


Date: 15th April '59.

CIRCULAR No.1.

We give below the "Code of Discipline" accepted by all the Central Trade Union Organisations, namely INTUC, AITUC, HMS and UTUC at the 16th Indian Labour Conference held at Nainital. The "Code" have been accepted by the Government the employers and the workers representatives at the Conference of Public Sector Industries held at New Delhi on 21st January 1959. The code also include a provision making it obligatory on the employer to recognise the Union.

The Management of Hindustan Machine Tools Ltd., have also agreed and asked our Association to subscribe to the Code of Discipline in our industry. Accordingly it is proposed to place this at the next General Body Meeting of Our Association for ratification.

Kindly circulate this among your colleagues


(A.B. Bhattacharjee)
Secretary.

CODE OF DISCIPLINE

1. TO MAINTAIN DISCIPLINE IN INDUSTRY.

There has to be (i) a just recognition by employers and workers of the rights and responsibilities of either party, as defined by the laws and agreements (including bipartite and tripartite agreements arrived at all levels from time to time) and (ii) a proper and willing discharge by either party of its obligations consequent on such recognition.

The Central and State Governments, on their part, will arrange to examine and set right any shortcomings in the machinery they constitute for the administration of labour laws.

TO ENSURE BETTER DISCIPLINE IN INDUSTRY

II. Management and Union(s) Agree

(i) that no unilateral action should be taken in connection with any industrial matter and that disputes should be settled at appropriate level;

(ii) that the existing machinery for settlement of disputes should be utilised with the utmost expedience;

(iii) that there should be no strike or lockout without notice;

(iv) that affirming their faith in democratic principles, they bind themselves to settle all future differences, disputes and grievances by mutual negotiation; conciliation and voluntary arbitration;

(v) that neither party will have recourse to (a) coercion, (b) intimidation, (c) victimisation or (d) go-slow;

(vi) that they will avoid (a) litigation, (b) sit-down and stay in strikes and (c) lock-outs;

(vii) that they will promote constructive co-operation between their representatives at all levels and as between workers themselves and abide by the spirit of agreements mutually entered into;

(viii) that they will establish, upon a mutually agreed basis, a grievance procedure which will ensure a speedy and full investigation leading to settlement;

(ix) that they will abide by various stages in the grievance procedure and take no arbitrary action which would by-pass this procedure; and

(x) that they will educate the management personnel and workers regarding their obligations to each other.

III. Management Agree.

(i) not to increase work-loads unless agreed upon or settled otherwise;

(ii) not to support or encourage any unfair labour practice such as (a) interference with the right of employees to enroll or continue as union members, (b) discrimination, restraint or coercion against any employee because of recognised activity of trade unions and (c) victimisation of any employee and abuse of authority in any form;

(iii) to take prompt action for (a) settlement of grievances and (b) implementation of settlements, awards, decisions and orders;

(iv) to display in conspicuous places in the undertaking the provisions of this Code in the local language(s);

(v) to distinguish between actions justifying immediate discharge and those where discharge must be preceded by a warning, reprimand, suspension or some other form of disciplinary action and to arrange that all such disciplinary action should be subject to an appeal through normal grievance procedure;

(vi) to take appropriate disciplinary action against its officers and members in cases where enquiries reveal that they were responsible for precipitate action by workers leading to indiscipline; and

(vii) to recognise the union in accordance with the criteria evolved at the 16th session of the Indian Labour Conference held in May, 1958.

IV. Union(s) Agree

(i) not to engage in any form of physical duress;

(ii) not to permit demonstrations which are not peaceful and not to permit rowdyism in demonstration;

(iii) that their members will not engage or cause other employees to engage in any union activity during working hours, unless as provided for by law, agreement or practice;

(iv) to discourage unfair labour practices such as (a) negligence of duty, (b) careless operation, (c) damage to property, (d) interference with or disturbance to normal work and (e) insubordination;

(v) to take prompt action to implement awards, agreements, settlements and decisions;

(vi) to display in conspicuous places in the union offices, the provisions of this Code in the local language(s); and

(vii) to express disapproval and to take appropriate action against office-bearers and members for indulging in action against the spirit of this Code.

GOVERNMENT OF MYSORE

No.LIM 168 ILD 58.

Mysore Government Secretariat,
Vidhana Soudha,
Bangalore, dated the 23rd May, 1959.

ORDER

WHEREAS the Government of Mysore are of opinion that an Industrial dispute is apprehended between the workmen and management of the ~~the~~ Hindustan Machine Tools (P) Ltd, Jalahalli Bangalore on the point noted below:

AND WHEREAS the Government of Mysore consider it desirable to refer the dispute for adjudication.

NOW THEREFORE, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Industrial disputes Act, 1947 (Central Act No.XIV of 1947). The government of Mysore hereby refer the said dispute for adjudication to the industrial tribunal at Bangalore consisting of a Single member, namely Sri D.H.Chandrasekhariah, B.A.L.L.B constituted in Government notification No.LIH 34 ILD 57 dated 5th July 1957.

POINT OF DISPUTE

Are the following demands of the workmen justified:-

1. Basic Pay: The minimum monthly basic wage/pay of an employee shall be of Rs.40/- (forty) per month, with a corresponding increase to the rest of the employees.
2. Dearness Allowance: Dearness Allowance shall be paid to the employee at Central Government rates in accordance with the recommendations of the first and second Central Pay Commission.
3. Officiating Allowance: When an employee is required to act in a higher grade or post, he shall be paid the salary wages fixed for that grade, and he shall be given due priority for confirmation in that higher grade in case of a permanent vacancy.
4. House Rent and House Rent Allowance:
 - 1) The rent recoverable from employees who are ~~not~~ provided with quarters shall be 10% of the basic pay or the assessed rent ~~which~~ whichever is less.
 - 2) All those who are not provided with quarters shall get 10% of basic pay ~~as~~ as House rent allowance.
5. Night shift allowance: Leave facilities shall be as follows for all employees in the factory.

- (i) Earned Leave: 30 days per year on full pay and D.A. with a right to accumulate for 3 years.
- (ii) Sick leave 10 days on full pay and D.A. or 20 days on half pay and half D.A. per year with a right to accumulate for 45 days.
- (iii) Casual leave: 12 days on full pay and D.A. per year.
- (iv) Festival Holidays: 12 festival holidays with full pay and D.A. per year shall be given to all employees. The factory shall be closed on January 26th, May day and August 15th. The other nine paid holidays shall be availed of it the option of the employees. Festival holidays shall not be denied on any account.
7. Batta for duty Outside: Any employeew k who is deputed on company work outside the factory area within Bangalore shall be paid a batta of Rs.1/- per day. if not, what is the extent of relief to which they are entitled?

By order and in the name of
the Governor of Mysore.

(I.S.Shaikh)
Under Secretary to Government
L.S.G. and P.H.Department.

To
The Compiler, Mysore Gazette, Bangalore for publication in the Gazette and supply of 5 spare copies of the printed notification to the Labour section Mysore Government Secretariat,

Memo No.LLH 168 ILD 58

Bangalore dated 23rd May, 1959.

Copy of the above is forwarded to:

- 1) The Commissioner of Labour in Mysore Bangalore,
- 2) The Presiding Officer, Industrial Tribunal Bangalore,
- 3) The Secretary, Hindustan Machine Tools Employees Association, Jalahalli, P.O. Bangalore.
- 4) The Management, Hindustan Machine Tools (P) Ltd, Jalahalli, Bangalore.
- 5) The Under Secretary, weekly Gazette (4 copies) This is sent for publication in extense.

(~~S~~ I.S.Shaikh)
Under Secretary to Government
LSD and PH Department.

/copy/

GOVERNMENT OF MYSORE.

Mysore Government Secretariat,
Vidhana Soudha,

~~Recd~~ Dated: Bangalore; 23rd May 59.

No.LLH 168 ILD 58.

From the Secretary to Government of Mysore,
LSG & PH Department.

To The Secretary,
Hindustan Machine Tools Employees Association,
Jalahalli, Post. Bangalore.

Sir,

I am directed to forward herewith a copy of Government order No.LLH 168
ILD 58 dated 23rd May 1959 referring the for adjudication the dispute between
the workmen and management of Hindustan Machine Tools Ltd., Jalahalli, for your
information.

Yours faithfully,

(I.S.Shaikh)
Under Secretary to Government
LSG and PH Department.

266-A

CENTRAL INDUSTRIES EMPLOYEES FEDERATION.

BANGALORE.

Memorandum submitted to Hon. Prime Minister, Government of India by the Central Industries Employees Federation, Bangalore, on 21st April '59.

Dear Sir,

On behalf of the 20,000 employees of the four Public Sector Industries in Bangalore viz., H.A.(P) Ltd., I.T.I. (P) Ltd., H.M.T. (P) Ltd., and B.E. (P) Ltd., we are submitting this memorandum for your kind consideration and immediate favourable action.

The millions of Central Govt. employees and the employees in Public Sector Industries are eagerly awaiting the recommendations and conclusions of the II Pay Commission which are supposed to be published in the month of June, 1959. They are anxious because the Pay Commission has been entrusted with the task of laying down the basic principles for a National Wage Structure which will naturally include the issue of Minimum Wage and Dearness allowance. The terms and Reference also include the determination of Principles Governing service conditions of employees and the application of the same in the present day context. While the employees working in Public Sector Industries are fully aware that the Pay Commission will give its findings on an overall consideration of the National economy and the objective of building a Socialistic Pattern of Society in our country, we are extremely pained to find that the Employees of the Public Sector Industries are not covered by these recommendations.

It is hardly necessary for us to point out the important place which these Public Sector Industries occupy in the National economy of our country. As visualised in the II Five Year Plan, there are many Heavy Engineering Industries, such as the Hindustan Aircraft, Hindustan Machine Tools etc. We have also three Steel Plants which are the backbone of the nation. The Sindhri Fertilisers, Hindustan Shipyard, Heavy Electricals, Hindustan Cables, National Instruments Factory and such other Industries, have a very major role to play in industrialising our country and eliminating the backwardness of our country. Further these industries are financed and controlled by the Govt., of India. Though they are supposed to be autonomous Corporations, we will not be far from truth if we state that for any matter, Major and Minor, they will have to get the sanction and concurrence of the several Ministries under whom these industries come. In view of the above, you will appreciate that the employees in the Public Sector Industries occupy a place of National Importance and they deserve to be treated in a manner consistent with the status of the Industry and the role of the employees in developing these Industries.

Another matter of importance which we would like to bring to your kind notice is the major discrimination made against the employees of only the Public Sector Industries in Bangalore. While the I Pay Commission's recommendations in the matter of Basic Wages, Dearness Allowance are implemented in Public Sector Industries such as Sindhri Fertilisers, Hindustan Cables, Hindustan Shipyard etc., While the conditions of service and the Wage Structure in the rest of the Industries are also better, it is a matter of deep regret that in all these above matters the

contd..

employees working in Central Government Industries in Bangalore are discriminated against. While we observe differences in conditions of employees working in these Industries under different Ministries such as Industries Ministry, Communication Ministry and Defence Ministry, it is also seen that conditions of the employees under the same Ministry also differ. We are confident that we will not be accused of exaggeration if we point out that these are unjust and invidious distinctions which are to be put an end to in the interests of not only the employees but also the industry.

It is not our intention now to take up the entire conditions of service of the employees of these four Industries, Viz, H.A.L., I.T.I., H.M.T. & B.E.L. In the matter of Minimum Wage and Dearness Allowance, the employees are not getting a fair treatment. The present minimum wage obtained is Rs.25/- at HMT, and Rs.30/- at HAL, ITI and BEL. Thus the Minimum Wages paid has no bearing on the principles enunciated by the various Committees constituted by the Government, which have gone into the question. On the basis of principles and Norms enunciated by the 15th Tripartite Conference, a worker in Bangalore is entitled to get a minimum wage of Rs.140/-.

In respect of Dearness Allowance Scheme existing in the four Factories at Bangalore we wish to point out that the same is not based on well established and rational principles. It is not linked to the cost of living index, is arbitrary and less than the I Pay Commissions recommendations. It is also most inadequate when compared to Private Sector Industries in Bangalore. Even to obtain a small increase of Rs.6/- and Rs.5/- in their Dearness Allowance, the employees were forced to wage a bitter struggle resulting in the loss of life of an employee due to Police Firing. It would also be not out of place if we mention that the cost of living in Bangalore is almost equal to that of metropolitan cities such as Calcutta, Madras and Bombay.

You will see from the above that particularly in respect of D.A. and Minimum Wages the employees of the Government of India Undertakings deserve immediate consideration at your hands and since the employees of Govt. of India Undertakings other than in Bangalore are already getting the benefits of I Pay Commission Recommendations and also will be further benefitted by the recommendations of II Pay Commission, non-implementation of II Pay Commission's recommendations at least in respect of Basic Wages and Dearness Allowance in the four Government of India Undertakings situated in Bangalore is bound to have serious repercussions among the employees.

This does not mean that the employees are interested in creating unrest. On the otherhand you will appreciate that we have played a proud and positive role in increasing production and in defending and developing these Public Sector Industries. In HAL, the employees in addition to meeting the Demands of Indian Air Force and manufacture of Railcoaches are Associating

themselves with the programmes of designing and manufacturing new type of Aircraft and Aero Engines. They have also taken up manufacturing of Ultra Light Aircraft in record time. In ITI Production figures have gone high and workers are sharing the responsibilities in Management by participating in Joint Works Council. In HMT the employees have trebled their targets and have produced one Hundred Machines in a month which has won the praise and acclamation of the entire country. They are also participating in the Joint Council of Management. Bharat Electronics is also looking up with the recent agreements with the Pye Tele Communications Ltd., and Phillips Ltd., Due to our sincere and patriotic efforts, we have been able to save considerable foreign exchange and have contributed towards achieving the objectives enunciated by the Government. We further assure you that we will not be failing in our duty to rise to the occasion and strive our best to defend and develop the Public Sector Industries. We request you to consider the plight and hardships of the employees of these Industries and take necessary steps to see that the II Pay Commission Recommendations in respect of D.A. and Basic Wages are implemented in these four Industries.

Thanking you,

Yours faithfully,

F. Louis

(F. LOUIS)
PRESIDENT.

K. S. Krishna Murthy

(K.S. KRISHNA MURTHY)
GENERAL SECRETARY.

*Recd
1/10/75*

5 JUN 1959

HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION.

Jalahalli P.O.
Bangalore, Dated: 1st June '59.

CIRCULAR No.3.

We give below the resolution adopted at the meeting of the Executive Committee held on 27th May 1959 for your information,

"The Executive Committee reviewed the position of the Demand Memorandum in the light of the reference of 7 issues to the Industrial Tribunal. Though the Union has been striving its level best to get into a negotiated settlement from the very beginning and has also expressed its opinion that it is not for adjudication of disputes in this industry, though the Union has suggested that at least interim relief of (1) Rs.5/- enhancement in Basic Wages to all employees from 1st October '53 (2) 12 Paid Festival Holidays (3) Night Shift Allowance of As.4/- per day be granted, it is a matter of regret that the Management has rushed to the Government and got a reference made to the Tribunal. It is also a matter of deep regret that the Government of Mysore should have thought fit to refer disputes to the Tribunal without attempting at a negotiated settlement. The Executive Committee considers that the situation did not warrant such a hasty reference and that the action taken is retrogressive.

However in view of the desire of the Union to make all attempts at a negotiated settlement, and in view of the opinion expressed by the Management that they will negotiate if a minimum list of demands for a two year period of agreement is given, the Executive Committee has resolved to submit such a list of demands, without prejudice to the Demands referred to the Industrial Tribunal and on the definite understanding that this list will not be used as a record in the Tribunal. The Executive Committee urges upon the Management to immediately initiate further negotiations and try to arrive at a negotiated settlement. If the Management is not prepared to negotiate even on this list of Minimum Demands the Executive Committee resolves to approach the Minister for Labour, Government of Mysore, for making efforts to bring about an amicable settlement. If even this does not come about the Executive Committee will have no option except to take recourse to further action in order to vindicate its rights.

This meeting calls upon the employees to understand and appreciate the difficult position and rally round the banner of the Union as one man so that we may get justice at the earliest."

A.B. Bhattacharjee
1/6/59
(A. B. BHATTACHARJEE)
Secretary.

22 JUN 1959

HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION.

Jalahalli P.O.
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This meeting calls upon the employees to understand and appreciate the difficult position and rally round the banner of the Union as one man so that we may get justice at the earliest."

A. B. Bhattacharjee
1/6/59
(A. B. BHATTACHARJEE)

Secretary.

10 JUN 1959

HINDUSTAN MACHINE TOOLS KARMIK SANGHA
(Reg. No. 347)
Gokul, Jalahalli Post.,

Without prejudice to our claims for the demands that are pending before the Industrial Tribunal and other demands before the Management of HMT, KARMIK SANGHA have requested the HMT Management to grant the following interim reliefs:

- (1) Increase in basic wage at the rate of Rs.5/- per month
- (2) Payment of night shift allowance at 25 nP.
- (3) Payment for the declared festival holidays
- (4) Batta at the rate of Rs.1/- per day for deputation on outside duty.

The KARMIK SANGHA have further demanded that these should be given effect to from the date of the ITI Award as we find no reason why we should get it only from 1-10-1958 as demanded by the HMTEA.

We are hopeful of the Management considering this reasonable request of the HMT KARMIK SANGHA.

HMT KARMIK SANGHA ZINDABAD WORKERS' UNITY ZINDABAD.

దేశీ విమోచనానికై కార్మిక సంఘం (రి)

మిత్రులే

కాలేజీలో నమస్కృత వ్యాపారాన్ని ముందే ఇరువ నమూనా బేరీ రేషన్ ధర్మ బాధ్యతలకు ఈ కార్యకర్తలకు భద్రత కలిగి ఉన్నప్పుడు మా ద్వారా వర్తింపజేయబడిన కొరతలను తీర్చిదిద్దాలని కోరుకుంటున్నాము.

- (1) మూలకంబళనల్ల కింద గానీ (5/-) గానీ కార్యకర్తలకు ఎల్లవనకంబళననూ ఉండాలి.
- (2) గానీ పిల్లల నల్ల కంబళననూ ఎల్ల కలననూ 0.25 న.పై. గానీ కున్న అర్హతలను తీర్చిదిద్దాలి.
- (3) పి.ఎ.వి కార్యకర్తలకు ప్రతి నెల గానీ ఎల్లవనకంబళననూ ఉండాలి.
- (4) గానీ బాధ్యతలను తీర్చిదిద్దాలి గానీ దినవారీ లంబన కార్యకర్తలను తీర్చిదిద్దాలి.

ఈ ఎల్లవనకంబళననూ మా ద్వారా వర్తింపజేయబడిన కొరతలను తీర్చిదిద్దాలి గానీ దినవారీ లంబన కార్యకర్తలను తీర్చిదిద్దాలి గానీ దినవారీ లంబన కార్యకర్తలను తీర్చిదిద్దాలి.

కామిని కుంభాబాద్ కిలినగారర లున్నాం
కాలేజీలో నమస్కృత వ్యాపారాన్ని ముందే ఇరువ నమూనా బేరీ రేషన్ ధర్మ బాధ్యతలకు ఈ కార్యకర్తలకు భద్రత కలిగి ఉన్నప్పుడు మా ద్వారా వర్తింపజేయబడిన కొరతలను తీర్చిదిద్దాలి గానీ దినవారీ లంబన కార్యకర్తలను తీర్చిదిద్దాలి గానీ దినవారీ లంబన కార్యకర్తలను తీర్చిదిద్దాలి.

22 JUN 1959

HMT Karmik Sangha

(Reg. No. 347)

Circular No. 4

GREAT VICTORY FOR THE KARMIK SANGHA AND HMT WORKERS

Dear Workers,

We had told you in our earlier circulars that we are negotiating with the Management for the grant of Interim Relief.

We are very glad to inform you that the Management has conceded the following Interim Relief without prejudice to our 23 Demands pending before the Management and of which 7 pending before the Tribunal

- 1) Increase in the basic pay by Rs. 5/-PM & corresponding increase in the Minimum & Maximum of all Pay scales upto Rs. 250/- with effect from 1-4-1958.
- 2) Payment for 9 holidays including Republic Day & Independence Day with effect from July 1958.
- 3) Payment of night shift allowance of Rs. 00-25 per day to all the workers working between 7-30 p.m. & 5 a.m.
- 4) Increase in the attendance Bonus from Rs. 4/- to Rs. 5/- per month from 1-7-59.

F. T. O.

5) Revision of overall Production Bonus from 1-7-59.

6) Increase in Batta from Rs. 0-62 to Rs. 1/-^{1/2} per day for outdoor duty.

The Sangha has safeguarded the interests of the workers in getting the Immediate INTERIM RELIEF like Basic wages and festival holidays from the dates of the I T I award, while the HMTEA had betrayed the workers in asking these to be given from 1-10-1958 and 7-1-1959 respectively. Further, this clearly shows that the approach of the leaders of the HMTEA towards the problem was not proper, correct & sincere.

The Sangha is always at your service to safeguard the interests of workers against the betrayed and self interest political leaders.

We would not like to say much now but would request you to rally round the HMT Karmik Sangha.

HMT Karmik Sangha Zindabad.

Down with Political Party Leaders.

K. B. Sen Gupta

Secretary.

S. N. Jayaraman

Asst. Secretary.

O Mariappa

Treasurer.

11-6-1959.

P. Dorai pandiyan,

President.

H. Jaffar Khan

Vice-President.

What Happened To Our Demands?

Blackest betrayal of workers of HMT by the Management and the Employees Association.

Down with betrayers and political workers' leaders.

Break the conspiracy between the management and the employees association.

Dear friend,

We are shocked to hear that the hopes of achieving our demands have now been shattered to pieces, although the HMTEA published on 26-3-59 in Bulletin No. 5 that the management had agreed to concede the demands of the employees such as, increased basic pay (partly), revision of bonus scheme, wage structure, grant of festival holidays, ~~batta~~ for outside work, construction of Rest Rooms etc. In its latest bulletin No. 10 the Association said that it had pressed on the management for the implementation of the Second Pay Commission's recommendations after the announcement. The Second Pay Commission is yet to submit its report and its recommendations, we say, without any fear of contradiction, from our experience of the report of the First Pay Commission, will be published, not until 1961! It stands to commence to ask simple questions:

i) that if the present leadership had pressed on the management to implement the published recommendations of the First Pay Commission, which if implemented will benefit the employees and if the management has agreed as per bulletin No. 5 to concede certain demands, may we know why our present leadership of the Association dominated by political

faddists, did not accept such of the demands conceded and negotiate for the remaining?

ii) When peaceful negotiations were in process why did the die-hards of the Association mislead the innocent employees to an agitational approach DEMANDS WEEK and provoked the management to have a closed-mind attitude?

iii) Was it not a fact that the present leadership of the Association had known the consequences of the demands week but yet they did it deliberately to bring about some political impact on the workers.

iv) will any trade union worth the name stage a DEMANDS WEEK and invite some irresponsible and disgruntled men in the Trade union field and carry on a tirade on the management where our representatives are also co-managers?

It is in keeping with the tradition of labour movement in this country and elsewhere to call for demonstration when negotiations fail and force a settlement on issues. In the present context of HMT affairs, the so-called leadership by such demonstration has unfortunately put an abrupt end to further negotiations on our demands. It is of course, nothing but in keeping with the tradition of the Communist Party to block any progress made in any sphere of constructive activity so that the Party can have sufficient propaganda material only for election purposes. Everytime some sensible opinion was expressed by employees who are equally interested in the stability and prosperity of the Association, they are relegated to the background because they do not jump to unstintingly support each and every policy of the present leadership whether reasonable or unreasonable and more often than not they are dubbed as 'management agents'. It is now more a dissolutionment to the employees than just a mild shock that out of the 23 demands framed after much deliberation and

carefulness and placed before the management, only 7 have been referred to the adjudication. There is sufficient reason to believe, the way things are going on in HMT, that the management & present leadership of the association have in a connivance got the demands referred to a Tribunal and it should not flabberghast anybody that our demands may not see the Sun light at all at least for some more years to come. Referring the demands to a tribunal is a conspiracy jointly engineered by the management and the present leadership. It is needless to say that our present leadership has concentrated more on the Communist Party work, such as enrolment of party members, arrangement of public meetings in the nearby villages to be addressed by Communist Party members and collection of funds for the party inside the factory during working hours, door to door canvassing in the Estate for membership and funds and to inculcate the minds of innocent workers theory of communism by way of sale of communist party literature.

Now is the time for violent meetings, demonstrations, fresh condemnation of those who are playing the role of management-cum-labour leadership. We do not want party politics. We want right wages for our work. We wish not to be pawns in the bargain for political adventure of our leaders.

Let us now look into the democratic side of our present leadership of the Association. So much is said by the present leadership about the democracy and its application in all aspects. This seems to be more in the breach than in practice. The statements of accounts for the years 1956-57 and 1957-58 have not been placed before the General Body for approval as per clause 8 of the Association's Constitution. Where is the Annual Report for this year? Can we ask why? Are not the accounts kept properly? If so, let the present leadership clarify. We can pardon them to save the prestige of our Association. Will our comrades (?) discontinue

party work in the factory at least in the future. We do not want, we repeat, we do not want, that HMT should transform itself into a biggest Communist Party Cell from where the network can be carried on for political vendetta. The bulletins for which we all pay have become a political forum for attack and uncharitable remarks on individuals and individual political units, instead of bringing home the desired message to one and all without wounding the political sentiments of the members.

Friends, a situation has now arisen which calls for a serious attention of one and all interested in the welfare of workers and their association, to have a thorough heart-search, whether or not the present leadership is taking us all on right and accepted lines of trade unionism and whether it is in any way helping or going at least the way expected of it when we chose the leadership 13 months back. It is time that all interested in the welfare of workers come together and think about some alternate steps whereby a cordial atmosphere is created in the industry to get our legitimate demands met by the management.

PARTY POLITICS MURADABAD WORKERS' UNITY ZINDABAD.

P. DOBAIPANDYAN
W. RAMA MURTHY
M. M. SWAMY
G. ABRAHAM
RAMASWAMY
K. B. SENGUPTA

P. M. PILLAI
M. C. SWAMY KANNAN
V. T. E. NAIDU
MUNISWAMY
KRISHNA MURTHY
C. MARIYAPPA

S. S. REDDY

HINDUSTAN MACHINE TOOLS KARMIK SANGHA
(Registered No.347)

Gokul : Jalahalli P.O.

DEFEND WORKERS' INTERESTS : STOP EXPLOITING INNOCENT WORKERS : COMMUNISTS
STAY OUT

Dear friend,

Please do not forget that all of us; the employees of this factory gave our all that was best in us for the prosperity of Hindustan Machine Tools and who by sweat of our brow, skill of our hands and inventiveness of our minds made HMT which was once dubbed by one Mr. Schiefe as a big colossal waste, now ring in the ears of the machine tool world as one of the finest machine tool building unit, are certainly responsible to bring HMT in the popular fore of the people and in the meantime helplessly blinking at the red leadership which has refused delivery of goods.

No employee, we are certain, wishes to become a black-leg and we are equally interested in the fulfillment of the 23 demands placed before the management after much deliberation. With a definite plan to enrage the workers create dissatisfaction not only against the management of HMT and the Government but also to enlist the support of workers in full strength to help their own political ends, the red-leadership got the reference made about the Demands to the Industrial Tribunal.

There have been cases where gift-promotions have been made by the management to the supporters of the present leadership of HMTEA. Advance increments unheard of in the history of HMT since 1956 have been granted to an important office-bearer of the Association 'as a special case'. Where was the need for this special favour to him? The inference is obvious. It is the tactical move to draw him from the workers and use him as a tool for interests best known. Why was a Demonstration staged to demand promotion only for an individual office-bearer? How about others?

In one of the bulletins, the Secretary of the HMTEA has said "this reference to the Government took place not due to the insistence of the Union but due to the pressure of some vested interests". What a pity? This statement is not only mischievous but also very much misleading. The Association cannot deny itself having no knowledge about it. The President of HMTEA has secretly written to the management asking them to refer the rest of our demands for adjudication as a last resort.

The interests of the workers are in danger in the hands of the present leadership. The Office-bearers of the Association are members on our Joint Council and because there is some strife in HMT, the Joint Council has not been functioning in the manner it should. The wonderful achievements of the Works Committee outweigh the performance of HMTEA which has been functioning for the past 13 months. ~~Some non-members of HMTEA~~ on behalf of the employees have presented themselves, as a third party before the Industrial Tribunal on 5.6.59 certainly not to negative the demands but surely to set as watchdogs there so that the present leadership does not easily yield to small favours. Therefore, the propaganda carried on those persons present at the Tribunal is a bundle of lies nicely packed and finely presented to the innocent employees. We are given to understand that the present leadership is going about coercing and threatening some of the signatories of our earlier bulletin and has threatened them of severe action. We are strong enough to put down rowdism. We appeal to one and all to stand united. We request one and all not to fall a prey to the slogan-mongering red-leadership of HMTEA.

To combat the onslaughts of the present leadership and to fight for the justice to the workers we have formed a broad based and composite trade union. It will be the constant endeavour of the Sangha to safeguard the workers' interests. We have placed certain demands already before the Management asking for some interim relief. We are hoping to be successful in our mission. Let us all unite and see industrial peace in reality and may we go towards improvement of living conditions of the employees of HMT.

HINDUSTAN MACHINE TOOLS KARMIG SANGHA ZINDABAD!
PLEASE ENROL YOURSELF AS MEMBER OF HMTKS.

Please circulate among all friends.

July 6, 1969

Dear MSK,

We have received a letter from HAL Emp Association for advice regarding their next steps.

Will you please send us your report in this respect at the earliest.

With greetings,

Yours fraternally,

V/mo
6/11/69
(K.G.Sriwastava)

10th June 1959


NOTICE

Without prejudice to the rights of Management in I.T.No.8 of 1959, the Board of Directors of Hindustan Machine Tools Ltd., decided at its meeting held today to grant to the workmen/employees, who are on the pay-roll of the Company on 10th June 1959, the following benefits:

- (i) An increase of Rs.5/- will be made in the minimum and maximum of salaries of each grade of workmen drawing Rs.250/- and less per mensem and further every workman in that category will get an increase of Rs.5/- in his or her basic wage with effect from 1.4.1958.
- (ii) Festival leave of 9 days inclusive of Republic Day and Independence Day with effect from 17.7.1958 to those workmen who were entitled so far only to 2 paid holidays, i.e., Independence Day and Republic Day.
- (iii) A Night Shift Allowance of 25 nP. per day per workman whenever he is required to and actually works after 7.30 p.m. and before 5 a.m., with effect from 1st July 1959.
- (iv) An increase of Re.1/- in the Attendance Bonus from Rs.4/- per month to Rs.5/- per month with effect from 1st July 1959 to all employees of the Company.
- (v) A revision of the Overall Production Bonus with effect from 1st July 1959 so as to give the employees eligible for bonus under the scheme in force enhanced earnings under this head if the production scheduled or to be scheduled for 1959-60 is attained.

2. Items (i) and (ii) correspond to those given in the I.T.I. Award dated 27.6.1958.

3. Items (i), (ii) and (iii) are pending adjudication before the Industrial Tribunal and the Management have instructed their representative before the Tribunal to obtain an early decision on those matters to enable payments to be made at the earliest opportunity.


(M.K. Mathulla)
Managing Director.

All Heads of Departments.

56-A

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RESOLUTIONS ADOPTED AT THE MEETING OF THE GENERAL BODY OF THE
HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION, HELD ON 28TH JUNE 1959.

1. ON THE DEMAND MEMORANDUM AND PRESENT POSITION:- The Executive Committee of the H.M.T.E.A. considered the developments since its last meeting namely 27th May 1959 in respect of the Demand Memorandum. It took note of the fact that in the light of the decision of the previous Executive Committee meeting, and in pursuance of the discussions with the Controller of Finance who, it was stated, had been authorised by the Management to negotiate with us, a list of minimum demands was submitted on 5th June 1959. The minimum demands substantially reduced the claims of the workmen from Rs.34 lakhs to about Rs.10 lakhs per year and offered a reasonable basis for settlement of the outstanding disputes. However, in the light of further discussions and on the basis of the proposals made by the Management, further concrete proposals were submitted on 8-6-'59 by which on certain major issues the Board of Directors could take a decision and on other minor issues administrative action could be taken by the Management. It was expected that the Management would agree to these proposals and send us a communication to this effect. However it is a matter of deep regret that the Management has till now not communicated with the union about our proposals nor tried to arrive at a negotiated settlement on all outstanding issues, on the other hand the management has announced certain decisions of the Board of Directors, in respect of some of the demands. It is observed from the decisions that while in the case of Basic Wages, Night-shift Allowance, and Attendance Bonus it almost meets the proposals made by the Union, in the matter of festival holidays the management has not conceded what they had agreed to during discussions. It is also observed that nothing specific is said about the quantum of overall production Bonus. Further, the Executive Committee notes that no decision has been taken on the question of introduction, of a gratuity scheme or implementation of other minor issues like, House Rent, Officiating Allowance, Batta for outside duty, uniforms, rest rooms, agreement on promotion etc. etc. by the Management. While the Union and the employees have been taking an attitude of negotiations and negotiated settlement from the very beginning, have suggested concrete proposals and have been enormously patient, it is a matter of regret that the Management has not only not responded to the just and reasonable attitude, but has resorted to actions such as, restrictions on union Office-bearers, Executive Committee members, and active workers, removal of the phone surreptitiously from the Union Office, denying transport and accommodation facilities for the General Body meetings; discrimination against union office-bearers and active workers in the matter of promotion; not putting up union notices on the Union notice-boards, intimidation and coercion in the name of Security arrangements, illegally ordering the supervisors not to participate in Trade Union measures etc. The Executive Committee wishes to point out that because of this approach, attitude and actions of the Management, the HMTEA has come to the inevitable conclusion that the management is not desirous of negotiating with the union or arriving at a reasonable settlement of the demands. It further wishes to state that these actions of the management will not be conducive to better industrial relations. If continued, the situation is bound to deteriorate.

Despite all this, since the union is interested in the solution of problems and in the employees getting certain immediate benefits, the Executive Committee resolves that the three issues, namely basic Wages, Leave Facilities and Night Shift allowance which are at present pending before the industrial Tribunal be settled in terms of the proposals made by the Management through its notification dated 10-6-'59. It also resolves to carry on the Case in respect of the rest of the issues before the Tribunal. Since many other important demands are still not settled, and since the Management has neither shown any inclination to negotiate with the Union for a settlement on those demands nor communicated to them their position, the Executive Committee resolves to request the Minister for Labour, Government of Mysore to use his good offices to bring about an amicable settlement.

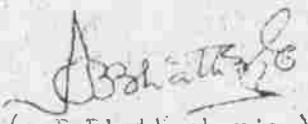
PTO

This meeting of the Executive urges upon the Management to put an end to its present attitude and take immediate action to:-

- 1) Remove the restrictions placed on active workers, Executive Committee members and office-bearers of the Union.
- 2) Restore the facilities provided to the Union such as phone, accommodation and Transport facilities for the General Body meetings, notices to be put on the notice boards etc.
- 3) Stop discrimination of union activities in the matter of promotion etc.
- 4) Withdraw the warning notice against Sri Gopalakrishna.
- 5) Modify Security and other restrictions in such a manner as not to create difficulties.
- 6) Withdraw the order banning supervisors from participating in Trade Union activities.
- 7) Negotiate with the union for settlement of outstanding disputes.

The Executive Committee wishes to point out that the above actions, if taken, will go a long way in creating a better atmosphere and cordial relations, between the management and the employees.

This meeting appeals to the employees to understand and appreciate the gravity of the situation, not to get provoked at the actions of the management and to stand as one man behind the IITMA to win these just demands and to develop the industry.


(A.E. Bhattacharjee)
Secretary.

30/6

EMPLOYEES OF HINDUSTAN MACHINE TOOLS UNITE

- ★ Self Interested Officers- Stop your Machinations
- ★ Management Agents-Don't Boast Unnecessarily
- ★ Let Management Negotiate With Real Representatives of Employees
- ★ Let Our Heavy Engineering Industry Be Defended

Friends,

You are all aware how our Association (H.M.T.E.A) which has been built by the sacrifices and tireless efforts of hundred of employees has been moving forward undaunted has strived to defend the interests of the workers as well as worked for the development of the Industry, saving thousands of rupees from the robbery of money that was going on in Transport and Canteen has been to it that the Company makes lakh of rupees profit and now all this has earned a proud place of honour for H. M. T. in our country. The credit goes to the achievement of joint council of Management and the H. M. T. E. A.

In the mean time, the Association has submitted 23 demands which are just and reasonable. Since the Management did not come to a reasonable settlement, the Union had to conduct the 'Demands Week' and meetings in a constitutional and peaceful march. While negotiations were still going on after this some officers of the Company who call themselves as honest persons and interested in the welfare of the employees, have conspired and seen to it that some of our demands are referred to the Tribunal. Further, it is dismissed and the grossest betrayal of the workers and the grossest betrayal of the workers and the Industry that some of these officers have eyed on some self interested power and personalities and agents of the Management who were routed at the last Union Elections, to form a Rival Union to bring industrial unrest and disunity among the employees, and are further encouraging them from behind the screen. It is not just that a high officer company who is mainly responsible for the Rival Union is trying to force the employees of the Civil Engineering and some other department to join the Rival union. It is also said that along with the Chairman of Jalahalli village, this officer is forcing the H. M. T. workers living in Jalahalli village to Join the Rival Union. What does this mean? Is not the malafide intentions of these persons clear from the fact that even on the phone they call the workers and ask them to join the Stooze Union? We cannot but condemn these actions in the strongest of terms. It is also highly condemnable that when about 60% of our demands was about to be settled by negotiations, the entire thing was sabotaged by these great persons.

Let us also warn that the secret meeting conducted by inviting S. P. leader Madhavan and I. N. T. U. C. leader Thimmaiah will only lead to their destruction and not existence. Our leaders are a 'nightmare' for these persons. They have got distributed through their agents five hand bills only accusing the Union as 'Communists' These gentleman fear our President in the same manner as the thieves are afraid of Policemen. Let us ask what is the back ground for all this? we strongly condemn the nefarious and selfish activities of these persons.

The H. M. T. E. A. and its leaders decide a settlement through negotiations. Let us hope the Management even now negotiates with the real representatives of the employees for a settlement. May we ask from whom have the rival Union persons got money which they are spending like water? Who is the treasurer of the Stooze Union? Is it C. Mariyappa or Jayarama Gowandar or Varadaraju? Let us straight away tell these stooges. we know to which party and group you belong to. Your entire 'jatakam' is known to all. Why do you go on shouting Communist etc. against the leaders of H. M. T. E. A. who have earned the love and confidence of the workers? Are you not ashamed? or do you consider yourselves equal to Hitler and Mussolini to put down Communism? Why do you waste your energies in trying to achieve things which Mussolini and many other bigger persons tried and failed? we are workers and interested in the struggle of the workers for bettering their conditions. We are not politicians. Do not try to divide the workers on the basis of politics.

We are to teach these persons that all of us have our own individual freedom. In every handbill brought out by them they call us 'Innocent workers' and under that guise they slander every one. We are intelligent and cautious workers. We know where our interests lie. Let us cry a halt to these Agents of the management and stooges who are betraying the workers under the guise that we are innocent.

Friends, If these people were really interested in the workers would they have started a Rival Union? would they not have discussed with our Union leaders if there is any mistake and tried to correct them if necessary? It is clear that they do not choose this democratic path since they cannot achieve their selfish objectives if they take up that path 'Imagine, In H. A. L. we say the Party Pandyan Achari who laid his life for the sake of 11,000 workers.' To day we are seeing P. D. Pandyan trying to check the unity of the workers and betraying their interests? If the management has to take up a proper attitude to us, we must strengthen our unity and solidarity. We appeal to every worker not to lend their ears to the false and malicious propaganda, carried on by the Management's agents in the Stooze Union but to stand under the banner of H. M. T. E. A. as one man. These betrayers are trying to divide the workers in the name of caste, creed, community, nationality and Politics. We do not want the leadership of such persons. Let us all stand united and defend our Union the H. M. T. E. A. Let us not to be carried down by threats, coercion or sweet words of either the Managements Agents or officers. Let none join the Rival Union. Let there be cent per cent membership for H. M. T. E. A. Then alone we will be able to achieve our objectives and better our conditions of living as well as develop the Industry.

Long Live Hindustan Machine Tools Employees Association

Down with the nefarious Activities of betrayers

Give a fitting reply to liars and Slanderers

WORKERS UNITY ZINDABAD

“ಹಿಂದೂಸ್ಥಾನ್ ಮೆರ್ಷಿ ಟೂಲ್ಸ್ ಕೆಲಸಗಾರರೇ ಒಂದಾಗಿರಿ”

- ★ ಮ್ಯಾನೇಜ್‌ಮೆಂಟಿನ ಸ್ವಾರ್ಥ ಅಭೀಷರೇ-ನಿಮ್ಮ ಕುತಂತ್ರಗಳನ್ನು ನಿಲ್ಲಿಸಿ
- ★ ಮ್ಯಾನೇಜ್‌ಮೆಂಟಿನ ಕರ್ತವ್ಯಭ್ರಷ್ಟ ಭಂಟರೇ-ಬಡಾಯಿ ಕೂಚ್ಚಬೇಡಿ
- ★ ನೌಕರರ ನಿಜವಾದ ಪ್ರತಿನಿಧಿಗಳೊಂದಿಗೆ ಮ್ಯಾನೇಜ್‌ಮೆಂಟಿನವರು ಚರ್ಚಿಸಲಿ
- ★ ನಮ್ಮ ಘನ ಕೈಗಾರಿಕಾಹಿತವನ್ನು ರಕ್ಷಿಸಲಿ

ನಮ್ಮ ಸಂಘವು ಅನೇಕ ನೌಕರರ ನಿರಂತರ ತ್ಯಾಗಗಳಿಂದ ಮತ್ತು ಹಗಲಿರಲೂ ದುಡಿದ ಫಲದಿಂದ ಬಲಿಷ್ಠವಾಗಿ ಎದೆಗುಂದದೆ ಮುನ್ನುಗ್ಗುತ್ತಾ ಕಳೆದ ಚುನಾವಣೆಯಲ್ಲಿ “ಇಯುಫೀಂ” ಗಳು ನಮ್ಮೆಲ್ಲರ ಹಾಗೂ ನಮ್ಮ ಕಾರ್ಖಾನೆಯ ಅಭ್ಯುದಯಕ್ಕಾಗಿ ದುಡಿಯುತ್ತಾ ಮತ್ತು ಕೆಲಸ ಮಾಡುತ್ತಾ ಮ್ಯಾನೇಜ್‌ಮೆಂಟಿನಲ್ಲಿ “ಮೆಚ್ಚು” ಪಾತ್ರವನ್ನಹಿ ನಮ್ಮ ಕಾರ್ಖಾನೆಯನ್ನು ಹಗಲು ದರೋಡೆಕಾರರ ಬಾಯಿಗೆ ತುತ್ತಾಗಿ ಸದೇ “ಟ್ರಾನ್ಸ್‌ಪೋರ್ಟ್ ಕಾಂಟೀನ್” ಗಳಿಂದ ಸಹಾಯ ರೂಪಾಯಿ ಮ್ಯಾನೇಜ್‌ಮೆಂಟಿಗೆ ಲಾಭಗಳೂ, ಕೆಲಸಗಾರರ ಅತಿ ಉನ್ನತ ಮಟ್ಟದ ಕೆಲಸದಿಂದ ಲಾಭಾಂತರ ರೂಪಾಯಿಗಳು ಲಾಭಗಳಿಸಿಕೊಟ್ಟು ರಾಷ್ಟ್ರನಾಯಕರ ಪ್ರಶಂಸೆಗೆ ಪಾತ್ರವಾಗಿರುವುದು ತಮಗಿಲ್ಲದಂತೆ ತಿಳಿದ ವಚನ.

ಈ ಮಧ್ಯೆ ನಮ್ಮ ಸಂಘವು ಕಾರ್ಮಿಕರಿಗೆ ನ್ಯಾಯವಾಗಿ ಸಲ್ಲಬೇಕಾದ 23 ಬೇಡಿಕೆಗಳ ಪ್ರಕಾಶನೆಯನ್ನು ಮ್ಯಾನೇಜ್‌ಮೆಂಟಿಗೆ ಸಲ್ಲಿಸಲಿಟ್ಟು ಇದರ ಬಗ್ಗೆ ಮ್ಯಾನೇಜ್‌ಮೆಂಟಿನವರು ಸ್ವಲ್ಪ ನಿರ್ಲಕ್ಷ್ಯವೆ ವಹಿಸಿದ್ದಕ್ಕಾಗಿ ಸಂಘವು ಪ್ರಜಾಸತ್ಯಾತ್ಮಕ ರೀತಿಯಲ್ಲಿ ಶಾಂತಿಯುತವಾದ ಬೇಡಿಕೆಗಳ ವ್ಯಾಜವನ್ನು ಮತ್ತು ಸಭೆಗಳನ್ನು ನಡೆಸಿ ಇದರ ಬಗ್ಗೆ ಮ್ಯಾನೇಜ್‌ಮೆಂಟಿನೊಂದಿಗೆ ಚರ್ಚಿಸುತ್ತಿರುವಾಗಲೇ, ಸತ್ಯಸಂಧತನ, ಸರ್ವಹಿತರಕ್ಷಕರೂ ಎಂದು ಬಡಾಯಿ ಕೂಚ್ಚಿ ಕೊಳ್ಳುವ ಕಂಪನಿಯ ಕೆಲವು ಆಫೀಸರುಗಳ ಕಪಿಮುಷ್ಟಿಯಿಂದ ಮತ್ತು ನಯವಂಚಕತನದಿಂದ ನಮ್ಮ ಬೇಡಿಕೆಗಳು ಕೋರ್ಟಿಗೆ ಹೋಗಬೇಕಾಯಿತು. ಈ ಪರಿಸ್ಥಿತಿಯಲ್ಲಿ ಈ ಆಯುಧಗಳಾದ ಅಧಿಕಾರಿಗಳು, ಕಳೆದ ಚುನಾವಣೆಯಲ್ಲಿ ನೋಡು ಅಧಿಕಾರದಾಹಕ್ಕೆ ಒಳಪಟ್ಟಿದ್ದ ಸ್ವಾರ್ಥ ದುರಂದರ ಕುತಂತ್ರ ದಿಂದ ಕೆಲವು ಎಂಜಲು ಭಂಟರನ್ನು ಮತ್ತು ಏನೂ ಅರಿಯದ ನೌಕರರನ್ನು ಪ್ರಚೋದಿಸಿ ಪ್ರಜಾಪ್ರಭುತ್ವ ನೀತಿಯನ್ನು ತುಳಿಯಲೂ ಹಾಗೂ ಕಾರ್ಮಿಕರಲ್ಲಿ ಅಶಾಂತಿಯನ್ನುಂಟುಮಾಡಲು “ಮೋಟಿ ಸಂಘವನ್ನು” ಸ್ಥಾಪಿಸಿ ಇದಕ್ಕೆ ತೆರೆಯ ಮಾರಿಯಲ್ಲಿ ಉತ್ತೇಜನ ಕೊಡುತ್ತಿರುವುದು ಕಾರ್ಮಿಕರಿಗಿರುವ ಅತ್ಯುಗ್ರವಾದ ದ್ರೋಹ! ಕಂಪನಿಯ ಮುಖ್ಯ ಅಭೀಷರ ಒಬ್ಬರು ಸ್ವತಃ ತಾವೇ ತಮ್ಮ ಕೈಗೂಸಾದ ಈ ಸಂಘಕ್ಕೆ ಸದಸ್ಯರನ್ನಾಗಿ ಮಾಡಲು ಕಾರ್ಖಾನೆಯ ಕೆಲಸದ ವೇಳೆಯಲ್ಲಿ ಸಿವಲ್ ಇಂಜಿನಿಯರಿಂಗ್ ಮತ್ತು ಹಲವು ಇಲಾಖೆಯ ನೌಕರರನ್ನು ಒತ್ತಾಯಪಡಿಸಿದ ಪ್ರಮೇಯವೇನು? ಜಾಲಹಳ್ಳಿಯಲ್ಲಿ ಆ ಊರಿನ ಬೇರೇನೂರ ಜೊತೆಗೂಡಿ ಅಲ್ಲಿರುವ ನೌಕರರನ್ನು ಸಹ ಒತ್ತಾಯಪಡಿಸಿದರೆಂದು ಹೇಳಲಾಗಿದೆ. ಕೆಲ ನೌಕರರಿಗೆ ಪೋಲಿಸ್ ಮೂಲಕ ಸದಸ್ಯರಾಗಲು ಒತ್ತಾಯಪಡಿಸಿದ ದುರುದ್ದೇಶವಾದರೂ ಏನು? ನಮ್ಮ ಬೇಡಿಕೆಗಳು ಮ್ಯಾನೇಜಿಂಗ್ ಡೈರೆಕ್ಟರ್‌ರವರ ಮುಂದೆ ಶೇ 60 ರಷ್ಟು ಸಂಧಾನದಿಂದ ಸಪಲವಾಗುತ್ತಿದ್ದನ್ನು ಎಪಲಗೊಳಿಸಿ ಕೋರ್ಟಿಗೆ ಹೋಗುವಂತೆ ಪಿತೂರಿ ನಡೆಸಿ ನಾಚಿಕೆಗೇಡು, ಹಾಗೂ ಖಂಡನೆಯವಾದುದು.

ಸಾಬ್ದಕ್ಕೆ ಸೋಷಲಿಸ್ಟ್ ವಾದನನ್ ಮತ್ತು I. N. T. U. C. ಯ ತಿಮ್ಮಯ್ಯನವರನ್ನು ಆಗಾಗ್ಗೆ ಆಹ್ವಾನಿಸಿ ಗುಪ್ತ ಸಭೆಗಳನ್ನು ನಡೆಸುವುದು “ಇವರ ಅಳವಿಗೆ ಹೊರತು ಉಳಿವಿಲ್ಲ” ಇವರಿಗೆ ನಮ್ಮ ನಾಯಕರೆಂದರೆ “ಸಿಂಹಸ್ವಪ್ನವಾಗಿದೆ”. ಇವರ ಎಂಜಲು ಭಂಟರ ಸಂಘದಿಂದ ಕಮ್ಯೂನಿಸ್ಟ್ ಎಂಬ ಒಂದೇ ರಾಗದ ಐದು ಹತ್ತಿ ಪತ್ರಿಕೆಗಳನ್ನೂಂಚಿಸಿದ್ದಾಯಿತು. ಏತಕ್ಕಾಗಿ ಇವರು ನಮ್ಮ ಅಧ್ಯಕ್ಷರೆಂದರೆ, ಪೋಲೀಸರನ್ನು ಕಂಡರೆ ಕಳ್ಳರು ಎದುರುವ ಹಾಗೆ ಹೆದರುತ್ತಾರೆ ಇವರ ಹಿನ್ನೆಲೆಯಾದರೂ ಏನು ಎಂದು ಪ್ರಶ್ನಿಸಬೇಕಾಗಿದೆ. ನಮ್ಮ ಸಂಘಟನೆಯನ್ನು ಮುರಿಯಲು ಪ್ರಯತ್ನ ಸುತ್ತಿರುವ ಇವರ ನೈಜವ್ಯವಹಾರವನ್ನು ಮತ್ತು ಕುಟಿಲ ನೀತಿಯನ್ನು ಈ ಮೂಲಕ ಅಗ್ರಹ ಪೂರ್ವಕವಾಗಿ ಖಂಡಿಸುತ್ತೇವೆ.

“ಶಾಂತಿಯುತ ಸಂಧಾನವೇ ನಮ್ಮ ಸಂಘದ ಮತ್ತು ನಮ್ಮ ನಾಯಕರ ಗುರಿ”

ಈಗಲಾದರೂ ನಮ್ಮ ಸಂಘದ ನಿಜವಾದ ಪ್ರತಿನಿಧಿಗಳೊಂದಿಗೆ ನೇರ ಸಂಪರ್ಕ ಹೊಂದಲೆಂದು ಆಶಿಸುತ್ತೇವೆ. ಮೋಟಿ ಸಂಘವು ಯತ್ನೇಷುವಾಗಿ ಖರ್ಚುಮಾಡುತ್ತಿರುವ ಹಣವಾದರೂ ಎಲ್ಲಿಯದು? ಇವರ ಸಂಘಕ್ಕೆ ಕೋಷ್ಠಕವಾದಿ, ಸಿ. ಮರಿಯಪ್ಪನೋ? ಜಯರಾಮಗೌಡರವರೋ ಅಥವಾ ನರದ ರಾಜುರವರೋ? ಈ ಸಂಘದ ನಾಯಕರಿಗೆ ಒಂದು ನೇರ ಪ್ರಶ್ನೆ, “ನೀವು ಯಾವ ಪಕ್ಷಕ್ಕೆ ಸೇರಿದವರೆಂದೂ,” ನಿಮ್ಮ ಜಾತಕಗಳಿಲ್ಲಾ ಎಲ್ಲರೂ ಚಿನ್ನಾಗಿ ಗೊತ್ತಿದೆ, ಸುಮ್ಮನೆ ಕಮ್ಯೂನಿಸ್ಟ್ ಎಂದು ಕಾರ್ಮಿಕರ ಪ್ರೀತಿಗೆ ಅರ್ಪಣೆಗೊಳಿಸುವವರನ್ನು ದೂಷಿಸುವುದಕ್ಕೆ ನಾಚಿಕೆಯಾಗುವುದಿಲ್ಲವೆ? ಅಥವಾ ಕಮ್ಯೂನಿಸ್ಟ್‌ನ ದವನ ಮಾಡಲು ನೀವೇನು ಇಟಿಲಿಯ, ಮುಸೋಲಿನೀ? ಅಂಥ ಮುಸೋಲಿನಿ ಇನ್ನು ದೊಡ್ಡ ದೊಡ್ಡ ನಾಯಕರುಗಳು ಮತ್ತು ಮೇಧಾವಿಗಳ ಕೈಯಲ್ಲಿ ಆಗದಿದ್ದನ್ನು ನೀವು ಏತಕ್ಕಾಗಿ ಕಾರ್ಮಿಕ ರಂಗದಲ್ಲಿ ತರುತ್ತೀರಿ? ಇದು ಕಾರ್ಮಿಕರ ಹೋರಾಟವೇ ಹೊರತು ರಾಜಕೀಯ ಹೋರಾಟವಲ್ಲ. ಪ್ರತಿಯೊಬ್ಬ ರಿಗೂ ವ್ಯಕ್ತಿ ಸ್ವಾತಂತ್ರ್ಯವಿದೆ ಎಂದು ಇವರಿಗೆ ಪಾಠ ಹೇಳಿಕೊಡಬೇಕಾಗಿದೆ. ಮತ್ತು ಇವರ ಎಲ್ಲಾ ಹತ್ತಿ ಪತ್ರಿಕೆಗಳಲ್ಲಿ ಸಾಂಪ್ರದಾಯಿಕ “ಇನ್ನೋಸೆಂಟ್ ವರ್ಕರ್” ಎಂದು ಹೇಳಿದ್ದಾರೆ. ಇವರ ಸಂಘರ್ಷ ಬುದ್ಧಿಗೆ ಔಷಧಿಯೇ ಇಲ್ಲವೆಂದು ಕಾಣುತ್ತೆ. ಇವರೇ “ಇನ್ನೋಸೆಂಟ್” ಅಗ ಮ್ಯಾನೇಜ್‌ಮೆಂಟಿನ ಕೈಗೊಂಬೆಗಳಾಗಿ ಇಡೀ ಕಾರ್ಮಿಕ ವೃಂದಕ್ಕೆ ದ್ರೋಹವೆಸಗುತ್ತಾ, ವಿಚಾರವಂತರೂ ಬುದ್ಧಿವಂತರೂ ಆದ ಕಾರ್ಮಿಕರನ್ನು “ಇನ್ನೋಸೆಂಟ್” ಎಂದು ಕರೆಯುತ್ತಿರುವ ಇವರಿಗೆ ಇಡೀ ಕಾರ್ಮಿಕ ವರ್ಗದ ದಿಕ್ಕಾರವಿರಿ!

ಗಳೆಯರೇ, ಇವರು ಕಾರ್ಮಿಕರ ನಿಜವಾದ ಹಿತೈಷಿಗಳಾಗಿದ್ದರೆ ಮೋಟಿ ಸಂಘವನ್ನು ಸ್ಥಾಪಿಸುತ್ತಿದ್ದರೇ? ಏನಾದರೂ ತಪ್ಪುಗಳಲ್ಲಿ ನಮ್ಮ ನಾಯಕರುಗಳೊಂದಿಗೆ ಸಹಕರಿಸಿ ತಪ್ಪುಗಳನ್ನು ತಿದ್ದುವುದಕ್ಕೆ ಆಗುತ್ತಿರಲಿವೇ? “H. A. L ನೇ ಹೆನ್ನೋಂದು ಸಹಸ್ರ ಕಾರ್ಮಿಕರ ಮೇಲ್ವಿಚಾರಣೆ ಹೆಸುವನ್ನಿ (ಗಿ) ನೀರಸ್ವರ್ಗ ಸಡೆಡೆ ಹತ್ತಾತ್ತ್ ಪಾಂಡ್ಯ ಆಚಾರಿ ಅಂದು” “H. M. T. ಯ ಮೂರು ಸಹಸ್ರ ಕಾರ್ಮಿಕರ ಹಿತಕ್ಕೆ ಧಕ್ಕೆ ತರಲು ಪ್ರಯತ್ನ ಸುತ್ತಿದ್ದಾನೆ ಕಾರ್ಮಿಕ ವಿರೋಧಿ P. D. ಪಾಡ್ಯ ಇಂದು”

ಮಿತ್ರರೆ, ಮ್ಯಾನೇಜ್‌ಮೆಂಟು ಸಂಯಾದ ಧೋರಣೆ ತೆಗೆದುಕೊಳ್ಳುವಂತೆ ಮಾಡಬೇಕಾದರೆ, ನೌಕರರಾದ ನಾವು ನಮ್ಮ ಏಕೈಕ ಮತ್ತು ಸೌಹಾರ್ದ ತೆಯನ್ನು ಬಲಗೊಳಿಸಬೇಕಾಗಿದೆ. ಸುಳು ಹಾಗೂ ತಿರುಳಿಲ್ಲದ ಪ್ರಚಾರಗಳನ್ನೊಂಡಿ ತಪ್ಪುದಾರಿಗಳೆಯುವ ಮ್ಯಾನೇಜ್‌ಮೆಂಟಿನ ಎಂಜಲುಬಂಡೆರ ಮೂತು ಗಳಿಗೆ ಗಮನಕೊಡದೆ ಸಂಘದ ಧ್ವಜದಡಿಯಲ್ಲಿ ಧೃಢ ಪ್ರತಿಜ್ಞೆಯಿಂದ ನಿಲ್ಲಬೇಕೆಂದು ನಾವು ಕೇಳಿಕೊಳ್ಳುತ್ತೇವೆ. ಈ ದ್ರೋಹಿಗಳು ಜಾತಿಯ, ಪ್ರಾಂತಿಯ ಮತ್ತು ರಾಜಕೀಯ ಪ್ರಶ್ನೆಗಳನ್ನೆತ್ತಿ ಒಡಕುಂಟುಮಾಡಲು ಪ್ರಯತ್ನಿಸುತ್ತಿದ್ದಾರೆ. ಅಂಥವು ನಾಯಕತ್ವ ನಮಗೆ ಬೇಕಿಲ್ಲ. ಈ ಕುತಂತ್ರಗಳ ವಿರುದ್ಧಕ್ಕೆ ನಾವೆಲ್ಲರೂ ಒಂದಾಗಿ ನಿಂತು ನಮ್ಮ ಸಂಘವನ್ನು ರಕ್ಷಿಸೋಣ. “ಒಗ್ಗಟ್ಟಿನಲ್ಲಿ ನಮ್ಮ ಶಕ್ತಿ ಆಡಗಿದೆ” ನಮ್ಮ ನ್ಯಾಯವಾದ ಬೇಡಿಕೆಗಳ ಎಡೆಯ ಕ್ಯಾಗಿ ನೂರಕ್ಕೆ ನೂರರಷ್ಟು ಸದಸ್ಯತ್ವವೇ ಆಧಾರವೆಂಬುವುದನ್ನು ಎಲ್ಲರೂ ಅರಿತು ಇದಕ್ಕಾಗಿ ಪಣತೊಡಬೇಕೆಂದು ಪ್ರಾರ್ಥಿಸುತ್ತೇವೆ.

“ಹಿಂದೂಸ್ಥಾನ್ ಮೆರ್ಷಿ ಟೂಲ್ಸ್ ಕೆಲಸಗಾರರ ಸಂಘ ಚಿರಾಯುವಾಗಿರಲಿ”

“ಕಾರ್ಮಿಕ ದ್ರೋಹಿಗಳ ಕುತಂತ್ರಗಳು ಮಣ್ಣುಗೂಡಲಿ”

“ಸಂಘಮುರಕರಿಗೆ ಸರಿಯಾದ ಉತ್ತರಕೊಡಿ”

H. M. T. E. A. ಜಿಂದಾಬಾದ್!

CENTRAL INDUSTRIES EMPLOYEES CONFERENCE

(November - 15, 16, 1958)

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 those 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.Ardhanari
- 12) S.Damodaran.

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

CONVENORS.

26-19
19th February, 1959

Com. M.S.Krishnan,
President,
HMT Employees Association,
Bangalore

Dear Comrade,

Please refer to your note on
"The Position In Hindustan Machine Tools,
Bangalore", dated January 7, 1959, and
let us know the latest position regarding
the same.

With greetings,

Yours fraternally,

K.G.
Sriwastava
(K.G.Sriwastava)
SECRETARY

NOTE ON THE POSITION IN HINDUSTAN MACHINE TOOLS,
BANGALORE

Dear Comrade,

You might have recently read in the papers the statement of the Managing Director, Hindustan Machine Tools (P) Ltd., Bangalore about the situation in the industry, the Joint Council of Management etc., In this press release, he has stated that 95% of the components of the lathes and about 33% of the components of the Milling machines are being manufactured in H.M.T. This press conference was arranged by the Managing Director since it appears there is talk in the circles at Delhi, among M.P's and others that not even 25% of the components are being manufactured in H.M.T. Further it appears there was to have been a debate in Parliament about H.M.T. Though the debate has been postponed, in order to forestall the discussion this Press Conference was arranged. What has been stated in this Press Conference is only one side of the picture. The other aspects have to be considered seriously by all those interested in the development of this industry in the Public Sector.

Though the ~~Press~~ Prices of the lathes have been cut down to about Rs.25,000/-, still there has been considerable difficulty, in ~~selling~~ ^{selling} these lathes. This, as has been explained in my earlier note, is due to factors such as (i) 100% profits made by the Private Capitalists, namely, Cooper Engineering Works, Tata Iron & Steel Works, on each of the items such as castings, coal and steel (ii) royalty of Rs.1,400/- on each lathe to the Swiss Cerlikons. In spite of the above factors during the past 4 to 5 months, due to reduction in the Prices, the stock position improved. Only about 30 machines were in stock and 102 moved during this period. If the same position had been kept up, the H.M.T. would have carried on as ~~sux~~ usual.

However it appears the Private Capitalists, some of the officials and Ministers in the Centre are trying to bring discredit to the H.M.T. and scuttle the industry itself. In this ~~year~~ ^{game} the American Imperialists have also joined. We are informed that Central Government has accepted a free gift

Find the latest position
in this matter from Bangalore.
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The policies in
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gift of 7000 Machine Tools from U.S.A., It appears these are second-hand machines, but will serve the purpose. The total value is about Rs.26 crores, and equal to 7 to 8 years, Production in H.M.T., if the present pace is kept up. It will be even more if the pace is slightly decreased. This free gift, it seems has been accepted inspite of the protests of the Management of H.M.T.

Because of the above we are now faced with a problem. The Managing Director tells us that the production will have to be *cutback* since most of the Government Departments, who were purchasing from H.M.T. have cancelled their orders (Railway Department), since they have got *free* lathes etc., He says that about 400 employees will be surplus and he wishes to redeploy them to Atomic Energy Commission, Hindustan Aircraft Ltd., or Heavy ~~Electronics~~ Electricals (P) Ltd., The Union has asked for time to consider this proposal. We had a discussion about this and we are of the opinion that in principle we should not agree to this re-deployment. This is an artificial crisis created by the Government and its wrong policies, for which the workers cannot be held responsible. But another factor in H.M.T. is that many Trainees known as Artisan Trainees, are willing to go away from H.M.T., since their stipends during Training and Wage scales fixed after training etc., are absolutely unsatisfactory and far below what is offered by other companies, in Public Sector. They are sticking on to H.M.T. only because they have signed a deed of service for 5 years. If this bond is released many of them are willing to quit. But the union has taken up the case of the Artisan Trainees separately both in the Joint Council of Management and with the management directly. Considering the above situation, it is being proposed that we can *urge* upon the Management to release the bonds and allow the Trainees to go voluntarily. This may mean reduction by 100 persons. The union has not yet taken any definite decision. Your suggestions are welcome on this issue.

Another step which the Management has now taken is to diversify the manufacture of machine Tools, *fully* radial Drilling machines and Milling Machines are being manufactured here. Recently the Managing Director went to Europe

and contacted two firms, one in France (Ernault Patignolles) and another in Germany (Martins). It appears the Managing Director wished to contact the Czech Czechoslovaks also. However this did not come through. The reason, it seems is that the Czechoslovak Government has already entered into an agreement with the Kirloskars' for manufacture of cheaper lathes etc. The truth about this is not known to us. Hence it is that the company is entering into an agreement with the French firm (agreement is already signed). All the clauses of the agreement are not known to us. However from the discussions we had, the following seem to be the features (1) that the French, will supply the drawings, blue prints and technical knowledge for the lathes, for which a lump sum amount of Rs.50,000/- will be paid (2) that the company will buy about 150 components initially costing about Rs.22 lakhs (3) that two French Technicians will first ~~put~~ the whole thing through and train our men in H.M.T. It is also learnt that there is no Royalty on any of the things sold by the H.M.T. From what is stated, it looks as though the agreement is not bad. However, we stated our fears in respect of entering into an agreement with a French firm. The experience of Bharat Electronics, and Hindustan Ship yards has been that one cannot rely on French firms. But the Managing Director stated that there is no cause for fear here since they are purchasing whole sale the drawings and blue-prints. The Patterns are not got from French but are manufactured here alone. He says with the experience H.M.T. has it is sufficient if we get the drawings and some components, which are not manufactured here at present.

This agreement is expected to be signed in a day or two. Even if the agreement is entered into it does not solve the problems facing H.M.T., of course cheaper lathes costing about Rs.14,000 to Rs.20,000 will be manufactured. And it suits the conditions in our country. But the free gifts from America and pressure of Kirloskars' and the profit motive of the capitalists, who supply steel and castings will be a dead weight.

In this connection another aspect is about starting the foundry in H.M.T. A few years back the Government of India had agreed to provide Rs.2 1/2 crores for

settling up the foundry. But later they have ~~gone~~ back on the plea of difficulty of foreign exchange resources. The Government of India told the management to sell lathes and out of that money, get the necessary foreign exchange. It is learnt that the management is negotiating with the Chinese People's Republic for selling the lathes. The Chinese, we learn, are prepared to buy H.M.T. lathes at a price far lower than the present i.e. at about Rs. 20,000 to Rs. 21,000. There was also the question of ~~barter~~ and purchase of ~~rice~~ from China and the price of rice. Hence initially, there were difficulties regarding reduced prices of lathes and the price of rice. Now it seems China is prepared to sell the rice at the same rates as Burma is selling. The reduction of lathe price is not yet settled. Hence the negotiations are not complete. If this negotiation goes through then H.M.T. will have orders for about 250 lathes and thus the production could be kept up. But this does not help to get enough money for setting up a foundry here. Because of this position, a proposal was made by some persons at Delhi that the H.M.T. should ask for loan from America. Hence a loan has been asked for from the D.L.F. (Development Loan Fund) from America. Though the Managing Director stated in the Press interview that this ~~may~~ money will be obtained, and the foundry will be set up, it is learnt that actually the capitalists and their agents in the Centre ~~industry~~ ^{including} some Ministers are trying to settle it. This is not improbable after what has taken place, at the World Bank Conference. Considering this the hopes of getting funds for setting up the foundry in H.M.T. are also bleak.

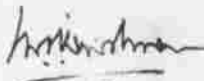
As stated earlier the management is intending to ~~redeploy~~ ^{redeploy} some employees. When asked as to what concrete steps are being taken to solve the present crisis and to avoid re-deployment we were informed that various proposals have been made to the Government. One suggestion is to sell lathes to China. Another is to diversify the manufacture of H.M.T. and see that cheaper lathes are produced. The third proposal made in view of the U.S. gift is that the machine tools from U.S.A. and the H.M.T. machine tools should be formed into a pool, the prices of H.M.T. lathes etc., to be slashed considerably, some percentage of the cost of U.S. lathes charged to buyers and the release of machines to be staggered. This proposal is

not yet finalised. If this proposal is implemented, the crisis at present will be tided over.

Thus the overall situation in H.M.T. reveals many features, which could be stated as follows:

1. That there is no proper planning in manufacture of Machines ^{Tools} Hence it is that a type of lathe which the industrialists in ^{other} country are not able to buy is being manufactured.
2. That the capitalists in our country such as Kirloskars etc., have been able to bring pressure on the Government and see that cheaper types of lathes and 7" centre lathes are not manufactured in a Public Sector industry.
3. That the capitalists due to profit motive ^{been} have ~~been~~ making 200% profit, on items such as steel, castings, coal etc., which increases the prices of machines produced in H.M.T.
4. That the Government has no proper policy of either giving preference to public sector industries or ~~fixing~~ a ceiling on profits of capitalists who supply raw materials to the company, on the other hand the Government is itself supporting private capitalists as opposed to public Sector.
5. That persons at the highest level at the Centre including some Ministers and other officers are interested in ~~subsidizing~~ the development of H.M.T.
6. That U.S. ~~Imperialists~~ Imperialists are also taking recourse to such actions which will lead to crisis in H.M.T. and ultimately hamper the growth of the public Sector industries. The Government of India has also helped the U.S.
7. That the Government of Indias' policy is leading to crisis in public Sector industries. It is not only hampering the growth of the industry, but also leading to retrenchment and unemployment.

Dated: 7-1-59
Bangalore.


(M. S. KRISHNAN)
President,
HMTLA.

18
26 A
-2 APR 1959

HINDUSTAN AIRCRAFT EMPLOYEES' ASSOCIATION

GENERAL POLICY AND FUTURE PROGRAMME

(As adopted in the meeting of the Executive Committee
of Hindustan Aircraft Employees' Association
held on 9-3-59.)



To lay down a concrete programme for future work necessarily means a proper appraisal and review of our activities hitherto, achievements and shortcomings. Whatever programme we may chalk out should necessarily restate our objectives in unambiguous terms. Objectives of our Association in working out a programme should be to put it in brief, twofold namely, defence of the interest of the Working Class of which we are a part and the defence of the interest of the industry and the Nation. These two objectives are not mutually antagonistic but are mutually complimentary. Our rights and responsibilities and duties occupy equal importance. Proper integration of these naturally assumes great importance in chalking out a programme.

Our Association has to its credit a glorious record of service as the staunch defender of the interests and the unity of the employees and the interests of the industry. We have withstood with courage many an onslaught. We have passed through different phases of ups and downs. While defending the rights and the interests of the employees, we have been second to none in tirelessly working for the around development of our industry and the larger interests of our nation. Of course, in the course of activities, certain short comings and deficiencies have also cropped up. We should be the first to own up our weaknesses and correct the same. The history of the activities of our Association is pregnant with rich and valuable experience. Experience as the best teacher should constantly guide us in our future work. That is to say, we should strive to carry forward our best traditions and good features of our past and at the same time rapidly overcome weaknesses and shortcomings.

H. A. L. is one of the major Public Sector industries connected with the defence of our nation. As an industrial establishment, it employs the largest number of employees in Bangalore. Defence and strengthening of this industry and its around development should naturally occupy our prime concern. The selfless efforts which the employees put forth for the progress of this industry besides contributing towards strengthening the defence of our country and Public Sector must also equally help the employees to better their conditions of living.

The people of Bangalore in general and the working class in particular keenly watch our activities and progress and continue to seek inspirations from us. A strong united T. U. organisation in our industry which defends the interest of the employees and the nation and which functions in a proper manner, will undoubtedly influence the general Trade Union Movement in our city. As such we are called up on to shoulder heavy responsibilities.

To-day our nation and the people are engaged in the gigantic task of overcoming the backwardness of our economy and laying firm foundation for building up of Socialist Society which aims to remove inequalities and provide equal opportunities to one and all. Public Sector industries and their progress naturally occupy a key position for the achievement of this historic task. To-day when real danger looms large in the form of attack against the Public Sector and its expansion from the reactionary vested interests and their representatives, our responsibility is all the more great to defend public sector against these attacks and see that the public sector is further strengthened and expanded.

Indian people deeply desire and cherish peace and friendship between the peoples of different nations in the world. Our people and the Government do not nourish or have aggressive intention against any other nation. Our Country defends the World Peace and Proclaims equality of all nations. At the same time we cannot be blind to the dangers of aggressive designs of the

imperialist powers. So the defence of our mother land against possible threats to our national independence and sovereignty, security and the hard won democratic institutions of our own have to be safeguarded as the apple of our eyes. It is here we who are working in the premier Aircraft Industry, have to play our rightful role as the guardians of the defence of our nation and be vigilant and alert and ever prepared to stand as one man capable of all sacrifices in the patriotic duty of ours — Defence of our mother land.

The future programme, may be said to be one of consolidation, and reconstruction. In the field of consolidation, we have already achieved certain objectives, and, certain others remain to be achieved. On the basis of the achieved consolidation, we propose to lay our foundation for the work of reconstruction.

To achieve the aforesaid objectives we have to proceed in an organised and planned manner, to avoid haphazard implementation.

In laying down our policies and programme, we have to bear in mind that ours is an independent trade union, working for the cause of the workers of a major Defence Organisation of India. From this point of view, our responsibility is of a high order, not only because it is intimately connected with the defence of our Mother Country, but also the organisation belongs to us only, in every sense of that word.

The need for consolidation, and reconstruction, has become imperative to enable us to step up with the gaining momentum of the Trade Union movement in India, to prevent fissiparous tendencies among the workers so that we may better be able to further cement the working class unity, as nothing can succeed in trade union movement, better than unity among the workers for "United we stand, divided we fall."

The above is in brief the back-ground from which we have to proceed to lay down policies and programme as follows:

POLICY

- (1) Being an Industry in the Public Sector we shall have to guard against the onslaughts of vested and or monopolistic interests, against its exploitation in any manner ;
- (2) To co-operate with the Management whole-heartedly without prejudice to the interest of the workers in its efforts for development activities and welfare amenities ;
- (3) to strive to increase the standard of efficiency and reach production targets and schedule without increase in work load ;
- (4) the Association on its part is interested in implementing the "Code of discipline " as adopted by 16th Triparty Conference held at Nanital and invite the Management to bear its part in implementing the same, for we believe that without discipline nothing tangible could ever be achieved ;
- (5) To fight against favouritism, nepotism, corruption, redtapism and also to fight disruptive elements in the interest of the employees and the union ;
- (6) It shall always be our endeavour and policy to improve the standard of living of our workers, and that the dignity of the workers is to be respected ;
- (7) As a policy it would not be in our interest to allow interference in our internal activities either by the Management or by any political parties ;
- (8) It shall always be our policy to lend our help and support to strengthen the trade union movements and in turn to seek support and help from them.

ORGANISATION

As you all know the present structure of the organisation takes in three layers namely :

Office-bearers and
Executive Committee ;
General Council ; and
General Body.

As a result of our experience we have found it necessary to expand this still further as follows :

- (a) Council of departmental representatives ;
- (b) A corps of volunteers ; and
- (c) A co-ordinating Committee of various Committees.

The need for departmental representatives has arisen to keep ourselves in close and intimate touch with the happenings of the departments and to enable us to take remedial measures against the growth of unhealthy trends and influences working in the department to bring about antagonism and enmity among the staff. This council is also necessary to assist the General Council in the discharge of their duties.

As in the above we have often felt the need for a well disciplined and energetic volunteer corps. Their function will generally be of an executive type helping the administration wherever needed. We propose to select a reasonable number of members to begin with and get them intensely trained by competent instructors. Discipline will be the watch word for these volunteers and there will be regular physical training and parade for them.

To co-ordinate the activities of various committees functioning in the factory it is proposed to have a co-ordinating committee in order to ensure effective functioning.

DISCIPLINE AND TEAM WORK

Discipline as in the case of volunteers will be increasingly fostered among all ranks of the organisation as without which it is difficult to achieve anything tangible. Discipline is also meant as a safeguard against attempts by enigmical elements to cause confusion and disruption, among us and to prevent from being tapped for information which are likely to be used or twisted against us.

As it is on account of the size of the various components of the organisation the necessary co-ordination and canalised efforts are lacking. It shall be our endeavour to bring about better team spirit and good co-operation among us. Unless we work in a team in a disciplined manner our programme cannot be put through.

PROGRAMME

1. TO INCREASE THE FINANCIAL RESOURCES :

To work out our programme, as you know, means a lot of money. We propose to achieve this in the following ways :

- (a) by increased membership to cent percent ;
- (b) by arranging benefit performances ; and
- (c) by seeking donations.

Within the course of the next two or three years we have to raise a minimum of rupees one lakh.

2. AMENDMENTS TO BYE-LAWS :

Our experience has shown the need for amending some of the bye-laws and to effectively do it a sub-committee may be appointed.

3. PUBLICITY AND INFORMATION BUREAU :

This unit will be responsible for educating members with their rights and responsibilities as workers, to keep the employees at large informed of the activities of the Association. They will arrange the issue of regular and special bulletins. Along with this there is a proposal to start a journal. Implementation of this programme should be expedited.

4. LEGAL CELL :

We propose to form an advisory committee to be in charge of all matters involving legal issues. This unit will study all the Labour Laws, Gazette Publications and Rules issued under the various Labour Acts etc., and will constantly make reports whether these Acts are not being strictly followed and whether it be by the Management or by the workers and suggest remedial actions then and there. In other appropriate cases where legal advice is required we shall direct them to our standing Counsel of the Association.

5. LIBRARY AND READING ROOM :

We want to improve the existing facilities of our library and reading room. All standard works on labour laws and magazines will have to be collected and placed in this library besides other books and journals touching on workers and their problems. We shall take necessary action for establishing this library and reading room for the workers benefit. We propose to seek donations from wherever possible.

6. BRANCHES IN OUTSTATIONS :

When we organise the Association at head-quarters we should not lose sight of our brothers at the outstations like Poona, Jodhpur, Agra, Barrackpore, Jorhat, Begumpet and Cochin. We will establish our branches at all these outstation bases and try to enroll all employees and arrange to keep them fully informed of our activities at the headquarters.

7. HAEA BUILDING :

The present accommodation in the office building has proved to be insufficient and in view of the large scale developmental activities of the Association the time has come to provide ourselves with more space. We have made a move in this matter with the Management and results are awaited. In the meantime we have to partly equip ourselves with the ancillary requirements of a large scale office.

8. MEMORIAL TO PANDYN ACHARI :

To commemorate the tragic end of Shri Pandyn Achari who lost his life in the cause of workers emancipation we should undoubtedly erect a fitting monument and pay our homage.

9. CO-OPERATIVE SOCIETY :

These are days of co-operation, of co-operative movements and of co-operative societies. The important advantage is that we do not allow a middle man to squeeze out the major or any portion of the profit in a transaction. The proposal had been put up by us long ago. The matter is still being delayed. We propose to approach the Management once again to see papers would come out and implemented without any further delay. Meanwhile there is also a move from the Labour department of the Mysore Government for starting a society for the workers benefit.

10. CULTURAL ACTIVITIES :

Cultural activities to the toiling workers is an essential necessity to drown down the worries, keep proper morale and make their life more happy and contented. A committee is being set up to find out the needs in this direction and suggest ways and means for implementing the same. A community hall for bringing the employees together will have to be constructed and our slender resources being inadequate for this purpose the Management will be approached for necessary action.

11. SICKNESS FUND :

It is proposed to form a sickness fund to alleviate the distress of the members of the family of employees who fall sick. A sub-committee to work out the details may be formed.

12. ESI SCHEME :

We are not satisfied with the working of the ESI Scheme. We do not at present feel that we are getting the monies worth of help from this quarter. Either this must be mended or it must be ended. We have received innumerable complaints and suggestions from employees. We shall be placing them before you for your advice.

13. APPOINTMENT, PROMOTIONS, AND TRANSFERS :

We had occasion in our Annual report to state something about the haphazard way in which these important functions of the factory are carried out and how on account of this so much frustration, dissatisfaction and misery is being caused among all ranks of employees. We propose to take up this issue in detail and separately with the Management.

14. WAGE STRUCTURE:

No less important than any of the foregoing items is to evolve a just, fair and reasonable wage-structure for the entire factory. Anomalies of a very serious type do exist and it is time these are removed as expeditiously as possible. We have already proposed to appoint a committee to go into this question in detail and to make proper recommendations.

15. GRIEVANCE PROCEDURE:

The company inspite of its complex administrative machinery is lacking in a well considered 'grievance procedure.' The grievances of the employees unless properly and timely understood and redressed will prove to be a cancer. We are taking up this matter with the Management for evolving a generally accepted procedure and putting the consequential machinery in motion, in line with the Model Grievance Procedure as enunciated by the Triparty Conference.

16. PARTICIPATION IN THE ADMINISTRATION OF WELFARE MEASURES:

We propose to seek active participation in the administration of the following welfare amenities :

- | | |
|------------------------------|------------------------------|
| a) Canteens | b) Colony |
| c) General Safety appliances | d) Sports activities |
| e) Dairy farm & Poultry | f) Children's park |
| g) Medical | h) Restaurants in the Colony |
| i) Transportation etc. | |

17. CITY TRADE UNION COUNCIL:

We shall actively participate in the proposed City Trade Union Council.

CONCLUSION

Permit us to state in conclusion that the issues to be taken up with the Management as illustrated above are only a few of the many instances to be taken up with the Management. Other items will be taken up undoubtedly as and when occasion arises.

Considering the enormity of the problems before us the programmes, policies and so forth envisaged above is but a small beginning and a necessary foundational approach for building up a mightier and better super structure. In this job of building up the glorious future we look forward the co-operation and unstinted support from every one of you jointly and severally.

DANIEL J. THEOPHILUS,
General Secretary.



121 FEB 1959

266-A

The Hindustan Machine Tools (P) Ltd.,

Annexure "B"

Scales of pay-Technical

Sl. No.	Designation.	Scale of pay. Rs.
1	General Technical Manager	2200- 2500
2	Deputy General Technical Manager	1600-100-2000
3	Manager	1000-50-1400
4	Deputy/Assistant Managers	(i) 600-40-1000-1000-1050-1050-1100-1160. -1150. (ii) 600-40-1000
5	Civil Engineer .	600-40-1000
6	Foreman	400-20-500-25-600-30-660
7	Assistant Foreman	300-25-500
8	Superintendent Supervisor Senior Inspector "A" Estate Electrical Supervisor Assistant Engineer (Civil) Architectural Draughtsman	260-20-460
9	Chargehand "A" Designer "B" Sr. Draughtsman "B" Sr. Laboratory Assistant Sr. Planner Sr. Store Keeper "A" Sr. Inspector "B"	180-10-210-15-300
10	Assistant Superintendent, Supervisor (Construction)	150-10-250

1.	2.	3.
11	Chargehand "B" Sr. Store Keeper "B" Inventory Inspector	130-6-160-8-200
12	Inspector "A"	130-10-200
13.	Personal Assistant	120-10-210-15-225
14	Draughtsman "A" Laboratory Assistant "A" Planner "A" Senior Store Keeper Inspector "B" Stenographer "A" Overseer Surveyor Box	100-6-130-10-200
15	Draughtsman "B" Laboratory Assistant "B" Planner "B" Store Keeper "A" Inspector "C" Stenographer "B" Typist "A" Clerk "A"	65-5-100-6-130
16	Water Supply Maistry	75-5-100
17	Draughtsman Trainee Draughtsman "C" Inspector Trainee	65/-(fixed)
18	Maistry Plumber Mason Bar Bender-cum-Fitter Valveman	60-5-85
19		

1.	2.	3.
19	Store Keeper "D" Typist "E" Clerk "B" Bitto Operator	45-5-90
20	Roneo Operator	40-2-60
21	Ferro Printer	35-2-45-5-55
22	Store Server Helper Mate Sweeper Mata	30-4-50
23	Office Attender Helper Plumber Helper Sweeper	25-3-40
24	<u>Skilled Labour:</u>	
	(Highly Skilled)	100-6-160 W 1
25	(Skilled I)	90-5-130 W 2
26	(Skilled II)	75-5-100 W 3
27	(Skilled III)	60-5-85 W 4
28	(Semi-skilled I)	45-4-65 W 5
29	(Semi-skilled II)	30-4-50 W 6
30	Technical Trainee	Rs. 200/- + D.A.
31	Artisan Trainees "A"	Rs. 105/- (fixed)
32	Artisan Trainees "B"	Rs. 80/- (fixed)
33	Artisan Trainees "C"	Rs. 65/- (fixed)

ANNEXURE

DEMAND MEMORANDUM.

BASIC PAY:-

The Minimum monthly basic wage/pay of an employee shall be Rs.40/- (forty) per month, with a corresponding increase to the rest of the employees.

REVISION OF WAGE STRUCTURE:-

A Wage Board consisting of equal number of representatives of the Management and the Employees' Association, with an independent Chairman, shall be set up with the following terms of reference:-

i)

To revise the present Wage Structure of all categories of employees and to evolve a proper Wage Structure consistent with the nature of work of the employees etc.,

ii)

To draw up a scheme for fixing the employees in the new Wage Structure with due weightage etc.,

The Wage Board shall make its recommendations within three months from the date of constitution and the recommendations shall be implemented by the management.

DEARNESS ALLOWANCE:-

Dearness Allowance, shall be paid to the employees at Central Government rates in accordance with the recommendations of the first and the Second Central Pay Commissions.

OFFICIATING ALLOWANCE:-

Whenever an employee is required to act in a higher grade or post, he shall be paid the salary/wages fixed for that grade, and he shall be given due priority for confirmation in that higher grade in case of a permanent vacancy.

MACHINE ALLOWANCE:-

Comptists, Punch Operators, Accounting Machine Operators, Typists, etc., shall be paid Machine Allowance of Rs.10/- per month, in addition to their basic pay and D.A.

PARADE ALLOWANCE:-

The Security Staff who are required to report earlier for work with a view to attend the parade shall be given a parade Allowance of Rs.5/- per month.

HOUSE RENT & HOUSE RENT ALLOWANCE:-

- a) The rent recoverable from employees who are provided with quarters shall be 10% of the basic pay or the assessed rent whichever is less.
- b) All those who are not provided with quarters shall get 10% of basic pay as House Rent Allowance.

NIGHTSHIFT ALLOWANCE:-

A Nightshift Allowance of 25 Rp per day shall be paid to all cariers who work beyond 7.30 P.M.

UPKEEP ALLOWANCE:-

Rs.5/- per month shall be paid as Upkeep Allowance to both drivers and Security staff.

BONUS:-

(i) Production Bonus:-

The overall Production Bonus Scheme shall be revised as follows:

- a) A Committee consisting of two representatives of Management and two of the Association shall be constituted for fixing up the standard hours and targets per month.

///.....2.

- b) The Production Bonus shall be paid to all employees of the company as per the following scale:

<u>Output in % of Target:</u>	<u>Production Bonus per head per month</u>
60-65	₹.20.00
66-70	25.00
71-75	30.00
76-80	40.00
81-85	50.00
86-90	60.00
91-95	70.00
96-100	85.00
101-105	100.00
106-110	115.00

If the output exceeds 110% of the target fixed, an additional bonus of ₹.15/- p shall be paid for every 5% increase thereafter.

(ii) Attendance Bonus:-

- a) A Minimum of ₹.5/- per month shall be paid as Attendance Bonus to all Employees:
- b) Employees who have attended on all working days in a month shall be entitled to Attendance Bonus. Also, if any employee has taken leave with pay and allowance during the month, he shall be entitled to Attendance Bonus irrespective of the type of leave taken.
- c) A total grace time of 15 minutes for punching (10 minutes at the commencement of the shift and 5 minutes during lunch interval) shall be allowed for purposes of noting the attendance of an employee.

(iii) Incentive Bonus: The existing incentive bonus scheme shall be modified as follows:

- a) The Efficiency limit fixed for productive workers, working on estimated jobs shall be reduced from 70% to 50%.
- b) The Gross Bonus shall be ₹.10/- + 150 Np for every point beyond the efficiency of 50%.
- c) The allowance for idle time shall be 40%.
- d) A Committee consisting of equal number of representatives of the management and employees shall be constituted to
(a) fix up standard time, standard hours, targets, etc.,
(b) to check up on the implementation of the scheme (c) to advise on extension of the scheme to those departments where the scheme is not yet in operation.

- (iv) Safety Bonus:- A Safety Bonus of ₹.30/- per year shall be paid to those Drivers p who have not been involved in any accident causing damage to the vehicles. Such of those drivers causing damage to the vehicles. Such of those drivers who have been involved in accidents for no fault of theirs are also entitled to the Safety Bonus.

1. GRATUITY SCHEME:

The following Gratitude Scheme shall be introduced covering all the employees:

- a)
- 1) Half a months wage/salary plus Dearness Allowance for each completed year of service shall be ~~ix~~ paid to the employee on the following grounds:-
 - i) On Death of an employee while in service in the company to his executors, heirs or assigns.
 - ii) On physically or mentally being disabled to continue further in service.
 - iii) On voluntary resignation of an employee after three years continuous service.
 - iv) On retirement after attaining the superannuation age of 60 years.
 - v) On termination of service after one years continuous service.
- b) Salary or wages for purposes of calculating gratuity shall mean the substitutive salary/wages (inclusive of Dearness Allowance) of an employee on the date he ceases to be an employee of the company.

12. PROMOTION &

RECRUITMENT PROCEDURE: - A Committee including the representatives of the Employees Association shall be constituted to formulate a proper promotion and recruitment procedure in the Company. The recommendations shall be implemented by the management.

13. LEAVE FACILITIES: - Leave facilities shall be as follows: for all employees in the factory:

- (i) EARNED LEAVE: 30 days per year on full pay and D.A. with a right to accumulate for 3 years.
- (ii) Sick Leave: - 10 days on full pay and D.A. or 20 days on half pay and half D.A., per year with a right to accumulate for 45 days.
- (iii) Casual Leave: 12 days on full pay and D.A. per year.
- (iv) Festival Holidays: 12 festival holidays with full pay and D.A. per year shall be given to all employees. The factory shall be closed on January 28th, May Day, and August 15th. The other nine paid holidays shall be availed of at the option of the employee. Festival holidays shall not be denied on any Account.

14. RAILWAY FARE: -

Employees shall be provided with concessional Railway fare facility, once a year, for making a journey with members of his family beyond 200 miles on single fare double journey.

15. BATTAs FOR DUTY OUTSIDE:

Any employee who is deputed on Company work outside the factory area within Bangalore shall be paid a Batta of Rs.1/- per day.

16. UNIFORMS, ETC. / (a)

All workers shall be given 3 sets of Khaki Bush shirts and Khaki full pants and one pair of shoes per year (excepting, Security, Fire Brigade, Drivers and Administrative Staff)

- (b) Security:- Security Staff shall be given per year 3 pairs of Khaki Bush coats and full pants, three caps, a woollen overcoat, a torch, a rain coat, gum boots and 2 pairs of shoes with woollen socks.
- (c) Drivers:- Drivers shall be given per year, 3 pairs of Khaki Bush coats and full pants, 3 pea caps, one woollen jersey, one rain coat and 2 pairs of shoes with woollen socks.
- (d) Fire Brigades:- Fire Brigade staff shall be given the same type of uniforms etc., per year as for the Security Staff, -But the colour of the Uniforms shall be Blue with Red border.
- (e) Two rubber aprons shall be given per year to the workers in the Chromium plating, Fettling, Oil working and resharping sections.
- (f) A pair of goggles shall be given per year for each of the employees working in the Grinding, Fettling and copying Turning Sections.
- (g) A pair of rubber gloves shall be given for each of the employees working in the Turning and Electrical Sections.
- (h) 8 ozs of milk per day shall be given to the employees working in the oil, and Smithy Sections.
- (i) One rain coat per year shall be given to each of the employees working in the steel and Salvage Yard.

17. ARTISAN TRAINEES:-

The conditions of service of the present Artisan Trainees who are either paid stipends or have been classified shall be changed as follows:

Stipend during training: Grade after training:

- | | |
|-----|--|
| (a) | 1) Artisan Trainee "B" Rs.90/- Plus D.A. Rs.155-10-270 Plus D.A. |
| | 2) Artisan Trainee "C" Rs. 75/- Plus D.A. Rs.80-5-100 Plus D.A. |
- (b) All the Artisan Trainees who have now been classified and fixed in grades below that mentioned above shall be absorbed in the above grades.
- (c) The bond or agreement which the trainees are to execute shall be amended. The amendments are given in the Annexure. Trainees who have already signed the agreement shall be asked to sign the modified agreement and the old agreement shall be treated as null and void.
- (d) If the trainee fails to pass in the test on the first attempt, he shall be given another chance after a further period of training. If ~~the~~ he still does not pass the test, the Management shall offer a suitable grade based on the performance of the trainee, and the Trainee shall be given an option either to accept or reject the offer. If the Trainee rejects the offer and is terminated by the management or if the trainee is terminated for any other reasons, he shall not be liable to pay any damages or expenses to the company.

(e)

The representatives of the Employees' Association shall be associated both during test and interview.

18. REST ROOMS:

Rest rooms shall be constructed for off-duty Chowkidars and drivers and those who stay after working hours.

19. AGREEMENTS:-

No agreement shall be demanded from any employee who is entitled to promotion, or on the ground that he is being promoted.

20. FORWARDING OF APPLICATIONS:-

An employee who is not bound by any agreement shall have the right of applying through the Management for a job outside with a view to better his prospects, and such applications not exceeding two in a year shall be duly forwarded by the management to the concerned. If the employee gets the job elsewhere on the application forwarded he shall be relieved from his work on his request.

21. FACILITIES FOR COLLECTING UNION SUBSCRIPTIONS ETC.

Collectors authorized by the Association for collecting Association subscription, levies, etc., shall be permitted to collect during working hours without disturbing work of the factory.

22. UNION OFFICE:

The Company shall construct a building at their own cost to house the Employees Association.

23.

The Demands contained in this notice shall be given effect to from the Date of the Demand Notice excepting for demand No.1 relating to Basic Wages which shall be given effect to from October 1, 1958.

Sd/-(A. B. Bhattacharjee)
secretary,

ANNEXURE (a)

PROPOSED AMENDMENTS TO SERVICE CONTRACT OF ARTISAN TRAINEES:

1. In clause L-(d) the minimum period of ~~Five~~ years may be reduced to a minimum period of three years. Note consequential changes in clauses IV and V.
2. In clause V the word "~~thrice~~" may be deleted. The Company shall be entitled to recover either Rs.1000/- or the actual expenses whichever is less.
3. In clause V, the last sentence may be deleted. The retention of the sentence would make the Managing Director judge in his own case. This is opposed to the principles of natural justice.
4. Clause X may be deleted. What is stated in para (3) above would equally apply to this clause. The following clause is to be incorporated: 'No suit arising out of this agreement shall be filed against the company except in the competent Courts situated in the City of Bangalore in the Mysore State'.
5. The Agreement is silent about the obligations of the Company. The following clauses may be incorporated in the Agreement.
 - i) The Company will provide the Trainee with a suitable course of instruction and training.
 - ii) The Company will pay a monthly stipend to the Trainee during the period of training subject to satisfactory work, conduct and progress.
 - iii) In the event of the Trainee completing his training successfully, the Company will issue a certificate to that effect.
 - iv) In case the Company is unable to absorb the Trainee immediately on the completion of the training course, the company will arrange to keep his name in the Company's records for possible future consideration.

Sd/- A.B. Bhattacharjee,
SECRETARY,

ANNEXURE.

DEMAND MEMORANDUM. (OF HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION)

1. BASIC PAY:- The minimum monthly basic wage/pay of an employee shall be Rs.40/-(Forty) per month, with a corresponding ~~increase~~ increase to the rest of the employees.
2. REVISION OF WAGE STRUCTURE. A wage Board consisting of equal number of representatives of the Management and the Employees' Association with an Independent Chairman, shall be set up with the following terms of reference:-
 - 1) To revise the present Wage Structure of all categories of employees and to evolve a proper Wage Structure consistent with the nature of work of the employees etc.
 - 11) To draw up a scheme for fixing the employees in the New Wage Structure with due weightage etc.

The Wage Board shall make its recommendations within three months from the date of constitution and the recommendations shall be implemented by the management.
3. DEARNESS ALLOWANCE: Dearness Allowance, shall be paid to the employee at the Central Government rates in accordance with the recommendations of the first and the Second Pay commissions.
4. OFFICIATING ALLOWANCE: Whenever an employee is required to act in a higher grade or post, he shall be paid the salary/wages fixed for the grade, and he shall be given due priority for confirmation in that higher grade in case of a permanent vacancy.
5. MACHINE ALLOWANCE: Comptists, Punch Operators, Accounting Machine Operators, Typists, etc., shall be paid Machine Allowance of Rs.10/- per month, in addition to their basic pay and D.A.
6. PARADE ALLOWANCE: The ~~security~~ Security Staff who are required to report earlier for work with a view to attend the parade shall be given a parade Allowance of Rs.5/- per month.
7. HOUSE RENT & HOUSE RENT ALLOWANCE: a) The rent recoverable from the employees who are paid provided with quarters shall be 10% of the basic pay or the assessed rent ~~whichever~~ whichever is less.
8. NIGHTSHIFT ALLOWANCE: A Nightshift Allowance of 25 Np per day shall be paid to all workers who work beyond 7.30 P.M.
9. UPKEEP ALLOWANCE: Rs.5/- per month shall be paid as Upkeep Allowance to both Drivers and security staff.
10. BONUS:-
 - (i) PRODUCTION BONUS: ~~The~~ The overall Production Bonus Scheme shall be revised as follows:
 - a) A Committee consisting of two representatives of Management and two of the Association shall be constituted for fixing up the standard hours and targets per month.

b) The production Bonus shall be paid to all employees of the company as the following scale:

Output in % of Target.	Production bonus per head per month.
60-65	Rs. 20.00
65-70	25.00
71-75	30.00
76-80	40.00
81-85	50.00
86-90	60.00
91-95	70.00
96-100	85.00
101-105	100.00
106-110	115.00

If the output exceeds 110% of the target fixed, an additional bonus of Rs.15/- shall be paid for every 5% of increase thereafter.

(ii) Attendance Bonus.

(a) A minimum of Rs.5/- per month shall be paid as Attendance Bonus to all employees.

(b) Employees who have attended on all working days in a month shall be entitled to Attendance Bonus. Also, if any employee has taken leave with pay and allowance during the month, he shall be entitled to attendance bonus irrespective of the type of leave taken.

(c) A total grace time of 15 minutes for punching (10 minutes at the commencement of the shift and 5 minutes during lunch interval) shall be allowed for purpose of noting the attendance of an employee.

(iii) Incentive Bonus: The existing incentive bonus scheme shall be modified as follows:

(a) The efficiency limit fixed for productive workers, working on estimated jobs shall be reduced from 70% to 50%.

(b) The Gross Bonus shall be Rs.10/- + 150 NP for every point beyond the efficiency of 50%.

(c) The allowance for idle time shall be 40%.

(d) A committee consisting of equal number of representatives of the management and employees shall be constituted to (a) fix up standard time, standard hours, targets, etc., (b) to check up on the implementation of the scheme (c) to advise on extension of the scheme to those departments where the scheme is not yet in operation.

§ (iv) Safety bonus: A safety bonus of Rs.30/- per year shall be paid to those Drivers who have not been involved in any accident causing damage to the vehicles. Such of those drivers who have been involved in accidents for no fault of their are also entitled to the safety bonus.

11. GRATUITY SCHEME: The following Gratuity scheme shall be introduced covering all the employees.

- (a) Half a months wage/salary plus Dearness Allowance for each completed year of service shall be paid to the employee on the following grounds:-
- i) On death of an employee while in service in the company to his executors, heirs or assignees.
 - ii) On physically or mentally being disabled to continue further in service.
 - iii) On voluntary resignation of an employee after three years continuous service.
 - iv) On retirement after attaining the superannuation age of 60 years.
 - v) On termination of service after one years continuous service.
- (b) Salary or wages for purposes of calculating gratuity shall mean the substantive salary/wages (inclusive of Dearness Allowance) of an employee on the date he ceases to be an employee of the company.

12. PROMOTION & RECRUITMENT PROCEDURE: A committee including the representatives of the Employees Association shall be constituted to formulate a proper promotion and recruitment procedure in the Company. The recommendations shall be implemented by the Management.

13. Leave

Facilities: Leave facilities shall be as follows for all employees in the factory:

- (i) Earned Leave: 30 days per year on full pay and D.A. with a right to accumulate for 3 years.
- (ii) Sick Leave: 10 days on full pay and D.A. or 20 days on half pay and Half D.A., per year with a right to accumulate for 45 days.
- (iii) Casual Leave: 12 days on full pay and D.A. per year.
- (iv) Festival Holidays: 12 Festival holidays with full pay and D.A. per year shall be given to all employees. The factory shall be closed on ~~January~~ January 26th, May Day and August 15th. The other nine paid holidays shall be availed of at the option of the employee. Festival holidays shall not be denied on any Account.

14. RAILWAY FARE: Employees shall be provided with concessional Railway Fare facility, once a year, for making a journey with members of his family beyond 200 miles on single fare double journey.

15. BATTA FOR DUTY OUTSIDE: Any employee who is deputed on Company work outside the Factory area within Bangalore shall be paid a Batta of Rs.1/- per day.

16. UNIFORMS ETC.
- a) All workers shall be given 3 sets of Khaki Bush Shirts and Khaki full pants and one pair shoes per year (~~xxx~~ excepting Security, Fire Brigade, Drivers and Administrative staff).
 - b) Security: Security staff shall be given per year 3 pairs of Khaki bush coats and full pants, three caps, a wellen overcoat, a torch, arain coat, gum boots and 2 pairs of shoes with woollen socks.

- (c) Drivers: Drivers shall be given per year, 3 pairs of Khaki bush coats and full pants, 3 pea caps, one wollen Jersey, one Rain coat and 2 pairs of shoes with wollen socks.
- (d) Fire Brigade: Fire Brigade shall be given the same type of uniforms etc., per year as for the Security staff, but the colour of the Uniforms shall be Blue with Red Border.
- (e) Two rubber aprons shall be given per year to the workers in Chromium plating, Fettling, Oil working and resharpening sections.
- (f) A pair of goggles shall be given per year for each of the employees working in the Grinding, Fettling and Copy turning sections.
- (h) 8 oss. of milk per day shall be given to the employees working in the oil, and smithy sections.
- (i) One rain coat per year shall be ~~given~~ given to each of the employees working in the steel and Salvage yard.

17. ARTISAN TRAINERS: The conditions of service of the present Artisan trainees who are either paid stipends or have been classified shall be changed as follows:-

	<u>Stipend during training.</u>	<u>Grade after Training.</u>
(a) 1) Artisan Trainee "B"	Rs.90/- Plus D.A.	Rs.155-10-270 plus D.A.
2) Artisan Trainee "C"	Rs.75/- plus D.A.	Rs.80-5-100 plus DA.

- (b) All the Artisan Trainees ~~xxxxxxxxxxxx~~ who have now been classified and fixed in grades below the mentioned above shall be absorbed in the above grades.
- (c) The bond or agreement which the trainees are to execute shall be amended. The amendments are given in the Annexure. Trainees who have already signed the agreement shall be asked to sign the modified agreement and ~~that~~ the old agreement shall be treated as null and void.
- (d) If the trainee fails to pass the test on the first attempt, he shall be given another chance after a further period of training. If he still does not pass the test, the Management shall offer a suitable grade based on the performance of the trainee and the trainee shall be ~~given~~ given an option either to accept or reject the offer. If the trainee rejects the offer and is terminated by the management or if the trainee is terminated for any other reasons, he shall not be liable to pay any damages or expense to the company.
- (e) The representatives of the employees' Association shall be associated both during test and interview.

18. REST ROOMS: Rest Rooms shall be constructed for off-duty Chowkidars and Drivers and those who stay after working hours.

19. AGREEMENT: No agreement shall be deemed from any employee who is entitled to promotions, or on the ground that he is being promoted.

20. FORWARDING OF APPLICATIONS: An employee who is not bound any agreement shall have the right of applying through the Management for a job outside with a view to better his prospects, and such applications not exceeding two in any year shall be duly forwarded by the management to the concerned. If the employee gets that job elsewhere on the application forwarded he shall be relieved from his work on his request.

21. FACILITIES FOR COLLECTING UNION SUBSCRIPTION ETC. Collectors authorized by the Association for collecting Association subscriptions, levies, etc., shall be permitted to collect during working hours without disturbing work of the factory.

22. UNION OFFICE: The Company shall construct a building at their own cost to house employees Association.

23. The demands contained in this notice shall be given effect to from the Date of the Demand Notice, excepting for Demand No. 1 relating to Basic Wages which shall be given effect to from October, 1, 1958.

- (i) The company will be held responsible to the trainee during the period of training subject to satisfactory work, conduct and progress.
- (ii) In the event of a trainee completing his training satisfactorily, the Company will issue a certificate to him.
- (iii) In case of the trainee who is unable to complete his training, the company shall be responsible to keep his name in the list of trainees for possible future consideration.

sd/- A.B. Bhattacharjee,

Secretary.

sd/- A.B. Bhattacharjee,

Secretary.

ANNEXURE (a)

PROPOSED AMENDMENTS TO SERVICE CONTRACT OF ARTISAN TRAINERS.

1. In clause I-(d) The minimum period of Five years may be reduced to a minimum period of Three years. Note: Consequential changes in clause IV and V.

2. In clause V the word "thrice" may be deleted. The company should be entitled to recover either Rs.1000/- or the actual expenses whichever is less.

3. In clause V, the last sentence may be deleted. The retention of the sentence would make the Managing Director judge in his own cause. This is opposed to the principles of natural justice.

4. Clause X may be deleted. What is stated in para(3) above would equally apply to this cause. The following clause is to be incorporated: "No suit arising out of this agreement shall be filed against the Company except in the competent Courts situated in the City of Bangalore in the Mysore state".

5. The Agreement is silent about the obligations of the Company. The following clauses may be incorporated in the Agreement.

- (i) The company will provide the Trainee with a suitable course of instruction and training.
- (ii) The company will pay a monthly stipend to the trainee during the period of training subject to satisfactory work, conduct and progress.
- (iii) In the event of the Trainee completing his training successfully, the Company will issue a certificate to that effect.
- (iv) In case of the Company is unable to absorb the Trainee immediately on completion of the training course, the company will arrange to keep his name in the Company's records for possible future consideration.

sd/- A.B. Bhattacharjee.
Secretary.

266-A

GRIEVANCE PROCEDURE

IN

HINDUSTAN MACHINE TOOLS (PRIVATE) LTD.

1. The Management of the Hindustan Machine Tools (Private) Ltd., and the Hindustan Machine Tools Employees' Association desire that there should be an adequate and well defined procedure for redressal of day to day grievances of the employees of the Company with a view to foster good industrial relations.
2. The Management and the Association consider that the Grievance Procedure, to be effective should satisfy the following criteria:
 - 2.1 The Grievance Procedure should be a simple and easy machinery both to understand and operate as well as to conduct and establish satisfactory relations between the Management and employees in conformity with existing legislation.
 - 2.2 Full investigation of grievance.
 - 2.3 Settlement at the lowest level.
 - 2.4 Easy steps for taking the grievance higher up in appeal.
 - 2.5 A time limit for each step for expeditious settlement of grievances.
 - 2.6 A terminal point in the procedure.
 - 2.7 Direct negotiation with Union and conciliation proceedings in the last resort.
3. The Management and the Association also consider that differences between the Management and individual or small groups of workers (as distinct from the generality of the workers) in respect of wages, leave, promotion, transfer, hours of work, overtime, seniority, work assignment, working conditions, disciplinary actions, interpretation of agreements etc., affecting an individual worker or a small group of workers would constitute grievances. They also hold that points of dispute which are of general applicability or of considerable magnitude will fall outside the scope of this procedure and shall be taken up by the Association directly with the Management.
4. On the basis of the principles, criteria and scope enunciated above, the Management and the Association agree that the following Grievance Machinery be constituted:
 - 4.1 An aggrieved employee shall first present his grievance to his immediate superior as stated in Appendix 'A' in person. The answer shall be given within four days of the presentation of the complaint.

(continued...2)

- 4.2 If the worker is not satisfied with the decision of his immediate superior or fails to receive an answer within the stipulated period, he shall either in person or through his sectional representative present the grievance in writing to, and discuss thoroughly with, the Head of the Department as noted in Appendix 'B' and endeavour to the utmost to find a mutually satisfactory solution to the grievance. The answer shall be given by the Head of the Department in writing within four days of the presentation of the complaint.
- 4.3 If the aggrieved worker is not satisfied with the decision of the Head of the Department or fails to receive any decision within the stipulated period, he shall refer either in person or through his Association representative, his grievance in writing to, and discuss thoroughly with, the Divisional Head specified in Appendix 'C' and endeavour to the utmost to find a mutually satisfactory solution to the grievance. The Divisional Head shall communicate his final decision within four days from the date of the receipt of the grievance. In case the aggrieved worker is not satisfied with the decision or fails to receive the decision within the stipulated period, he shall present the grievance at his discretion either in person or through the Association if he is a member of the Association, to the Managing Director. The Managing Director either on representation by the Association or by the worker direct, shall communicate a decision in the matter within four days of such representation.
- 4.4 In case the Association does not agree with the decision of the Managing Director, it will be open to it to invoke the Conciliation Machinery contemplated in the Industrial Disputes Act, 1947, as amended from time to time.
- 4.5 In calculating the various time intervals under the above clauses, holidays shall not be reckoned.
- 4.6 The Management shall provide the necessary clerical and other assistance for the smooth functioning of the Grievance Procedure.
- 4.7 If it is necessary for any worker to leave the Department during working hours on call from any Officer of the established Grievance Machinery, the worker shall be given permission and treated as on duty.
5. The Management shall consider and process all grievances carefully in accordance with the provisions of this Procedure.

(3)

6. The Management and the Association agree that the Grievance Machinery is not meant to ^{Supplant} support the Association's collective bargaining functions.
7. The several Administrative Sections for purposes of this Grievance Machinery shall be as noted in Appendix 'D'.
8. The foregoing provisions will be without prejudice to the right of the Association to discuss directly within the Managing Director any matter of urgency.
9. This Grievance Procedure can be amended by mutual agreement in the light of actual experience.

30th October, 1958.

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APPENDIX 'A'

The following Officers shall be considered as immediate superiors for purposes of the Grievance Procedure:-

1. Technical Departments

- 1.1 Technical Departments .. Foreman/Asst.Foreman/Supervisor
- 1.2 Civil Engineering Department .. Concerned Assistant Engineer.

2. Administration Departments

- 2.1 Accounts .. Concerned Accountant
- 2.2 Purchase .. Concerned Purchase Superintendent
- 2.3 Sales .. Technical Sales Representatives/
Sales Officer II.
- 2.4 Personnel .. Superintendent
- 2.5 Estate .. Estate Welfare Assistant/Head
Gardner.
- 2.6 Transport .. Concerned Asst. Transport
Superintendent.
- 2.7 Dispensary .. Junior Medical Officer
- 2.8 Security & Fire Brigade .. Concerned Inspector
- 2.9 Stores .. Assistant Stores Officer
- 2.10 Publicity & Public Relations.. Public Relations Assistant
- 2.11 Managing Director's
Secretariat including
Central Mailing Section. .. Concerned Superintendent

A P P E N D I X ' B '

The following officers shall be considered as Departmental Heads for purposes of the Grievance Procedure:

1. TECHNICAL DEPARTMENTS:

Managers of the Departments	..	1.1	Manager Planning
		1.2	Manager Production (Assembly)
		1.3	Manager Heavy & Small Parts
		1.4	Manager Auxiliary
		1.5	Manager Inspection
		1.6	Manager Training Centre
		1.7	Manager Designs
		1.8	Manager Foundry
		1.9	Civil Engineer
		1.10	Chief Metallurgist

2. ADMINISTRATION DEPARTMENTS

2.1	Accounts	..	Cost Accounts Officer
2.2	Purchase	..	Concerned Purchase Officer
2.3	Sales	..	District Sales Managers/Sales Officer I.
2.4	Personnel	..	Concerned Labour Welfare Officer
2.5	Estate	..	Estate & Welfare Officer
2.6	Transport	..	Transport Superintendent
2.7	Dispensary	..	Medical Officer
2.8	Security & Fire Brigade	..	Security Superintendent.
2.9	Stores	..	Stores Officer
2.10	Publicity & Public Relations		Public Relations Officer
2.11	Managing Director's Secretariat including Central Mailing Section	..	Assistant to the Managing Director.

A P P E N D I X ' C '

The following Officers shall be considered as Divisional Heads for the purposes of the Grievance Procedure:

- | | |
|--|---|
| 1. Managing Director's Secretariat including Central Mailing Section | .. Managing Director |
| 2. Technical & Civil Engineering | .. General Technical Manager/
Deputy General Technical
Manager. |
| 3. Accounts | .. Controller of Finance &
Accounts |
| 4. Stores & Purchase | .. Controller of Stores
and Purchase |
| 5. Sales, Publicity and Public
Relations | .. Sales Manager |
| 6. Personnel and Town Administration | .. Personnel Manager-cum-Town
Administrator. |

The following shall be the Administrative Sections for purposes of the Grievance Procedure:

1. Technical Departments:

1.1 Technical Departments:

Code	Department / Section	Concerned Officer
121	Production Planning Office	Foreman/Asst.Foreman
122	Production Preplanning	Foreman/Asst.Foreman
123	Time Estimating	Foreman/Asst.Foreman
124	Production Control	Foreman/Asst.Foreman
125	Material Control	Foreman/Asst.Foreman/Supervisor-in-charge.
126	Tool Issue	Foreman/Asst.Foreman
127	Production Planning Stores	Foreman-PPC/Asst.Foreman
131	DT, Tools & Gauges	Foreman/Asst.Foreman
132	DT, Jigs & Fixtures	Foreman/Asst.Foreman
133	DT, Equipment	Foreman/Asst.Foreman
141	Material Testing, Library	Foreman/Asst.Foreman
151	ID, Small Parts	Foreman/Asst.Foreman
152	ID, Heavy Parts	Foreman/Asst.Foreman
153	ID, Assembly	Foreman/Asst.Foreman
154	ID, Measuring Room	Foreman/Asst.Foreman
155	ID, Test Floor	Foreman/Asst.Foreman
156	ID, Incoming Section	Foreman/Asst.Foreman/Supervisor-in-charge.
161	TC, Turning	Foreman/Asst.Foreman
162	TC, Milling	Foreman/Asst.Foreman
164	TC, Fitting, Boring	Foreman/Asst.Foreman
165	TC, Grinding	Foreman/Asst.Foreman
181	Repair & Maintenance	Foreman RM/Asst.Foreman
182	RM, Lubrication	Foreman/Asst.Foreman, RM
183-6	Masonry	Foreman/Asst.Foreman/Supervisor-in-charge
	Water Supply	
	Internal- Transport Factory Sweepers	
20	Carpentry Shop	Foreman/Asst.Foreman
21	Electrical Shop	Foreman/Asst.Foreman/Concerned Supervisor, Ele.
22	Sheet Metal	Foreman/Asst.Foreman
23	Tool Room	Foreman/Asst.Foreman
24	Heat Treatment	Foreman/Asst.Foreman

(continued...2)

Code	Department / Section	Concerned Officer
251	SP, Turning	Foreman/Asst.Foreman
252	SP, Milling	
253	SP, Shaping etc	Foreman/Asst.Foreman
254	SP, Drilling	
255	SP, Grinding	Foreman/Asst.Foreman
256	SP, Gearing	Foreman/Asst.Foreman
260	Marking	
261	Fettling & Sandblasting	Foreman/Asst.Foreman/Concerned Supervisor.
262	HP, Plano Milling	
263	HP, Planing	
264	HP, Boring	
265	HP, Slideway Grinding	Foreman/Asst.Foreman
270	Assembly Fitting and Pre-Assembly	Foreman/Asst.Foreman (Final Assembly)
271	Scraping	Foreman/Asst.Foreman
272	Group Assembly	Foreman/Asst.Foreman
273	Final Assembly	Foreman/Asst.Foreman (Final Assembly)
274	Painting	Foreman/Asst.Foreman
280	Milling Assembly	Foreman/Asst.Foreman
29	Foundry	Foreman/Asst.Foreman/Supervisor
301	DO, Lathes	Foreman/Asst.Foreman
302	DO, Milling Machines	Foreman/Asst.Foreman
303	DO, Radial Drills	Foreman/Asst.Foreman
311	Work Standards	
312	Archives	Foreman/Asst.Foreman
313	Printing	
321	IE, Plan Layout	Foreman/Asst.Foreman
322	IE, Organisation	Foreman/Asst.Foreman
323	IE, Works Study	Foreman/Asst.Foreman
1.2	Civil Engineering Department	Concerned Assistant Engineer.

(continued...3)

Administration Departments2.1 Accounts

Timekeeping, Wages and Filing	Superintendent, accounts
Cost Accounts	Accountant
Material Accounts	Accountant
Outward Bills	Accountant
Inward Bills	Accountant
Internal Audit and Verification	Accountant
Cash	Chief Cashier/Accountant
Financial Concurrence and Budget	Clerk-in-charge
Main Accounts	Clerk-in-charge

2.2 Purchase

Concerned Purchase
Superintendent

2.3 Sales

Bangalore Office

Sales Branches at Bombay, Delhi,
Calcutta and Madras

Technical Sales Representative/
Sales Officer

2.4 Personnel

Superintendent

2.5 Estate

Estate Welfare Assistant

Horticulture

Head Gardener

2.6 Transport: Workshop

Concerned Asst. Transport
Superintendent.

Traffic

Concerned Asst. Transport
Superintendent

2.7 Dispensary

Junior Medical Officer

2.8 Security & Fire Brigade

Concerned Inspector

2.9 Stores:

Receiving Unit

Senior Store-Keeper

Stores Unit

Senior Store-Keeper/Store
Keepers

Cutting Section

Supervisor

Shipping & Packing Section

Senior Store Keeper

2.10 Publicity & Public Relations

Public Relations Assistant

2.11 Managing Director's Secretariat

Superintendent

Central Mailing Section and
Stationery Stores

Office Superintendent

S. A. DANGE,

266A

4 Asok Road,
New Delhi

January 12, 1959

Managing Director,
Hindustan Machine Tools (P) Ltd.,
Jalahalli P.O., Bangalore.

Dear Sir,

I and my other colleagues in Parliament are coming to Bangalore in connection with the meeting of the General Council of the All-India Trade Union Congress on 14th January 1959.

We would like to see the factory, as it is said to be one of the fine units in the public sector.

Would you do the needful for the visit?

Your reply may kindly be addressed to me
C/o Shri M.C.Narasimhan, MLA, Infantry Road Guest
House, Bangalore.

Thanking you,

P.S. Enclosed is a list of MPs and a few MLAs who would like to visit the factory.

M.P.s

1. Shri S.A.Dange
2. Shri K.T.K.Tangamani
3. Smt. Parvathi Krishnan
4. Shri R.B.Gour
5. Shri Mohd. Elias
6. Shri K.L.Narasimhan
7. Shri T.B.Vittal Rao
8. Shri A.K.Gopalan
9. Shri J.V.K.Vallabha Rao
10. Shri K.K.Warior
11. Shri T.C.N.Menon
12. Shri P.A.Solomon
13. Shri S.M.Banerjee

M.L.A.s

1. Shri P.Balachandra Menon (Kerala)
2. Shri S.G.Patkar (Bombay)
3. Shri Homi Daji (M.P.)
4. Shri R.Sugathan (Kerala)
5. Shri M.C.Narasimhan (Mysore)
6. Shri Sarwate (M.P.)
7. Shri Robin Mukerjee (W.Bengal)

HINDUSTAN AIRCRAFT EMPLOYEES' ASSOCIATION
BANGALORE.

9th June 1959.

PRESS MATTER.

On 8th June, 1959, at about 4 p.m. near the Railcoach Factory a volunteer of Hindustan Aircraft Employees' Association was stabbed by Mr. Sambandham, a close associate of rival Union under the leadership of I.N.T.U.C.

H.A.L Police immediately arrested him and remanded to custody.

At a largely attended protest meeting of Hindustan Aircraft Employees' Association, the following resolution was unanimously adopted:-

"This meeting of Hindustan Aircraft Employees' Association held on 9th June 1959 under the Presidentship of Shri F.Louis, President, feel very much hurt over the stabbing incident that took place at Railcoach on 8th June 1959 and is strongly of the opinion that it is geared up by interested parties to break the peaceful atmosphere prevailing in the Industry and with ulterior motives.

This meeting also notes with concern the slackness on the part of the police in not taking appropriate and timely action on other incidents already reported. It is unfortunate, that close associates of a rival organisation under the leadership of INTUC is carrying these activities.

This meeting while calling upon the employees to be vigilant against any exploitation of the situation feel that the police and the Management would take suitable and prompt action against these lawbreakers and disruptionists"

Daniel J. Theophilus
(Daniel J. Theophilus)

HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION

Reg. No. 120.

President: M. S. KRISHNAN
Vice President: GEORGE JACOB
Secretary: A. B. BHATTACHARJEE
Asst. Secretary: K. M. MUNIYAPPA
Treasurer: S. K. BANERJEE

H. M. T. Colony,
JALAHALLI, P. O.
BANGALORE

Ref. 1/Prin/11.

Date 9th August 1959.

FOR FAVOUR OF PUBLICATION.


The following statement has been issued by Shri M.S.Krishnan, President, Hindustan Machine Tools Employees' Association.

The situation in Hindustan Machine Tools is deteriorating day-by-day and is such as to cause serious concern to all those who are interested in the industry and the employees.

During the past two to three months after the "Demands Week" was conducted, the Management has been taking an extremely recalcitrant, unjust and discriminatory attitude against the workers in general and the active workers of Hindustan Machine Tools in particular. On the one side the restrictions against the workers have been so much tightened that workers are questioned even for casually speaking inside the factory. Secondly in the matter of promotions, discrimination against the Office-bearers and active workers of the Association is taking place as in the case of the Treasurer Shri S.K.Banerjee, Vice-President, George Jacob and Executive Committee members such as Shri C.S.Reddy. It is reported that the Management has been calling the Police and Police are parading in side the factory as well as in the 2 colony in order to terrorise the workers. Not satisfied with this the Management has now taken recourse to unjust victimisation of Union activists. Shri C.S.Reddy, Member of the Executive Committee of the Association was terminated on 7-8-59 on all sorts of flimsy grounds. Similarly it is learnt the Management is preparing to dismiss many more office-bearers of the Union.

All such harassment, and victimisation is taking place only because the Union had placed 23 demands in January 1959 and is urging the Management to concede the just demands. These actions of the Management are a violation of the Code of Discipline accepted by the Managements, Government and employees representatives at the Conference of Public Sector Industries held on January 1959. It is also against the spirit of the scheme for workers Participation in Management which is being experimented in the Hindustan Machine Tools. They are also attempts to weaken the Trade Union by victimisation and creating fear in the minds of workers, smashing the Association and denying the just demands of the workers.

These actions of victimisation are highly unjust and we strongly protest against them. In the name of the industry which has attained a proud place in our country, we urge upon the Management to stop harassment, victimisation etc forthwith and see that Shri C.S.Reddy is taken back to work immediately. We also appeal to the Government to intervene immediately and see that justice is done to the workers.


(M.S.Krishnan)
President.

HINDUSTAN MACHINE TOOLS
EMPLOYEES' ASSOCIATION
H.M.T. COLONY, JALAHALLI P.O.
BANGALORE.

**HINDUSTAN MACHINE TOOLS
EMPLOYEES ASSOCIATION**

(REG. No. 120)



Demand Memorandum Submitted To Management

On 7-2-1959

1. **BASIC PAY:** The Minimum monthly basic wage/pay of an employee shall be Rs. 40/- (forty) per month, with a corresponding increase to the rest of the employees.

2. **REVISION OF WAGE STRUCTURE:**
A Wage Board consisting of equal number of representatives of the Management and the Employees' Association, with an independent Chairman, shall be set up with the following terms of reference:

i) To revise the present Wage Structure of all categories of employees and to evolve a proper Wage Structure consistent with the nature of work of the employees etc.,

ii) To draw up a scheme for fixing the

employees in the new Wage Structure with due weightage etc.,

The Wage Board shall make its recommendations within three months from the date of constitution and the recommendations shall be implemented by the management.

3. DEARNESS ALLOWANCE: Dearness Allowance, shall be paid to the employees at Central Government rates in accordance with the recommendations of the first and the Second Central Pay Commissions.

4. OFFICIATING ALLOWANCE: Whenever an employee is required to act in a higher grade or post, he shall be paid the salary/wages fixed for that grade, and he shall be given due priority for confirmation in that higher grade in case of a permanent vacancy.

5. MACHINE ALLOWANCE: Comptists, Punch Operators, Accounting Machine Operators, Typists, etc, shall be paid Machine Allowance of Rs. 10/- per month, in addition to their basic pay and D. A.

6. PARADE ALLOWANCE: The Security Staff who are required to report earlier for work with a view to attend the parade shall be given a parade Allowance of Rs. 5/-per month.

7. HOUSE RENT & HOUSE RENT ALLOWANCE: a) The rent recoverable from employees who are provided with quarters shall be 10% of the basic pay or the assessed rent whichever is less.

b) All those who are not provided with quarters shall get 10% of basic pay as House Rent Allowance.

8. NIGHTSHIFT ALLOWANCE: A Nightshift Allowance of 25 Np. per day shall be paid to all workers who work beyond 7-30 P. M.

9. UPKEEP ALLOWANCE: Rs 5/- per month shall be paid as Upkeep Allowance to both drivers and Security staff.

10. BONUS: i) Production Bonus: The overall Production Bonus Scheme shall be revised as follows:

a) A Committee consisting of two representatives of Management and two of the Association shall be constituted for fixing up the standard hours and targets per month.

b) The Production Bonus shall be paid to all employees of the company as per the following scale:

Output in % of Target :	Production Bonus per head per month
60-65	20-00
66-70	25-00
71-75	30-00
76-80	40-00
81-85	50-00
86-90	60-00
91-95	70-00
96-100	85-00
101-105	100-00
106-110	115-00

If the output exceeds 110% of the target fixed, an additional bonus of Rs. 15/- shall be paid for every 5% increase thereafter.

(ii) Attendance Bonus :-

a) A Minimum of Rs 5/- Per month shall be paid as Attendance Bonus to all Employees :

b) Employees who have attended on all working days in a month shall be entitled to Attendance Bonus. Also, if any employee has taken leave with pay and allowance during the month, he shall be entitled to Attendance Bonus irrespective of the type of leave taken.

c) A total grace time of 15 minutes for punching (10 minutes at the commencement of

the shift and 5 minutes during lunch interval) shall be allowed for purposes of noting the attendance of an employee.

(iii) Incentive Bonus:- The existing incentive bonus scheme shall be modified as follows :

a) The Efficiency limit fixed for productive workers, working on estimated jobs shall be reduced from 70% to 50%.

b) The Gross Bonus shall be Rs. 10/- + 150 Np for every point beyond the efficiency of 50%.

c) The allowance for idle time shall be 40%.

d) A Committee consisting of equal number of representatives of the management and employees shall be constituted to (a) fix up standard time, standard hours, targets, etc., (b) to check up on the implementation of the scheme (c) to advise on extension of the scheme to those departments where the scheme is not yet in operation.

(iv) Safety Bonus :- A safety Bonus of Rs. 30/- per year shall be paid to those Drivers who have not been involved in any accident causing damage to the vehicles. Such of those drivers who have been involved in accidents causing damage to the vehicles, for no fault of theirs are also entitled to the Safety Bonus.

11. **GRATUITY SCHEME**: The following Gratuity Scheme shall be introduced covering all the employees:

a) Half a months wage/salary plus Dearness Allowance for each completed year of service shall be paid to the employee on the following grounds:-

i) On Death of an employee while in service in the company to his executors, heirs or assigns.

ii) On physically or mentally being disabled to continue further in service.

iii) On voluntary resignation of an employee after three years continuous service

iv) On retirement after attaining the superannuation age of 60 years.

v) On termination of service after one years continuous service.

b) Salary or wages for purposes of calculating gratuity shall mean the substantive salary/wages (inclusive of Dearness Allowance) of an employee on the date he ceases to be an employee of the company.

12. **PROMOTION & RECRUITMENT PROCEDURE**: A Committee including the representatives of the Employees Association

shall be constituted to formulate a proper promotion and recruitment procedure in the Company. The recommendations shall be implemented by the management.

13. **LEAVE FACILITIES**: Leave facilities shall be as follows for all employees in the factory:

i) **EARNED LEAVE**: 30 days per year on full pay and D. A with a right to accumulate for 3 years

ii) **SICK LEAVE**: 10 days on full pay and D. A. or 20 days on half pay and half D. A., per year with a right to accumulate for 45 days.

iii) **CASUAL LEAVE**: 12 days on full pay and D. A. per year.

iv) **FESTIVAL HOLIDAYS**: 12 festival holidays with full pay and D. A. per year shall be given to all employees. The factory shall be closed on January 26th, May Day and August 15th. The other nine paid holidays shall be availed of at the option of the employee. Festival holidays shall not be denied on any Account.

14. **RAILWAY FARE**: Employees shall be provided with concessional Railway fare facility, once a year, for making a journey with members of his family beyond 200 miles on single fare double journey.

15. **BATTA FOR DUTY OUTSIDE:** Any employee who is deputed on Company work outside the factory area within Bangalore shall be paid a Batta of Re. 1/- per day.

16. **UNIFORMS, ETC.** (a) All workers shall be given 3 sets of Khaki Bush shirts and Khaki full pants and one pair of shoes per year (excepting, Security, Fire Brigade, Drivers and Administration Staff)

b) **Security:** Security Staff shall be given per year 3 pairs of Khaki Bush coats and full pants, three caps, a woollen overcoat, a torch, a rain coat, gum boots and 2 pairs of shoes with woollen socks.

c) **Drivers:** Drivers shall be given per year, 3 pairs of Khaki Bush coats and full pants, 3 pea caps, one woollen jersey, one rain coat and 2 pairs of shoes with woollen socks.

d) **Fire Brigade:** Fire Brigade staff shall be given the same type of uniforms etc, per year as for the Security Staff, -But the colour of the Uniforms shall be Blue with Red border.

e) Two rubber aprons shall be given per year to the workers in the Chromium plating, Fettling, Oil working and resharpening sections.

f) A pair of goggles shall be given per year for each of the employees working in the Grinding, Fettling and copying, Turning Sections.

g) A pair of rubber gloves shall be given for each of the employees working in the Turning and Electrical Sections,

h) 8 ozs of milk per day shall be given to the employees working in the oil, and Smithy Sections.

i) One rain coat per year shall be given to each of the employees working in the steel and Salvage Yard.

17. **ARTISAN TRAINEES:** The conditions of service of the present Artisan Trainees who are either paid stipends or have been classified shall be changed as follows:

Stipend during training: Grade after training:

a) 1) Artisan Trainee "B"	Rs. 90/- Plus D.A.	Rs. 155-10-270 Plus D.A.
2) Artisan Trainee "C"	Rs. 75/- Plus D.A.	Rs. 80-5-100 Plus D.A.

b) All the Artisan Trainees who have now been classified and fixed in grades below that mentioned above shall be absorbed in the above grades.

c) The bond or agreement which the trainees are to execute shall be amended. The amendments are given in the Annexure. Trainees who have already signed the agreement shall be asked to sign the modified agreement and the old agreement shall be treated as null and void.

d) If the trainee fails to pass in the test on the first attempt, he shall be given another chance after a further period of training. If he still does not pass the test, the Management shall offer a suitable grade based on the performance of the trainee, and the trainee shall be given an option either to accept or reject the offer. If the trainee rejects the offer and is terminated by the management or if the trainee is terminated for any other reasons, he shall not be liable to pay any damages or expenses to the company.

e) The representatives of the Employees Association shall be associated both during test and interview.

18. REST ROOMS : Rest rooms shall be constructed for off-duty Chowkidars and drivers and those who stay after working hours.

19. AGREEMENT: No agreement shall be demanded from any employee who is entitled to promotion, or on the ground that he is being promoted.

20. FORWARDING OF APPLICATIONS:

An employee who is not bound by any agreement shall have the right of applying through the Management for a job outside with a view to better his prospects, and such applications not exceeding two in a year shall be duly forwarded by the management to the concerned. If the employee gets the job elsewhere on the application forwarded he shall be relieved from his work on his request.

21. FACILITIES FOR COLLECTING UNION SUBSCRIPTIONS ETC. : Collectors authorised by the Association for collecting Association subscription, levies, etc., shall be permitted to collect during working hours without disturbing work of the factory.

22. UNION OFFICE : The Company shall construct a building at their own cost to house the Employees Association.

23. The Demands contained in this notice shall be given effect to from the Date of the Demand Notice excepting for demand No. 1 relating to Basic Wages which shall be given effect to from October 1, 1958.

Sd. A. B. Bhattacharjee,

Secretary.

Annexur (a)

PROPOSED AMENDMENTS TO SERVICE CONTRACT OF ARTISAN TRAINEES.

1. In clause I—(d) the minimum period of Five years may be reduced to a minimum period of Three years. Note consequential changes in clauses IV and V.

2. In clause V the word " thrice " may be deleted. The Company shall be entitled to recover either Rs. 1,000/- or the actual expenses whichever is less.

3. In clause V, the last sentence may be deleted. The retention of the sentence would make the Managing Director judge in his own case. This is opposed to the principles of natural justice.

4. Clause X may be deleted. What is stated in para (3) above would equally apply to this clause. The following clause is to be incorporated: ' No suit arising out of this agreement shall be filed against the company except in the competent Courts situated in the City of Bangalore in the Mysore State '.

5. The Agreement is silent about the obligations of the Company. The following clauses may be incorporated in the Agreement.

i) The Company will provide the Trainee with a suitable cause of instruction and training.

ii) The company will pay a monthly stipend to the Trainee during the period of training subject to satisfactory work, conduct and progress.

iii) In the event of the Trainee completing his training successfully, the Company will issue a certificate to that effect.

iv) In case the Company is unable to absorb the Trainee immediately on completion of the training course, the company will arrange to keep his name in the Company's records for possible future consideration.

Sd. A. B. Bhattacharjee,
Secretary.

HINDUSTAN MACHINE TOOLS EMPLOYEES ASSOCIATION.

- * ABIDE BY THE DEMOCRATIC DECISIONS OF THE UNION !
- * STRENGTHEN THE UNION TO WIN DEMANDS !


Comrades,

We have already reported to you in the General Body Meeting about the Position of the Demand Memorandum. The initial offer of the Management has not been very satisfactory. But this does not mean they have not agreed to concede anything. Increased in Basic Wage by Rs.5/- per month with corresponding increase to the rest, revision of Bonus Schemes, consideration of Wage Structure, 15 days Earned Leave, 15 days Sick-cum-casual leave, 12 paid festival holidays are among the important offers made. However we have not agreed to this and are further negotiating.

In the meanwhile the question of working on Sunday March 29th, and May 3rd and getting 6 days compensative leave in April has come up. You are aware that the factory is going to be closed for 6 days in lieu of working on March 29th and May 3rd. This proposal has been accepted by the Union not with a view to harm the employees or give up their interests. On the other hand we agreed to it readily, since employees will be able to go to their native places etc., and enjoy the benefit of continuous leave. Of course we were aware that out of 6 days 3 days are to be unpaid holidays, at present. However since we have placed a demand about festival holidays and since the management is not opposed to granting paid festival days, the question of employees losing wages for this leave does not arise. The Union assures all employees that they will fight their best to get paid festival holidays with retrospective effect. Under these circumstances and since 6 days holidays will benefit the workers, we request you to accept and abide by the decision of the Union and not be lead way by rumours etc.,

We also wish to bring another matter for your consideration. The management has been withholding the promotions of employees who had appeared in "test" some months back, in the name of "Standard Force". We are unable to appreciate this enormous delay in sanctioning promotions. Time and again we have urged them to take an early decision. We once again press upon them to grant the pending promotions.

It is a matter of regret that in the meanwhile some rumours are being spread that standard force will meant retrenchment. We wish to inform you that, we have it on authority, that there will be no retrenchment. We once again appeal to you not to be lead away by false rumours, but strengthen the Union to win our just demands.


(A.B. BHATTACHARJEE)
Secretary.

Dated: 26-3-'59.

N.B. Please circulate to your colleagues.

HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION.

Comrades,

The Office-bearers of the Employees Association met the Managing Director on 4-4-'59 to discuss about the Demand Memorandum, pending promotions etc., In regard to the Demand, not much headway has been made. We are discussing about them in the Executive Committee and further negotiating with the Management.

As far as the promotions are concerned, we are sorry to state that the Management has not yet seen its way through to grant the promotions. The Union has pressed upon the Management to see that these promotions are not heldup on any count. Since these promotions have no relationship with the demands, we wish to submit that it will not be either in the interests of the Management, or the workers, or the industry to keep them still pending. The Union cannot be held responsible for the discontent on this score. We urge upon the Management to see that this issue is settled immediately in the interests of all concerned.

We have not yet been able to discuss about the standard force with the Management. While we are happy to learn that this does not mean retrenchment, we hope this will not mean increase in work load, we also hope it will not affect the promotions of the employees.

Though it is nearly more than a month since conclusions were arrived at between the management and ourselves about Artisan Trainees, it is a matter of regret that they are yet to be implemented. We request the Management to implement the conclusions arrived at without delay and create a cordial atmosphere.

As a measure of strengthening the Union it has been decided to introduce membership cards for those who are members of the Association. This system will come into vogue from the month of April and we request all members to get the cards from the treasurer Com.S.K.Janorjee.

You will appreciate that only by strengthening the Union will we be able to get the problems of the employees solved. Unfortunately we have to point-out that many fissiparous tendencies are raising their ugly head. We learn that signatures are collected from among the employees by interested persons on different Memoranda etc., While we welcome the grievances of the employees being made known to the Union, we should point out that signature campaign for anything and everything is not the healthy way. Employees could ascertain from the Union representatives the truth or otherwise of statements before deciding to sign on memorandums which persons might bring. We appeal to employees to discourage signature collections for anything and everything. Further we are also informed that all sorts of propaganda on communal, caste, and nationality basis is being carried on against the Union, its office-bearers etc., by some persons. Let us emphatically state that those who bring caste, creed or nationality among the workers are enemies of the working class. They only wish to divide our ranks and help vested interests. They are opposed to the genuine interests of the workers however much they may put on a cloak as defenders of the interests of the workers. We earnestly appeal to all workers to stand up as one man against such tendencies. We appeal to all to strengthen the Union to discharge its tasks properly.

H.M.T.E.A. ZINDABAD.
WORKERS UNITY ZINDABAD.

Date: 6-4-1959. }
Bangalore. }

M.S.Krishnan.
(PRESIDENT)

A.B.Dhattacharjee.
(SECRETARY)

HINDUSTAN MACHINE TOOLS EMPLOYEES ASSOCIATION,

- * CONCEDE THE JUST DEMANDS OF H.M.T. EMPLOYEES.
- * IMPLEMENT THE II PAY COMMISSIONS AWARD.

Comrades,

The Executive Committee of the Central Industries Employees Federation at its meeting held on 5th April 1959 discussed various problems confronting our 4 industries and has taken many important decisions, such as (1) on Demands of H.M.T.E.A. (2) on E.S.I. Scheme (3) Award of 2nd Pay Commission etc. We are giving below extract of some of the relevant resolutions adopted at the meeting.

1) In support of our "Just Demands" the Federation has adopted the following resolution:

"This meeting of the Executive Committee of Central Industries Employees Federation takes note of the Notice of Demand Memorandum submitted by HMT employees on Basic Issues such as Basic Pay, Revision of Wage Structure, Dearness Allowance, Production Bonus etc. It also takes note of the negotiation conducted by HMT Employees Association with the management to reach an amicable settlement which has so far not yielded any results in view of managements unreasonable stand in not conceding the just demands of the workers. The meeting opines that in view of the efforts of the employees in over fulfilling the production targets and maximum contribution for the alround development of the industry, Management should come forward and concede their legitimate demands. Taking into consideration the cordial relationship existing between the employees and the management and the employees participation in the Council of Management, the meeting urges upon the HMT management to arrive at an amicable and just settlement with the employees Association without further delay in the interest of maintaining "Industrial Peace" which is very necessary in this important Public Sector Industry.

2) The C.I.E.F. is of the opinion that the manner in which of the E.S.I. Scheme is functioning is most unsatisfactory and hence in order to ensure its proper functioning necessary steps should be taken. The Executive Committee accordingly has decided to convene a meeting of Trade Union representatives of Bangalore on Wednesday the 22nd April 1959 with a view to take necessary decisions in the matter.

3) Taking into consideration the fact that employees of Central Government industries situated in places other than Bangalore are paid Central Government .A. rates while the same is denied to the employees of Central Government Industries situated in Bangalore, the Federation has decided to submit a Memorandum to the Prime Minister of India for implementation of the II Pay Commission award in respect of D.A. and minimum wage for the employees working in H.A.L., I.T.I., H.M.T., and .E.L., The C.I.E.F. has also given a call to its affiliated Unions to campaign for the implementation of the above award. The General Council Meeting of C.I.E.F. will be held on Sunday the 10th May 1959 at 9 a.m. to consider further steps.

We call upon all employees of the H.M.T. to join the campaign and strengthen the C.I.E.F. to win our just demands.

Long Live Central Industries Employees Federation !

Long Live Unity of H.A.E.A., I.T.I.E.U., H.M.T.E.A., B.E.E.U.

J. K. Shetty
17/4/59

HINDUSTAN MACHINE TOOLS EMPLOYEES ASSOCIATION.

- * OBSERVE "DEMANDS WEEK" FROM 20TH TO 26TH APRIL '59.
- * WEAR BADGES THROUGHOUT THE WEEK.
- * ATTEND MEETINGS AND MASS RALLY IN THOUSANDS.

Comrades,

We have brought to your notice in the last General Body Meeting about the position of our demands. We have also reported to you through our Bulletin No.6 that not much headway has been made and we are negotiating with the management.

Taking into consideration of the position of the management regarding our demands, the Executive Committee in its last meeting has decided to observe "Demands Week" in order to mobilise public opinion.

The programme of the "Demands Week" has been given below. Badges will be distributed on 20th morning and we appeal to all the employees to wear the Badges throughout the week. During the week we shall be placing before the public our case for the purpose of seeking their support, leading Trade Union leaders have been invited to address our meetings.

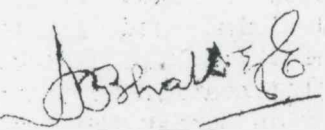
Considering the importance of the week, we appeal to all employees to make it a success by attending meetings, processions etc.; We appeal to all to strengthen the Union.

PROGRAMME:

1. DEMANDS WEEK: From 20th April 1959 to 26th April 1959.
2. PUBLIC MEETINGS: (a) H.M.T.Colony, at New Lunch Shade on 21st April '59, at 6-30 p.m.
- (b) Contonment: at Ootagadur Swamy Mutt, (Near Roop Mahal Talkies) on 23rd April 1959 at 7 p.m.
- (c) Basavanagudi: at H.B.Samaja Hall, on 25th April '59, at 7 p.m.
- (d) MASS RALLY AT CHICKLALBAGH: on 26th April '59 at 6 p.m.

Prominent Trade Union Leaders will address the meetings.

LONG LIVE H.M.T.E.A.
WORKERS UNITY ZINDABAD.


(A.B. Bhattacharjee)
Secretary.

N.B:- A procession has been organised from H.M.T.colony, which starts at 2-30 p.m. on 26th April '59 and will Pass by Toll-Gate, Malleswaram Main Road, Seshadripuram Circle, Madras Gate, Majestic Circle, Chicklalbagh.

*ALL ARE REQUESTED TO JOIN THE PROCESSION AND MAKE THE RALLY A SUCCESS.

HINDUSTAN MACHINE TOOLS EMPLOYEES ASSOCIATION.

Dated:18th May '59.

- * IMPLEMENT 2ND PAY COMMISSION AWARD IN OUR INDUSTRIES !
- * IMPROVE THE CONDITION OF ESI SCHEME ! !
- * DOWN WITH DISRUPTORS ! ! !

Comrades,

The General Council of the Central Industries Employees Federation at its meeting held on 10th May 1959, has taken some very important decisions. The Council is strongly in agreement with the Executive of the Federation that the Award of the Second Pay Commission in regard to D.A. & Basic Wage shall be implemented to all the four industries, immediately after the announcement. When all the managements of Public Sector Industries in our country have fixed the D.A. in accordance with the decision of the 1st Pay Commission, what justification the Government of India have, to deny the same to us? Why such step-motherly behaviour with us, - the employees of Bangalore? About Central D.A. and Rs.40/- as Basic Wage our Management have stated that they are agreeable to pay these, provided all the other three Industries grant the same. We are aware that the Management of HAL, ITI & BEL have also taken the same attitude. This stand of our Managements makes all the more clear to us that there is no other alternative left for us except to unite the 20,000 employees of the four Industries and fight out the issue. That is why the General Council have decided to mobilise public opinion in support of our demands. A mass rally and public meeting will be held on June 14th 1959 wherein Parliament Members belonging to 4 Central Trade Unions will address. 20,000 employees will wear badges for the implementations of 2nd Pay Commission's Award.

All of us are the victims of ESI Scheme. Taking some of the serious defects of the scheme into consideration the Council urged upon the ESI authority and the Government (1) To improve the conditions and services of the dispensaries and hospitals (2) To change of evening working hours of the dispensaries from 6 p.m. to 8 p.m. (3) To reduce the Employees' contribution by 50% (4) To introduce Pannel System instead of service system etc. etc.

The General Council has given serious consideration on the unity of Employees in the Public Sector Industries and warned the employees to be on guard against disruptive elements. We reproduce below the resolution adopted in the meeting-in this regard.

"This meeting views with grave concern the recent activities of some persons in all these Industries and in particular some INTUC leaders. It expresses concern at the attempt to disrupt the unity of the heroic HAL workers by the formation of a rival union under the leadership of a Congress M.P. and INTUC leader Sri N.Keshava. Similarly in Bharat Electronics, it is reported that some INTUC leaders are trying to form a Union opposed to the one existing from the past 3 years and thus are trying to sow the seeds of discord".

PTO

"This meeting is of the opinion that it is possible to discharge the tasks to the nation, develop the industry and defend the interests of the workers only if we have one union in one industry. This becomes more necessary in the Public Sector Industries where the employees are called upon to play a special role and where the industry has to be defended from the attacks of the Private Sector. Under these circumstances this meeting condemns the activities of some of INTUC leaders and their followers. It also wishes to point out that the activities of these INTUC leaders are against the precepts preached by the Ministers and Congress leaders at the top".

"While this meeting urges upon the INTUC leaders to give up this policy of forming rival unions and appeals to them to join the existing unions and fight their way through in democratic manner, this meeting warns the employees against the disruptive activities of reactionary forces. It appeals to them not to give quarter to disruption, strengthen the existing recognised unions and stand solidly as one man to defend the interests of the industry and the nation".

The Council also decided to bring out a monthly journal.

The following resolution in support of OUR DEMANDS was passed:-

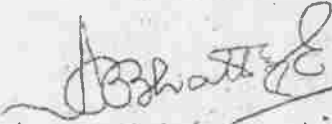
"This meeting takes note of the 23 DEMANDS SUBMITTED BY THE HMTEA to the Management on 7th January 1959 and the negotiations conducted by the Union. This meeting considers that the Demands are just and reasonable. While supporting the workers of HMT in their efforts to improve their conditions of living this meeting urges upon the management to arrive at a negotiated settlement with the HMTEA".

We call upon the employees to Rally round the Federation, strengthen it, fight disruption to achieve our common objectives.

* H.M.T.E.A.-ZINDABAD !

* C.I.E.F. - ZINDABAD ! !

* LONG LIVE WORKING CLASS UNITY ! ! !


(A.B. Bhattacharjee)
Secretary.

N.B. Please circulate among your colleagues.

HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION

- * DESPITE REFERENCE TO TRIBUNAL. WE ARE FOR NEGOTIATED SETTLEMENT:
- * TAKE IMMEDIATE ACTION ON PENDING PROMOTIONS:
- * OUR APPEAL TO EMPLOYEES-STRENGTHEN UNION ORGANISATIONALLY & FINANCIALLY:

Comrades,

A new situation has arisen about the Demand Memorandum. Seven of our demands namely (1) Basic Pay of Rs.40 (Demand No.1) (2) Central D.A. rates (Demand No.3) (3) Officiating Allowance (Demand No.4) (4) House Rent and House Rent Allowance (Demand No.7) (5) Night Shift Allowance of Rs.4/- per day (Demand No.8) (6) Leave Facilities (Demand No.13) and (7) Batta for Duty outside (Demand No.15) have been referred to the one man Industrial Tribunal of Sri D.H.Chandrashekriah for adjudication by the Government of Mysore. Other important demands have not been referred. This reference to the Government has taken place not due to the insistence of the Union but due to the pressure of some vested interests.

Despite the fact that the Union has been making its best efforts to arrive at a settlement through mutual negotiations, despite the fact that the union expressly stated that it is better to avoid reference to the Tribunal in an industry of this type where the Scheme for Labour Participation in Management is being experimented, despite the intimation to the Assistant Commissioner of Labour, Government of Mysore to wait till they hear from us, this reference has taken place. This has also taken place though the Union suggested that, if all issues are not settled immediately, at least an "Interim relief" of (i) enhancement by Rs.5/- in Basic Wages, with retrospective effect from 1st October 1958 and with corresponding increase to all the rest of the employees (ii) Night Shift Allowance of Rs.4/- per day (iii) 12 paid festival holidays, be granted immediately and the rest be negotiated. It is a matter of deep regret that the Govt. of Mysore under the influences brought to by some interested party, has chosen to refer disputes for adjudication without fully realising the implications and effect it will have on industrial relations and on the scheme for Labour Participation in Management in this industry. It is further a matter of regret that a Management which is considered as "Progressive" should have thought fit to rush in post-haste to get somehow a reference to the Tribunal without exploring the possibilities of further negotiations with the Union, without discussing with the Union even the issues to be referred. We are of opinion that the situation did not warrant such a reference. However we wish to even now emphasise the desire of the Union to carry on further negotiations if the Management also responds, in order to arrive at a settlement. We appeal to the employees not to get perturbed over this reference. We are strong enough to face the Court and safeguard the interests of the employees if the Management wishes that way. We will not flinch from our duties to the employees at any cost.

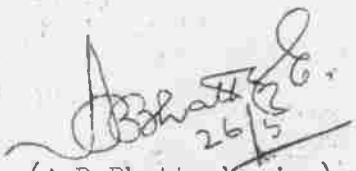
In this connection we are constrained to point out that the attitude of the Management is more and more unhelpful. On the one side, they speak of settling the issues and on the other they have rushed for reference. Similarly they have till to-day not settled the pending promotions of many employees who have been anxiously waiting since several months which has resulted in increased unrest.

/....contd.

They have also been stiffening their attitude to active workers of the Union. Efforts are made to inculcate fear in the minds of the Security Staff by asking them to declare whether they are members of the Union or not. Our Bulletins which have all along been put on the Notice Boards/are not being/ some of them put up in recent days. Such an attitude is not conducive to the interests of either the industry or that of the employees. The earlier they change it the better.

In the light of the new situation new and onerous tasks face the employees. Employees are enjoined to think how best to defend their interests as well as that of the industry. If these two twin tasks have to be carried through successfully, if the Demands submitted by us have to get settled it is incumbent that we must have a strong union and greater unity. It is not time for us now to waste our energies in fissiparous tendencies or slanderous propaganda. In view of the difficult situation facing us it is necessary for us to rally round the Banner of the Union as one man and strengthen it both organisationally and financially. The Union has taken a decision to conduct a Benefit Cinema show "Do Bhiga Zamin" on 17-6-'59 at 10-30 a.m. in New Opera Talkies, Civil Area in order to improve the financial position of the Union. You will appreciate that we will require funds and more funds in order to discharge our tasks properly, in order to fight out our case in the Court and to safeguard the interests of the employees. We appeal to one and all to purchase tickets for the benefit show and make it a success. We once again appeal to all employees to stand by the Union and strengthen it.

Date: 26-5-'59.
Bangalore


(A.B. Bhattacharjee)
Secretary.

Bulletin No.12.

HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION

Bangalore,
Dated:3-6-'59.

- * DONT FALL A PREY TO THE MACHINATIONS OF DISRUPTORS,
- * DONT SIGN ON APPEALS SPONSORED BY INTERESTED PERSONS WITHOUT UNDERSTANDING IMPLICATIONS.

Comrades,

You are already aware of the Executive Committees' resolution on the reference of certain issues to the Tribunal and the attitude of the Union. We are making further efforts for negotiations with the Management.

In the meantime it is reported some interested persons and officers are taking recourse to actions which are extremely provocative and disruptive. It appears that employees are being asked why they have joined the Union, etc. etc. Unnecessary and extreme restrictions have been placed on the office-bearers and members of the Union inside the shops.

While harassment and intimidation have been gaining ground, we also observe attempts being made by certain persons to disrupt the unity of the employees and to harm the workers. It appears that efforts to collect signatures on some Memorandum is being made by some persons who are well known for their views. We wish to warn the employees that there is a likelihood of all such signatures being made use of against them and the union in the Industrial Tribunal. We appeal to all employees not to sign on such, memoranda. We appeal to them to stand by the Union and win their just demands.

HMTEA ZINDABAD !

K.M. Muniyappa
(K.M. Muniyappa)
Assistant Secretary.

BENEFIT SHOW IN AID OF
H.M.T.E.A.

Bimal Roy's "DO BICHA ZAMIN" at New Opera.
on 17-6-'59, at 10-30 A.M.
Rates of Admission: Rs.10, Rs.5, Rs.3, Rs.2, Rs.1.
BOOK YOUR TICKETS IN ADVANCE.

HINDUSTAN MACHINE TOOLS EMPLOYEES ASSOCIATION

- * Don't Fall a prey to the machinations of disruptors!
- * Strengthen the Association and win your demands!

Friends,

Recently two handbills have come out, one purported to be signed by some employees and another on behalf of a rival Union. Several allegations have been made against the Union and its office-bearers.

We do not intend to answer all the allegations in this bulletin to-day. Time will arise when we will reply. However some important accusations cannot go unchallenged. It has been stated in both the bulletins, that the Union has connived with the Management for reference of disputes to the Tribunal, and that the Union President has secretly written for such reference. It is common knowledge that the Union has all the while for negotiated settlement and opposed reference to Tribunal. Our previous bulletins will bear out the stand of the Union. We challenge these 'Gentlemen' to prove the so-called 'secret letter'. Now that reference has been made despite our wishes, we are trying to fight it out in the court if necessary. However we have not blocked the doors for negotiations and we are trying for a negotiated settlement. In this connection we wish to state that the Union, in accordance with the unanimous decision of the Executive Committee has sent a list of minimum demands. We have also placed certain concrete proposals for the settling of the disputes. We learn that our proposals will be placed before the Board of directors on 10.6.59.

In this connection we learn that some persons, who are sponsors of the rival Union are trying to enrol members to their union, giving all sorts of false promises, that they will settle the demands etc. These are nothing but mischievous propoganda intended to divide the unity of the workers and to deny them the just demands. Even supposing the Management grants some demands, it will not be due to these persons, but due to the solid unity of the employees of HMT and their Association. Since some of our issues are pending before the Industrial Tribunal, and since we are still negotiating, it will be the greatest betrayal of the interests of the workers if any quarter is given to disruptors. We appeal to all employees not to lend their ears to the slanderous propoganda carried on by interested persons. We appeal to them not to sign on any form or memorandum since such signing will only mean betraying our interests and cutting our own throats. We will let you know about other issues in due course.

(A. B. Bhattacharjee)
10/6/59

Secretary,

Hindustan Machine Tools Employees Association

HINDUSTAN MACHINE TOOLS EMPLOYEES ASSOCIATION.

Friends,

The game of the disruptors is out. Three bulletins have come out in two days. One of them is purported to be signed by some employees. And the other two are on behalf of the rival union. Several allegations have been made against the office-bearers as well as the HMTA.

It is stated that the Union is "Communist" and that the President is indulging in Communist propaganda etc. Of course the President is a member of the Communist Party. But he has every right to belong to any party as everyone of us have. It is harmful to the unity of the workers if anyone brings his politics in the Union. May we ask these "Gentlemen" to point out a single instance where any office-bearer or member has made any propaganda for any political party on the platform of the Union? May we also emphatically state that the politics of any office-bearer or member of the executive committee has not come in the way of our unitedly working for the workers? Under these circumstances, will we be wrong if we point out, that it is not the Union that is bringing politics, but the persons who have brought bulletins in the name of the rival Union? It is they who are trying to divide the workers on the basis of politics. The HMTA is an organization of all workers irrespective of the caste, creed or community to which they belong and irrespective of the political faiths of the workers. It shall remain so in future also inspite of the slanderers.

And now coming to the demands of the employees and these "Gentlemen". It is common knowledge that the HMTA submitted 23 demands after long discussions. It is common knowledge that the Union has been striving to get the demands settled by direct negotiations. It is also common knowledge that the Union in the interests of a just settlement proposed that "Interim relief" on (a) Enhancement of basic wage by Rs 5/- (b) 10 paid festival holidays (c) Night shift allowance of Rs 25/- per day be granted immediately and the rest negotiated. It is also common knowledge that the Management, instead of conceding this, rushed to the Government of Mysore and got some demands referred to the Tribunal. It is again common knowledge that the Union has all along opposed reference to the Tribunal and stood for a negotiated settlement. In the face of all this, if some slanderers choose to say that it is the Union which desired reference to Tribunal, we have to only pity them. We also challenge these persons to produce the so-called "Secret Letter" written by the President. And imagine these great men criticising the Union for conducting the "Demands Week"! Is there any Trade Unionist or defender of the interests of the workers who condemns the Union for explaining the demands to the employees and mobilising them behind the Union? Still, here they are, the disruptors of the workers unity in HMT.

And again they have spoken about "gift promotions" etc, to office-bearers of the Union. We challenge them to prove this. It is a fact the Union fought for and got the promotion to the Secretary of the Union. This was not as a favour but as a matter of right. Is it not a fact that he had been demoted, his pay cut and he had been harassed for Trade Union activities? Is it wrong for the Union to have fought for and vindicated the rights of a victimised employee? Is it also not a fact that the Union which took up the case of the Secretary has similarly and tirelessly fought for the passing of orders in pending promotions? Why do these people forget conveniently the bulletins brought out by the Union wherein we have several times pressed for pending promotions being granted? Is it not a fact that it is the Union which fought for the promotions of Sri. B. Subbanna and reclassification of Artisan Trainees? In fact if employees have demonstrated for the promotion of Sri. S.K. Rameerjee, does it not show the justness of the demand that he should not be discriminated against in the matter of promotion? One expects the employees to be proud that a victimised Secretary has got some justice. Instead our friends have exhibited petty-mindedness and prejudice.

These so-called "Democrats" have spoken about Union accounts for 56-57 and 57-58. They have forgotten that the General Body passed the accounts for 56-57. They also hide that it is not the present office-bearers but the previous ones (among whom are some persons supporting the disruptive move) that are responsible for the 57-58 accounts. For the information of the employees, we wish to inform that the accounts of both 57-58 and 58-59 are going to be audited and will be placed shortly before the General body of members. Have these "Democrats" at any time asked any union officer about the accounts till now to clear his doubts? Instead of going to the Union Office and finding out facts, why do these persons slander the Union? Is it not obvious that it is only to smear mud and confuse the employees? Ours is an open book. Let any member of the Union come and inspect our accounts, if he wishes to.

It is also stated that the Joint Council is not functioning because of strife and that the Works Committee of the past was far better. We wish not to enter into polemics or controversy. Suffice it to bring to the notice of the employees the shady and dual role which some of the members of the Works Committee played during those days. We are vitally interested in functioning the Joint Council. We have concretely proved that the employees can manage things more efficiently some things if their co-operation is taken in a proper manner, if their rights are respected etc. We will further strive to see that the Joint Council functions properly.

We do not wish to answer every allegation and slander. But one thing stands out. The manner in which these bulletins have come out when we are negotiating with the Management about our demands, when some concrete proposals have been made by the Union for resolving the disputes amicably, when we are expecting to hear from the Management in a day or two, shows that there is a deliberate game and deep conspiracy of some interested persons to divide the ranks of the workers, weaken the strength of the Union and achieve their ulterior purposes. These "Gentlemen" seek to make out that they have placed the demands, that they will get something, that the HMTEA has not done anything etc. This is all made out at a time when everybody knows that the Board of Directors is meeting and considering the concrete proposals of the HMTEA. In-cidentally we are surprised at the manner our proposals which are normally to be kept confidential, till it is settled, has already leaked out to that ~~not~~ group of persons who are out to disrupt the unity of the employees. We know from where the information has leaked out. Without entering into other details, we only wish to say, once again that it is a deliberate and deep game. We wish to further state, that if any demands are conceded by the Management either with or without an agreement from us, it is not due to these persons or the rival stooge Union started yesterday. It is only due to the strength of the employees and their Union, the HMTEA. Let all the employees ponder over this conspiracy and not fall a prey to the machinations of stooges and disruptors. Let them not sign on any enrolment form or memorandum without understanding the implications. Let them cry a halt to the slanderers and their slanderous propaganda by showing them their proper places. Let them all stand by the HMTEA which has all along fought for them and is continuing to fight for them without fear or favour.

- *Cry halt to disruptive tactics of stooges!
- * Don't be carried away by malpropaganda and slanders !
- * Unite under the banner of the HMTEA ?

Date. 10-6-'59
Bangalore.

A.B. Bhattacharjee
A.B. BHattacharjee

Secretary.

HINDUSTAN MACHINE TOOLS EMPLOYEES ASSOCIATION.

- * Defeat the conspiracy of disruptors
- * Unite further to win the rest of the demands

Friends,

Early this morning a handbill of the stooge Union came out announcing that some demands have been conceded by the Management and that it was due to them. After this was distributed, later, the notice of the Management dated 10-6-'59 was also distributed. These two handbills contain almost identical matters regarding the demands we have submitted. The HMTEA has not yet officially been communicated about the decision of the Board. However we are happy to mention that most of the proposals we had made three days back to the Management have been conceded. Our proposal for Rs 5/- enhancement in basic pay, night shift allowance of As.4/- per day for all those who work beyond 7-30 P.M., attendance bonus of Rs 5/- have been complied with fully. We had asked for 12 festival holidays while 9 have been conceded. The proposal regarding the quantum of Overall Production Bonus is yet being considered by the Management. Still there are other demands which have to be implemented and which can be implemented through administrative action. We have not yet heard about these yet.

The granting of these demands is welcome-. But some questions arise which both the Management and the "Sangha" personalities have to answer. May we ask the Management as to how the decision of the Board has leaked to this gang of disruptors even before it was officially announced by the Management? May we ask them in all humility whether the employees will be far wrong if they conclude that the Management has colluded with these persons and announced the decisions of the Board even before the Board itself announced them?

Besides, these persons imagine that the employees are fools and that they will be misguided and join the "Sangha" giving up the HMTEA. How would any worker believe that a "Sangha" which was born day-before-yesterday, submitted its demands the next day, negotiated in the afternoon, got a decision in the night and announced it the next morning? How could anyone be taken in by this nefarious game? Is it not patent and obvious that all this is a conspiracy of selfish persons and opportunists to boost up a rival Union, weaken the strength of the HMTEA and achieve the ends of the Management. Let employees ponder over this matter and give a fitting reply to the disruptors.

The victory which has been won is not due to the Sangha, but due to the unity and strength of the workers of HMT. It is also a victory for the HMTEA which sponsored the demands, and has tirelessly fought to achieve the same during the last six months. However we have yet to achieve many other demands. Let us once again pledge not to give room to the disruptors and opportunists. Let all employees strengthen the HMTEA and march forward.

EMERGENT GENERAL BODY MEETING

The emergent meeting of the General body of the HMTEA will be held on Sunday 14-6-'59 at 10 A.M. Place will be announced later.

MUSTER STRONG AT THE MEETING AND DEFEAT THE GAME OF DISRUPTORS.

Date. 11-6-'59

K.M. Muniyappa
K.M. Muniyappa
Asst. Secretary

BULLETIN No.17.

HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION.

Dated: 29-6-'59.

Friends,

All eyes of the employees have been on to-day's Tribunal Proceedings, since every one expects that there might be a settlement on some issues. As decided by the Executive Committee and the General Body Meetings of the HMTEA we agreed to the proposals of the Management as per their notification dated 10-6-'59 in final settlement of three issues, namely (i) Basic Wages (ii) Night Shift Allowance and (iii) Leave Facilities. According to this and in terms of the offer made by the Management an interim award will be passed.


(George Jacob)
Vice-President.

REPORT ON SITUATION IN H.M.T.

In this report I wish to mainly ^{confine} ~~concentrate~~ myself to the Demand Memorandum submitted by the Union and the situation arising out of it.

The H.M.T.E.A. submitted a Demand Memorandum of 23 ~~items~~ demands on 7-1-'59 to the Management. Originally, it was not our intention to submit a long list of Demands. We wanted that the Basic Wage increase by Rs.5/-, 12 paid festival holidays, and night shift Allowance of Rs.4/- per day that is being granted in the other three Union industries ^{in Bangalore} are also conceded here. We discussed about this with the Managing Director in the month of September 1959. But the Managing Director stated that he had just recently approached the Board of Directors about enhancement of ~~Basic~~ Dearness Allowance, that it would not be possible for him to go every few days to the Board with fresh demands and that he further desired a long term agreement with the Union on all the demands. He also mentioned that he is not bound to follow the other three union industries namely HAL, ITI & BEL and that he wishes to give better facilities to HMT employees if HMT does better. Since our persuasions were not effective and in view of the statements of the M.D. we thought of formulating a Demand Memorandum and submitting this. The result is the Demand Memorandum with 23 demands. As you see from the Demand Memorandum, (sent to you earlier), ^{there} are 3 categories of demands, (1) Demands which do not involve any financial implication such as promotion and Recruitment procedure (no.12); Agreement (no.19): Forwarding of applications No.(20); Facilities for collection of Union subscriptions (No. 21); (2) Demands which involve a small capital expenditure but not recurring namely, Rest Rooms (No.18) and construction of Union Office (No.22) (3) Demands which have already been conceded to either the employees of Hindustan Aircraft or Indian Telephone Industries, namely Basic Pay to the extent of Rs.5/- enhancement-from Rs.25/- to Rs.30/- per month; (no.1); officiating Allowance (No.4); machine Allowance (No.5); Parade Allowance (No.6); Night Shift Allowance (No.3); Safety Bonus No.10(iv); Gratuity Scheme (No.11); Leave Facilities (No.13) Batta for duty outside (No.15); uniforms for security, drivers, firebrigade etc, (No.16); and Artisan Trainees (No.17) (4) Demands which have not been conceded yet, in all the 4 industries, namely Dearness Allowance at Central ^{Govt} Rates (No.3) House Rent Allowance (No.7); Upkeep Allowance (No.9); Railway Fare (No.14); Besides this we have the Overall Production Bonus, Attendance Bonus and Individual incentive Bonus Schemes in H.M.T. regarding which a revision has been

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demand, A revision of the Wage Structure has also been demanded. It is not necessary for me to detail the justification for these demands, it has been elaborated in "Our Case" a copy of which is enclosed.

On the day of submission of these demands the Managing Director (MD) stated that it may be difficult for him to get such demands which have not been conceded in the other three industries, since the concerned Ministries such as the Ministry of Defence and Ministry of Communications might object. However he stated that it is ^{within} ~~written~~ his capacity to increase the Overall Production Bonus, and Attendance Bonus,. After this, we had a meeting with him on 17-2-'59, on that day he heard us on each of the Demands but did not comment. He said at the end, that he desired time to study the financial implications etc. of our Demands. Later we again met him on 5-3-'59 and 4-4-'59. At these meetings he stated that if all the demands are conceded it would come to a recurring expenditure of Rs.34/- lakhs per year and that it would be impossible to concede all of them. The things which he was prepared to consider and ~~for~~ press in the Board ~~were~~ (1) Rs.5/- enhancement in Basic Wages i.e. from Rs.25/- to Rs.30/- (2) No revision of Wage Structure. Only anomalies if any in the Wage scales of some categories of employees to be rectified (3) Overall Production Bonus to be modified in such a manner that an employee who is getting on an average Rs.5/- ~~will~~ would get Rs.9/- per month (4) Attendance Bonus of Rs.5/- per month (5) Leave facilities to be as follows: Earned Leave 15 days; sick-cum-casual leave 15 days; Festival Holidays 12; as in Demand Memorandum with factory closed only for 3 days (6) Batta for outside duty to be enhanced from ~~Rs~~ As.10/- to Rs.1/- (7) Regularisation of issue of uniforms to security, Drivers and Fire~~brigade~~ but no extra uniforms or uniforms for all workers (8) The Bond period for Artisan Trainees to be reduced to 3 years and the Amount to be recovered from a Trainee who leaves ^{on his own} ~~to~~ be either actual expenses incurred or actual expenses ^{minus} ~~minus~~ the expenses assessed for the service he has already put in (9) acceptance of Demand No.19, (10) Acceptance of demand 21 provided Code of Discipline is ratified by the Union (11) Separate accommodation of 2 or 3 rooms to be provided for union Office in the Community Centre to be built this year. The M.D. further wanted a two year agreement if the above are to be conceded. This position was unacceptable to the union since what was offered were in some cases just what the other employees in the three other union industries have secured without any
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agreement or they were even less than what obtains in some other private industries, such as in the case of Production Bonus. The Executive Committee sent a resolution to the Management stating that the offer is meagre and that it has to be discussed further. The Executive Committee also took a decision to conduct a "Demands Week" from April 15th to 22nd 1959 in order to explain the demands to the workers and to mobilise ~~of~~ public opinion. Later on, the dates ~~were~~ changed to April 20th to 26th. During this week 4 meetings were conducted and Badges were worn^{by} all the employees. Besides this a letter was written to all M.P's ^{2 Ministers} dated 27-3-'59 with a copy of the Demand Memorandum. The Management took this "Demands Week" and the letter to M.P's seriously. They tried to persuade us to give up the "Demands Week". This could not be done as we had already gone ahead with all preparations. However these two things changed the position in so far as the Management is concerned. While previous to the "Demands Week" the M.D. discussed with us each of the demands, after this week he changed his entire position. He said he cannot discuss with us on the same basis since the entire thing has been taken out of his hands to the MP's, Ministers etc. Secondly he has been saying that he is under "Duress". Because of this position he ~~want~~ wanted the union to give him a list of Minimum demands on which a 2 year agreement could be arrived at which he would place before the meeting of Board of Directors. He also asked us whether in the alternative we were prepared for reference of the disputes to the Tribunal for adjudication. However much we tried to persuade, ~~We~~ we have not been able to bring him back to the position of discussions on each of the demands. As far as we are concerned we stated how it was difficult to give a list of Minimum demands. If discussions takes place we could accommodate, adjust and give up some demands. Regarding the period of agreement we stated that in principle we were not apposed to entering into an agreement for a period but the exact period depended on how the demands are settled. Considering the mood of the employees it was impossible to enter into a 2 year agreement only on what the M.D. had offered. We were prepared for a 1 year agreement ~~on~~ on the same. Further this could not be done since HAL & ITI have got the same under an award of the Tribunal which is binding for only one year and it would expire by September 1959. Knowing all this if we enter into a 2 year agreement only on what was offered, we would be giving a handle to the INTUC and other reactionary forces to do mal-propaganda against us. But the biggest factor was the employees feeling. Their feeling is "Why

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should ^{we} be give a 2 year agreement for getting only those which HAL & ITI employees got without any agreement"? About reference to the Industrial Tribunal, we have stated that we are not for adjudication, particularly in an industry where the scheme for Labour Participation in Management is introduced and ~~expected~~ experimented.

The M.D. was not satisfied with the above and insisted on our telling him minimum demands. He was also not prepared to discuss this with the office-bearers of the Union who had been authorised by the Executive Committee to negotiate. Since we could not give him a list of ^{minimum} demands, and in order to ease the situation, we suggested that at least "interim relief", namely (1) grant of Rs.5/- enhancement in Basic Wages to all employees with retrospective effect from October 1, 1958 (ii) Grant of 12 festival paid holidays (iii) Grant of night shift allowance of As.4/- per day to the employees (all the above three have already been conceded in the other three union industries, namely, HML ITI and BEL) and negotiate on the rest of the demands later with a view to arrive at a settlement. Since this also was not satisfactory to him and since he said, why not refer all disputes to ~~adjudication~~ adjudication, we suggested, as a last resort, granting of the above three immediately and reference of the rest to the Tribunal if the Management so desires. The Managing Director stated that he would tell this to the Board on May 15th. We do not yet know the views of the Board.

In this situation the workers are getting more and more ~~restive~~ restive. The production and efficiency have gone down ~~every~~ much and there is no enthusiasm to work. They have been asking us as to what has happened to the demands. We have been counselling patience and saying we are still ~~negotiating~~ negotiating.

On the other side the Management's attitude is stiffening as days pass. The M.D. convened a meeting of all the officers and Managers and has told them to be strict about the work, and movements of workers and in particular about our active workers. Hence the freedom of movement which we were enjoying has been restricted to some extent. Secondly the Management called the Watch & Ward Staff and took declarations in writing as to whether they are members of the Union or not. This was done to inculcate fear in their minds. Thirdly they are not putting up our Bulletins etc, on the Union Notice Boards ^{in the building} which they were doing all along. ^{Further} Further, though according to the agreement on the Joint Council, it is incumbent on the Chairman (who is the Management's nominee, the DGTM

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Sri Patil) to convene the meeting of the Joint Council of Management once a month, it has not been done even though it is now nearly 2 months.

Besides the above, we learn that the Managing Director and other officers of the company meet the Minister for Labour, Government of Mysore, three times, since April 1959. It appears they have discussed about reference of some issues to the Tribunal, whether such reference bars the union from going on strike or not etc. etc. We do not know what advice has been given. However the game seems to be to refer only one or two issues to the Tribunal, not to refer all the issues and see that the union is put into a difficult position. M.D. has been persuaded to take this position by some of the ^{senior} officers who are opposed to our Union, who wish to see that we are discredited and the INTUC pro-Management group gets the upper hand, and the Joint Council of Management becomes a failure. The officers are divided in their attitude to us and two - ^{namely the Personnel Manager and Deputy Control Technical Manager} officers are trying their level best to discredit the union, etc. They are also taking recourse to actions which are provocative as far as the employees are concerned. They appear to be having an upperhand at present in so far as the M.D. is concerned.

Under these circumstances we have written a letter to the M.D. (on May 5th 1959) reiterating that we are prepared to negotiate and settle the issues (copy enclosed) We have also kept quiet without further agitations or meetings, etc. Further we have also written to the Chairman, Council of Management to convene the Joint Council of Meeting to discuss many pending problems.

In spite of all this the question arises as to what we should do next? We are in a very ticklish and complicated position. On one side though we want negotiations, the Management is not prepared to discuss. On the other the workers are getting restive and if we take recourse to any further action it will antagonise the Management further and mar the industrial relations to a greater degree. Since the M.D. is not prepared to negotiate on each demand here, the possibility of yourself meeting the Minister for Labour and others concerned and try to negotiate at the level of Delhi by a Joint Meeting has to be explored.

Another aspect which is to be considered is that the situation will deteriorate unless the matter is settled at the earliest. If nothing is settled one way or the other in the coming 15 days, it will ~~not~~ get further delayed since, it appears the Managing Director is leaving to Europe on a tour in June for about 2 months. This will then complicate issues further.

I have given in this a resume of the situation. I would request you to consider the suggestions and help us so that we may be able to get a negotiated settlement. If you think it necessary for any of us to come to Delhi we will do so. Please write to us at the earliest.

With greetings,

Dated: 25th May 1959. |
Bangalore. |

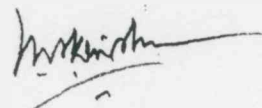

(M.S. Krishnan)

P.S.:- As was about to post this, few developments have taken place. As expected, the Government of Mysore and the Management have collaborated and reference of some ~~xx~~ disputes has been made to the Tribunal. Only 7 of our demands, namely 1) Basic Wage of Rs.40/- (ii) Central D.A. & rates (iii) House rent and House Rent Allowance (iv) Batta for outside duty (v) Night shift allowance (vi) Officiating allowance (vii) Leave facilities have been referred to the Tribunal. Such a reference has taken place for the first time in our factory, without any conciliation proceedings, inspite of our telling the Govt. to wait till the negotiations are over, and inspite of our insistence on the Management to carry on negotiations. Even a day ~~private~~ prior to our receiving this notification, we tried to contact the M.D. to know what has transpired in the Board of Directors meeting. He did not agree to meet me and he directed me to the PM & DGTM. When I met these two officers, the position of the Management was made clear by ~~xx~~ stating (1) that all our demands including our last suggestion for "interim relief" are with the Government (2) that since the union desires negotiations, they have no objection to negotiate provided we give a list of our Minimum demands for a 2 years agreement.

In this new situation what are we to do? There are two or three positions, we can take (1) since a few issues are referred to Tribunal, to consider that further negotiations with the Management have ended for the present and to carry on a campaign to bring pressure on the Govt. to refer the rest of the disputes to the Tribunal (2) In view of the statement of the Management that they are prepared to negotiate if we give a list of Minimum demands for a 2 year agreement, in view of the fact that we are interested in a negotiated settlement and since the time for Tribunal proceedings and the period of the award binding on us will both come to about 2 years,- to submit a list of minimum demands for a 2 year agreement without prejudice to our claims in the Tribunal and negotiate further for a settlement (3) Since the M.D. is not prepared to negotiate, to approach
~~the~~ contd.

the Minister for Labour, Govt. of Mysore to use his good offices, bring both parties together for a negotiated settlement. (4) The same efforts to be made at the level of Delhi, through your help.

If one goes through what has been referred, it is clear that we may not get anything more than what ITI & HAL employees got through an award regarding Basic Wages, ~~not~~ nightshift allowance and leave facilities. Under these circumstances, we feel it would be better if we submit a list of Minimum demands for a 2 year agreement and try to negotiate on that basis. That will also ~~remove~~ the edge of propaganda by the Management that they were prepared to negotiate if we agree for a 2 year ~~agreement~~ agreement. Further, if negotiations fail we can then try with the Minister for Labour, Govt. of Mysore for negotiations at his level,. If even that fails we can urge for reference of rest of the disputes also to the Tribunal. If we act as above we believe we will be showing our earnestness for a negotiated settlement. I request you kindly to consider this latest position and help us with your advice. An early reply is solicited.



Enclosures:

- 1) Oth and
- 2) letter to MP's of 27-3-'59
- 3) letter to M.D. of 5-5-'59
- 4) Bulletins nos. 5, 6, 7, 8 & 10
- 5) Copy of Govt. notification.

HINDUSTAN MACHINE TOOLS EMPLOYEES ASSOCIATION.

CUR CASE

PREAMBLE:-

The Hindustan Machine Tools Employees Association submitted a Demand Memorandum of 23 demands on 7-1-1959 to the Management. Negotiations in this connection were conducted twice with the management. Initial reactions have been unsatisfactory. Further negotiations are being conducted.

These demands were submitted on the understanding that (1) The conditions of H.M.T workers are not satisfactory, they are employed in a Heavy Engineering Industry (2) the H.M.T. workers in practice have given increased production and done better than most other workers in Public Sector Industries (3) in particular H.M.T. employees, by participating in Management have tried to make the scheme successful. Under these circumstances the employees feel that they are entitled to a better deal.

We have also submitted 23 demands, since it was desired by the Management that an Overall settlement for a specific period was necessary from the point of view of the industry and the employees. We wish to further point out that these demands are by no means exaggerated, in view of the principles enunciated by the Government, Tripartite Conferences, Tribunals and in the light of what obtains in similar Public Sector Industries in the country.

However we have given below the main reasons in justification of the demands.

BASIC PAY:-

THE MINIMUM MONTHLY BASIC WAGE/PAY OF AN EMPLOYEE SHALL BE Rs.40/-(FORTY) PER MONTH, WITH A CORRESPONDING INCREASE TO THE REST OF THE EMPLOYEES.

NOTE:-The 15th Indian Labour Conference held at New Delhi in July 1957 accepted that the minimum wage was "need based" and should ensure minimum human need of the industrial worker, the following norms were accepted as a guide for all wage fixing authorities including minimum wage committees, wage boards, adjudicators etc.,

(i) In calculating the minimum wage the standard working class family should be taken to comprise three consumption units for one earner, the earnings of women, children and adolescents being disregarded.

(ii) Minimum food requirements should be calculated on the basis of a net intake of calories as recommended by Dr. Akroyd for an average Indian adult of moderate activity.

(iii) Clothing requirements should be estimated on the basis of a per capita consumption of 18 yards per annum, which would give for the average worker's family of four, a total of 72 yards.

(iv) In respect of housing, the rent corresponding to the minimum area provided for under Government's industrial Housing Scheme should be taken into consideration in fixing the minimum wage.

(v) Fuel, lighting and other miscellaneous items of expenditure should constitute 20% of the total minimum wage.

On the basis of the above conclusions and on the basis of the present cost of living in Bangalore a worker is entitled to Rs.140/- per month as the minimum wage. At present, an H.M.T. employee is getting Rs.25/- per month. This is lesser than what is being paid to the employees in other Union Industries in Bangalore. They get Rs.30/- per month, which is itself low by all standards, what we have demanded is just Rs.40/- per month-reduced by about 75% of what they are entitled to as per the Tripartite conclusions. It would also not be out of place, if it is pointed out that all the Central Government Employees got Rs.30/- per month, in accordance with the first Pay Commissions recommendations. Most of the lowest paid are now stagnating on Rs.35/- per month and are expecting at least Rs.40/- as minimum wage through the Second Pay Commission. The award in the case of the I.T.I. fixing the minimum wage at Rs.30/-per month which was implemented about an year ago, can in no way be considered as bar for rising the minimum wage to Rs.40/- now, since the circumstances have changed, the cost of living index increased enormously, and the Tripartite Conference has laid down certain norms for fixing minimum wages.

Corresponding increase to the rest of the employees is demanded in order to mitigate the sufferings of the other categories of workers, and in order to reduce anomalies. This principle of giving corresponding increase has been accepted in all the other three Public Sector Industries in Bangalore, namely H.A.L., B.E.L., and I.T.I.

2. REVISION OF WAGE STRUCTURE:-

A WAGE BOARD CONSISTING OF EQUAL NUMBER OF REPRESENTATIVES OF THE MANAGEMENT AND THE EMPLOYEES' ASSOCIATION, WITH AN INDEPENDENT CHAIRMAN, SHALL BE SET UP WITH THE FOLLOWING TERMS OF REFERENCE:-

- i) TO REVISE THE PRESENT WAGE STRUCTURE OF ALL CATEGORIES OF EMPLOYEES AND TO EVOLVE A PROPER WAGE STRUCTURE CONSISTENT WITH THE NATURE OF WORK OF THE EMPLOYEES ETC.,
- ii) TO DRAW UP A SCHEME FOR FIXING THE EMPLOYEES IN THE NEW WAGE STRUCTURE WITH DUE WEIGHTAGE ETC.,

THE WAGE BOARD SHALL MAKE ITS RECOMMENDATIONS WITHIN THREE MONTHS FROM THE DATE OF CONSTITUTION AND THE RECOMMENDATIONS SHALL BE IMPLEMENTED BY THE MANAGEMENT.

NOTE:- The Wage Structure in H.M.T. was evolved on the basis of job evaluation, said to have been done in 1951. The Union was not consulted, either during the job evaluation or while fixing the quantum of wages. The wages fixed in this concern are not commensurate with the work turned out in such a Heavy Engineering industry. In most cases it is lesser than what is obtaining in a light engineering industry such as I.T.I. far less than what obtains in Hindustan Steels, Bhilai, and other Public Sector Industries in the country. Hence the need for the revision of wage structure. Whether such revision should be considered by a wage board consisting of an outsider or by a committee consisting of only representatives of management and employees is a matter, which could be discussed and settled.

3. DEARNNESS ALLOWANCE:-

DEARNNESS ALLOWANCE, SHALL BE PAID TO THE EMPLOYEES AT CENTRAL GOVERNMENT RATES IN ACCORDANCE WITH THE RECOMMENDATIONS OF THE FIRST AND THE SECOND CENTRAL PAY COMMISSIONS.

NOTE:- The Dearness Allowance in H.M.T. is on the basis of some scheme which was evolved in H.A.L. about 10 years back. It is not based on any rational or scientific principles nor linked to the rising cost of living. There is also a difference between these scales and the C.P.C. scales as shown in Annexure, 1. Further it has also to be noted that while the employees in all other Public Sector Industries in our country are paid Central rates of D.A. it is only the 20,000 employees, of the four Public Sector Industries in Bangalore that are discriminated against. Such discrimination is unreasonable on any grounds, And more so, when it is observed that the cost of living in Bangalore is almost equal to, if not more than that of metropolitan cities such as Bombay, Madras, Calcutta, and Delhi.

4. OFFICIATING ALLOWANCE:- WHENEVER AN EMPLOYEE IS REQUIRED TO ACT IN A HIGHER GRADE OR POST, HE SHALL BE PAID THE SALARY/WAGES FIXED FOR THAT GRADE, AND HE SHALL BE GIVEN DUE PRIORITY FOR CONFIRMATION IN THAT HIGHER GRADE IN CASE OF A PERMANENT VACANCY.

NOTE:-The principle of paying an employee the salary/wage of the higher grade, whenever an employee acts in that grade is accepted by all enlightened employers including the Government, excepting the H.M.T. The employees of the Indian Air Lines Corporation have an award in this behalf published in Gazette of India Extraordinary, New Delhi, Tuesday the March 20th 1958. The H.A.L. employees are getting this benefit.

There is no necessity to further stress the reasonableness of this demand.

5. MACHINE ALLOWANCE:- CLERKS, COMPTISTS, PUNCH OPERATORS, ACCOUNTING MACHINE OPERATORS, TYPISTS, ETC., SHALL BE PAID MACHINE ALLOWANCE OF Rs.10/- PER MONTH, IN ADDITION TO THEIR BASIC PAY AND D.A.

NOTE:- In spite of the fact that Comptists, and Punch Operators, Accounting Machine Operators, Typists etc., have to work on Machines, which involves strain they are paid the same salary as the Clerks, which is not justifiable. The management has recently paid a special pay to the Hollerith Operators in view of the extra work they are supposed to do. Our demand is only for the extension of this principle, accepted in practice by the management to other similar sections of employees also. In I.T.I. the Comptists and Typists get Rs.5/- per month as Machine Allowance.

6. PARADE ALLOWANCE:- THE SECURITY STAFF WHO ARE REQUIRED TO REPORT EARLIER FOR WORK WITH A VIEW TO ATTEND THE PARADE SHALL BE GIVEN A PARADE ALLOWANCE OF Rs.5/- PER MONTH.

NOTE:-The payment of special Parade Allowance for the Security Staff is in vogue in most industrial concerns including Public Sector Industries such as H.A.L. etc. This is also by way of compensation for the additional work of the Security Staff.

7. HOUSE RENT & HOUSE RENT ALLOWANCE:-

(a) THE RENT RECOVERABLE FROM EMPLOYEES WHO ARE PROVIDED WITH QUARTERS SHALL BE 10% OF THE BASIC PAY OR THE ASSESSED RENT WHICHEVER IS LESS.

(b) ALL THOSE WHO ARE NOT PROVIDED WITH QUARTERS SHALL GET 10% OF BASIC PAY AS HOUSE RENT ALLOWANCE.

NOTE:- The Principle of granting House Rent Allowance for those who are not provided with quarters in cities has been accepted by the First Pay Commission. Accordingly Postal & Telegraph, Railway and other Central Government employees enjoy these benefits. Even the Industrial Tribunals have granted house Rent Allowance, in those cases where the Wage level and rate of D.A. are low. The Bank employees are also enjoying these benefits. The Corporation of City of Bangalore has been paying a house rent Allowance of Rs.2/- per month to the lowest of its workmen.

The House Rents in Bangalore are increasing daily and they are in no way less than house rent in Bombay or Madras.

Under these circumstances, we do not say any reason why more than 2000 workers of H.M.T. who live in this city should be denied of house Rent Allowance.

At present the house Rent recoverable is 10% of Basic Pay plus D.A. which is rather exorbitant. It is learnt that in Sindri Fertilizers, Railways etc., the rent is far lower for similar types of houses and is 10% of the Basic Pay only. In I.T.I. & B.E.L., the workers are charged rent at 10% of the Basic Pay plus 5% of Dearness Allowance. Hence the need to reduce the House Rent.

8. NIGHTSHIFT ALLOWANCE:- A NIGHTSHIFT ALLOWANCE OF 25 NP. PER DAY SHALL BE PAID TO ALL WORKERS WHO WORK BEYOND 7.30 P.M.

NOTE:- Nightshift work is generally recognised as hazardous. It also upsets social and family life, most of the Tribunals have granted nightshift allowance. The two union Industries in Bangalore, namely H.A.L. and B.E.L. are paying a nightshift allowance of Annas four per day for workers in both the shifts. The T.T.I. workers get Bun and Coffee costing about 4 annas. Only the H.M.T. workers are not getting anything. Nightshift Allowance is also paid to Air Corporation Employees. Many Private Sector Industries are also paying the Nightshift Allowance of 4/- per day.

9. UPKEEP ALLOWANCE:- Rs.5/- PER MONTH SHALL BE PAID AS UPKEEP ALLOWANCE TO BOTH DRIVERS AND SECURITY STAFF

NOTE:-The Drivers and Security Staff are expected to keep themselves trim with their clothes properly washed and ironed, shoes polished etc., This is an additional expense to this category of workers. Hence the need to compensate them by an Allowance.

10. BONUS:

(i) Production Bonus:- THE OVERALL PRODUCTION BONUS SCHEME SHALL BE REVISED AS FOLLOWS:

- (a) A COMMITTEE CONSISTING OF TWO REPRESENTATIVES OF MANAGEMENT AND TWO OF THE ASSOCIATION SHALL BE CONSTITUTED FOR FIXING UP THE STANDARD HOURS AND TARGETS PER MONTH.
- (b) THE PRODUCTION BONUS SHALL BE PAID TO ALL EMPLOYEES OF THE COMPANY AS PER THE FOLLOWING SCALE:

<u>OUTPUT IN % OF TARGET:</u>	<u>PRODUCTION BONUS PER HEAD PER MONTH</u>
60-65	Rs. 20.00
66-70	25.00
71-75	30.00
76-80	40.00
81-85	50.00

86-90	60.00
91-95	70.00
96-100	85.00
101-105	100.00
106-110	115.00

IF THE OUTPUT EXCEEDS 110% OF THE TARGET FIXED, AN ADDITIONAL BONUS OF Rs.15/- SHALL BE PAID FOR EVERY 5% INCREASE THEREAFTER.

NOTE:- Production Bonus Schemes are meant to increase the incentive of the workers to produce more, to decrease the labour cost and to increase profits of the company. The scheme of the H.M.T. is one which is not conducive to greater efforts being put forth by the workers. It is based upon a system of standard hours being fixed as target for the month and per centage of output for the month being taken into consideration for payment of bonus on a slab scale. The slabs are so fixed that an employee will get only Rs.5/- as Production Bonus whether he produces 30 machines or 100 machines. Besides the basic defect in the scheme is that the target (standard Hours) is linked to the efficiency of the workers, the standard hours increasing with the efficiency decreasing, neither the slabs nor the quantum fixed are proper and reasonable on any count. While a worker in Jay Engineering Works Ltd., Calcutta gets a production Bonus from Rs.75 to 450 per month (average Rs. 118 per month), we do not see any reason, why the H.M.T. employee who has in practice increased production should be denied more production bonus.

(ii) Attendance Bonus:-

- (a) A MINIMUM OF Rs.5/- PER MONTH SHALL BE PAID AS ATTENDANCE BONUS TO ALL EMPLOYEES.
- (b) EMPLOYEES WHO HAVE ATTENDED ON ALL WORKING DAYS IN A MONTH SHALL BE ENTITLED TO ATTENDANCE BONUS. ALSO, IF ANY EMPLOYEE HAS TAKEN LEAVE WITH PAY AND ALLOWANCE DURING THE MONTH, HE SHALL BE ENTITLED TO ATTENDANCE BONUS IRRESPECTIVE OF THE TYPE OF LEAVE TAKEN.
- (c) A TOTAL GRACE TIME OF 15 MINUTES FOR PUNCHING (10 MINUTES AT THE COMMENCEMENT OF THE SHIFT AND 5 MINUTES DURING LUNCH INTERVAL) SHALL BE ALLOWED FOR PURPOSES OF NOTING THE ATTENDANCE OF AN EMPLOYEE.

NOTE:- At present Rs.4/- is paid as attendance bonus, who attend on all working days and who do not take either sick or casual leave. About 1200 employees out of 2700 get, this benefit on an average. Since the quantum is not very attractive, and since it is desired to cover a large number of employees to benefit under these scheme, we have asked for change as in the demand.

(iii) Incentive Bonus:- THE EXISTING INCENTIVE BONUS SCHEME SHALL BE MODIFIED AS FOLLOWS:

- (a) THE EFFICIENCY LIMIT FIXED FOR PRODUCTIVE WORKERS, WORKING ON ESTIMATED JOBS SHALL BE REDUCED FROM 70% TO 50%.
- (b) THE GROSS BONUS SHALL BE Rs.10/- → 150 Np FOR EVERY POINT BEYOND THE EFFICIENCY OF 50%.
- (c) THE ALLOWANCE FOR IDLE TIME SHALL BE 40%.
- (d) A COMMITTEE CONSISTING OF EQUAL NUMBER OF REPRESENTATIVES OF THE MANAGEMENT AND EMPLOYEES SHALL BE CONSTITUTED TO (a) FIX UP STANDARD TIME, STANDARD HOURS, TARGETS, ETC., (b) TO CHECK UP ON THE IMPLEMENTATION OF THE SCHEME (c) TO ADVISE ON EXTENSION OF THE SCHEME TO THOSE DEPARTMENTS WHERE THE SCHEME IS NOT YET IN OPERATION.

NOTE:-The Incentive Bonus Scheme in H.M.T. is based upon fixation of the efficiency of the worker calculated on standard time, standard hours etc., Both the efficiency limit fixed for the productive workers, and the quantum of gross bonus, are such that very few workers get the incentive bonus and what they are getting is also very little (on an average Rs.12/- per month). Even in small Engineering Industries in Bangalore such as Kirloskar Electric Co., and Mysore Electrical Industries the average incentive Bonus is about Rs.30/- per month. However we do not seek to change the pattern of the existing scheme. We have only desired modifications to suit local conditions, and to make it more attractive. It is also our demand that the committees consisting of representatives of Management and the Association should be formed to fix up standard hours, standard time, Targets and to checkup the implementation of both the overall Production Bonus and incentive Bonus Schemes. Such a measure will alleviate the suspicion of the employees and bring in a greater measure of co-operation, which is most essential in the successful implementation of the Bonus Schemes.

- (iv) Safety Bonus:- A SAFETY BONUS OF Rs.30/- PER YEAR SHALL BE PAID TO THOSE DRIVERS WHO HAVE NOT BEEN INVOLVED IN ANY ACCIDENT CAUSING DAMAGE TO THE VEHICLES. SUCH OF THESE DRIVERS WHO HAVE BEEN INVOLVED IN ACCIDENTS FOR NO FAULT OF THEIRS ARE ALSO ENTITLED TO THE SAFETY BONUS.

NOTE:- This is demanded in order to improve the working of the Transport system and such a bonus exists in H.A.L. and I.T.I. This bonus becomes more necessary in view of the Joint Council of Management having the Administrative responsibility of running the Transport System.

11. GRATUITY SCHEME:- THE FOLLOWING GRATUITY SCHEME SHALL BE INTRODUCED COVERING ALL THE EMPLOYEES:

- (a) HALF A MONTHS WAGE/SALARY PLUS DEARNNESS ALLOWANCE FOR EACH COMPLETED YEAR OF SERVICE SHALL BE PAID TO THE EMPLOYEE ON THE FOLLOWING GROUNDS:-
- (i) ON DEATH OF AN EMPLOYEE WHILE IN SERVICE IN THE COMPANY TO HIS EXECUTORS, HEIRS OR ASSIGNS.
 - (ii) ON PHYSICALLY OR MENTALLY BEING DISABLED TO CONTINUE FURTHER IN SERVICE.
 - (iii) ON VOLUNTARY RESIGNATION OF AN EMPLOYEE AFTER THREE YEARS CONTINUOUS SERVICE.
 - (iv) ON RETIREMENT AFTER ATTAINING THE SUPERANNUATION AGE OF 60 YEARS.
 - (v) ON TERMINATION OF SERVICE AFTER ONE YEARS CONTINUOUS SERVICE.
- (b) SALARY OR WAGES FOR PURPOSES OF CALCULATING GRATUITY SHALL MEAN THE SUBSTANTIVE SALARY/WAGES (INCLUSIVE OF DEARNNESS ALLOWANCE) OF AN EMPLOYEE ON THE DATE HE CEASES TO BE AN EMPLOYEE OF THE COMPANY.

NOTE:-The Government and enlightened employers have all accepted to introduce Gratuity Schemes in addition to Provident Fund scheme, as a terminal of retirement benefit. Such a scheme will not only help the employees, but will also help the industry in a greater measure by increasing the bonds of the employees with the industry. It means stability for the industry. Though such a scheme exists in the two other Public Sector Industries in Bangalore namely, I.T.I., H.A.L. and in most of the Public Sector Industries in our Country, it is a matter of regret that a well established Public Sector Industry such as H.M.T. has not yet introduced. It is more regretful in view of the pension-cum-gratuity scheme which the Government is contemplating to introduce. What we have asked for is based on the scheme existing in H.A.L. and I.T.I. Most private Sector Industries are now having Gratuity Schemes.

12. PROMOTION & RECRUITMENT PROCEDURE:-

A COMMITTEE INCLUDING THE REPRESENTATIVES OF THE EMPLOYEES ASSOCIATION SHALL BE CONSTITUTED TO FORMULATE A PROPER PROMOTION AND RECRUITMENT PROCEDURE IN THE COMPANY. THE RECOMMENDATIONS SHALL BE IMPLEMENTED BY THE MANAGEMENT.

NOTE:-Promotion and recruitment procedure in H.M.T. is not satisfactory. Favouritism, Prejudice, etc., have played their part in either granting promotion or denying them. Only with a proper promotion Procedure can the management expect the fullest co-operation of the employees.

13. LEAVE FACILITIES:-

Leave facilities shall be as follows for all employees in the factory:

(i) Earned Leave:-

30 DAYS PER YEAR ON FULL PAY AND D.A. WITH A RIGHT TO ACCUMULATE FOR 3 YEARS.

(ii) Sick Leave:-

10 DAYS ON FULL PAY AND D.A. OR 20 DAYS ON HALF PAY AND HALF D.A. PER YEAR WITH A RIGHT TO ACCUMULATE FOR 45 DAYS.

(iii) Casual Leave:-

12 DAYS ON FULL PAY AND D.A. PER YEAR.

(iv) Festival Holidays:-

12 FESTIVAL HOLIDAYS WITH FULL PAY AND D.A. PER YEAR SHALL BE GIVEN TO ALL EMPLOYEES. THE FACTORY SHALL BE CLOSED ON JANUARY 26 TH, MAY DAY, AND AUGUST 15TH. THE OTHER NINE PAID HOLIDAYS SHALL BE AVAILED OF AT THE OPTION OF THE EMPLOYEE. FESTIVAL HOLIDAYS SHALL NOT BE DENIED ON ANY ACCOUNT.

NOTE:- Leave Facilities granted to most employees in H.M.T. are (1) 15 days earned leave (2) 7½ days sick leave (3) 7 days casual leave (4) and two national holidays- all on full pay. The factory is closed on 10 more festival holidays-but without payment to the workers. It is learnt that the employees in Sindri Fertilizers are at present enjoying all the leave facilities that we have asked for. The H.A.L. workers are getting totally 52 paid holidays per year and the I.T.I. workers get 42 holidays per year (Annexure 2). There is no reason why we should be doing the same.

14. RAILWAY FARE:-

EMPLOYEES SHALL BE PROVIDED WITH CONCESSIONAL RAILWAY FARE FACILITY, ONCE A YEAR, FOR MAKING A JOURNEY WITH MEMBERS OF HIS FAMILY BEYOND 200 MILES ON SINGLE FARE DOUBLE JOURNEY.

NOTE:- This is a facility that is being granted to the Central Government workers. It has been provided for with a view to enable the large number of employees who have come from all parts of the country to go to their native places, once a year atleast in order to discharge the social and other obligations. On similar considerations, the Air Corporation employees get free

Air passage to themselves and their families and the Railway Employees get number of Railway concessional facilities. H.M.T. has also drawn hundreds of workers from different parts of the country such as Tamil Nad, Kerala, Andhra, Bengal and the North. With their existing incomes, it has not been possible for most of them to go to their places, since the past two or three years. Being employees in a Government of India concern we hope, we will not be accused of being unreasonable if we state that they should also be entitled to this benefit.

15. BATTA FOR DUTY OUTSIDE:-

ANY EMPLOYEE WHO IS DEPUTED ON COMPANY WORK OUTSIDE THE FACTORY AREA WITHIN BANGALORE SHALL BE PAID A BATTA OF Rs.1/- PER DAY.

NOTE:- The Batta paid is just amas 10 per day which hardly meets the bare necessities. Hence this demand. H.A.L. is paying Rs.1/- as batta per day.

16. UNIFORMS, ETC., (a)

ALL WORKERS SHALL BE GIVEN 3 SETS OF KHAKI BUSH SHIRTS AND KHAKI FULL PANTS AND ONE PAIR OF SHOES PER YEAR (EXCEPTING, SECURITY, FIRE BRIGADE, DRIVERS AND ADMINISTRATIVE STAFF)

(b) Security:-

SECURITY STAFF SHALL BE GIVEN PER YEAR 3 PAIRS OF KHAKI BUSH COATS AND FULL PANTS, THREE CAPS, A WOOLLEN OVERCOAT, A TORCH, A RAIN COAT, GUMBOOTS AND 2 PAIRS OF SHOES WITH WOOLLEN SOCKS.

(c) Drivers:-

DRIVERS SHALL BE GIVEN PER YEAR, 3 PAIRS OF KHAKI BUSH COATS AND FULL PANTS, 3 PEN CAPS, ONE WOOLLEN JERSEY, ONE RAIN COAT AND 2 PAIRS OF SHOES WITH WOOLLEN SOCKS.

(d) Fire Brigade:-

FIRE BRIGADE STAFF SHALL BE GIVEN THE SAME TYPE OF UNIFORMS ETC., PER YEAR AS FOR THE SECURITY STAFF, -BUT THE COLOUR OF THE UNIFORMS SHALL BE BLUE WITH RED BORDER.

(e)

TWO RUBBER APRONS SHALL BE GIVEN PER YEAR TO THE WORKERS IN THE CHROMIUM PLATING, FETTLING, OIL WORKING AND RESHARPENING SECTIONS.

(f)

A PAIR OF GOGGLES SHALL BE GIVEN PER YEAR FOR EACH OF THE EMPLOYEES WORKING IN THE GRINDING, FETTLING AND COPYING TURNING SECTIONS.

(g)

A PAIR OF RUBBER GLOVES SHALL BE GIVEN FOR EACH OF THE EMPLOYEES WORKING IN THE TURNING AND ELECTRICAL SECTIONS.

(h)

8 OZS of MILK PER DAY SHALL BE GIVEN TO THE EMPLOYEES WORKING IN THE OIL, AND SMITHY SECTIONS.

(i)

ONE RAIN COAT PER YEAR SHALL BE GIVEN TO EACH OF THE EMPLOYEES WORKING IN THE STEEL AND SALVAGE YARD.

NOTE: It is a well recognised principle that adequate sets of uniforms should be issued regularly to certain sections of employees such as Security Staff, drivers, watch and ward etc., The quantum and manner of issue of such uniforms in H.M.T. is neither adequate nor proper. Hence the necessity to regularise them as suggested in the Demand Memorandum. Another demand which has to be considered in this connection is the question of providing 3 sets of uniforms to all workers. This has been raised since workers clothes get soiled soon during working, they are not in a position to replanish them at their costs. The very fact workers wear the same type of uniform during work will help to inculcate a greater sense of discipline which helps the industry. This matter is being considered in H.A.L. The Cigarette Factory in Bangalore is providing uniforms for all workers including women workers.

17. ARTISAN TRAINEES:- THE CONDITIONS OF SERVICE OF THE PRESENT ARTISAN TRAINEES WHO ARE EITHER PAID STIPENDS OR HAVE BEEN CLASSIFIED SHALL BE CHANGED AS FOLLOWS:

STIPEND DURING TRAINING: GRADE AFTER TRAINING

(a) 1) ARTISAN TRAINEE "B" Rs.90/- PLUS D.A. Rs.155-10-270 PLUS D.A.

2) ARTISAN TRAINEE "C" Rs.75/- PLUS D.A. Rs.80-5-100 PLUS D.A.

(b) ALL THE ARTISAN TRAINEES WHO HAVE NOW BEEN CLASSIFIED AND FIXED IN GRADES BELOW THAT MENTIONED ABOVE SHALL BE ABSORBED IN THE ABOVE GRADES.

(c) THE BOND OR AGREEMENT WHICH THE TRAINEES ARE TO EXECUTE SHALL BE AMENDED. THE AMENDMENTS ARE GIVEN IN ANNEXURE(a). TRAINEES WHO HAVE ALREADY SIGNED THE AGREEMENT SHALL BE ASKED TO SIGN THE MODIFIED AGREEMENT AND THE OLD AGREEMENT SHALL BE TREATED AS NULL AND VOID.

(d) IF THE TRAINEE FAILS TO PASS IN THE TEST ON THE FIRST ATTEMPT, HE SHALL BE GIVEN ANOTHER CHANCE AFTER A FURTHER PERIOD OF TRAINING. IF HE STILL DOES NOT PASS THE TEST, THE MANAGEMENT SHALL OFFER A SUITABLE GRADE BASED ON THE PERFORMANCE OF THE TRAINEE; AND THE TRAINEE SHALL BE GIVEN AN OPTION EITHER TO ACCEPT OR REJECT THE OFFER. IF THE TRAINEE REJECTS THE OFFER AND IS TERMINATED BY THE MANAGEMENT OR IF THE TRAINEE IS TERMINATED FOR ANY OTHER REASONS, HE SHALL NOT BE LIABLE TO PAY ANY DAMAGES OR EXPENSES TO THE COMPANY.

(e) THE REPRESENTATIVES OF THE EMPLOYEES' ASSOCIATION SHALL BE ASSOCIATED BOTH DURING TEST AND INTERVIEW.

NOTE:- Artisan Scheme in H.M.T. is not based on any rational principles. The stipend during the period of training is low, the grade in which the trainee is to be fixed after training is not specifically told at the time of joining and such grades fixed are also very low. They do not compare favourably with similar schemes in I.T.I. etc.. Besides, the workers are asked to execute a bond with objectionable (clauses binding them) for five years. The tests in the Training Centre have also come in for criticism. Hence the necessity for completely changing conditions of the Artisan Trainees. What has been demanded is what obtains to-day in I.T.I.

18. REST ROOMS:- REST ROOMS SHALL BE CONSTRUCTED FOR OFF-DUTY CHOWKIDARS AND DRIVERS AND THOSE WHO STAY AFTER WORKING HOURS.

NOTE:- This is a minor demand. The Off-duty Chowkidars and Drivers are unable to go to their houses in the nights after the work, due to distance, Transport Difficulties etc. Since they are forced to stay in the night it is reasonable that they should be provided with some rest rooms. The I.T.I. Management has provided two quarters furnished with cots, beds mosquito nets etc.; for the off-duty Security and other Staff.

19. AGREEMENT:- NO AGREEMENT SHALL BE DEMANDED FROM ANY EMPLOYEE WHO IS ENTITLED TO PROMOTION, OR ON THE GROUND THAT HE IS BEING PROMOTED.

NOTE:- In H.M.T. while employees are promoted either as charge-hand or supervisors, or Foremen etc., the Management demands an agreement from such employees to serve for a period of 3 years, 5 years etc., This is putting a premium on promotion and hence unfair. Such a practice does not prevail anywhere else.

20. FORWARDING OF APPLICATIONS:-

AN EMPLOYEE WHO IS NOT BOUND BY ANY AGREEMENT SHALL HAVE THE RIGHT OF APPLYING THROUGH THE MANAGEMENT FOR A JOB OUTSIDE WITH A VIEW TO BETTER HIS PROSPECTS, AND SUCH APPLICATIONS NOT EXCEEDING TWO IN A YEAR SHALL BE DULY FORWARDED BY THE MANAGEMENT TO THE CONCERNED. IF THE EMPLOYEE GETS THE JOB ELSEWHERE ON THE APPLICATION FORWARDED HE SHALL BE RELIEVED FROM HIS WORK ON HIS REQUEST.

NOTE:- It is a well accepted principle that all encouragement should be given to employees to better their prospects. Besides, it is a constitutional right of every citizen to seek avenues of promotion unhampered by anybody. But these principles are not implemented in practice by the H.M.T. management in so far as they are refusing to forward applications of employees who have applied through the management to other concerns, industries etc. This policy, unless reversed is liable to create a sense of frustration and demoralisation among the employees which ultimately is bound to affect the industry.

21. FACILITIES FOR COLLECTING UNION SUBSCRIPTIONS.

COLLECTORS AUTHORIZED BY THE ASSOCIATION FOR COLLECTING ASSOCIATION SUBSCRIPTION, LEVIES, ETC., SHALL BE PERMITTED TO COLLECT DURING WORKING HOURS WITHOUT DISTURBING WORK OF THE FACTORY.

NOTE:- What is demanded is just an ordinary facility for carrying on normal activities of a Trade Union. Such a facility has been granted to the workers of Jay Engineering Works, Calcutta. We feel there is no necessity to deny it in a place where workers are participating in the management.

22. UNION OFFICE:-

THE COMPANY SHALL CONSTRUCT A BUILDING AT THEIR OWN COST TO HOUSE THE EMPLOYEES ASSOCIATION.

NOTE:- Ours is a Union with increasing activities. It is necessary for such a Union to have a well accommodated, spacious Office. Such Union Offices have been constructed by the management of the K.G.F. Mining Companies, etc. The conceding of this demand will go a long way in further promoting the Labour-Management relations in H.M.T.

23. DATES FROM WHICH DEMANDS TO BE IMPLEMENTED.

THE DEMANDS CONTAINED IN THIS NOTICE SHALL BE GIVEN EFFECT TO FROM THE DATE OF THE DEMAND NOTICE, EXCEPTING FOR DEMAND NO.1 RELATING TO BASIC WAGES WHICH SHALL BE GIVEN EFFECT TO FROM OCTOBER, 1, 1958.

NOTE:- Generally it is a practice to grant demands with retrospective effect. Hence we have asked demands to be conceded with effect from the date of the demand Notice namely 7-1-59, excepting in the case of Basic Wages. In this case we have asked from 1st October 1958, since that is the date from which the employees of H.A.L. and B.E.L. got enhanced Basic Wages. It will also not be out of place, if it is pointed out that the enhanced wages of salaries and proportionate increase in grades and salaries, were given effect to from 1st April 1958, in the case of the I.T.I. employees.

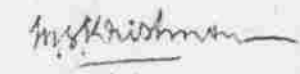
CONCLUSION:-

The above, we believe, gives a fair picture of the background to each one of our demands. We realise that capacity to pay will be one of the major factors in considering our demands. It is seen from the Balancesheets that H.M.T. has made a net profit of Rs.3,99,694 in the year ending 1957, and Rs.30,70,551 in the year ending 1958. We expect the returns to be equally good, this year also. Besides, the H.M.T. employees have contributed to trebling production and despatches and to achieve a record output of 100 machines in the month of January 1959. In the light of the above, we will not be far from truth if we state that the industry is in a position to meet our just demands. H.M.T. employees have strived their best to defend and develop the Public Sector Industry and have strengthened the nations economy in their own measure. We are only appealing for social justice. We request you to consider the same in the above light, lend us your wholehearted support and help to get our just demands conceded.

N.B: The following abbreviations have been used:

- H.A.L : Hindustan Aircraft Ltd., Bangalore.
- I.T.I : Indian Telephone Industries Ltd., Bangalore.
- B.E.L : Bharat Electronics Ltd., Bangalore.
- H.M.T : Hindustan Machine Tools Ltd., Bangalore.


(A.E. Bhattacharjee)
Secretary.


(M.S. Krishnan)
President.

HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION

Reg. No. 120.

President: M. S. KRISHNAN
Vice President: GEORGE JACOB
Secretary: A. B. BHATTACHARJEE
Asst. Secretary: K. M. MUNIYAPPA
Treasurer: S. K. BANERJEE

H. M. T. Colony,
JALAHALLI, P. O.
BANGALORE

Ref. DO/MP/37.

Date 27/3/59.

Dear Sir,

Enclosed is a copy of the Demand memorandum submitted by the Association to the Management on 7-1-'59 from which you will note that there are some major demands such as Basic Wage, D.A., Gratuity, Leave facilities, Bonus etc.,

We would like to mention that these Demands are not exaggerated, since the Wages are low, D.A. is not in accordance with C.P.C. scales, Leave and other facilities are also unsatisfactory. Despite the fact that the workers have produced 100 machines they get only Rs.5/- as Production Bonus. It is unfortunate that the Wages, D.A., Leave Facilities and other amenities are lower only in the Union Industries in Bangalore, while our brother workers in similar Public Sector Industries enjoy better facilities. And what we have asked for is almost the same as what obtains elsewhere.

The Association conducted negotiations with the Management twice and the indications are far from satisfactory. We are further negotiating.

We are pained that though we have done our best in surpassing the targets of production, in lending our whole-hearted co-operation to the Management by striving hard to make the Council of Management a success, the conditions of living of the employees have not improved correspondingly.

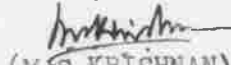
In view of the above, and in the interests of the industry as well as that of the employees, we request you to intervene and lend us your whole-hearted support in getting conceded the just demands of the 2700 employees of H.M.T.

We have done our best to the nation. We assure you that we will spare no efforts to play our part effectively. We appeal to you to do your utmost to us.

Thanking you,

Yours faithfully,


(A. B. BHATTACHARJEE)
Secretary.


(M. S. KRISHNAN)
President.

6561 NIII
22 JUN 1959

Lot-A

Bangalore, K
Dated: 14-6-59

REPORT ON SITUATION IN I.M.T

This report is in continuation of my previous report dated 25th May 1959. In the light of the discussions we had, we passed a resolution in the Executive Committee stating that we desire a negotiated settlement and that we are prepared to submit a list of minimum demands, for a 2 year period agreement provided the Management does not use the list as a record in the Tribunal and without prejudice to the claims of either party (copy of the resolution is enclosed). The Management did not react properly. They have stated that our requests could not be conceded and that we are holding out a threat etc.

While we were under the impression that the Management would not negotiate further in view of their letter, another development took place which indirectly helped us to some extent. About ~~six~~ eight months back many employees of the charge-hand cadre had been sent for test with a view to promote them. The Union was pressing the Management to ~~announce~~ ^{revoke} the decisions of such a test. Recently they ~~announced~~ the decisions. In this, all other charge-hands excepting ~~Mr~~ Com. S.K. Banerjee, the Treasurer of our Union were promoted as Supervisors. It was openly told that he could not be promoted since he was connected with the Union and that he does not remain in his place which is supposed to be a necessary quality of a supervisor. Since this was a clear act of discrimination the workers of the tool room section demonstrated spontaneously by going to the Managing Director's Office asking for an interview. This was done during lunch interval and there was no strike. The Officers came and tried to pacify the 400 workers. Since time was up the workers went back to work leaving 5 representatives to speak. However the Management has not reconsidered the issue. The M.D. has also concurred with ~~the~~ the decision against Com. S.K. Banerjee.

This demonstration shook up the Management. The Controller of Finance (CFA) who had till now been isolated as pro-communist etc, took up courage and told the M.D. that the situation is deteriorating and that negotiations with the Union had to be conducted. ~~He~~ He also stated that he believed that such a settlement was possible and offered to negotiate with the Union if the M.D. permitted. The M.D. agreed to this and asked him to do so confidentially. Accordingly negotiations with us were again started.

contd. 2.

We submitted a list of Minimum Demands (enclosed) for a 2 year period agreement. (The total recurring expense for this will be Rs.10 lakhs per year). The C.F.A. discussed this with M.D. and on the basis of the proposals which he made, he wanted that we do not give a long list of demands which may not go through the Board. He desired that we concentrate on 5 or 6 main demands and he also expressed that many other smaller issues could be settled by administrative action without being placed in the Board. However the M.D. was not inclined to accept Machine Allowance and other sectional Allowances excepting night shift Allowance. It was also proposed that the Management would straight away implement certain issues such as (a) Basic Wage enhancement by Rs.5/- with retrospective effect (b) Night shift Allowance of Rs.4/- per day (c) 12 festival holidays and that an agreement between the Union and Management could be entered into after introduction of the Modified Scheme of overall Production Bonus in about two or three months and implementation of other Minor demands administratively, within these three months. Since we thought this will be a fair and reasonable settlement we gave further modified proposals (as enclosed) on the basis of the Minimum list of demands. The recurring expense was brought down from 10 lakhs to about 7 lakhs per year. This was given on June 8th, while the Board was to meet on June 10th 1959. We expected a reply to our communication after the Board. We accepted this position since we thought that a fair and reasonable settlement could be arrived at and the relationship which has been strained during recent days could be restored.

However our calculations have not come true fully, mostly due to the attitude of the Management and the conspiracy of some officers against the Union. On the one side while through one officer (CFA) was negotiating with us, on the other the Management was taking recourse to actions which are extremely provocative.

(1) Extreme restrictions have been put on the office-bearers and members of the Executive Committee of the Union for moving in the shops and representing the grievances of the employees. Security measures have been tightened a great lot and passes are given to employees even to go to the canteen or latrine. Our Office-bearers are virtually tied down to the table or machine and not allowed to move about.

(2) The watch and ward Staff were called by the Security officer and forced to give declaration in writing, whether they are members of the Union or not. We have addressed a letter regarding this to the Management.

(3) Supervisors who are entitled to take part in T.U. Activities as per the Act are barred from participating as per an office order of the M.D. The Union has also addressed a letter regarding this.

(4) While Juniors have been promoted as supervisors etc, ~~Mr~~ Sri S.K. Banerjee, Treasurer of the Union has been denied, promotion. Even on representation, the M.D. has refused to reconsider the decision. Similarly the Vice-president Sri George Jacob has also been discriminated against in the matter of promotions.

(5) Facilities for conducting the General body meetings, such as Transport and accommodation which was all along being given has been denied on two occasions.

(6) The phone in the Union Office has been removed surreptitiously, on the plea of repair etc.

(7) The Joint Council meeting was not conducted last month even though the constitution enjoins that it should be held once a month. On our representation, they fixed it this month. However it could not go through since the venue was changed first from Board room (where it was being held usually) to the Joint Council Office and then to the Person Managers' Office. Our members refused to attend the meeting in P.M.'s Office. They said, let it be held in any common room. Joint council is not functioning at present.

Despite all this provocation we pursued our efforts at negotiated settlement. I tried to contact about a dozen times the M.D. to have a discussion on all the above and remove misunderstandings if any. However he has not agreed to meet us. Similarly when Sri H.R. Pillay, Chairman of the Board of Directors came here for the Board meeting, we tried to contact him. He also regretted his inability to meet us. This we learn is deliberately done. It appears the Chairman had sent a telegram from Delhi stating that the Interview with the Union could be fixed on 9-6-59. However this was sabotaged on his coming here, due to adverse reports about us. Though neither the M.D. nor the Chairman ~~met~~ us, a decision has been taken about the demands at the recent meeting of the Board of Directors held on 10-6-59. Most of our proposals have been conceded excepting for overall Production Bonus of Rs.10/- extra we have demanded, gratuity scheme 12 festival holidays. We have welcomed this decision. No official communication is sent to us. It is done without reference to the Union.

Another important thing which has taken place for which some of the Officers, in particular, the Personnel Manager, is responsible is the formation of the Rival Union at this time. The Personnel Manager has been conducting secret meetings in his office and his house ~~engaging~~ ^{using} on the our opponents, the IITUC-prom- management group which was defeated in the last elections to the Union to form a rival Union. The first thing they did was to slander us by bringing handbills, stating that the Union was communist etc. etc. These people got the signatures of 20 workers and impleaded themselves as third party in the Tribunal where our case is going on. Besides the P.M. and these persons have hatched a conspiracy against us. Coming to know of our confidential proposals through the M.D. ~~just~~ just a day prior to the Board of Directors meeting on 10-6-'59, they brought out a Handbill accusing us of betraying, stating that they have given some demands to be granted as "Interim Relief" from a date earlier to what we have asked etc. On secretly coming to know of the decisions of the Board, even before the Board ~~announced~~ ^{announced} the decisions, the rival Union known as "HMT Karmika Singha" announced them early in the morning on 11-6-'59, and claimed it as a great victory for them. They have also been going round the factory trying to enrol members to their union. While these disruptors are all allowed to go round freely, our active workers are not allowed. These slanders and conspiracy had not ~~much~~ ^{marked} effect on the workers. We brought out Bulletins exposing this game and ~~the~~ ^{marked} workers have seen through it. However we are now confronted with an IITUC backed rival Union, which is also supported by the Personnel Manager, Sri D. Rajagopal.

Thus on the one side the Managements, particularly the Managing Directors' attitude to us has changed and we have not come to the previous position inspite of our best efforts to do so, on the other the rival Union has been formed. From what we learn the decision to form a rival union, the attitude to us etc, have been decided by higher-ups at Delhi. It appears, after the "Demands Week" etc, which we conducted, the Minister for Industries and Commerce, and the Finance Minister, Manubhai Shah and Morarji Desai desire that a stiffer attitude be taken against us. We learn that reports have been sent by the local Govt, and the Security Department of the HMT to the Centre that the communists are extending their influence, conducting meetings, collecting funds for the party etc. Recently Sri Morarji Desai and Lal Bahadur Shastri were in Bangalore, rival group met them and all sorts of false allegations against us have been made. Besides, since the both HMT a

Sharat Electronics are situated in Bangalore North Taluk, which comes under the Parliamentary constituency of Sri K.S. Reddy, and where the communist party gave a stiff fight, at the last elections, it appears he has also been taking keen interest in seeing that a rival union is formed. It looks as though enormous pressure is being brought on the M.D. through various sources both local and at Delhi to see that the attitude to our Union is changed. The game ultimately seems to be to wait for some time, weaken our Union and then recognise the rival Union. ~~Through the M.D.~~ Through the M.D. by himself may not wish for such a situation, it looks as though he is forced to do so in order to retain his position. In the bargain the CFA has been much maligned etc, as pro-communist etc. though the fact is that he has nothing to do with us, and the only thing which ~~impels~~ impelled him to negotiate with us is his desire to settle the disputes in the interests of ~~the~~. It appears all sorts of false reports about him have been sent to the Govt. of India and Ministers concerned and that it will be discussed at the Cabinet Level.

Under these circumstances, what should be our attitude, approach and tactics?

We discussed about this recently and we have come to the following understanding:-

- (1) We should not get provoked inspite of the extremely provocative behaviour of the Management. While we have to point out the issues on which discrimination and harassment is there, while we regret at the attitude of the Management to the Union, we do not ~~frontally~~ attack them and we make further efforts to settle the issues by negotiations.
- (2) Though we know that the rival Union is being egged on by some officers and though we know that there is a conspiracy, we have to make a differentiated approach between the actions of some officers and that of the M.D. While we expose the tactics of the rival union and say that some officers are also supporting them, we do not put the entire Management with them. We regret the actions of the Management and we do not speak of it as an open conspiracy between the Management and the rival Union.
- (3) Regarding the demands, we will see at the next hearing of the Tribunal, namely 19-6-59, what the Managements' representatives state. We will ~~wage~~ ^{work} upon implementation of whatever is decided without prejudice to what goes on in the tribunal. If this is accepted, the workers should have immediately got something and we could still carry on the case in the Tribunal regarding the rest. In view of the third party, also being

impleaded we think this is the safest course. If the Management does not agree to this and wants an agreement, we will consider that position in the E.C. and on those things where demands are satisfied fully we will submit a compromise petition. Besides since what the Board has decided is on the basis of an award in the ITI case we may get ~~para~~ from this Tribunal more than what has been already awarded to the ITI workers.

If we have to continue our case in the Tribunal we intend appointing Sri V. S. S. or Mohan Kumarangalam as our Advocate.

(4) In spite of all the above, if we have to restore the original position, it may not be possible to do so at the level of the Management here. We feel that we must go on a deputation to Delhi to the Minister for Labour, Prime Minister etc, and explain to them our entire position through a Memorandum.

As you see from the above report, the situation is quite serious. The Congress Party here and interested persons including some Ministers and some Officers of the company see are trying their best to see that we are provoked, that the Joint Council does not function etc, so that they can say that wherever AITUC men work, there no ~~good~~ ^{good} industrial relations can exist and no constructive activity could be there. They wish to blame us as saboteurs of the first experiment of workers Participation in Management, in a Public Sector Industry. Since all this has a deep political implication, close attention and guidance in time is necessary from the AITUC. I request you to give us your advice at the earliest so that we could proceed further, in particular I would like you to tell us whether our coming to Delhi will be of use etc.

With greetings,


(V. S. S. Krishnan)

Enclosures:

- 1) List of Minimum Demands,
- 2) Letter, Further concrete proposals,
- 3) Bulletins, 11, 12, 13, 14, and 15,
- 4) copy of the Board's decision,
- 5) Handbills of the rival Union.

be 15 days wages plus Dearness Allowance for every year of service. The rules of the scheme etc, shall framed later.

7.

The Management shall enhance the Basic pay and Dearness Allowance and shall grant concessional Railway fare as demanded by the Union if the same is enhanced or introduced in the other Union industries in Bangalore.

The above are the major demands which we desire to be accepted and implemented by the Management immediately. However there are certain minor issues such as, House rent recoverable to be 10% of basic pay +5% of DA, Officiating allowance, Batta for outside duty, uniforms, rest rooms, agreement on promotion, amount recoverable from Artisan Trainees to be actual expenses or actual expenses minus the assessed amount for the service put in, facilities for collecting Union subscriptions, and construction of Union Office near workers Club, which can be implemented by taking administrative action. We take it that the Management will take administrative action to implement these minor issues. We expect an endorsement for the same.

We wish to submit further that we will be prepared to enter into a two year agreement on the six or seven demands referred to above. In case the Management assures to concede them and implement the rest through administrative action.

In connection with the above, we wish to point out that there are certain matters pending before the Industrial Tribunal. If the Management agrees to the above, it will necessitate filing a compromise petition in the Tribunal regarding the matters there. We hope the Management will take necessary steps to see that such an application is made out by the parties concerned, for filing before the Tribunal.

We hope the above will settle all outstanding disputes and will create a normal atmosphere for increased production and healthy industrial relations. We request you to consider the above favourably.

Thanking you,

Yours faithfully,

Sd/- (A.B. Bhattacharjee)
Secretary.

/copy/

Cable : "AITUCONG"

10 JUN 1959

Telephones : 48771
43414

अखिल भारतीय ट्रेड यूनियन काँग्रेस
ALL-INDIA TRADE UNION CONGRESS

T. U. LAW BUREAU :
R. L. TRUST BUILDING,
55, GIRGAON ROAD,
BOMBAY 4 (INDIA)

4, ASHOK ROAD,
NEW DELHI.

President : S. S. MIRAJKAR
General Secretary : S. A. DANGE, M.P.

May 30, 1959

By Regd. A.A.
Dear Com. S.A.D.,

Herewith the report of H.M.T.

This is urgent and may Please be
attended to.

With greetings,

Yours fraternally,

P.S.
When are you likely to
come here?

K.G. Sriwastava
M.S.

Delhi is not so warm this (K.G. SRIWASTAVA)
year. The storm on 24th night
has brought the temperature down.
There was little rain which is
unusual at this time.

30/5

DECISION

AWARD OF THE FIFTH INDUSTRIAL TRIBUNAL, WEST BENGAL IN AN INDUSTRIAL DISPUTE BETWEEN THE WORKMEN AND THE EMPLOYERS OF THE ENGINEERING FIRMS EMPLOYING MORE THAN 250 WORKERS.

At the end of December, 1956, the Government of West Bengal referred an apprehended industrial dispute between the employers and the employees of 74 engineering firms of the State involving several issues such as wages and dearness allowance, fixation of grades and scales of pay, etc., to the Fifth Industrial Tribunal. It may be recalled here that the First Engineering Tribunal had prescribed in 1948 a minimum of Rs. 30 as basic wage and Rs. 25 as dearness allowance. Two years later i.e. in 1950 the Second Omnibus Engineering Tribunal had enhanced the dearness allowance from Rs. 25 to Rs. 31. Wages have considerably increased since 1948. In

It was contended by the workers representatives that the engineering industry in the State was firmly established and was yielding colossal profits and could therefore, afford to pay a living wage to the workmen. Moreover, it enjoyed certain special advantages over the industry in other States in the form of close proximity to raw materials and cheap transport facilities. It was also claimed on behalf of workmen that the occupational hazards, responsibility and technical skill involved in the industry along with the ever increasing cost of living, justified their claim for higher wages. The employers' associations refuted the allegation that the industry was making huge profits and urged that the prices of pig iron and steel had increased considerably. Besides, the restrictions imposed on imports of raw materials had created a scarcity of these raw materials. The employers agreed that they were paying bonuses to the workmen besides providing various amenities e.g., medical aid, canteen etc. and therefore, stubbornly opposed only the enhancement in wages. It was further contended by the employers that the wage structure is a long term agreement and should not be disturbed unless there was a material change of circumstances. As regards the grades and scales of wages, classification of

workmen, etc., the employers contended that these issues should not be dealt with by the Tribunal, but by a Committee of Experts. The employers also opposed automatic or guaranteed time scales since it would place an additional burden on the industry and would jeopardize its competitive position. As regards the increase in dearness allowance, the employers argued that the sudden rise in the cost of living index was only a temporary phase and that it would go down as effective measures had been taken by the Government.

The Tribunal did not accept the employers' view that wages once fixed should be left undisturbed for a considerable length of time. Summing up the material changes that had occurred since the award of the First Engineering Tribunal in 1948, the present Tribunal cited the example of Jute and Cotton textile industries where the wages had been considerably increased since 1948. In the jute industry, the total emoluments were increased from Rs. 58.50 in 1948 to Rs. 63.60 in 1951 and again Rs. 67.17 in 1955. Similarly, in cotton textile industry, the emoluments were increased from about Rs. 50/- p.m. to Rs. 60.67 p.m. Similarly in the coal industry, the total wages had gone up to Rs. 68-1-0 as a result of the award of 1956. On the contrary, in the case of engineering industry, the total emoluments were Rs. 55/- in 1948 (as a result of First Award) and Rs. 61/- in 1950 (as a result of Second Award).

The Tribunal was, therefore, of the view that even after making allowance for the additional amenities such as increased provident fund contributions, production bonus, canteen facilities, workers in the engineering industry were being paid only a minimum wage. Moreover, bonus and provident fund contributions do not form a part of wages according to the Industrial Disputes, Act, 1947 nor does the provision of canteen facilities. After taking into consideration the changes stated above and various other factors, the Tribunal was more than convinced that the workers were justified in higher wages. The Tribunal, therefore, awarded a monthly emolument of Rs. 71/- (comprising Rs. 35/- as basic wages and

Rs. 36/- as dearness allowance) for the lowest paid worker in the engineering industry in the State thereby enhancing their monthly emoluments by Rs. 10. The Tribunal did not approve of the use of the terms unskilled, semi-skilled and skilled and instead laid down the pay scales as under:-

Group D: (corresponding to the unskilled category in previous award).

Rs. 35/- p.m. for heavy-manual work such as transport goods, etc. Scale - Rs. 35-1.25/2-37.50 for workmen who improve their efficiency.

Group C: (corresponding to the semi-skilled-category)
Rs. 40-1.25-65 in five slabs of Rs. 5 each - each slab covering a period of 4 years.

Group B: (corresponding to the skilled category).

Rs. 75-2-115 in 5 slabs of Rs. 8 each - each slab covering a period of 4 years.

Group A: (corresponding to the highly skilled category)

Rs. 110-3-155 in 5 slabs of Rs. 9 each - each slab covering a period of 3 years

(These wage rates are for 26 working days in a month and for 8 hours a day).

Within each slab the increment is annual and automatic. But for the lift from one slab to the next higher one within the same group will more or less depend upon the efficiency of the worker which should be decided by a Board comprising the Manager, Engineer-in-charge, Chief Personnel Officer or the Labour Officer. Thus a worker is assured of automatic annual increment within each slab subject to his being efficient and for which incentives have been provided during the entire period of service. Dearness allowance awarded by the Second Omnibus Engineering Tribunal in 1950 (viz. Rs. 31) was increased by Rs. 5 and remained linked to the basic pay groups as under:

Pay range	Dearness Allowance
Up to Rs. 50/-	Rs. 36/-
Rs. 51/- to 100/-	Rs. 47/-
Rs. 101/- to Rs. 150/-	Rs. 53/-
Rs. 151/- to Rs. 200/-	Rs. 59/-
Rs. 201/- to Rs. 250/-	Rs. 65/-

The increment of Rs. 5 in the dearness allowance was based on the 25 point rise in the cost of living index between 1950 and 1957. The quantum of dearness allowance was subject to revision, at the end of each financial year.

The revision is to be based on the fluctuations in the cost of living index i.e. rupee one for every five-point increase or decrease (Source: The Calcutta Gazette - Extraordinary dated 5th November, 1958).

allowance, fixation of grades and scales of pay, etc., to the Fifth Industrial Tribunal. It may be recalled here that the First Engineering Tribunal had prescribed in 1948 a minimum of Rs. 30 as basic wage and Rs. 25 as dearness allowance. Two years later i.e. in 1950 the Second Central Engineering Tribunal had asked for the dearness allowance from Rs. 25 to Rs. 30.

It was contended by the workers' representatives that the engineering industry in the State was fully established and was yielding colossal profits and could therefore, afford to pay a living wage to the workers. Moreover, it enjoyed certain special advantages over the industry in other states in the form of close proximity to raw materials and adequate transport facilities. It was also claimed by the workers that the exceptional demands, responsibility and technical expertise given in the industry along with the ever increasing cost of living, justified their claim for higher wages. The employer's representatives refuted the allegation that the industry was making high profits and urged that the prices of raw iron and steel were high and it possessed considerable stocks. They also stated that the cost of raw materials, the wages and overheads were high and the industry was not in a position to pay a living wage to the workers. The workers' representatives stated that the industry was not in a position to pay a living wage to the workers.

HINDUSTAN AIRCRAFT EMPLOYEES' ASSOCIATION

BANGALORE.

ANNUAL REPORT FOR THE PERIOD 1956-57 AND 1957-58

WE have necessarily to begin our Annual Report with an apology for not having placed them before the general body meetings, in time. We have, therefore, no other alternative, but to present this report for two years simultaneously, treating these two years as a single period.

The reason for our inability to have placed them before you, in time, is too patent to need an explanation now. There was, as you know, a great storm, and now that calm has set in, we have been enabled to present this report.

TRIBUTE TO LATE PANDYAN ACHARI

Regarding the storm of which reference has been made above, which ultimately resulted in the death of one of our beloved comrades on 25th February 1958, we have to take a policy of taking a lesson, against the recurrence of such unhappy incidents. We feel for the loss of our comrade Pandyan Achari and we shall endeavour to be true to him by standing unitedly and struggling hard for the achievement of the objects for which he lost his life. Suffice it to submit in this connection, that this loss could have been avoided, if the police had acted more humanely or have had a greater sense of responsibility to the public. We shall trust that the Government and Management will not repeat once again their callous and negligent policy towards the problems of the workers.

We are already making a small monthly payment of Rs.20.00 to the aged mother of Late Pandyan Achari. We have approached the Government for a monthly pension to this revered mother and we have a proposal, if the General Body agrees, to perpetuate his memory in a suitable manner.

HINDUSTAN AIRCRAFT EMPLOYEES' ASSOCIATION - ORIGIN & IMPORTANT EVENTS

The Association was registered in the year 1946. And as such passed baby-hood, but not yet become the full man. During its child-hood it had to undergo serious difficulties and resistance to growth.

In 1950, there was a struggle for improving the lot of the workers as a result of which the then Secretary Mr.M.B.Singh was incarcerated and dismissed, along with many other active workers of the Union. The sufferings and sacrifices undergone by them left a trail of all round disgruntlement and frustration among the masses of workers. The heavy hand of suppression kept the voice of the workers mute for about four years. This wanton suppression intensified the workers' urge for consolidating their lost grounds and put up the fight again. From this point of view the suppression had its own advantages.

We have now come to a level of taking neither optimistic or pessimistic view of theirs but fighting on realistic grounds.

POSITION OF THE AIRCRAFT INDUSTRY & WORKERS ROLE IN DEVELOPING THE SAME.

The Hindustan Aircraft is an essentially defence Industry, contributing its mite to the 'Air Strength' of the nation, by which the comparative greatness of nation in general has now to be measured. We are proud that we have been given an opportunity to be shared in the exciting adventure of building up this portion of the Nations Greatness. The goal of achieving the socialistic pattern of society through progressive developments leading to workers participation in the Management would sooner or later come to be established in this most important Industry in the Public Sector. We hope, we would get necessarily trained to play our role.

As workers of a defence industry belonging to ourselves, it should always be our endeavour whatever be our differences with the Management to help reach the targets in production and to offer our maximum co-operation in reaching such targets. While we do our part as conscionable as we can, we expect the Management to cleanse the administration of all its dirt. In a big factory of its kind, nothing but eternal vigilance can prevent the misdeeds of bad men in good places, and we the workers who should be getting

Contd.....

a fair deal from the Management should deem it our duty to prevent such misdeeds in the interest of justice and fairness and in the larger interest of producing the necessary conditions for greater production.

We are glad to record that we on our part have completed the targets in scheduled time in respect of Railcoach and Aircraft Projects. The Company is launching on new projects for manufacture of Aero Engines, Gnat Aircraft, Canberra Overhaul, HF-24 and so forth. We shall have to extend unstinted co-operation in respect of all these new projects also. We hope the causes for the hold up in Production would be eliminated by the Management by stocking materials well in advance.

MEMBERSHIP

The period under review began with a total membership of about 2000 and at the end of the period the total membership is about 8000.

Our membership would have become still greater, but for the fissiparous tendencies, which had slightly crept in, due to the policy of 'divide and rule' which the then Management indulged in.

We are glad to note, that all these unhealthy tendencies are slowly, gradually, imperceptibly but surely fading out, with the new set up of things in HAL.

CHANGES AMONG OFFICE BEARERS

On July 21, 1956 the Office was handed over to the present committee whose term has expired and whose names and designations are given below:

1.	Mr. K.D.S. Anderson	:	President
2.	Mr. S. Joseph	:	Ist Vice President
3.	Mr. A.V. Sundaram	:	IInd Vice President
4.	Mr. R. Viswanathan	:	General Secretary
5.	Mr. Daniel J. Theophilus	:	Joint Secretary
6.	Mr. K.S. Krishnamurthy	:	Asst. Secretary
7.	Mr. V.B. Jwalaniah	:	Treasurer
8.	Mr. T.S. Lakshminarayana Rao	:	Fx. Committee Member
9.	Mr. K.N. Sreedhara Panicker	:	-do-
10.	Mr. B. Rama Rao	:	-do-
11.	Mr. P. Madhavan	:	-do-
12.	Mr. B.L. Raghavendra Rao	:	-do-
13.	Mr. Unnikrishna Pillai	:	-do-
14.	Mr. Teddy Motha	:	-do-
15.	Mr. V. Narayanaswami	:	-do-
16.	Mr. P.N. Jayaram	:	-do-
17.	Mr. G. Narasimhalu	:	-do-
18.	Mr. Mallikarjuna Rao	:	-do-
19.	Mr. N. Krishnamurthy	:	-do-
20.	Mr. B.N. Narayan	:	-do-
21.	Mr. Gopal Rao	:	-do-
22.	Mr. R.K. Ranganath	:	-do-
23.	Mr. S. Subramanyam	:	-do-
24.	Mr. T.K.S. Challam	:	-do-
25.	Mr. G.R. Suryanarayana Rao	:	-do-
26.	Mr. Sreekumara Menon	:	-do-
27.	Mr. V. Damodaran	:	do.

The President and the IInd Vice President of the Association submitted their resignations at critical junctures. The President's post was filled up by nominating Shri F. Louis, a member of the Executive Committee. Shri F. Louis and Sri K.R.K. Menon were elected to fill in the vacancies caused by the resignation of some members from the Executive Committee from A.O. Division. During the period under review, there were, in all, seven resignations. Even the General Secretary left us during the struggle period and some members of the Executive Committee became very inactive.

18 DEMANDS AND TERMS OF SETTLEMENT

It was during this period, that the 18 points of Industrial Disputes came to be settled. The following are the 18 demands and the terms of settlement reached on 21st April 1958:

NOTICE OF 18 DEMANDS AND TERMS OF SETTLEMENT

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.

(i) It was agreed that no profit sharing bonus could be paid.

(ii) It was agreed that Management would recommend to the Board of Directors, in the meeting to be held on April 22/23, 1958, the payment of an output bonus in future from 1957-58 applicable to all employees, including those in indirect departments.

2. ATTENDANCE BONUS: We demand an 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.

It was agreed that the present scheme be amended so that employees, who have surrendered a minimum of 7 days of leave (instead of more than 10 days as at present), would be eligible for bonus at the rate of one day's basic pay per day of leave surrendered.

3. We demand Dearness Allowance on the following basis:-

DEARNESS ALLOWANCE.

Up to 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/-.

It was agreed that Dearness Allowance would be increased as follows:-

On basic pay up to and including Rs. 100/-	...	increase of Rs.6/-
On basic pay Rs. 101 to Rs. 250/-	...	increase of Rs.5/-

This increase would be effective from July 1, 1957.

However, there will be no increase in Dearness Allowance in respect of the employees drawing a basic pay of Rs. 251/- per month and above, but marginal adjustments will be made.

It was noted that the Tribunal's award concerning Dearness Allowance in the Indian Telephone Industries (Private)Ltd., was expected to be given shortly. Management agreed to recommend any further increase which such an award may grant, to the Board of Directors for implementing in HAL.

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:

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

It was noted that the Tribunal's award concerning House Rent Allowance in Indian Telephone Industries (Private) Ltd., was expected to be given shortly. Management agreed that such an award would be recommended to the Board of Directors for implementation in HAL.

Contd....

5. FREE TRANSPORTATION: We demand that all employees are to be provided with free transportation.

It was agreed that bus and train charges would be reduced as follows:

For employees drawing basic pay up to Rs. 60/-	the reduced rate of Rs.3-12-0 per month
For employees drawing basic pay Rs. 61/- to Rs.100/-	the reduced rate of Rs.4-0-0 per month
For employees drawing basic pay Rs.101/- to Rs.150/-	the reduced rate of Rs.5-0-0 per month

This would be effective from May 1, 1958.

Employees drawing basic pay above Rs. 150/- per month will be charged the same rates as heretofore.

6. NIGHT SHIFT ALLOWANCE: We demand Night Shift Allowances of Rs.5/- and Rs. 10/- for III shift and I shift respectively.

It was agreed that all employees working in the II and III shifts would be eligible for night shift allowance at the rate of four annas per employee per night shift.

This would be made effective retrospectively from June 1, 1957.

7. HEAT AND SPECIAL ALLOWANCE: We demand that Heat and Special Allowance at the rate of Rs. 10 be paid to all employees of following departments where abnormal conditions prevail:

Heat-Treat; Foundry; Finishing; Sand-Blasting
and Welding Departments.

In lieu of the special allowance, it was agreed that certain improvements in working conditions and provision of certain amenities like milk and vitamin tablets, were adequate.

The report of the Committee constituted to study and recommend improvements in working conditions and amenities was considered in detail. It was agreed that the report, as amended in the discussions (Appendix 'A') should be accepted and implemented.

APPENDIX 'A' - HEAT AND SPECIAL ALLOWANCE

1) Heat Treat Operators:-

a) The Heat Treat Operators shall be medically examined once in 3 months initially and doctors may decide whether this is to be continued or the period extended and those be treated as provided under the Rules.

b) A note may be issued to the departmental head concerned, that he should immediately bring to the notice of the medical officer, cases of physical complaints voiced by any operators or a group of employees.

c) Eight Ozs. of milk should be provided for the heat treat operators as at present.

d) The 'Cooler' drinking water is already available and the salt tablets may be supplied to the departmental heads for distribution to the employees concerned.

e) Vitamin tablets will be given in addition to milk.

Cold Storage Operators:-

a) We may agree that six over-coats should be purchased for the use of cold storage operators, 2 will be in use, 2 in reserve and 2 in cleaning.

ii) Welders:-

a) & c) Goggles, full size coveralls or aprons, eye-shields, etc., be supplied through the Tool Cribs and maintained in good order.

b) Welders should be provided with full size coveralls or aprons to protect their clothing. A suitable type will be suggested by the Safety Inspector.

d) Provision will be made for proper ventilation where necessary.

e) Milk should be provided for welders engaged on operations such as welding of galvanized parts, zinc and chromium on the recommendations of the Chief Medical Officer.

f) Welders engaged in Welding of Chromium, Zinc, etc., should be provided with proper type of respirators. The Safety Inspector may take procurement action.

g) Welders will be medically examined at least once in every six months and necessary treatment will be given.

iii) Battery Service Men and Plate makers:-

in. All the improvements indicated are desirable but N should investigate the cost involved and whether it would be more economical in the long run to construct a new building. In the meantime we should provide:

a) Hoods with adequate exhaust ventilation wherever necessary.

b) That all mixing and shaking should be done either in closed machines or under exhaust hoods.

c) The improved types of work-tables may be considered if a new building is contemplated.

d) All inlets to exhaust ventilation should be below three feet to eliminate the possibility of inhaling dust particles in the department.

e) Respirators should be provided in the department for use by individual employees occupied in finishing processes. This will be individually allotted by the supervisor concerned on personal contract.

f) Since adequate exhaust ventilation is provided forced draft inlet is not necessary.

g) Periodic Inspection of the masks should be instituted by the Safety Inspector.

h) The shops should be cleaned out at least 3 times a day. The cleaning should be done after the floor is covered with wet saw dust or wet mops may be used instead.

i) If wet cleaning is resorted to, vacuum lines will not be necessary.

k) It is the opinion of the Committee that the provision of sealed Ducts is not practicable in the temporary building now used.

l) The installation of electro-static installation is not necessary.

m) Every person employed in the lead melting should be medically examined once every month and a record kept.

n) Protective clothing masks, respirators, etc., will be issued to employees on personal contract. Before they are used by another person they must be disinfected.

o) Employees should not be allowed to eat foodstuffs in the department.

p) Proper washing facilities will be provided in the new building.

iv) Sand Blast Operators:-

a) & c) Improved type coveralls should be purchased and issued for the use of the operators concerned.

b) The carbon filters in the Pressure Machine should be changed periodically, say once a month.

d) Washing facilities should be provided when the location of the sand blast units is finalised.

e) It is not necessary that the operator should work continuously inside the closed chamber for half-hour periods only. The supply of milk to continue. Vitamin tablets will also be given.

f) Medical check and treatment will be continued as at present.

v) Electroplaters, Spray Painters and Polishers:-

a) Good flooring made of asphalt or anything that is not affected by Acid should be provided in electroplating department.

b) Proper and effective drainage system should be provided.

c) Adequate ventilation will be provided in the new construction where necessary.

d) All the baths containing Nitric Acid, Sulphuric Acid, etc., should have adequate exhausts. Coveralls should be supplied to the workers, employed in the plating, polishing, buffing, painting and degreasing sections.

e) Sufficient number of rubber boots and gloves should be supplied to the electroplaters.

f) Gas masks are provided for spray painters.

g) Adequate washing facilities for the electroplaters, polishers, and spray painters will be provided in the new building.

h) The supply of milk will be continued, and in addition, vitamin tablets will be given.

vi) Moulders, Furnace Men, and Dye-Casters:-

a) It is agreed that at least 2 coveralls and 2 pairs of boots yearly should be provided to Furnace Men, and Dye-Casters.

b) Ammunition boots should be replaced, as and when they are worn out.

c) The supply of protective clothing and ammunition boots, etc., should be regularised and should be given preferably once in January and again in July every year.

d) The defective eye shields should be immediately repaired or replaced.

e) Lighting facilities should be improved in the Machining Section of the Foundry Department.

f) A medical representative trained in First Aid should be retained at the Foundry for attending to the minor injuries, etc. for the shifts when the employees are working.

g) Employees exposed to direct heat like furnace-men, etc., should be provided with adequate cool water and salt tablets.

h) Milk supply to be continued to furnace men and others recommended by Chief Medical Officer.

(1) Acid Workers:

a) All acid workers should be supplied with protective clothing, including rubber gloves, coveralls and boots.

b) The Safety Inspector should ensure adequate provision to be made well in advance.

c) Milk should be given to acid workers on the recommendation of Chief Medical Officer.

(2) Spray Painters:- (See Para:v)

(3) Drillers and Mechanics:-

e) Flexy-glass eye shield should be repaired or replaced as necessary.

(4) Engine Test House:-

a) Improved type of ear plugs will be supplied.

b) Air conditioned sound proof room for rest periods will be provided.

c) Periodical medical check and treatment for ears as advised by Chief Medical Officer shall be provided.

General:

a) Arrangements should be made to provide adequate lavatory facilities.

b) The provision of washing facilities will be considered in the new layout.

8. PROVIDENT FUND: Provident Fund contribution from the Management should be raised from $6\frac{1}{2}$ per cent to $8\text{-}1/3$ per cent.

It was agreed that the decision which Government may take, on the proposal of the HAL Board of Management for enhancement of the rate of employees' subscription and Management contribution to Provident Fund to $8\text{-}1/3$ per cent would be implemented immediately on receipt.

9. SERVICE GRATUITY: We demand one month wages with D.A. to all employees as gratuity on every year of service, irrespective of terminations, resignation, death or retirement.

It was agreed that the Gratuity Scheme, as announced in General Bulletin 457 of 21st February 1956 will be modified to incorporate the following:

1. A gratuity will be granted at the discretion of the Company, as a reward for good, efficient and faithful service, to a permanent employee of the Company on his quitting the service, or in the event of his death before receipt of gratuity, to his widow, or widows, and/or dependent children.

2. Gratuity will be admissible on the following grounds:-

- | | |
|--|-------------|
| a) Services no longer required, | b) Medical, |
| c) Retirement, | d) Death, |
| e) Resignation for bona fide reasons, after completion of 12 years continuous service. | |

3. Para 11 of the Bulletin will be deleted.

10. COLONY: We demand House rent of 10 per cent of basic pay of the tenant for family quarters and Rs.5 for bachelor one room tenant.

It was agreed that the reduction in rent for HAL built quarters in the Colony, other than Government subsidised quarters as recommended by the Labour Minister would be accepted. The reduced rents, for the different types of quarters, as given below would be effective from April 1, 1958.

Sl.No.	Type	Present Rent Rs.	Rent proposed by the Minister and agreed to by Labour Association. Rs.
1.	F	9	8
2.	H	9	8
3.	I	12	11
4.	M	25	22
5.	N	20	18
6.	Bachelor Quarters (10-8)	9	6

In regard to the few persons who occupied houses and are paying more than 10 per cent of their basic pay, it was agreed, that the reallocation would be made so that the rent paid would not be more than 10 per cent of the total emoluments of the employee.

11. TOKEN EMPLOYEES: All token employees who have served continuously for three months should be absorbed into permanent cadres. Meanwhile D.A. to be paid to them.

Management accepted the demand that Token Employees with more than 3 months' continuous service should be absorbed in permanent service.

12. REINSTATEMENT OF VICTIMISED EMPLOYEES: The following employees who are terminated must be reinstated with back wages and allowances, M/s M.B.Singh, Govindaswamy, Ramamurthy, Kailasam, Susainathan, D.V.Rao, Ekambaram, Neelakantan, P.G. Menon and Morris.

These cases were discussed, in agreement, with the Association and settled. No further action was considered necessary.

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.

It was agreed that the Association would instal 9 additional notice boards at the following locations:-

1.	Main entrance of Main Factory	:	2 Boards
2.	Transportation Yard	:	1 Board
3.	Engine Test House, Main entrance	:	1 Board
4.	Railcoach Factory, main entrance	:	1 Board
5.	Lunch Shed in the main Factory	:	1 Board
6.	HAL Railway Station (Subject to the permission of Railway authorities)	:	1 Board
7.	Cycle shed of main Factory	:	1 Board
8.	Main entrance to Foundry	:	1 Board

14. RECALL OF ACTIVE WORKERS OF ASSOCIATION FROM OUTSTATIONS: M/s K.R.K. Menon, II Vice President, F. Louis, Member, Executive Committee, should be recalled from outstations forthwith.

It is agreed that this is a matter falling within the

Contd....

purview of the Standing Orders. These two active workers who had been posted to outstation at that time of raising the demand had already been recalled.

15. CONFIDENTIAL REPORTS: The system of confidential reports should be abolished.

It is agreed that the reports should be called Service Records and treated as confidential. However, any adverse report shall be communicated to the employee concerned, who would have the right of appeal.

16. WAGES FOR DAILY RATED AND CASUAL LABOUR FOR DECLARED HOLIDAYS: The daily-rated and casual labour must be paid for the declared holidays of the factory.

It was agreed that the three National Holidays, i.e., Republic Day, Independence Day and Mahatma Gandhi's Birthday, would be paid holidays for daily rated and casual labour.

17. RESTORATION OF CUT IN OUTSTATION ALLOWANCES: The outstation allowances should be restored to original scales, Personnel Bulletin No. 621 issued on May 22, 1954, should be withdrawn.

It was agreed that the enhanced rates of Outstation Allowance, as per General Bulletin 452, would be made effective from June 1, 1954 to those employees who are still in service.

18. WAGES FOR THE LOCK-OUT PERIOD: We demand the wages for the lock-out period (from 22nd September 1950 to 9th October 1950) both days inclusive).

It was agreed that this demand would not be pressed.

In view of this settlement in respect of all the 18 pending demands, including Dearness Allowance and House Rent Allowance, which two issues are now pending before the Industrial Tribunal, Bangalore, a joint application by the representatives of the Workmen and Management shall be filed before the Industrial Tribunal, Bangalore, with a prayer that an award be passed in accordance with the terms of settlement of these two issues, as accorded in this Memorandum of Settlement, so as to enable the Management to implement the Settlement reached.

HUNGER STRIKE

Everybody knows that the settlement of the dispute took more than 3 years. No stone was left unturned by us to arrive at decisions by peaceful negotiations. But no amount of our patience could avail against the Anti-Labour policy of the Management and the Government. It was out of inevitability and sheer desperation, that the Mahatmajis approach of peaceful hunger-strike was launched as a last recourse. No dispassionate observer of things, would ever accuse the Association of hasty or unpremediated struggle. If timely attention to legitimate grievances had been given, the struggle could have been avoided.

This marvellous way in which the hunger-strike was conducted, the Gandhian peace with which huge processions were taken out, and the scintillating vivacity among the workers bear testimony to the creation of force and antiforce. All the physical force of the Government could not break the unity and determination of the workers. The greater the force from the Management side, the greater was the union and force on the other side also. We would be failing in our duty, if we do not place on record, our great sense of appreciation and eternal gratefulness to those, who participated in these workers' struggles. The pride of place undoubtedly goes to the hunger-strikers, Comrades V.B. Jwalaniah and P.Raman.

The entire thing would not have been so peacefully conducted, but for the tact and skilfulness of our energetic and zealous volunteers, each of whom

would be an asset to any organisation. The support of the other sister Trade Unions in times of need deserves to be gratefully remembered.

LOCK OUT

During this period, there was a lock-out of the factory from 23rd February 1958 to 16th March 1958 and the reasons given for the lock-out are too flimsy, namely apprehension of destructive tendencies amongst us. And some evidence was fabricated to strengthen this uncharitable allegation and many innocent people were victimised to produce an atmosphere of insecurity. We assure the entire world, at large and not merely the HAL Management, that if we are anything, we are patriotic every inch of us, and have never during the course of the eighteen years of the existence of this Industry, ever indulged in any act of vandalism, as suspected of us. We know the company is as much ours, as that of any other tax payer in India. The result of this unnecessary and avoidable lock out has caused a grievous loss of more than ten lakhs of rupees in cash and/or kind which a budding nation like ours could ill afford to have incurred.

As the industrial relationship in the factory has now began to improve, we shall all hope that such unfortunate incidents and wastages will never be permitted to occur again.

MEETINGS

The following is the statement of meetings conducted during the period, most of which are for the purpose of realisation of the 18 Demands.

- | | | | |
|----|---|---|----------|
| 1. | Total No. of Executive Committee Meetings | : | Sixty |
| 2. | Total No. of General Council Meetings | : | Twenty |
| 3. | Total No. of General Body Meetings | : | Thirty |
| 4. | Total No. of General Meetings & Public Meetings | : | Fourteen |
| 5. | Total No. of Mass Rallies | : | Three |

This is in addition to innumerable departmental meetings, active workers meetings, and volunteers meetings. When it is remembered, that the entire corporation area and a belt of ten miles all around, had been clamped down with the ban against meetings under Section 144 Cr.P.C. by the ~~then~~ State Government, the meetings held as above noted, should be treated as real achievements. In order not to disobey the ban, which had been forcibly clamped down on us repeatedly for months together, we had to travel to distant villages outside the ban area to hold our meetings and the response from employees at large, to attend such meetings was, we are glad to record, really hearty.

THE STRUGGLE AND AFTERMATH

We are giving below a chronological list of the amount of sufferings unjustifiably inflicted on us:

1. On 30th November 1957, the peaceful Hunger-Strikers alongwith 76 others were arrested by the Police in the mid-night and Section 144 was clamped.
2. On 5th December 1957 the Management of HAL suspended all these arrested personnel and issued charge-sheets against them. Few others were also suspended afterwards.
3. In their attempt to deny the workers their legitimate demands and in continuation of callous and negligent policy towards the problems of the workers, the Management assisted the discredited leaders in their anti-union activities, used Security force to prevent the Association from carrying on normal activities and indulged in provocative and repressive measures.
4. On 5th January 1958, a Public Meeting was arranged by us at Chikkalabagh and the IInd Vice President and the General Secretary

Contd....

October 1958 was granted. The minimum basic wage was raised to Rs.30.00 per month.

3. Festival Advance: Was granted to the employees from the year 1958 onwards.
4. As a result of our memorandum to the Prime Minister of India, submitted on 22-9-1957, certain large scale welfare amenities, as mentioned below, have been ordered to the tune of Rs.12.00 lakhs and it is gratifying to note that though belated, they are in process of actual implementation:-
 - (a) One 30-bed hospital at the cost of Rs.3.00 lakhs.
 - (b) Two Primary Schools at the cost of Rs.1,80,000.00
 - (c) Market Building.
 - (d) Dairy Farm
 - (e) Cattle Shet, Poultry, etc. etc.
5. Settlement of the dispute regarding Standing Orders.
6. Cancellation of suspension orders and warning notices issued against the employees prior, during and after the struggle.
7. Parade allowance to the Watch and Ward staff.
8. Four Hours' holiday with salary to participate in the general elections to the Lok Sabha and State Assembly.
9. Agreed to conduct spraying operation in the Railcoach Division in a separate Hanger allotted for the purpose.
10. Formation of Medical Advisory and Colony Committees.
11. One of the Association's nominee was accepted and permitted to participate in the 'Productivity Council' at Madras.
12. Enhancement of dearness allowance to local employees at the various outstations.
13. Just as there is a co-ordinating committee of the Union Industries in Bangalore (CCUI) formed out of the four managements of ITI, BEL, HMT and HAL, we have also been able to form a co-ordinating committee of the labour unions of these four Industrial Units known as Central

Under the banner of C.I.E.F. 20,000 employees are united. HAEA played a great role in its formation.

14. In the recent elections for the Works Committee and Provident Fund Board of Trustees, the increase in confidence of the members of the Association have again been testified by returning the nominees of the Association in the large numbers. We record our gratefulness to the voters.
15. As a result of the representation made to increase the pace of construction of family quarters to low income groups from 200 to 1000, the Management have undertaken construction of 750 quarters at the cost of about Rs. 45.00 lakhs.

E V E N T S

Important among the events in the History of Hindustan Aircraft Employees' Association for this period, was the great reception accorded to

along with few others tried to occupy the chair by force, which created disturbance to the meeting.

5. Another meeting was organised by the discredited leaders on 10th January 1958 at Ulsoor and they spoke disparagingly of the office-bearers who worked for the employees, individually and collectively.
6. With the assistance of goondas and rowdies they manhandled some of the active workers of the Association a number of times.
7. Section 144 was imposed by the then State Government on 30-11-57. Though it ended on 14-1-58, it was again extended on 16-1-1958.
8. On 21st January 1958 a prominent member of the Executive Committee of the Association was beaten severely by some rowdy elements inside the Association Office premises.
9. The IInd Vice President and the General Secretary brought an injunction order against the operation of Bank Account and against the nomination of the President.

Subsequent to the arrest of 76 personnel mentioned above, after the Police firing on 25th February 1958, another batch of about 150 workers including all the office-bearers, except the IInd Vice President and the General Secretary, were arrested and kept in the custody of the Police for a number of days. Employees were subjected to heavy lathi charges both before, after and during the firing operations of the Police. To strengthen the Police atrocities many employees including office-bearers were charge-sheeted under various sections of the Indian Penal Code such as Attempt to Murder etc. etc., and were committed to Sessions Court for regular trial.

One of the victims of this brutal lathi charge, Mr. Ananda Rao, an employee of our Factory is still now in the Mental Hospital. To Mr. Ananda Rao's large family we are making a monthly payment of Rs.70.00 towards their maintenance.

It is gratifying to note, that all these Police cases have now been withdrawn by the present Government with a view to restore industrial peace.

A total of about 200 employees were dismissed by the then Management. Out of this, all most all have been re-instated and or re-employed except four, whose cases are still under review of the Managing Director. Their cases are pending before the Industrial Tribunal. We hope that the Management would consider their cases favourably and take them back for work soon.

We can say with great pride that our unity helped the Union to assist the victimised employees at critical times and even to-day we are paying Rs.70.00 to each of the victimised employees, whose cases are still pending.

Our report would be incomplete if we do not record our appreciation and gratefulness for the various kinds of help rendered by members of the Parliament, Mysore State Legislative Assembly, Local Trade Unionists and the General Public.

OTHER ACHIEVEMENTS

Apart from the satisfactory settlement of the 18 demands, we have quite a few of other things to our credit. Chief among them being:

1. Grant of Production Bonus: The first instalment of about rupees eight lakhs was paid to the employees in July 1958.
2. Increase in basic wages: Rs.5.00 per mensum with effect from

Contd....

Mr. Chouenlai, the Prime Minister of China, on the occasion of his visit to Bangalore.

Another event of considerable significance was the grant of Interview to us by our beloved Prime Minister, while he was at Mysore, when he heard us most patiently for about an hour.

We also read and presented an address of welcome to our Defence Minister Shri V.K. Krishna Menon within the factory premises.

The 18th Founders Day Celebrations, which was celebrated recently on an unparalleled scale may practically be said to be an achievement of the Association, as we had co-operated with it in all stages.

SHORT COMINGS AND DEFECTS

As we have enumerated our achievements, it only behoves us to point out our short-comings and defects in our organisation and also to state what more remain to be done on our part for emancipation of the toiling workers.

Foremost among those, is to evolve a procedure for attending to and redressing individual grievances of the workers. Nothing as such has been set up either by the Management or by the Association to secure ready redressal of grievances of employees individually. A scheme has to be evolved and a machinery set up as quickly as possible. The root cause for most of the grievances is the scandalous delay in issuing decisions of the Management or of those in authority where personnel grievances are involved.

Another factor which produces frustration among the workers is the haphazard way in which appointments, transfers and promotions are effected in the Factory. Individual complaints are also not lacking in respect of certain Welfare measures such as Medical, Transportation, Colony Sanitation and other Welfare amenities. The Association will be failing in their duty if these points are not taken up with the Management in the interest of making the workers happy and contented.

We are also not having at present a well trained volunteer corps. To begin with we should give training for about 100 selected members by Instructors.

We should throw certain inducements so that there may be more general council meetings hereafter.

We should educate the average worker by issuing bulletins more regularly hereafter so that he may fully know his rights and obligations as a worker.

We have to establish our branches at all outstation bases and keep them informed of the activities of the Association at Headquarters.

We have been all these 16 years holding our Office in a rental building and conducting meetings in a small space in front of it. It is time we think of having our own building and necessary space for holding all kinds of meeting. We have to raise a large fund for this. We have yet to get a reasonable wage structure formulated by the Management.

FINANCIAL POSITION

The statement of Income and Expenditure for the year 1956-57 and 1957-58 is appended separately in Annexure 'A' and 'B'.

CONCLUSIONS

The struggles and vicissitudes and financial position referred to above speak for a bright future for our Association. As patriotic Indians, it is upto us to strain every nerve to increase the production and co-operate to bring about the happiest possible industrial relationship.

Contd....

In the recent tremolous days we might have gone guilty for many acts of ommissions or commissions for all of which we beg to crave your pardon.

Lastly, we wish to thrust home into the minds of all of the workers of the eternal truth that "UNITED WE STAND, DIVIDED WE FALL". If we expect decent treatment from the Management, strengthen the Association in all possible ways, and stand behind it.

HINDUSTAN AIRCRAFT EMPLOYEES' ASSOCIATION, BANGALORE.
Statement of Liabilities and Assets as at 31st March 1957.

ANNEXURE 'A'

LIABILITIES				ASSETS			
General Fund Account as per last Balance Sheet	9,240	13	5	Furniture & Equipment as per last Balance Sheet	3,274	1	8
Less Adjustments for 1956-57:				Additions during the year	100	0	0
Legal consultation fees for Jan., Feb., Mar. 1957	75	0	0	Less depreciation	3,374	1	6
Legal Fees	50	0	0		225	0	0
A. Mithuswamy	9	10	0	Library as per last Balance sheet	138	13	0
P. Ramen	58	6	6	Additions during the year	10	0	0
	193	0	6	Less depreciation	173	13	0
Add: excess of income over expenditure brought forward from income and expenditure account			9,047	Advances outstanding from Members:			3,149
			12	1953-54	4,290	11	8
			11	1954-55	120	7	9
			4,442	1955-56	458	1	6
			10	1956-57	245	12	6
			6	Pre-paid expenses			5,115
			13,490	Cash with bank of Mysore Ltd.	4,160	12	9
			7	Cash on Hand	1,012	3	9
			5				5,173
Other Liabilities:							0
For expenses	115	10	0				6
for other finances	24	3	0				6
Mr. S.R.S. Murthy	2	4	0				6
			142				0
			1				0
			0				0
TOTAL LIABILITIES	Rs.		13,632	TOTAL ASSETS	Rs.		13,632
			8				8
			5				5

AUDITOR'S DECLARATION

I have audited the Balance Sheet as at 31st March 1957 of the Hindustan Aircraft Employees' Association, Bangalore and the Income and Expenditure Account for the year ended that day and I have obtained all the information and explanations I have required and have examined the foregoing Statement of Accounts.

Subject to my separate report of date, the Balance Sheet and the Income and Expenditure Account are drawn up in conformity with the law and the Balance Sheet exhibits a true and correct view of the Statement of affairs of the Association according to the best of my information and explanations given to me and as shown by the books and accounts of the Association.

Bangalore,

Dated: 30/8/1957

Sd/- TREASURER

Sd/- N.V. NARASIMHA IYENGAR
RESTRICTED STATE AUDITOR.

HINDUSTAN AIRCRAFT EMPLOYEES' ASSOCIATION, BANGALORE

ANNEXURE 'A1'

INCOME & EXPENDITURE FOR THE YEAR ENDED 31 MARCH 1957

PARTICULARS		Rs. As. Ps.	PARTICULARS	Rs. As. Ps.
To	Establishment Charges	890 0 0	By Subscription from Members	8,487 8 0
"	Postage	91 13 3	By Sale of News Papers	28 2 0
"	Rent	12 0 0		
"	Light Charges	57 7 0		
"	News Paper & Periodicals	158 15 6		
"	Financial Aid	115 0 0		
"	Printing & Stationery	738 8 6		
"	General Expenses	625 6 0		
"	Legal Charges	390 0 0		
"	Meeting Expenses	161 8 0		
"	Depreciation	231 0 0		
"	Bank Charges	4 0 0		
"	Election Expenses	492 5 3		
"	Audit Fee	80 0 0		
"	Opening Balance (Salable news papers)	25 0 0		
"	Excess of Income over expenditure carried over to Balance Sheet	4,442 10 6		
		<hr/> 8,515 10 0 <hr/>		<hr/> 8,515 10 0 <hr/>

Sd/= Treasurer

Sd/= N.V. Narasimha Iyengar
RESTRICTED STATE AUDITOR.

HINDUSTAN AIRCRAFT EMPLOYEES' ASSOCIATION, BANGALORE
Balance Sheet as at 31st March 1958

ANNEXURE 'B'

<u>General Fund Account:-</u>		<u>Furniture and Equipment:</u>	
Balance as per last Balance Sheet	13,490.47	Balance as per last Balance Sheet	3,149.09
<u>Add: Excess of Income over Expendi-</u>		Additions during the year	<u>1,374.75</u>
<u>ture brought forward from</u>			<u>4,523.84</u>
<u>Income & Expenditure Account</u>		<u>Less: Depreciation for the year</u>	<u>320.00</u>
for the year	<u>4,694.45</u>		4,203.84
	18,184.92		
<u>Liabilities:-</u>		<u>Library:</u>	
For Expenses	583.98	Balance as per last Balance Sheet	172.81
For Other Finance	<u>24.19</u>	<u>Less: Depreciation for the year</u>	<u>5.00</u>
	608.17		167.81
		Advances outstanding from Members -	
		1953 - 54	4,290.73
		1954 - 55	120.33
		1955 - 56	420.63
		1956 - 57	179.22
		1957 - 58	<u>420.83</u>
			5,431.74
		Prepaid Expenses	18.72
		<u>Cash & Bank Balances:</u>	
		Cash on hand	445.98
		Balance at Call with the Bank	
		of Mysore Ltd., Bangalore	<u>8,525.00</u>
			8,970.98
TOTAL	Rs. <u>18,793.09</u>	TOTAL:	Rs. <u>18,793.09</u>

Sd/- President

Sd/- Treasurer

Sd/- Secretary

I have audited the Balance Sheet as at 31st Mar. 1958 of the Hindustan Aircraft Employees' Association, Bangalore, and the Income and Expenditure Account for the year ended that date and have obtained all the information and explanations I have required and have examined the foregoing statements of Account.

Subject to my report of date, The Balance Sheet and the Income & Expenditure Account are drawn up in conformity with the law and the balance Sheet exhibits a true and correct view of the state of affairs of the Association according to the best of my information and explanations given to me and as shown by the books and accounts of the Association.

Bangalore,
15th September 1958.

Sd/- N.V. Narasimha Iyengar
RESTRICTED STATE AUDITOR.

HINDUSTAN AIRCRAFT EMPLOYEES' ASSOCIATION, BANGALORE
INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31st MARCH 1958

ANNEXURE 'B1'

	EXPENDITURE	Rs. nP	INCOME	Rs. nP
To Establishment Charges		1,040.74	By Subscription from Members	7,989.92
" Postage & Telegrams		394.99	" Special Subscription from Members	16,110.00
" Rent		12.00	" Sale of Old Newspapers	45.00
" Light Charges		56.72	" Interest on Current Account	13.00
" Newspapers and Periodicals		214.88		
" Printing and Stationery		1,961.76		
" Conveyance to Volunteers		990.00		
" Meeting Expenses		4,570.09		
" Bank Charges		4.00		
" Uniforms		150.00		
" Legal Expenses		1,033.63		
" Audit Fee		100.00		
" General Expenses		1,238.16		
" Protest Week & Mass Rally Expenses		701.37		
" Area Meeting Expenses		838.86		
" Compensation paid to Distressed Employees		6,982.43		
" Hungerstrike Expenses		1,755.76		
" Travelling Expenses		1,206.08		
" Depreciation		325.00		
" Excess of Income over Expenditure carried to Balance Sheet		4,694.45		
		24,157.92		24,157.92



EMPLOYEES ASSOCIATION

Ref. No. 57/199/59

HINDUSTAN AIRCRAFT P.O.
BANGALORE.

Date 9th Jan. 1959.

EXPRESS DELIVERY.

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

Dear Sir,

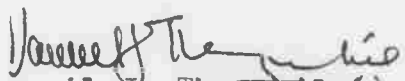
We have been informed that the General Council Session of A.I.T.U.C. will be held from 14th to 18th January 1959 in Bangalore.

We also understand that you will be visiting Bangalore to participate in the Conference. We would like to take this opportunity to request you to make it convenient to address the employees of H.A.L. on a Convenient day between 14th and 17th January 1959.

If our proposal is acceptable to you may we request you to inform us by return post enabling us to make necessary arrangements in consultation with the Reception Committee of the Session.

Thanking you,

Very truly yours,


(Daniel J. Theophilus),
Joint Secretary.

(All Communications to be addressed to the Secretary)

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11 AUG 1959

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0 LD JALAHALLI 8 -----
SRI S A DANGE M P 4 ASHOKA RD NEW DELHI -----

..... MANAGEMENT EMPLOYEE RELATIONS DETERIORATING FAST LAST THREE MONTHS
STOP HARASSMENT VICTIMISATION AND DISCRIMINATION AGAINST UNION ACTIVE
WORKS INDULGED IN BY MANAGEMENT STOP G S REDDY EXECUTIVE COMMITTEE MEMBER
ILLEGALLY UNJUSTLY DISMISSAL ON AUGUST 7 TH STOP POLICE PARADING INSIDE
AND OUTSIDE FACTORY TO TERRORISE WORKERS STOP GRAVE PROVOCATION STOP WORKERS
MUCH AGITATED STOP REQUEST IMMEDIATE INTERVENTION AND JUSTICE TO WORKERS --
PRESIDENT HINDUSTAN MACHINE TOOLS EMPLOYEES
ASSOCIATION

12. 45...

Estd,

- 8 JAN 1959

May day 1956

Bharat Electronics Employees' Union

[Regd. No. 148]

President: M. S. KRISHNAN, B.Sc., B.E.
Vice-President S. ARANGIL
Secretary: G. NARAYANAPPA, B.Com.,
Asst. Secretary K. R. NARAYANA REDDY, B.A.,
Treasurer: B. J. NIRALKATTI.

1623,-1st Floor,
2nd Main Road, Malleswaram,
BANGALORE-3

Ref:M-2/1.

Date 5-1-1959.....

Sri S.A.Dange, M.P.,
General Secretary, A.I.T.U.C.,
No.4 Ashok Road,
NEW DELHI.

Dear Sri Dange,

While thanking you for the co-operation extended to our President, Sri M.S.Krishnan, at Delhi in connection with our demands etc., we would like to give you a little more trouble.

It comes to us a news of immense fortune that you will be here in Bangalore in connection with the All India Trade Union Congress ~~Conference of~~ General Council and you will be staying here for a few days. The employees in our Factory take it as a proud privilege to have you here in Bangalore but we all fervently feel that we must have you amidst us for some time and hear to you. For the purpose the Executive Committee of our Union has decided to conduct a General Body Meeting on Saturday the 17th Instt., at 1-30 P.M. at our Factory Training Centre.

We have fixed these timings as because we are of opinion that this will be your lunch timing and we could snatch a few minutes out of your lunch interval. We further state to inform you that we have also written to Smt. Parvati Krishnan separately requesting her to address us for the second time.

We hope that you will, amidst your busy engagements, spare some time for us to address our Meeting on the date and at the time mentioned above and not disappoint us.

You will kindly confirm the above appointment and

.....2/-

thus enable us to proceed further with other arrangements.

Thanking you,

Yours Fraternally,

G. Narayanappa

(G. NARAYANAPPA)
Secretary.

hmt

MANAGING DIRECTOR

HINDUSTAN MACHINE TOOLS (P) LTD.

GRAMS: HINDTOOLS

PHONE: 5 4 3 7

JALAHALLI P.O.

BANGALORE

MD/V-1/59

13th January 1959

The General Secretary,
All India Trade Union Congress,
Bangalore.

Dear Sir,

I write to invite the Delegates to the All India Trade Union Congress now being held in Bangalore, to visit Hindustan Machine Tools Factory on Thursday the 15th January 1959 at 3 p.m. and to have tea with me at 4 p.m.

Yours faithfully,



(M.K.Mathulla)
Managing Director.

Cable : "AITUCONG"

Telephones : 48771
43414

अखिल भारतीय ट्रेड यूनियन काँग्रेस
ALL-INDIA TRADE UNION CONGRESS

T. U. LAW BUREAU :
R. L. TRUST BUILDING,
55, GIRGAON ROAD,
BOMBAY 4 (INDIA)

ASHOK ROAD,
NEW DELHI.

President : S. S. MIRAJKAR.
General Secretary : S. A. DANGE, M.P.

2nd February, 1959

The General Secretary,
Hindustan Aircraft Employees Association,
BANGALORE

Dear Sir,

We have great pleasure to acknowledge receipt of the Annual Report of your union for the years 1956-57 and 1957-58, along with the financial statements.

We appreciate the work done and take note of the remarkable progress made by the unions during the last two years in one of the most important unit of the public sector in our country.

We shall be glad if you will keep this office informed about the activities of the union with the same promptness as you have shown this time.

Thanking you,

Yours fraternally,

M.A.
22
SECRETARY.

Cable : "AITUCONG"

Telephones : 48771
43414

अखिल भारतीय ट्रेड यूनियन काँग्रेस
ALL-INDIA TRADE UNION CONGRESS

T. U. LAW BUREAU :
R. L. TRUST BUILDING,
58, GIRGAON ROAD,
BOMBAY 4 (INDIA)

4, ASHOK ROAD,
NEW DELHI.

President : S. S. MIRAJKAR.
General Secretary : S. A. DANGE, M.P.

266-A
2nd February, 1959

The General Secretary,
Hindustan Aircraft Employees Association,
BANGALORE

Dear Sir,

We have great pleasure to acknowledge receipt of the Annual Report of your union for the years 1956-57 and 1957-58, along with the financial statements.

We appreciate the work done and take note of the remarkable progress made by the unions during the last two years in one of the most important unit of the public sector in our country.

We shall be glad if you will keep this office informed about the activities of the union with the same promptness as you have shown this time.

Thanking you,

Yours fraternally,


SECRETARY.

13 FEB 1959

REGD. NO. 62
ESTD. 1946

HINDUSTAN AIRCRAFT

TELEPHONE: AIRCRAFT
EXT: 144 & 150



HINDUSTAN AIRCRAFT P.O.
BANGALORE

Ref. No. 35/341/59

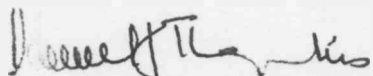
Date 4th Feb. 1959

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

Dear Sir,

In the Annual Report that was sent to you we have referred about the cases of 4 victimised employees. We have great pleasure to inform you that the cases of all the four personnel have been reconsidered by management and ordered to take them for work. It may please be noted that in HAL now there is no case of victimisation.

Yours faithfully,


Daniel J. Theophilus,
General Secretary.

(All Communications to be addressed to the Secretary)

13th February, 1959

The General Secretary,
Hindustan Aircraft Employees'
Association,
Hindustan Aircraft P.O.
Bangalore

Dear comrade,

Thanks for your letter dated
February 4, 1959, informing us about
the reinstatement of the four
victimized employees.

This is a very welcome news
and we take this opportunity to
congratulate you on your success.

Wishing you further success.

Yours fraternally,

K.G.
7-1317
(K.G. Sriwastava)
SECRETARY

2 APR 1959

32 16

HINDUSTAN AIRCRAFT

TELEPHONE: 5101
EXT: 150



EMPLOYEES' ASSOCIATION

HINDUSTAN AIRCRAFT P. O.
BANGALORE

87A/497/59

Date, 31st March.....195 9

Mr. Srivastava,
Secretary,
All India Trade Union Congress,
No.4, Ashoka Road,
NEW DELHI.

Dear Sir,

The Executive Committee and the General Council of the Hindustan Aircraft Employees' Association have decided to place a demand before the Management of H.A.L for the revision of the existing Wage Structure.

In this connection, it was decided to request you for copies of Wage Structures, if available with you, of the following establishments:

- 1) Defence Organisations;
- 2) Public Sectors and;
- 3) Major Engineering Industries.

We shall be grateful, if you could send by return post, copies of the Wage Structures of the above establishments. We shall bear the copying charges.

For favour of your information, we enclose a copy of the Future Programme and General Policy of H.A.E.A for the ensuing period, as adopted in the meetings of the Executive Committee, and General Council held recently.

Further, kindly obtain copies, if possible, of Wage Structures of Aviation Industries in foreign countries like United Kingdom, France, Canada, U.S.S.R, Germany etc., from ILO or from any other agency.

Hoping to be favoured with an early reply,

Yours faithfully,

(Daniel J. Theophilus)
General Secretary.

Encl: One.
bsl.

255A
April 8, 1959

General Secretary,
Hindusthan Aircraft Employees'
Union,
Hindusthan Aircraft P.O.,
Bangalore.

Dear Sir,

Thank you for your letter of 31st March to Mr. Sriwastava. Mr. Sriwastava has gone abroad in connection with an international conference.

As regards wage structures in the Engineering Industry we are afraid we don't have at the moment complete list pertaining to the entire industry. However we enclose details of wages etc. in relation to some engineering units in Bombay as well as the summary of the recent West Bengal Engineering Award.

We would suggest that you get copy of the text of the West Bengal Engineering Award by ~~the~~ writing to our West Bengal Committee of the AITUC, 249 Bowbazar Street, Calcutta-12. We would also suggest that you refer ~~the~~ copies published of the (Industrial Court Reporter)/by the Bombay Government. There are a good number of Engineering Awards which are usually published in this journal. Copies of it you obtain from the office of the Commissioner of Labour, Framji Cawasji Institute Building, Dhobi Talao, Bombay - 2. You may get the issues from January onwards.

Regarding wage structures in the Aviation Industry in Foreign Countries we regret that these are not immediately available.

- 2 -

If you require any other specific information, please let us know.

Yours faithfully,

A handwritten signature in dark ink, consisting of a stylized, cursive 'H' followed by a horizontal line.

Office Secretary

Encl:

INDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION

Ident: M. S. KRISHNAN
 President: GEORGE JACOB
 Secretary: A. B. BHATTACHARJEE
 Joint Secretary: K. M. MUNIYAPPA
 Treasurer: S. K. BANERJEE

1823, First Floor, II Main Road,
 MALLESWARAM,
 BANGALORE-3

Date 5th May 1959.

Ref. 2/Dem/10.

To

The Managing Director,
 Hindustan Machine Tools Ltd.,
 Claridges Hotel,
 Aurangzeb Road,
NEW DELHI.

Dear Sir,

In pursuance of the discussions I had with you on 2-5-'59, I am writing the following by way of explanation of the position of the Union in respect of the Demand Memorandum.

There has been certain amount of misunderstanding about our conducting the "Demands Week". We wish to submit that it was conducted in order to explain to the employees our demands etc., by conducting meetings in different parts of the city. It was not meant to hamper production or create illfeeling. It was not even thought of as negotiations having been broken at the level of the Management here and that it should be taken up by the Board of Directors alone. In spite of our explaining this through our Bulletin and at our discussions, it is unfortunate that the Management has taken the stand that it is beyond them now and that the whole matter has to be discussed and decided by the Board. While we recognise that it is the Board which has to ultimately decide about our Demands, we are of opinion that it would have been better if the Management had continued negotiations with the Office-bearers on each of the demands and tried to arrive at an understanding even before placing it before the Board. We are even now prepared for the same. We also wish to state that the Office-bearers of the Union have been authorised by the Executive Committee to negotiate further, make accommodations and adjustments and try to arrive at a settlement.

However, since you insisted on a list of modified, minimum demands from us, which we could not give unless negotiations on each demand took place, -with the Management also explaining their reactions and position-we have suggested that at least an "Interim Relief" (i) Enhancement in Basic Wages by Rs.5/- to all with effect from 1st October 1958 (ii) 12 paid festival holidays-with 3 days closed, - (2 are being paid) (iii) Night Shift allowance of 25 Np per worker per day, be granted to ease the situation and to enable us to continue negotiations further. You will appreciate that these three are already being given to the employees of the other three Union industries in Bangalore. Since even this was not acceptable and, since you desired that either we should give a list of minimum demands or agree for reference of disputes to adjudication, I had to state as a last resort, for granting of Interim Relief as stated above and, reference of other issues to the Industrial Tribunal for adjudication. In this connection, I wish to submit that it would be better in the interests of the industry and the workers to avoid adjudication and arrive at a negotiated settlement. This becomes more necessary in an industry such as ours where the Scheme of Labour Participation in Management is being experimented.

PTO

Another question which also arose during discussions was the period of agreement, we are not opposed in principle to arrive at an agreement for a period. But we are of opinion that it is too early to decide what the period should be. This could be decided at the end of the negotiations.

We have made our position clear, we leave it to you to place our views before the Board and do your best to get justice for the workers.

Thanking you,

Yours faithfully,



(M.S.Krishnan)
PRESIDENT.

HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION

President: M. S. KRISHNAN
General Secretary: GEORGE JACOB
Secretary: A. B. BHATTACHARJEE
Asst. Secretary: K. M. MUNIYAPPA
Treasurer: S. K. BANERJEE

STRICTLY CONFIDENTIAL

1623, First Floor, II Main Road,
MALLESWARAM,
BANGALORE-3

Ref. 2/Dem/10.

Date 5th June 1959.

To

The Managing Director,
Hindustan Machine Tools Ltd.,
Jalahalli, P.O.
BANGALORE.

Dear Sir,

In continuation of our letter No.2/Dem/10 dated 29-5-'59, and in furtherance of our oral discussion with the Controller of Finance regarding a negotiated settlement of all the outstanding disputes including those now referred to the Industrial Tribunal for adjudication, in view of the oral assurance given by you that anything in writing concerning the said demands would not be made use of before the Industrial Tribunal or any other forum to the prejudice of the workmen and that they would be strictly treated as confidential, we take you into confidence and in the interests of a just and amicable settlement of the disputes we herein submit the following list of Minimum Demands on the basis of which we feel that further negotiations could be conducted without prejudice to our respective rights to agitate the matter before the Industrial Tribunal.

The Executive Committee of the Union will meet on 6-6-'59 to consider the further proposals made by you. We will communicate to you the views of the Executive after the meeting.

LIST OF MINIMUM DEMANDS

I. MAJOR DEMANDS INVOLVING RECURRING EXPENDITURE:

- 1) Basic Pay:-

The Minimum monthly Basic Wage/Pay of an employee shall be enhanced by Rs.5/- per month, with corresponding increase to the rest of the employees. The same shall be given with retrospective effect from October 1, 1958.
- 2) Night Shift Allowance:

A night shift Allowance of 25 Np per day shall be paid to all workers who work beyond 7-30 p.m.
- 3) Overall Production Bonus:

All employees who are at present getting Rs.5/- per month at 80% efficiency shall get Rs.20/- per month. The scheme shall be altered in a suitable and understandable manner, on the basis of machines that come out of the factory.
- 4) House Rent:-

House rent recoverable from the employees who have been provided with quarters shall be 10% of Basic Pay plus 5% of Dearness Allowance or the assessed rent whichever is less.
- 5) Gratuity:-

The Management shall introduce a gratuity scheme and the quantum payable shall be half months wage/salary-

INDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION

President: M. S. KRISHNAN
 Vice President: GEORGE JACOB
 Secretary: A. B. BHATTACHARJEE
 Asst. Secretary: K. M. MUNIYAPPA
 Treasurer: S. K. BANERJEE

1623, First Floor, II Main Road,
 MALLESWARAM,
 BANGALORE-3

Ref.

Date

Page.2.

plus Dearness Allowance for each completed year of service. The actual rules shall be on the basis of the scheme that has been introduced in ITI and HAL.

- 6) Leave facilities: i) Leave facilities for those daily rated employees who have been converted into monthly rated on pro-rata basis shall be as follows:
- a) Earned Leave: 15 days per year on full pay and D.A. with a right to accumulate for 3 years.
- b) Sick Leave: 8 days per year on full pay and D.A. or 15 days on half pay and half-D.A. with right to accumulate for 45 days.
- c) Casual Leaves: 7 days per year on full pay and D.A. for all employees.
- d) Festival Holidays: 12 Festival Holidays with pay and D.A. per year. The factory shall be closed on January 26th, May Day and August 15th. The other nine paid holidays shall be availed of at the option of the employee. Festival holidays shall not be denied on any account.

II. MINOR DEMANDS INVOLVING A SMALL RECURRING EXPENDITURE:

- 1) Officiating Allowance: Whenever an employee is required to act in a higher grade or post, he shall be paid the salary/wages fixed for that grade. And he shall be given due priority for confirmation in that higher grade in case of a permanent vacancy.
- 2) Machine Allowance:- Comptists and Typists shall be paid a Machine Allowance of Rs.5/- per month in addition to their Basic Pay and D.A.
- 3) Parade Allowance: The Security Staff who are required to report earlier for work with a view to attend the Parade shall be given a parade allowance of Rs.5/- per month.
- 4) Individual Incentive Bonus:- The existing incentive Bonus Scheme shall be modified as follows:
- (a) efficiency
 The efficiency limit fixed for productive workers working on estimated jobs shall be reduced from 70% to 50%.

Contd.

INDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION

President: M. S. KRISHNAN
 Vice President: GEORGE JACOB
 Secretary: A. B. BHATTACHARIEE
 Treasurer: K. M. MUNIYARPA
 General Secretary: S. K. BANERIEE

1623, First Floor, II Main Road,
 MALLESWARAM,
 BANGALORE-3

Date

Page.3.

(b) The gross bonus shall be ~~Rs.5/- per~~ + 50 HF for every point beyond the efficiency of 50% efficiency

(c) A committee of equal number of representatives of the Management and employees shall be constituted to
 (a) fix up standard time, standard hours, targets etc.
 (b) to check up on implementation of the scheme (c) to advise on extension of the scheme to those departments where the scheme is not yet in operation.

5) Safety Bonus:

A safety bonus of Rs.30/- per year shall be paid to those Drivers who have not been involved in any accident causing damage to the vehicles. Such of those Drivers who have been involved in accidents for no fault of theirs' are also entitled to the Safety Bonus.

6) Railway Fare:-

Employees shall be provided with concessional Railway Fare Facility, once a year, for making a journey with members of his family beyond 200 miles on single fare, double journey.

7) Datta for outside duty:

An employee who is deputed on company work outside the factory area within Bangalore shall be paid a Datta of Rs.1/- per day.

8) Uniforms:

3 sets of Uniforms per year shall be given to Drivers, Security Staff and Fire Brigade.

III. DEMANDS WHICH DO NOT INVOLVE ANY FINANCIAL EFFECT:-

1) A Wage Committee consisting of equal representatives of the Union and the Management shall be formed to go into the anomalies in the Wage scales of certain categories of employees, such as clerics semi-skilled workers etc. The recommendations of this committee to be implemented by the Management.

2) Rest Rooms:

Rest Rooms shall be provided for off-duty Chowkidars and Drivers and those who stay after working hours.

3) Agreement:

No agreement shall be demanded from any employee who is entitled to promotion, or on the ground that he is being promoted.

Contd.

BANGALORE MACHINERY TOOLS EMPLOYEES' ASSOCIATION

BY: S. KRISHNAN
G. GEORGE JACOB
A. B. BHATTACHARJEE
K. M. MUNIYAPPA
S. K. BANERJEE

1623, First Floor, II Main Road,
MALLESWARAM,
BANGALORE-3

Date

Page.4.

4) Facilities for collecting Union subscriptions: Collectors authorized by the Association for collecting Association subscription, levies etc. shall be permitted to collect during working hours without ~~disturb~~ disturbing work of the factory.

5) Artisan Trainees:
(1)

//
The period of the Bond or Agreement which the Artisan Trainees are to execute shall be 3 years.

(2)

The company shall be entitled to recover from a Trainee who leaves the job in violation of the Bond, either the actual expenses incurred or the expenses minus the amount assessed for the period of service he has already put in.

IV. DEMANDS INVOLVING CAPITAL EXPENSES ONLY:

1) Union Offices:

The company shall construct a building near the workers club at their own cost to house the Employees Association.

V.

The demands referred to above shall be given effect to from the date of the demand notice excepting for demand No.1 relating to basic wages which shall be given effect to from October 1, 1958, and that relating to leave facilities which shall be given effect to from 1-1-'59.

VI.

The Management shall give effect to the Pay Commission recommendations, or shall enhance the wages and Dearness Allowance if the same is implemented or ~~also~~ enhanced in the other three Union Industries in Bangalore.

Though the number of demands come to about 20, you will see that the financial effect has been considerably reduced from 33 lakhs per year to about Rs.10 lakhs per year. Besides there are many items on which the Management itself could take administrative action without its being referred to the Board of Directors. We are confident the Management will take administrative action on such small and minor demands and commence negotiations immediately so that a negotiated settlement is arrived at, in the interests of the employees and the industry.

Thanking you,

Yours faithfully,

(A.B.Bhattacharjee)
Secretary.

22 JUN 1959

HINDUSTAN AIRCRAFT

TELEPHONE: AIRCRAFT
EXT: 144 & 150

EMPLOYEES ASSOCIATION



HINDUSTAN AIRCRAFT P.O.
BANGALORE

Ref. No. ST/773/59

Date 11.6.59

19

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

DELHI

Dear Sir,

Please find enclosed herewith
a copy of the press matter issued by
us on June 9, 1959 regarding the
stabbing incident that took place at
HAL on June 8, 1959 on account of the
activities that are being carried on
here by the rival association personnel
associated with INTUC.

This is for your information
and needful action.

Yours faithfully,

Daniel J. Theophilus
General Secretary

Encl:1)

*Can we use in Tool.
1/11/59*

(All Communications to be addressed to the Secretary)

(Daniel J. Theophilus)
General Secretary

REGD. No. 62
46

HINDUSTAN AIRCRAFT

TELEPHONE: AIRCRAFT
EXT: 144 & 150

EMPLOYEES ASSOCIATION

HINDUSTAN AIRCRAFT P.O.
BANGALORE

Ref. No. 42/232/59

Date 20th Jan. 1959

Mr. S.A.Dange, M.P.,
General Secretary,
All India Trade Union Congress,
No.4, Asoka Road,
NEW DELHI.

Dear Sir,

We have great pleasure to enclose a copy of our Annual Report for the years 1956-57 and 1957-58 along with the financial statements.

As a National Industry in the Public Sector of paramount importance to the Defence of the country, it is only but fair that you should be posted with the labour situation of this industry. And, it is hoped that the enclosure may give a fairly correct picture of that aspect.

We request you to acknowledge receipt of the Report and it will be of interest to us to hear your personal comments over it.

Very truly yours,

Daniel J. Theophilus
Daniel J. Theophilus,
General Secretary.

Encl: 1.

26 JAN 1959

(All Communications to be addressed to the Secretary)

26 JUN 1959

No. 62
946

HINDUSTAN AIRCRAFT

TELEPHONE: 5101
EXT: 150



EMPLOYEES' ASSOCIATION

HINDUSTAN AIRCRAFT P. O.
BANGALORE

Date 24th June.....1959

No. 87/859/59

Dear Mr. S.A.Dange,

CONFIDENTIAL

The Hindustan Aircraft Employees' Association would like to seek your valuable advice on the following:

2. Perhaps you may be aware that the 18 demands placed by the Association have been redressed some-time back. The major demand that we would like to place before the Management now is for revision of the entire wage structure.
3. The Management of HAL have written to the Association expressing their readiness to set right the anomalies in the present wage structure. As it is, in HAL, there are two wage structures for the same job, e.g., a Senior Clerk who joined the factory prior to 1948 i.e., prior to the implementation of the present wage structure, while is paid R.225/- maximum, a Senior Clerk who joined after 1948 doing the same type of work is paid only R.185/- maximum. This is considered to be an anomaly. Management may be prepared to set right such anomalies in the wage structure. Whereas this rectification of anomalies will satisfy a certain section of employees, we are afraid, other sections of the employees who will not be benefitted may not be satisfied. If a comparative study of the wage structure of similar industries owned by Central Government and State Government; owned by only Central Government; owned by Central Government, State Government and private parties; and defence installations, the wage structure of HAL is comparatively low. The point that we would like to ascertain is whether it would be advisable to just get the anomalies rectified or whether we should place an alternative demand for revision of the entire wage structure of the factory.
4. Another point is, whether we should place notice of demand before the Management and go through all the processes of negotiation, conciliation and then arbitration or whether we should ask Management to appoint a

(Continued.....)

All Communications to be addressed to the General Secretary.



EMPLOYEES' ASSOCIATION

HINDUSTAN AIRCRAFT P. O.
BANGALORE

Ref. No.

- 2 -

Date 195

Pay Committee with equal representatives of the Management and the Association to go into the technical, financial and other aspects of formulating a rational wage structure.

5. As it is, now prevails a better understanding between the Management and the Association. We could read from the informal discussions that we had that there is an inclination on the part of the Management to do something to revise the wage structure.

6. While taking the above facts into consideration, we would like to enlighten you that recently an enhancement of Rs.5/- in basic wages was granted to all employees who were getting basic pay upto Rs.250/- and also the settlement on 18 demands with the Management granted an average increase to the tune of Rs.11/- per employee in the wages to all the employees who are getting a basic wage of Rs.250/- and below.

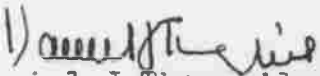
7. There are now about 13,000 employees in the factory and the factory is in the threshold of expansion. The work of the factory is now almost tuned from overhauling to manufacturing.

8. In brief we would like to seek your wise advise whether we should take recourse to place an alternative demand notice or whether to ask them to appoint a Pay Committee with equal representatives of the Management and the Association with specific terms of reference. If the latter is preferred what should be the terms of reference.

Your advice in the matter will be very much appreciated.

With regards,

Yours sincerely,


Daniel J. Theophilus 24/6

Mr. S. A. Dange, M.P.,
No. 4, Asoka Road,
New Delhi.

BENEFIT SHOW

IN AID OF
H M T E A

BIMAL ROY'S

DO BIGHA ZAMIN

AT NEW OPERA

ON 17-6-'59

AT 10-30AM

RATES OF ADMISSION:

Rs. 10, Rs. 5, Rs. 3, Rs. 2 & Re. 1.

BOOK YOUR TICKETS
IN ADVANCE

24 NOV 1958

Reception Committee

CENTRAL INDUSTRIES EMPLOYEES CONFERENCE

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

Date 19th Nov. '58

Ref. No.

The General Secretary,
All India Trade Union Congress,
NEW DELHI.

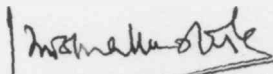
Dear Comrade,

Please accept our Thanks for delegating
Com. P. Rama Murthy Vice President, A.I.T.U.C. to
Inaugurate our Conference and thus extending
your support to the conference of Central Industries
Employees.

The resolutions passed during the conference
together with the list of office bearers elected
to the "Central Industries Employees Federation"
are enclosed herewith for your kind information.

With Greetings,

Yours fraternally,


(K.S. Krishna Murthy),
Convenor.

22 NOV 1958