

24 MAR 1960

Bengal Motion Picture Employees' Union

Phone : 24-3831

(REGTD. NO. 925)

President :
PROF. HIRENDRANATH MUKHERJI, M. P.

Hony Gen. Secretary :
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126A, Dharamtalla St. Calcutta-13

City Office :
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Dated 21.3.60

Dear Com. Anivastav

(a) ^{under separate cover} sending ~~herewith~~ a copy of the claims we, on behalf of the workmen in the Minimum Wage Committee for Film trade employment have submitted before the Committee. This is for your information, comments and publicity.

(b) As regards the Commercial Workers' organisation would you please see that something is done from AITUC Centre in helping to build up some coordination in this Branch. This is my special appeal to you and through you to Com. Dange. If there has been any ~~technical~~ ^{technical} lapse on our part ^{which has} that should stand in the way of ~~the~~ ^{its} developing with TV gradually. ^{Rationalize your}
Bhambhani

Memorandum written after
each meeting should have
been possible at this
stage. The 25th
has not changed since
in this direction
No technical or other lapses
stands in the way & I would
suggest you that if you have
any thing for either of these
to contribute or to
let this be no
missed
21/3

No. 303/P/60
March 28, 1960

General Secretary,
Bengal Motion Picture Employees' Union,
126 A Dharamtalla Street,
CALCUTTA-13

Dear Comrade,


Thank you for your letter of 21st inst.,
and a copy of your claims before the Minimum
Wage Advisory Committee for employment in
Film Trade in West Bengal.

As regards Commercial Workers Federation
on All-India basis you are already aware that
the Working Committee at its meeting held in Delhi last
year decided that, first of all, wherever possible
let the organisations be formed on the state level.
The decision was taken mainly to ensure that the
all-India organisation should be in a position
to function effectively. Since then we have not
received any reports of the steps taken in this
direction. Hence the situation remained unchanged
and we have still to continue our efforts to form
organisations on the state level.

Please be quite clear that no technical or other
lapse stands in the way of forming organisations of
Commercial employees first on the State Level and then on
the all-India basis. May I suggest you that in case you
have heard anything from somebody please either tell
us frankly your complaints or forget them. Let there
be no room for any sort of misunderstanding in this
connection.

With greetings,

Yours fraternally,


(K.G. Sriwastava)
Secretary

26 MAR 1960

**Workmen's Claims before the MINIMUM WAGE ADVISORY
COMMITTEE for employment in Film Trade**

in West Bengal.

(Without Prejudice)

Before placing our claims in details as regards Minimum wages etc., we would re-state the Principles that were agreed upon in the 15th and the 16th Indian Labour Conferences - as that would facilitate our tasks to a great extent - they are :-

- (1) Minimum wages are "need-bases"
- (2) Minimum wages are to be fixed on the basis of the Norms agreed upon and accepted in the 15th and the 16th Indian Labour Conferences,
- (3) Minimum wages, as would ensure minimum amenities in the so days of sky-high prices in this State must not be denied on any plea to any type of workmen employed in any of the departments of the Film trade (Exhibition, Distribution or Production) and the necessity of linking up Dearness allowance with the rise in the cost of living has to be admitted.

Now we give below the Minimum wages worked out by the Experts in terms of the Norms accepted unanimously by the Fifteenth Indian Labour Conference held in Delhi in July, 1957. These figures are worked out on the basis of prices prevalent in January, 1958 and the prices in January, 1960 have gone up and obviously, if we take into account those factors, Minimum wages would only go up.

The accepted Norms are :-

- (A) Food requirement calculated on the basis of a net intake of Calories as recommended by Dr. Akroyd for an average Indian adult of moderate activity (2700 calories).
- (B) Clothing requirements estimated on the basis of a per capita consumption of 18 yds. per annum, which gives for the average worker's family of four - a total of 72 yds.
- (C) House Rent corresponding to the minimum area provided for under Government's Industrial Housing Scheme ;
- (D) Fuel, Lighting and other miscellaneous items of expenditure constituting 20 % of the total minimum wage.

Norms.....

1 2 1

A. Food Expenditure of a Worker's family
of 3 Adult consumption Units :-

Non-Vegetarian Diet for an Adult yielding 3000 calories.

<u>Item.</u>	<u>Per day in Ounces.</u>	<u>Per month in Seer</u>
1. Cereals	14	12 Srs. 12 Chittacks
2. Pulses	3	2 " 12 "
3. Green Vegetables	4	3 " 10 "
4. Root : "	3	2 " 12 "
5. Other: "	3	2 " 12 "
6. Fruits	2	2 " 12 "
7. Milk	10	9 " 2 "
8. Sugar and Jaggory	2	1 " 13 "
9. Oil, Ghee, etc.	2	1 " 13 "
10. Fish & Meat	3	2 " 13 "
11. E g g s	One Egg	30 Eggs.

Average Prices in January, 1953.

<u>Item</u>	<u>Prices Per Seer</u>	<u>Prices for the total quantity required by an Adult per month.</u>
	<u>(Rs.)</u>	<u>(Rs.)</u>
1. Cereals	0.69	8.80
2. Pulses	0.50	1.38
3. Green Vegetables	0.19	0.69
4. Root "	0.25	0.69
5. Other "	0.44	1.21
6. Fruits	1.00	2.75
7. Milk	1.00	9.12
8. Sugar & Jaggory	1.00	1.81
9. Oil, Ghee etc.	2.00	3.62
10. Fish & Meat	2.75	7.54
11. Eggs (each	0.12	3.60
	Total	Rs. 41.23

Thus, in terms of the average ruling market prices (which are, excepting cereals, the minimum in all months of the year), the money cost of the above normal non-vegetarian diet for an adult comes to Rs. 41.23 per month. Add Food Expenditure of a Worker's family of 3 adults consumption units comes to Rs. 123.69 per month.

Vegetarian Diet for an Adult yielding 2,700 calories.

Item.	Per day per adult in Ounces.	Per month per adult in Seers.
1. Cereals	14	12 Srs. 12 chittacks
2. Pulses	3	2 " 12 "
3. Green Vegetables	6	6 " 7 "
4. Root "	6	5 " 8 "
5. Milk	8	7 " 8 "
6. Sugar/Jaggery	2	1 " 13 "
7. Oil, Ghee, etc.	2	1 " 13 "
<hr/>		
Total 41 Oz.		

Item.	Price per Seer	Price for the total quantity required by an adult per month.
=====	=====	=====
1. Cereals	0.69	Rs. 8.80
2. Pulses	0.50	1.38
3. Green Vegetables	0.19	1.03
4. Root "	0.25	1.38
5. Milk	1.00	7.31
6. Sugar	1.00	1.81
7. Oil, Ghee etc.	2.00	3.62
<hr/>		
Total Rs. 25.33		
for 3 adults :-		Rs. 75.99

Thus, Food Expenditure of a Worker's family of 3 adult consumption units for purely vegetarian diet comes to Rs. 75.99 per month.

B. Clothing Expenditure of a Worker's family:

Clothing requirements @ 18 yds. per annum per capita = 72 yds. for Worker's family.

Average Prices in January, 1958.

27 Yds. of Sarcoes	- Rs. 7.87
27 " of Dhuties	- 8.25
18 " of Piece cloth	13.50

Total Rs. 29.62

Thus, monthly clothing expenditure of a Worker's family comes to Rs. 2.47

C. House Rent as fixed by the Government of West Bengal under Industrial Housing Scheme for one room tenement :-

Rs. 15/- per month (Shramik-Barte, 15th Dec. 59)

Thus, (A) the minimum wage to ensure the minimum human needs of the Industrial workers (with 3 consumption units) on the basis of non-vegetarian diet comes to :-

A.	Food articles	Rs. 123.69
B.	Clothings	2.47
C.	House Rent	15.00
D.	Fuel, lighting and other misc. items (20 % of the total)	35.29
		Rs. 176.45

(B) Minimum wage on the basis of Vegetarian DIETS :-

A.	Food articles	Rs. 75.99
B.	Clothings	2.47
C.	House Rent	15.00
D.	Fuel, lighting and other misc. items (20 % of the total)	23.36
		Rs. 116.82

From the foregoing worked out statistical figures, it would be quite apparent that we can justifiably claim for the lowest category of workers (unskilled), the basis of minimum needs, a minimum wage of Rs. 176/- (non vegetarian) and Rs. 117/- (vegetarian).

We hope that the employers (in Exhibition section) would not raise any point as regards the B.M.P.A. - B.M.P.E.U. recommendations of 1956, as those recommendations were not based on any scientific Norms and they have, even where they have been introduced, failed to meet the requirements of the poor workmen in these days of very high cost of living in cities and towns in Industrial areas, even in rural areas. On the other hand, from the following figures quoted from the Pay-scales and other benefits prevalent in some Cinema Theatres in Bombay, it would be quite apparent that fixation of Minimum wages of Rs. 125/- (for unskilled) Rs. 250/- (for skilled) and Rs. 350/- (for highly skilled) categories of workmen are quite feasible in Cinema Trade employment in West Bengal (specially in Industrial and urban areas) :-

Scales of Pay. in some Bombay Cinemas

Extra Show allowance for attending shows in addition to last 3 shows which are treated as normal shows.

Designation.	Liberty	Naag	Royal	Eros	Liberty & Naag	Royal & Eros.
1. Asst. Manager	175-15-295 -20-395	150-12- 337½	175-15- 295-20- 395	175-15- 295-20- 395	4.00	4.00
2. Supervisor	80-8-120- 10-190	80-8-170	...	125-10- 175-15- 325.	2.00	..

contd.

Scale of Pay.	Extra Show Allowance.						
	Designation	Liberty	News	Regal	News & Regal	Liberty & News	Regal & News
3. Head Operator	170-10-220 -12-320	150-10 -300	...	200-15-320 -20-400- 25-500	3.00	3.00	
4. I Asst. -do-	140-10-240	110-7- 215	140-10-290	140-10-290	2.00	2.00	
5. II -do- -do-	100-8-164- 10-204	85-6-175	100-8- 164-10 -234	100-8-164 -10-234	2.00	2.00	
6. III -do- -do-	80-6-128- 8-160	65-4-125	80-6-128 -8-8-184	80-6-128- 8-184	2.00	2.00	
7. IV -do- -do-	70-5-100 -7-145	55-3-100	70-5-100 -7-145	70-5-100 -7-145	2.00	2.00	
8. Other Asst -do-	70-5-100 -7-145	55-3-100	70-5-100 -7-145	70-5-100 -7-145	2.00	2.00	
9. Hd. Air Condi- tioning Operator.	170-10-220 -12-320	150-10- 300	170-10- 280-12- 304	...	3.00	3.00	
10. I Asst. -do-	110-8-230	100-7-205	...	...	2.00	...	
11. II -do- -do-	75-5-160	60-4-120	...	...	2.00	...	
12. III -do- "	75-5-160	60-4-120	...	...	2.00	...	
13. Other -do-	60-4-100	60-4-120	...	...	2.00	...	
14. Electrician	138-8-200 -10-240	80-6-180	...	...	2.00	2.00	
15. Asst. -do-	80-6-128- 8-160	60-4-120	80-6-128 -8-160	...	2.00	2.00	
16. Booking Clerk /Cashier	80-8-120- 10-190	80-6-170	80-8-120 -10-190	80-8-120- 10-190	2.00	2.00	
17. Tel. Operator	80-8-120 -10-190	80-6-170	...	...	...	...
18. Doorman	55-4-115	...	...	...	1.50	...	
19. Usher (Door- keeper)	50-4-110	50-4-110	50-4-110	50-4-110	1.50	1.25	
20. Hd. Door-keeper	80-6-170	70-5-145	...	...	2.00	...	
21. Traffic Supt.	80-6-170	70-5-145	...	...	..	...
22. Watchman	42-3-87	42-3-87	42-3-87	50-4-110	1.25	1.25	
23. Firemen	42-3-87	42-3-87	1.25	...	

contd

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1. Traffic Linesman	42-3-87	42-3-87	1.25	...
25, Matron	42-3-87	42-3-87	...	40-3-70- 4-90	1.50	...
26, Liftman	42-3-87	42-3-87	...	40-3-70- 4-90
27, Huzal, Sweeper etc.	40-2-70	40-2-70	35-2-70	35-3-68- 4-88	1.00	1.00
28, Hand Cart Boy, Hall	40-2-70	40-2-70	...	...	...	...
29, Carpenter	100-8-180	80-6-170	100-8-180	100-8-180	...	...
30, Asst. -do-	80-6-170	...	...	...	...	...
31, Painter	90-4-150	...	...	...	...	...
32, Polishwala	90-4-150	...	...	...	...	...
33, Soda Fountain Manager	...	...	80-5-105 -7-140	...	...	...
34, Dispenser/ Bar Attend- ent,	...	...	45-3-90	...	...	1.25
35, Waiter	...	...	40-2-70	...	...	...
36, Chocolate Boy, & Soda Fountain Huzal.	...	...	35-2-79	...	...	1.00 *Not in Bros.

Dearness Allowance.

Bonus.

Salary Slabs.	Rate of D./.	Remarks.
1 - 50	60	1. In Regal if any employee is getting over Rs. 120 as basic pay, he shall get 33 1/3 of his pay or the above scale whichever is higher. 2. In Bros an employee drawing over Rs. 300 gets 25 % of basic salary or the above scale whichever is higher.
Above Rs. 50 to 100	60	
Above Rs. 100 to 150	65	
Above Rs. 150 to 200	70	
Above Rs. 200 to 300	75	
Above Rs. 300	85	

The bonus issue in the above cases is left open and will be decided on merits.

: 7 :

Leave facilities, Provident Fund and Gratuity
in Liberty, Neas, Regal and Bros.

Privilege Leave
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1. Rate : 30 days with full pay per 11 months service.
2. Accumulation - 90 days
3. Prefix and Suffix to weekly holidays allowed
4. Eligible in proportion to number of days of service in any particular year. (This provision does not exist in Regal and Bros).

Sick Leave
=====

1. Rate : 15 days with full pay per year.
2. Accumulation : 90 days in Regal and Bros, and 180 days in Liberty and Neas.
3. Prefix and Suffix to weekly holidays allowed.

Casual Leave
=====

1. Rate : 10 days with full pay per year.
2. Maximum allowed at a time - 4 days.
3. Prefix and Suffix to weekly holidays allowed.

Gratuity
=====

1. On death/disability : 1 month's basic pay for each years service : Maximum 15 months' full basic pay.
2. On retirement or resignation on completion of 10 years of service : 1 month's basic pay for each years service : Maximum 15 months full basic pay.
3. On termination of service irrespective of period of service : 1 month's basic pay for each years service : Maximum 15 months full basic pay.
4. On dismissal : Gratuity allowed except to the extent of financial loss caused by the employee, concerned : 1 month's basic pay for each years service. Maximum 15 months full basic pay.

Provident Fund
=====

1. Rate : 8.1/3 % of basic pay
2. Eligibility : 3 months service
3. Payment of employees contributions.

contd.

- (a) On death, disability and termination of service by employer : Full payment.
 - (b) On resignation and retirement : 3/10th of contribution for 3 years of service, 4/10th contribution for 4 years of service and so on : Full rate on completion of 10 years of service.
 - (c) On dismissal : Full payment except to the extent of financial loss so caused by the employee concerned.
4. Continuity of service : From the date of joining.
 5. Management : Equal representatives of employer and employees as trustees.
 6. Other Rules to follow Government Model Provident Fund Rules.

Other Service conditions in
Liberty, Naaz, Regal and Bros.

Officiating Allowance.

1. Eligibility : Working or officiating for 7 days or more in the higher post.
2. Rate : Additional 25 percent of salary with Dearness Allowance or the starting salary in the higher grade, whichever is higher.
3. If the existing practice regarding eligibility or rate of payments is more favourable to any employee, it shall continue.

Promotion.

1. Eligibility : Promotions will ordinarily be made from within the ranks.
2. Probationary period : 3 months.
3. Salary : One increment in the higher grade and the salary is stepped up in the higher grade from the date of promotion.

Permanency (Probationary Period)

1. In liberty and Naaz.
 - (a) After 3 months in case of Manager, Asst. Manager, Supervisors, Operators, Air Conditioning Operators and Electricians.
 - (b) After one month in case of other employees.
 - (c) after completion of the probationary period, employees are deemed to be permanent from the date of joining.

2. In Regal and Eros.

After 3 months in case of all employees.

Transfers.

No employee shall be transferred from one Theatre to another without his consent.

Weekly holidays for Managers,
and Watchmen.

1. The Managers and Watchmen shall be given weekly holidays with full pay along with rest of the employees.
2. In Eros there is no agreement but the Management follows the provisions by itself.

Complimentary Passes.

1. The benefit of complimentary passes shall continue to be given to employees as per the xx usual practice in individual theatres.
2. In Eros there is no agreement but the Management follows the provision by itself.

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We have quoted the figures and wages etc. of Bombay Exhibition employees, a study of prevalent wages and other benefits there in the cases of Distribution and Production workmen (of whom mostly are skilled and highly skilled labour) would also substantiate our arguments. It may also be noted here that the cost of living in Calcutta and W. Bengal now are higher than those in Bombay (we say of Bombay, because conditions of Cinema trade employment in Calcutta and W. Bengal can very well be compared with those in Bombay). We refrain, for the present, from stating the claims of Minimum wages for each category of workmen in the three Branches of the Film trade. If in principle, our arguments are accepted by the other side - details can very well be worked out easily.

But we state here under how we categorise (in the matter of skill) the workers of different designations in the three sections of the Film industry, and that will make our claims easily understandable [as we have stated above our claims for Unskilled, skilled and highly skilled workmen and if some are treated as semi-skilled, the wages should be fixed in between Unskilled and skilled labour's wages).

contd.

EXHIBITION.
=====

1. Head Operator (highly skilled)
2. Asst. Operators(skilled)
3. Head Air-condition Operator (highly skilled)
4. Asst. -do- (skilled)
5. Electrician (highly skilled)
6. Asst. -do- (skilled)
7. Booking Clerk/Cashier (skilled)
8. Tel. Operator (skilled)
9. Usher (Gate-keeper) (semi-skilled)
10. Head Usher (skilled)
11. Fireman (skilled)
12. Shifter (semi-skilled)
13. Matron (Lady Gate-keeper) (semi-skilled)
14. Engine Driver (skilled)
15. Carpenter (skilled)
16. Painter (skilled)
17. Liftman (semi-skilled)
18. Derwan (-do-)
19. Poon or Bearer(unskilled)
20. Waiter or Bar Attendant (un-skilled)
21. Posterman (Unskilled)
22. Caretaker (skilled)
23. Supervisor (")
24. Cleaner (unskilled)
25. Bar Manager (skilled)
26. Asstt. Manager (highly skilled)
27. Publicity-in-charge (skilled)
28. Accountant (highly skilled)

DISTRIBUTION.
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1. Accountant (highly skilled)
2. Accounts Clerk (skilled)

DISTRIBUTION (contd.)

- 3. Booker (highly skilled)
- 4. Steno (" ")
- 5. Typist (skilled)
- 6. Publicity Clerk (skilled)
- 7. Shipper/Publicity Officer (highly skilled)
- 8. Film Checker (skilled)
- 9. Inspector (highly skilled)
- 10. Driver (skilled)
- 11. Bearer/Peon (unskilled)
- 12. Cleaner (unskilled)
- 13. Representative (skilled)
- 14. Cashier (highly skilled)
- 15. Asst. Manager (highly skilled)

PRODUCTION.

Sound Recordist	(highly skilled)
Sound Assistant	(skilled)
Boom-men	(semi-skilled)
Camera-man	(highly skilled)
Asst. -do-	(skilled)
Coolie	(semi-skilled)
Electrician	(highly skilled)
Asst. Electrician	(skilled)
Carpenter	(")
Dresser	(")
Painter	(")
Settingmen	(")
Laboratory staff	(")
Operator	(")

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Office Hours in Distribution offices or Production offices not to exceed 7 hours a day and in Studios and Cinema Theatres 8 hours a day. In the cases of Operators and others who have to work in Carbon gas are not to work more than 6 hours a day. Overtime to be calculated at double rates of usual wages.

Handwritten signature and date
15/2/52