems facing the employees and also enable the Union to reach a settlement through collective bargaining process. The unfair and unjust attitude adopted by the Corporation, despite recognition, would be somewhat clear from the account that follows.

3. The Charter of demands which were in possession of the Corporation was given a go by and only a threat of strike action could evoke a response and the demands were discussed in 1958. Union was prepared to accept a partial settlement and to agree to refer the unresolved items of the demands to voluntary arbitration. This was rejected by the Management, and the Union had to refer to the Labour Commissioner the whole Charter of demands for settlement. The period following the recognition was in fact a period of frustration, unrest and struggles. This was due to the fact that the Corporation amongst many other points; refused to consider and resolve the justified grievances of the employees such as grant of increase in dearness allowance, introduction of new gratuity scheme, payment of ad-hoc increment etc.; non-finalisation of procedure regarding settlement of day-to-day grievances; non-consideration of the decisions of the Labour Relations Committee (a statutory body under the Air Corporations Act having functions on the lines of the Works Committee); encouragement of unfair labour practice followed in the Stores Department in particular; non-consideration for recruitment the cases of ex-airline staff; unwarranted changes effected in the service conditions disregarding the provisions of the Labour Laws and of Air Corporations Act; refusal to appreciate the need to have periodical meetings with the Union on matters affecting employee interests; interference with the subscriptions collection of the Union though such collection did not affect the working of the establishment; Welfare Officer appointed in accordance with the provisions of the Factories Act was not permitted by the Corporation to discharge his statutory duties. The response of the Management to its new obligations towards the Union was such that instead of developing amicable and cordial labour relations it embittered the relations.

.....contd.

(vi) that the Management was expected to have meetings with the Union to discuss matters pertaining to collective bargaining atleast once ammonth. It is surprising to note that during the course of the functioning as a recognised Union, the General Manager of that Corporation had hardly time even to have one meeting inspite of various representations made by the Union to have such meetings.

(vii) that the Air-India International Corporation was expected to grant permission to collect the periodical subscriptions of the Union and it has to be observed that apart from not according such sanction in writing, there were occasions when the Personnel Manager of that Corporation had obstructed subscription collection within the premises though the collection did not interfere with the working of the Corporation;

This meeting of the Central Executive is of the firm view that the policy followed by Air-India International Corporation was theroforo anti-Labour and basically it is this anti-Labour Policy which made the Management of that Corporation to withdraw recognition. The reason that the Union had gone on a so-called illegal strike was put forward only as a plea to cover its anti-Labour policy.

This meeting having considered all aspects of the developments relating to the Strike of 25th July 1958 at Bombay has come to the conclusion that on merits the token strike on 25th July 1958 at Bombay was fully justified notwithstanding the fact that the circumstances did not permit the Union to give notice as required. The plea that the Union has acted in breach of the recognition terms is completely incorrect and is without any foundation whatsoever.

This meeting further records that the Air-India International Corporation with callous disregard to the time and energy spent earlier in coming to a settlement on terms of recognition and also without discussing the matter with the Union representatives and before the Central Executive could meet, summarily dismissed the contentions of the Union and withdrew the recognition of the Union thereby indicating that it was just waiting for an opportunity to attack the Union. The haste with which the Management has acted besides being indecent exposes what the action of the Management was pre-planned and was with an ulterior motive to victimise the employees and also to put a stop to logitimate trade union activity in that Corporation.

This meeting of the Central Executive of A.C.E.U. views the attitude of the Management of Air-India International Corporation with great concern and is of the firm view that if recognition is not granted to A.C.E.U. by the end of November 1958, then the Union had pefforce to settle the matter by Striko action, for which the Air-India International Corporation would only be responsible. This meeting calls upon the rank and file members of the Union to keep themselves in readiness to stand by the Union's call for struggle to secure the fulfilment of the just demands of the Union including the unconditional recognition of the Air Corporations Employees' Union.

This meeting sincerely hopes that the Corporations and the Government would appreciate the feeling of the employees and it is hoped that situation would not be allowed to deteriorate to the prejudice of employer-employee relations in the Corporations and also in the interest of Industrial-peace".

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1 OCT 1958

AIR CORPORATIONS EMPLOYEES' UNION

CENTRAL OFFICE:
BOMBAY AIR PORT
SANTA CRUZ (EAST)
BOMBAY 29.

Ref. No. CO/CLM/OP/58-1725.

Dated 29th Sept. 1958.

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

Dear friend,

We acknowledge with thanks receipt
of your letter dated 27th September 1958
together with the enclosure.

We are forwarding with this letter
our Bulletin and resolution protesting
against the Labour Policy of Air-India
International Corporation.

With greetings,

Yours fraternally,

Paul Chatterjee

General Secretary.

Enc. 2

File

*M/S
1/6*

283-A

SCINDIA LOANED STAFF.

J.G. Dholakia & 22 Others.

C/o. Indian Airlines Corporation,
Bombay Airport, Santa Cruz (East).,
Bombay - 29.

Date: 27th October, 1958.

28 OCT 1958

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

Dear Sir,

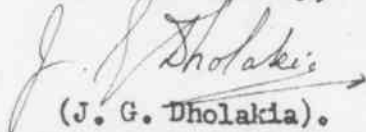
We kindly refer to your letter of 19th August 1958 forwarding Rs.25/- in response to our Appeal for Funds dated 21.7.58 to fight the case of Scindia Loaned Staff in the Supreme Court. We have separately sent you acknowledgement for the same.

In this connection, we shall be highly obliged if you circulate our circular dated 21.7.58 to all other Unions affiliated to A.I.T.U.C. requesting the other Unions to send us their token contributions.

This will help us a lot in our fight in the Supreme Court and for which act we shall always be grateful.

With greetings,

Yours fraternally,



(J. G. Dholakia).

for and on behalf of the Scindia Loaned
Staff.

AIR CORPORATIONS EMPLOYEES' UNION

67

From:

J. C. Mukherjee
N.C. Mukherjee,
General Secretary.

To:

The Editor,

'T. U. Record',
AITUC, New Delhi

CENTRAL OFFICE:
BOMBAY AIR PORT
SANTA CRUZ (EAST)
BOMBAY 29.

Dated 4.11.1958.

Ref. No. _____

ON THE A.C.E.U. FRONT

The Air Corporations Employees' Union observed a "PROTEST WEEK" from 25th October to 31st October 1958 in all the Centres. The object of the Protest Week was to ventilate the Union's protest against the Anti-Labour Policy of Air-India International Corporation. Amongst the various anti-labour acts the notable few are: (i) Refusal to recognise the Union which is the only representative trade union organisation of the employees (general staff) in Air-India International, (ii) Refusal to settle demands in respect of ~~the~~ which the Union accepted the offers made by the Corporation, (iii) Refusal to refer unresolved disputes to either Voluntary arbitration or to adjudication, (iv) Refusal to observe the 'Code of Discipline in Industry', (v) Refusal to re-employ ex-employees of former air companies, (vi) Refusal to set up a grievance settling machinery expeditiously, (vii) Refusal to allow the Welfare Officer appointed under the Bombay Factories Rules, 1950, to perform his statutory duties, and (viii) Victimization and harrasment of employees for legitimate trade union activities.

During the Protest Week, the President of the Union Com. V. Lobo went on a hunger-strike on 29th October near the 'Vigyan Bhavan' at Delhi where the I.A.T.A. Conference was held. There was encouraging response from all the Centres of the Union and also from the fraternal organisation of the Pilots, Radio Officers, Civil Aviation Employees, Life Insurance Corporation employees and Petroleum Workers. The Corporation through their General Manager Mr. B. R. Patel had ultimately to agree to discuss the question of recognition of the Union, the principles of signing a partial agreement and the question of observing the Code of Discipline. The meeting with the Corporation is scheduled for the 6th November 1958 at Bombay.

Meanwhile, the next programme is to observe "CODE WEEK" from 12th November to 18th November at an all India level demanding ratification of the Code by both the Corporation. The Union has already ratified the Code. The All India Demands Day would be observed on 24th November 1958.

The Union acknowledges ~~the~~ with thanks the encouraging response received from various organisations and from friends and well-wishers and hopes that in days to come there would be more fraternal co-operation amongst our organisations.

- 6 NOV 1953

AIR CORPORATIONS EMPLOYEES' UNION

CENTRAL OFFICE:
BOMBAY AIR PORT
SANTA CRUZ (EAST)
BOMBAY 29.

Ref. No.....

Dated 5-11-58

Dear Com. Srikastava,

We are sending a brief report of the 'Protest Week' observed by us at all the main regions of the union. I would be thankful if this is reported in the forthcoming issue of 'The Trade Union Review'.

With greetings

Yours faithfully,

~~_____~~

N. C. Gokhale
Gen. Secy.

Com. H. G. Srinivasan
Secretary, Office,
4, Anand Road,
New Delhi.