

YOU and YOUR JOB

THE UNIONS CANNOT AFFORD LONG STRIKES

LINER SAILS SIDEWAYS

FULL speed sideways—that's what one ship's captain will be signalling to the engine-room in future.

Vickers Armstrong, Ltd., are incorporating into the 40,000-ton Orient liner Oriana, now building at Barrow-in-Furness, propellers that will drive the ship sideways when coming in to berth.

They are contained in two steel tubes running across the ship at the bow and stern. The propellers can actually be operated direct from the bridge by remote control.

Another shipping experiment is a canal "train" now being tested by British Waterways in the Birmingham area.

Five square containers of plywood, towed by a diesel tug, carry short-distance loads direct to factories. The containers can be lifted out of the water by crane on to a conveyer and taken straight to any part of the factory.

If the experiment succeeds containers of aluminium or fibreglass will be built and frames of a dozen or so will be chugging around the canals dropping off and picking up containers.

The service will be cheaper than by lorry or train.

Food prices mystery

WHY do housekeeping bills go up when world food prices are down?

World prices and food import prices fell seven per cent in the 12 months to the end of April, according to the Treasury, but food prices in the shops went up six per cent.

As a quarter of the food we eat is imported, the housewife should be saving an extra 6d. in the Pound.

But the Treasury points out

THE strike is in danger of losing its power as the ultimate trade union weapon. The brutal fact is that the trade unions today cannot afford prolonged strikes.

Union assets and subscriptions have not kept pace with the rising cost of living, and unions face a heavy loss if they have to realise their investments to raise ready cash.

The bus strike cost the Transport and General Workers' Union £1,250,000, although fewer than one in 25 of its members was involved. The Union's general fund amounts to £10 million, but to get ready money, it had to borrow £500,000 from other unions.

Short loans

During its 1955 strike, the Locomotive Engineers and Firemen raised more than £300,000 by a 60 per cent bank loan against securities. They still owe £250,000 and are paying £16,000 a year interest.

Unions who took similar action during the 1957 engineering strike, found that with a number of unions using the same bank, loans could be obtained for only a short period. I have been discussing the position with Mr. Desmond Hirschfeld, head of a firm of accountants who does a lot of trade union audits.

Recently he told delegates to the National Union of Railwaymen's conference some

that potatoes, eggs, milk and fresh fruit—mainly home grown foods—are dearer. Since April dearer potatoes and meat have put the cost of living up another point.

These increases add point to the Co-operative movement's opposition to the setting up of an egg marketing board, and to our marketing schemes generally which are run by the producers without the consumer having enough say.

down the pond a of moorhens would is eye. It happened every trip and you could almost see the thought flash through his mind that they had been at the larder, and off he would veer to give them hell.

Clinking with irritation, he would then make for the weeds only to find a solitary female

When I returned to the pool the male coot was still at it, up and down, up and down. Worn out, there was no real heart now in his snappings at the dabchick. She swam round a foot or two out of reach.

"Poor coot!" said the cold look in her spinsterly eye. "Poor, foolish coot!"

Give the rook watering with liquid manure a week before, and pick only fours, just opening and evenly spaced on walking-stick stems. Put in water overnight, right up to their necks.



JACK WIGGLESWORTH
TUC fund exists

A PLEA FOR THE BEE

NORFOLK farmworkers have asked the county committee of the Agricultural Workers' Union to fight for the bee.

"These small creatures are very hard working and essential to the community," said their resolution. "This conference seriously considers the bees should be protected as they are being slaughtered yearly by obnoxious sprays."

The enemy is modern chemical sprays, particularly those containing arsenic, which are used to kill weeds and to treat fruit trees.

The fruit crop depends on cross-pollination by bees, and there are signs that most farmers have learnt their lesson and that the slaughter is less than a few years ago.

But amateur gardeners should beware of using such sprays on trees, weeds and flowers are in bloom.

Rest assured

AUSTRIANS are so busy in the labour movement that the Government of Upper Austria has had to protect them from their own enthusiasm.

It has got all organisations to agree to keep the last week-end of every month free from conferences, meetings and week-end schools so that active workers can enjoy a rest and normal family life.

Cash pool ready for strikers

THERE is a well-deserved rebuke this week for me and for Bob Edwards, MP, general secretary of the Chemical Workers Union.

Mr. Edwards suggested a central TUC strike fund to which all unions would contribute, and which could be used to help one striking group, such as the London busmen.

I reported the suggestion. Now Mr. Jack Wigglesworth, chairman of the General Federation of Trade Unions, points out that his organisation was set up by the TUC in 1899 for just that job.

Affiliated unions pay 8d. per member a year, and half this for women members. This entitles any union with members on strike over wages and conditions to £1 a week benefit per member for eight weeks.

Lost members

Peak year of the Federation was in 1921 with over 14 million affiliated members. It suffered a big loss when many member unions, including dockers and gas workers, combined in the general unions. They decided they did not need the Federation scheme.

Fifty-six unions are still affiliated with a total membership of 332,000. Many of them are small, rarely heard-of unions such as the 58-strong Society of Steel Safe Engineers.

Bigger members include the Hosiery Workers, Pottery Workers, Amalgamated Weavers, and Furniture Trades Operatives.

The machinery is there if the bigger unions ever feel like going in for mutual strike insurance. Mr. Wigglesworth invites Mr. Edwards to go along and see his general secretary, Leslie Hodgson, to talk things over.

CHARLES TIMEUS

For favour of Publications

PUBLIC MEETING AT BARBIL-DEMAND ALL PARTY ENQUIRY OF S.P. AND D.M.

A largely attended public meeting of mine workers held on 4-10-58 at Barbil under the presidentship of Com.H.Behera, joint secretary of Keonjhar Mines and Forest workers Union. At first Com.N.K.Bose, the general secretary of KMF Union explaining the object of the meeting said-though the congress Government has declared the socialistic type of Government as its objective, but in actual practice its high officials of the District specially the D.M., S.P. and other officers are following a policy which is contrary to it. They are openly moving in the Jeeps of mine-owners; in open collaboration with the some of mine-owners they are trying to suppress the normal T.U. activities of this area. For this purpose, they are maintaining a platoon of armed force in Barbil by raising contributions from some of the mine-owners. Under their shelter notorious criminals were set free and they could commit serious thefts, but no action has been taken against them; on the other hand they are using the armed force at the instance of mine-owners against the workers movements who are fighting against retrenchment and closures. So, he vehemently condemned their pro-capitalist and anti-labour actions and appealed to the workers to fight unitedly against them for T.U. rights and better working conditions. While moving the resolutions from chair the president Com.H.Behera demanded the removal of S.P. and D.M. of Keonjhar for their un-constitutional and conspiratorial activities in connection with for maintaining a platoon of armed force at Barbil in collaboration with some of Indian and Foreign mine-owners. So he urged upon the Orissa as well as the central Governments to take immediate steps against them. He called upon the workers to agitate against them in defence of constitution of India. The following resolutions were passed unanimously in the meeting;

1. On 23-10-58 the D.M. and S.P. of Keonjhar District convened a meeting of mine-owners at Barbil for maintainance of a platoon of armed force at Barbil by raising contributions from some mine-owners for suppression of legal and normal T.U. activities of this area. This meeting vehemently condemns the above un-constitutional actions of the above officials and urges upon the Orissa Government to withdraw S.P.'s letter which is written to TISCO for contribution for maintainance of a platoon of armed force at Barbil.
2. The meeting urged upon the Government to set up a all party enquiry committee to go into the anti-people and un-constitutional activities of the high officers of this District.
3. In view of above activities of S.P., the meeting demanded upon the Orissa Govt. to remove S.P. from his post.
4. In view of ~~normal~~ normal and peaceful situation in Barbil, the meeting demanded immediate withdrawal of arme force from Barbil.

H Behera
6.10.58

MS

NOTICE

Notice is hereby given under section 24 of the by-laws of this Union to the members and all other concerned that the General Body of this Union will be held on 26.2.59 between 6 and 9 p.m. at Samadhana Maidan of H.G.M. Camp to consider and approve the following agenda.

1. To elect the new office bearers, the managing committee members and General Council members.
2. To consider and approve the General Secretary's report.
3. To consider and to pass the accounts of the Union for the years 1957-1958 and 1958-1959; and for considering the following resolutions.
 - a) Resolved to change the name of the union as "Hutti-Gold Mines Labour Union" instead of the Hyderabad Gold-Mines Labour Union.
 - b) Resolved to amend Sec: 3 of the bylaws and re-read as: "Any worker employed in the Gold Mine industry - in the Dominion or in the State, who has attained the age of 15 years shall be entitled to become an ordinary member of the Union on a payment of an admission fee of 25. N.Ps. and a yearly subscription of Rs. 3/- payable ~~at the time of admission~~ beginning from 1st April, provided he agrees to abide with the rules and the by-laws, that may be made by the Union from time to time.
 - c) Resolved to delete the word 'the Hyderabad Trade Union Act 1354 Fasli' and to add or refill, the Indian trade Union Act 1926, reading "persons who are not eligible to become ordinary members of the Union may be admitted as honorary members of the Union for the purposes of electing or co-opting ~~to the managing~~ to the managing committee and they shall be - honorary ~~to~~ members of the Union during the term of their office subject to the provisions of - section 22 of Indian Trade Union Act. Their number shall not exceed 4.
 - d) Resolved to amend section 5- and it shall be re-read as, "a member failing to pay the annual subscription with the permission of the managing committee for the first two installments or without

- permission for the first one installment shall cease to be a member of the Union. Post shall be entitled to rejoin the Union on paying his arrears and a fresh entrance fee.
- e) Section 6. shall be re-read as 'no member of the Union shall be entitled to any benefits till the Union may decide to give to its members unless he had been a member for at least one year and has paid all his contributions.'
- f) Section 10. b. shall be re-read. In accordance with the Section 20 of the Indian Trade Union Act 1926, the registers and accounts books of the Union shall be opened to inspection during the office hours of the Union by the registrar or any person nominated by him.
- g) In addition to section 12. a clause may be added as clause 'A'. " Union shall have a General Council with office bearers, managing Committee and a representative for every 50. members, with a maximum of 32.
- h. Sec. 13 should be re-read " should vacancy occur among the office bearers managing Committee members or in the General Council it shall be filled up by the General Council by co-option.
- i. ~~Any~~ Section 14 shall be - ' Any office bearer of the Union member of its managing Committee, or member of the General Council can be removed by the General Council - by a (3/4) three fourths majority, for commissioning any fraud or having acted against the interest of the Union, provided such persons or person are given adequate opportunity to explain his conduct, and also such members can prefer appeal to the general body, and the decision of the general body will be final.
- j. Section 15. The managing Committee shall meet once a month and the General Council shall meet once in three months, or when ever it necessitates on such days at such place as may be fixed by the General Secretary.
- k. Section 16. The presence of at least one third ($1/3$) - members shall be necessary to form a quorum. No quorum is necessary for adjourned meetings.
- l. Section 17. At least 3 days' and 7 days' notice shall be given for a managing Committee and General Council meetings respectively.
- m. Section 19. The word Hyderabad Trade Union Act 1354 F. be deleted and Indian Trade Union Act 1926 be inserted.

Section 22, shall be read as "the official year of the Union shall begin from 1st May and the General Body of the members of the Union may be held once in a year to transact the following business.

- a. To adopt, the report of the work done by the Union and the admitted statement of accounts.
- b. To elect the office bearers and other members for the managing committee and the General Council for the current year - and.
- c. To transact such other business that may be brought forward with the permission of the president.

Section 23 shall be re-read as, 'the Union shall make due provision for the annual audit of the accounts of the Union by competent auditors appointed by the managing committee of the Union in accordance with section 28 of the Indian Trade Union Act 1926.'

All the members are requested to attend the General body and make it a success.

N.B.

The list of Voters shall be available in the Union office, and can be inspected during all working hours.

Further details will be published in -
ka maulars within a couple of days.

With greetings -

H. G. H.
Union Office
11th Feb 1959.

~~General Secretary -~~

Handwritten notes at the bottom of the page, partially illegible and upside down.

For us, it is indeed a vindication of the justness of our cause. At this hour report of the general secretary for the period from June 1957 to February 1959, it is our duty to express
(Submitted to the general body held on I.S. 59.0)

dear comrades

I have great pleasure in submitting this report for your consideration and adoption. As you are all fully aware this period after the last election has been very eventful and is fully in keeping with the glorious and fine tradition of our workers and our union. As usually this period has witnessed many struggles for securing our just demands and redressal of many grievances. This period had also had share of great suffering sacrifices and deprivation for our workers and our leaders. But we have the supreme gratification today when we see that all the sufferings, sacrifices and struggles of workers during this period and other years previous to that has culminated in substantial success for us. It is indeed a vindication of the justness of our cause. At this hour it is our duty to express our gratitude to all our dear friends and comrades who all this process of struggle have suffered immeasurable and born the cross very nobly for our cause.

It is now fit to recall that when we took over after last election the situation was not pleasing to the workers. There were a number of important ancient-out standing demands of the union which were not being solved for many years. Added to this new and varied issues were piling up with the result there was a oppressive and heavy atmosphere prevailing and it was very clear from the very beginning that a fight to the last would be inevitable in this period to secure a fair settlement for our problems. The main demands were;

1. RE-Employment of all those workers who were removed from services for no reason or other but who in fact were in a way victimised for union activities
2. Recognition of the union
3. Payment of wages the period for which the mines were closed in October and November 1952.
4. Revision of wages and grades.
5. Bonus, gratuity, and increase in the D/A.
6. Improved medical facilities.

Such above were some of the urgent and long standing demands in addition to this we have genuine and strong case for the strike period wages of 1956 and 1958 as the management had paid an ex gratia payment for those workers who worked in the course of strike.

While on the one hand we had such demands to win we were faced

aced with a situation where there was only a deaf ear on the part of the management and even the labour machinery for a long time towards our approach. In february 1958 the union formed a memorandum of demands and submitted to the management and the concerned labour authorities as it is well known now the demands included such important things like recognition, gratuity, bonus, increment of D.A., increase medical facilities and revision of wages etc. As usual the management refused even to receive our memorandum.

The union strived its utmost to bring about an amicable settlement but it could not succeed because it had to encounter walls of impenetrable prejudice in every quarter. Finding no other way out, the workers had to express their determination to win their demands. Though strike ballot which was over willingly in favour of a strike. Even then the union struggled to avoid the strike in that connection made strenuous efforts to break through the prejudicial attitude of the powers that be. After many postponement the strike commenced on 8th september 1958 and went on peacefully for forty days.

The strike was indeed a lesson for many there were prophets of gloom and those wish full thinkers who forecast that the strike could be a failure, that the workers, not keen on demands and that there could be a large scale breakdown of law and order it was a stunning exposure of all such false prophets. When the strike was most successful peaceful and orderly. It was moving when their general secretary fasting day after day they kept their mounting anger and resentment at the callous attitude of authorities suppressed and did not allow any sort of provocation to succeed. It was only in the face of such united and prolonged and unbreakable unity of the workers that the walls of prejudice crumbled and a scene of reality drawn up on the authorities. This great strike battle not only evoked admiration from people in the near by areas about also the working class as also. The strike derived immediate support, the A.I.T.U.C. K.P.T.U.C and K.G.F. workers also the employees of R.T.D. Raichur and the A.C.C. workers shahbad and also rendered us great help by many fraternal action.

The villagers and others from near by area also came forward by collecting to the striking workers and by mobilising in large numbers support for the strike. On account of these supports and united strength we are happy to say that the workers have achieved a measure of success. Apart from this big struggle there have been many other smaller struggles in one of such struggles the management dismissed 12 workers in order to penalise the entire workers. This is one very important issue which agitates the minds of all the workers and is a constant source of worry, unhappiness, and unrest amongst the workers. While it is not my desire to discuss the merits of the case here, let me mention with all the sincerity and

and sincerity that the union demands that the question of industrial peace will have been solved to a very large extent. If the management revise their stand on this question and meet the aspiration of all the workers.

The activities of the union are not confined only to agitation and struggles. We are proud to say that we are running a primary school up to Vth standard from the last 4 years there has been a continuous raise the numbers attending and the standard of education imparted. I wish to mention that we are working under great strain that the school is run free, and there has been very little help forth coming. It is only the devoted and missionary zeal of the union activists that made it possible for us to run the school it is better for every body if the school is built on solid and self supporting. Further the union has nurtured these culture talents of the our workers and fine arts like drama dance and music are developing in a promising fashion amongst our youth.

It is clear from what has been stated in the above that we have considerable achievement to our credit in this period, but, will be deluding our self if we start believing that all the problems that faces the workers are solved. Indeed the workers look forward to a situation when many others important and pending demands are considered with out much difficulties in the not distant future. More than this they look forward to genuine recognition of the union by the management. They look forward to an atmosphere where prejudice and rancour will not have any part to play. They earnestly wish that any off-cast in particular will keep the ghost of the past relationship alive and hinder development genuine and democratic relationship between the management. In this connection I wish to mention that individual grievances have a tendency to accumulate and aggravate the general situation I hope that I will not be mistaken if I strongly urge on behalf of the union that active and likely grievance procedure in which the labour representative have also sufficient should be solved by the management at an early date.

In this period though the workers have participated in large numbers whenever there an occasion for struggle and demonstration it cannot be said that the organizational position of the union is very satisfactory. The workers are yet to realize that they must take interest in the day to day activities of the union. It would be wrong to think that only a few selected people could shoulder on the function of the union for instance in the matter of collection of dues and donation unless the entire body of workers involved themselves in collection it will be inevitable that considerable followers of the union will be miss to pay the dues. Today it is essential that the maximum numbers of workers are made not only members of the union but also active members of the union. Further this will be a fitting answer to all those individuals, women and men who have taken it upon on themselves wholly and undividedly task

tasks of disrupting workers unity, also it will make inevitable for the authorities to conclude that there is only one organization representing workers of hutti namely H.G.M. Labour union. The membership had in this period reached above the figure of thousand it is necessary for me to state before I conclude that the task that faces the union here after will not be strengthened before. Though we can go forward with greater confidence in our success. We have yet to secure for the workers such basic benefits like the service gratuity, revision and enhancement of grades, increase in basic wage in keeping with the principle of fair wage further the union must be in a position to insist up on fair play and justice in relationship between the officials and the workers. It is a regrettable fact that in some departments like mill, engineering, watch and ward the workers belonging to the union have been discriminated against in their matter of promotion for so many years. Also a certain amount of intimidation of our workers prevailed in these departments in essence it would amount to the union vigilant to see that the NATIONAL CODE OF DISCIPLINE is practiced only by the union but also the officers of the management company.

Before I conclude it is necessary for me to mention with pleasure that our mines is to be expanded considerably. It is a well known fact that the hutti workers are record breakers in production and they will be second to none in their contribution for making our mines prosperous and a premier one in the country before long. Before I conclude it is also necessary for me to render with gratitude all those workers who have suffered and sacrificed in the righteous cause of serving hutti workers. Further I must express my gratitude to all those workers, volunteer comrades, and also particularly the A.I.T.U.C., K.P.T.U.C., the K.G.F. workers the A.H.F.U.C. The road transport workers Raichur The leading layers and citizens of Raichur, Tax payers association Raichur, The A.C.C. workers shah shad and many other working class organizations and venerable peasants in the region of hutti for up holding our class which always serves as a source of inspiration for us. Finally I can only conclude with a fashionable appeal to all such friends to revive their stand who have stood aloof from us for the reason one or other for further strengthening the unity of the workers and to secure better social justice.

H.B.

Read and explained in vernaculars to the workers in the general body held on I. #3. 59. Further it was again discussed in the executive and general council and adopted in its meeting held on 28/35-372nd MARCH 59.

Letter No.20/Sup/26/58-59.

Dated 1st Jan.1959.
Hutti.

The Hyderabad Gold Mines.
Labour Union, Regd.No.150
Hutti P.O. Vai Raichur.

To
The Superintendent,
H. G. M. Hutti.
Subject: Notice of strike struggle.

Sir,
It is indeed with deep regret and complete sense of disappointment on the part of the general mass of workers and our union as well at the evasive posture taken by you towards the out standing demands the nonfulfillment of which culminated in the ~~unfulfillment~~ recent 40 days strike that we write this letter to you.

The chief Minister, Mr. John Taylor yourself and Mr.K.S. Vasan had agreed that our Union should be recognized on the basis of nanital code and that other demands should be settled after immediate negotaction.

In fact it is on t is basis that the strike was with drawn. But in retorospect we have by experience come to the conclusion that you have disregarded the under standing above mentioned. Non of our demands are considered. Even the demand of recognition of our union which ought to have been conceded straight away is stalled.

As though this were not enough ~~we~~ are witnessing the un-precidentated agressive pose taken by you and your officials against the workers who participated in the strike.

We are witnessing gross unfare labour practice indulged in by you and your officials in as much as you ar singling out with a vengeance the workers of our union for punishment and remarks even on flimsy, grounds and at the same time you have bestowed favour upon such work~~ers~~ who acted as strike breakers by giving the promotion over looking seniority.

We have been witnessing the conditions where the strike breakers assaulting the workers who went on strike and in turn filing false complaints against them which yourself and your officials pursue with all vigor hoping that this may strike terror amongst the workers. There have been indeed cases where there has been alleged stealing of valuable properties of the company by some who acted as strike breakers in the recent strike which were reported to the Management by the workers and the management not showing the necessary interest in the investigating and bringing the culprits to book.

From all this it becomes clear to us that the company officials have taken it upon themselves the responsibility for further verserking of the relation ship that exists in this firm between the workers and the management. There is ample room to surmise that there is planed programme to frustrate the development of good relation ship between the workers following our union and the Management for reasons best known to the company officials.

But we wish to make it emphatically clear that the workers and the unions do not wish to become passive spectators of the offensive by you and your officials on the workers.

LAUNCHED

We wish to state that your attitude stands in contrast with the chairman of this company who assured Mr. M.C. Narshiman M.L.A. that he had practically no objection to settle the disputes and in general who gave an impression that he was not in any way against normally being brought about in the industrial relationship of this company.

We once again enumerate below the demands that are pending settlement to refresh your memory.

1. All the demands which were conciliated upon by the regional labour Commissioner on 17th and 18th of July 1958.

2. Advances of 14 months wages to all the workers who participated in the strike to be deducted in 12 equal instalments.

3. Restoration of annual increment, privilege leave and clothing allowance for all the workers who participated in the strike.

4. An office building to accommodate the H.C.M. Labour Union.

5. Rein statement the victimised workers.

The working committee of our union discussed the whole situation at length and finding no other way out of the dilemma that the workers are put into on account of the attitude taken by you and the company is not resolving any of the above demands and seeing that you are not prepared for any reasonable genuine and positive negotiation has directed us to issue this fourteen days notice starting from first of January nineteen fifty nine to the company of the resolve that the workers will go on strike any days namely from 1-1-1959 to 14-1-1959. If the demands are not concerned.

WE AFTER THE
EXPIRY OF
14 DAYS

We hope that at least now the company will realise the gravity of the situation and come to a positive settlement with our union on the above said demands as promised by the Chairman of the company. Mr. John Taylore and yourself to Mr. K.S. Vasan which formed the basis for withdrawing the recent strike.

Thanking you.

Yours faithfully.

Sd/-
General Secretary.

Dated 1-1-1959.
Camp, Huttli.

Sd/- K. Ramdas President.

Copy forwarded for information and necessary action.

1. The Chief Labour Commissioner, Ministry of labour.
2. The Regional Labour Commissioner.
3. The Chairman Board of Directors.
4. The Labour Minister Central.
5. The Secretary of the A.I.T.U.C.
6. ~~The~~ The Secretary of the K.P.T.U.C.
7. Shri K.S. Vasan.

- 8 JAN 1959

THE H. G. M. LABOUR UNION

REG. NO. 159

P. O. HUTTI
RAICHUR DIST.

Ref. No. ArRu/2/32/58-59

Date 2.1.1959.

To,

The Secretary of A.I. T.U.C
New Delhi

Sir,

We have with forwarded a copy
of the strike notice with ~~commentaries~~
vide our letter no 20/Sup/26/58-59
addressed to the Superintendent
H.G.M.Co and ^{cc} to you. For your information
and necessary action, please acknowledge
the same.

Thanking you.

Yours faithfully,

G. Secretary.

Date 2.1.1959

Prof. Horri

2/1/59

THE H. G. M. LABOUR UNION

17 FEB 1959

REG. NO. 159

P. O. HUTTI
RAICHUR DIST.

Ref. No. ~~ATUE~~ / 3/4/59

273

Date 12.2.59

The Secretary

All India Trade Union Congress
New Delhi

[Handwritten signature]

Dear Comrade

We are attaching herewith a copy of the settlement arrived at between the management, our Union and the (Kamkar Singh INTUC). As you know the INTUC had opposed the strike and also had not placed most of the demands covered in the agreement. It is in order to give the INTUC further lease of life that the management called them also to sign the agreement.

We are also sending a copy of the notice for the general body which is fixed for 24th of this month. We request you to kindly send us a message to the general body.

We will be sending shortly the first instalment towards the building fund (Com. Dages both Amerssony) and also the other dues.

With greetings

Copy to K.P. Ue

Yours Comradely,
[Handwritten signature]

Indian Mines Federation

Let this agreement be followed in T. U. F.

Yours
1612

273
Agreement Between the HATTI Gold Mines Co. LTD;
The Kamgar Sangh And the H.G.M. Labour Union.

The Various demands of the Unions were discussed and settlement on the following basis has been arrived at.

* 1. Wages:- Any individual cases of hardship reported to the Management will be investigated and suitable action taken.

When ever vacancies arise in higher grades employees in service in the lower grades will normally be given promotion, provided they are suitable.

* Back-dating of promotions however is not acceptable.

Revision of the Wages Schedule, so as to give employees who have been at the top of the grade for three years a special increase could not be agreed to.

2. Bonus:- The Management agree to prepare a Statement of Surplus or deficit for the calculation of Bonus on the L. A. T. formula for discussion with the Unions.

3. Gratuity:- Owing to the financial position of the Company, Termination gratuity cannot be granted at present.

4. Hospital facilities:- All in-patients including non-workers admitted for treatment will be given food and diet free of cost.

5. Privilege leave:- Holidays with pay and privilege leave taken will be counted as qualifying days for privilege leave taken and annual increment and dress allowance, with effect from such holidays and privilege leave taken during 1958.

6. Annual increment And Dress Allowance:- All those who earn privilege leave will be allowed their annual increment and dress allowance.

7. Clothing allowance:- The question of granting clothes or a clothing allowance to furnace boys, Drill Shop employees, Flux Boys and blacksmiths will be examined.

~~8.~~ The provision of Uniform for sweepers cannot however be granted.

8. Advance:- An advance of Rs 20/- will be paid to all workmen who desire to have it and will be recovered in four monthly instalments of Rs 5/- each, commencing from ^{1st second} half of ^{the} March, payable in April, 1959. It is agreed that this year's festival advance will not be paid before the above advance is recovered fully.

9. Owing to the different nature of the work in the various sections of the administrative department, it is not desirable to fix the same grades for all work, nor can promotions from one section to another section be made in many cases. However, these points will be borne in mind by the Management which will endeavour to avoid hardship in individual cases.

10. Dearness Allowance:- The rate of Dearness allowance will be revised with effect from 1st of Nov 1958 as follows:

- (1) Employees earning upto Rs 103 per month. — Rs 30/-
- (2) Employees earning between Rs 103 and Rs 171.42. 25% subject to a minimum of Rs 30/-
- (3) Employees earning between Rs 171.42 and Rs 428.58. 30%, subject to a minimum of Rs 94.29 and a maximum of Rs 126.76
- (4) Employees earning over Rs 428.58. 3 3/4%, subject to a minimum of Rs 94.29 and a maximum of Rs 126.76

11. Dismissed workers:- The question of re-engaging the dismissed workers cannot be considered now.

In the best interests of the industry and of the workmen, all parties will endeavour their best to maintain cordial industrial relations.

10/11
4.2.1959

~~For~~ ~~Signature~~

THE H. G. M. LABOUR UNION

REG. NO. 159

P. O. HUTTI
RAICHUR DIST.
21. 3. 59.

Ref. No. **Reg/3/74/59.**

Date

To.

The Registrar of Trade unions
In The office of The Labour Commis-
-oner

No.5, Infantry Road, Bangalore

XXXXXXXXXXXXXXXXXXXXXXXXXXXX

Sir,

We here with forward two copies of the constitution as amended in the recent general body held on 1. 3. 59.

We hope that you are in receipt of our notice and the proposed amendments. We request you to kindly certify the same and send a copy to us. We also enclose the name and details of the office bearers and the working committee members and the copies of the resolutions passed therein in the general body. The copies of the general secretary's report shall be sent to you in the course of a fortnight after discussion and adoption by the executive and the general council.

Thanking you

Yours Faithfully

General Secretary

Copy forwarded for information.

1. The Regional Labour Commissioner.
2. The Chief Labour Commissioner.
3. The Secretary A. I. T. U. C.
4. The Secretary K. P. T. U. C.
5. The Superintendent H. G. M. Co., Ltd. HUTTI.

THE H. G. M. LABOUR UNION

REG. NO. 159

P. O. HUTTI
RAICHUR DIST:

Ref. No. A I T UC/3/78/59

Date 21.3.59

To,

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

Sir, WE here with sent the copyis regulations and other particulers such as the name of office berers etc along with a copy of letter No. Reg/ 3/74/59. Dated 21.3.59. For your information and necessary action

Thanking you

Yours faith full

Gen. Secretary

mg

The following is the resolutions passed by the General Body meeting of the H.C.M. Labour Union held no. 159 held on 1.3.59.

1. Resolved that the General Secretary report be discussed and adopted by the new Managing Committee and General Council while the General Body generally agrees to the report.
2. Resolved that the audited statement of accounts for the year 1957-1958 is adopted and the accounts from 1.4.58 to the date General Body be submitted to the Managing Committee and General Council for adoption.
3. GRAIN SUPPLY:- This General Body meeting of the HUTTI GOLD MINES workers expressed their grave concern about the curtailment of the privileges enjoyed by the workers in several respect particularly the workers were provided with food grains on concession rates from the beginning for their entire dependents, such as father, mother, sister, brother wife and children. But recently the Management though not stopped to the workers who are enjoying this benefits, had refused to grant the same to those workers who applies for it. This we consider as gross injustice and also indirect curtailment in the emoluments of workers. Thus this General Body urge upon the Management to probe in to the matter and see that the satisfaction is maintained.
- A. This General Body feels that the workers are further effected with the curtailment of the Transport facilities which as been provided since the inauguration and urge upon the Management and all other concerned authorities to see that the Transport facilities are introduced as before.

5. This General Body also take notes of the serious situation caused by the unpredicted declaration of the Medical officer declaring the workers medically unfit without showing sufficient cause and the nature of the disease, in which, they are made medically unfit and urge upon the Management to see that such cases are thoroughly enquired and proper treatment is given to the workers and when ever the M.O declare Medically unfit, he should show sufficient reason and the nature of disease and treatment. So that the workers may secure his legitimate rights and securing of life and existence.
6. The General Body strongly urge to the Government to declare T.B. as occupational disease of Mines as it is the initial stage of silicosis for example particularly the cases of the T.B. is constantly reported and the workers are made medically unfit on the same pbs. Hence this General Body also requests the Government to bring necessary amendments in the Workmen Compensation act.
7. This General Body approved the discussion of the A.I.T.U.C General Council to build up a fund for A.I.T.U.C building and calls upon its members to contribute liberally to the same and make the decision on successful.
8. This General Body urge upon the Management to constitute a panchayat with out any delay in consultation of with the Union. As provided in the housing rules and standing orders.
9. This General Body recalls its resolution of 1955 regarding the nominated committees such as Sanitary Board, Housing Committee etc. And

request to note that yet these Committees are not properly constituted. Hence the General Body urge upon the Management to constitute a proper Committee duly elected or in consultation with the Union.

10. This General Body express its satisfaction to the statement given by the Superintendent on the occasion of the 9th Republic Day assuring to build more housing Colony and urge upon the Management to implement this declared policy with out any further delay.

11. This General Body once again recalls its resolution of 1955 regarding the partiality and favouritism shown while recruiting the workers and strongly urge upon the Management to consider the following long standing desires of workers A. The dependents such as son, daughter, Brother, Sister, wife or any other direct dependents of the worker who are made Medically unfit dismissed due to the old age, or resigned should be given 1st preference and B. The second preference be given to the dependents of the workers.

12. This General Body deploras the policy adopted by the Management in respect of the Watch-and ward regarding of Wages and Uniform and urge upon the Management to rectify the same and give common Uniform and Wages to entire staff of the Watch-and-Ward. This is very essential to remove the existing discontent among them. As they are the security staff to safe guard the property of Mines.

13. This General Body deploras the indifferent attitude of the Management regarding the Complaints alleging of Corruption bribery Grafting and Misappropriation. This General Body urge upon the Management to take cognence of such alleged Complaints, and culprits to be dealt with, affix the

14. This General Body resolved that the amendment brought on the by-laws be adopted and the By-laws as amended be sent for registration to the "Registrar of Trade Union".
15. This General Body resolved to urge upon the Management to accommodate the H. G. M. Labour Union to permit the organization to fulfill its responsibilities thrust upon ~~by the workers~~ it by the workers.

General Secretary
The Mysore
Labour Union Regd. No. 130
Hutti P. O. Vai. Raichur.

THE H. G. M. LABOUR UNION

REG. NO. 159

P. O. HUTTI
RAICHUR DIST.

Date 4. April 1959

Ref. No.

A1100/4/84/59

To

The secretary A.I.T.S.U.C.

NEW DELHI .

Sub; General Secretary Report Of The General Body

Held On 1st March 1959.

Dear sir,

We herewith sent the general secretary report discussed and adopted in the executive and the general council. We hope that you would take necessary steps on the points raised in this report and do the needful.

Thanking you

yours faith fully

~~General secretary~~

Enclosure Four pages Report.

No.

The Chief Engineer,

H.G.M. Muttli,

Through the proper channel.

Respected Sir,

Sub:- Grievances of Memorandum.

We the undersigned Hoist drivers beg to submit the following long standing grievances of ours to your notice with the hope that you will concede the same without any further delay.

Most of us are on top of grade since many years while the work load had increased more than 2½ times and also the cost living had gone very high. While our wages stood as it is as such the standard of living had fallen. And also if you take the example of K.G.F. our wages stands in much contrast while many other categories are getting all most all the same grade.

Hence we have a genuine grievances for revision of grades, Better living and other facilities which has been provided to the workers of K.G.F. while demanding the rates and facilities of the K.G.F. workers. We wish to state that if the per capita production is more than several times even in respect of hoisting. Which proves justness of our demands. Therefore we here with place the following demands for your usual and favour of consideration.

1. We may be made monthly grade and the grades should be distributed as follow:-

1st GradeRs150/-7/220.

2nd GradeRs 85/-5.150.

3rd GradeRs 50/-3-85.

2. The present working hours should be reduced to six hours.

3. The drivers should be allotted with separate quarters who understand their risk of duty, responsibility and necessary of rest.

4. A clean sheet bonus of Rs 25/-per year should be given.

The above demands if granted are just and far below than what the K.G.F. workers are enjoying at present. Hence we hope that your honour would ~~find~~ not find it any difficult in granting the same. We also earnestly hope that your honour will give sympathetic consideration towards on the above just and genuine demands. We hope receive an earliest reply.

Thanking you.

Yours Faithfully,

H.G.M. Muttli,
Date:-25.5.59.

Fifteen Hoist Drivers.
Signatures.

It is with deep regret the Managing Committee takes serious note, on the nonimplimentation of mutually agreed conditions, (Agreement Dated- II-2-1959.) The Managing Committee wish to point out that the Management had not only failed to improve the cordial relations, But also has attempted to worsen it in many respects.

- a. Promotion have been given in many cases superceeding seniority of many workers.
- b. Transfers, with out consent of workers have been made in certain cases which directly tamper and curtail their prospects.
- c. There are cases in which, many workers, are made to suffer, by refusing concessional rations to their direct dependents, by which, the management has forfeited their long standing benifits.
- d. The Management had agreed to grant clothing allowence and annual increment to all those who earned P/L. This has not been enforced. The Managing Committeex also views seriously about the question of re-engagement of the 11 (Eleven) dismissed workers, Since it is a long standing problem. The Managing committee strongly feels that the Management has failed to understand and appreciate, ^{the Patient Stand of the Union, for long to settle this issue.} through peacefull conceliation and negotiation.

There fore the executive again press upon the Management to consider and to dispose of all the issues fairly, with out giving chance to the union for another struggle, on matters which can be settled through negotiations.

Camp Hutti:

Date: 30-5-57.

For Managing Committee
The Hyderabad Gold Mines
Labour Union. Regd. No. 159
Hutti P. O. Vai. Raichur

11 MAY 1959

6961 AMW

The May Day celebration at Hutti Gold Mines Hutti, Raichur, Mysore state.

The workers of hutti gold mines had celebrated the international working class day in a grand fashion. The celebration began in the morning of 1st May with the prabhath bhairav puja. The workers, women and children, after parading the labour colony had assembled in the Samadhan maidhan where Sri S.A. Khader the vice president of the union hoisted the red flag. Then the volunteers took the salute and the president after inspecting the volunteers addressed the workers after explaining the significance of the day. The speaker dealt with the local problems. The speaker in short explained the policy of A.I.T.U.C regarding public sector and declared that while it is our declared policy to defend the public sector and we shall insist upon implementing the same, but at the same time we cannot tolerate the policy pursued by the authorities and particularly the management here is adopting a most untenable policy by which the efficiency of the industry had gone down to such an extent that we are hearing and noticing the open smuggling and misappropriation has become no more secret in our industry even though the management and other responsible officials are aware they are not taking any steps against these persons only because these persons were hired in the course of strike to break the united battle of workers though it was a utter failure yet the management wants them to be reserved to use against the growing strength of workers under the red flag. While deploring such undemocratic and anti labour policy of the management the speaker appealed to the workers to be cautious of such people and see that they are brought into book even at the cost of the life of the workers. The speaker further emphasized the decision taken in the A.I.T.U.C. General council and said that this is the day in which we will have to take the pledge to strengthen our unity to achieve social security, Trade union rights, better wages and other minimum necessities. It is only possible through an ironical build up unity and strength. While concluding the speech the speaker appealed to the management to concede the long standing grievances of the workers and demanded the re-employment of all those workers. Other than this many comrades including comrades P. Marisamy the assistant secretary and the general secretary also addressed the workers. There other functions such as sweets distribution to the children and drama and other cultural programmes were there. Very important of the day was two of the active workers of I.N.T.U.C. Asst. Secretary and a working committee member came in the platform and apologized for the mistakes committed by them and said that really they were hired in the sense that they were with the I.N.T.U.C with the hope that at least they could some service to the people their own family which meet in disastrous as they found there is only chance for some angle-indians and such other pets who would directly involve in smuggling and black miling as it was find to difficult we here with pledge that in future we shall all one with the workers they declared.

The Hyderabad Gold Mines
 Labour Union. Regd. No. 159
 Hutti P. O. - Vai. Raichur

THE H. G. M. LABOUR UNION

REG. NO. 159

4 JUN 1959

P. O. HUTTI
RAICHUR DIST.

Ref. No.

AITUC/S/105/59
~~48/Sup/101/59~~
48/Sup/101/59

Date... 30th May 1959.

To,

The Superintendent,

H.G.M. Hutti,

273

Dear Sir,

I am directed to forward the following resolution to you, by the Managing Committee. Your action on the whole matter may be communicated as early as possible.

Thanking you,

Yours faithfully,

Cann Hutti,

Date: 30.5.59.

GENERAL SECRETARY.

Copy Forwarded:-

1. The Regional Labour Commissioner, Madras
2. The Chief Labour Commissioner, New Delhi.
3. The Secretary, A.I.T.U.C.S
4. The Secretary, K.P.T.U.C.

A. K. S. S. S. S.

4/11/59

19 JUN 1959

The H.C.M. Labour Union, Hutti.

273

The LONG MARCH OF HUTTI GOLD MINES WORKERS TO BANGALORE IS POSTPONED.

The II, Victimized workers along with their leader the General Secretary of the H.C.M. Labour Union was scheduled to begin a long march on 14th instant from Hutti to Bangalore, which has been postponed due to the intervention of srijiths, K.S.Vasan and K.Ramadhass the president of K.P.F.U.C. and H.C.M. Labour union respectively. Who had directed to give chance to the concerned authorities to re-consider this issue. And also the Executive of the union who took the discussion of postponement also resolved to refer this matter along with other ^{concerned} standing issues to the concerned authorities for adjudication.

The Executive hopes that the Management would realise the grave situation and the growing discontentment amongst the workers and would not ^{precipitate} ~~precipitate~~ the matter which would create further discontentment and unrest in the Industry.

The Hyderabad Gold Mines
Labour Union. Regd. No. 159
Hutti P. O. Val. Raichur.

THE H. G. M. LABOUR UNION

10 JUN 1959

REG. NO. 159

P. O. HUTTI
RAICHUR DIST.

Ref. No. 49/sup/116/59

Date 5-6-59

JHR
July 5 issue

To
The Superintendent,

H. G. M. Hutti

We have with forward a copy of the Resolution to you, by the Managing Committee for your information and necessary action. Please acknowledge the same.

Thanking you

Yours faith fully,

[Signature]
For General Secretary, 5/6/59

Copy forwarded for information,

1. The Regional Labour Commissioner, Central Madras.
2. The Chief Labour Commissioner, New Delhi.
3. The Chairman Board of Directors H.G.M. Co., Ltd., B.10r
4. The Labour Minister Central New Delhi.
5. The G. Secretary Indian Mines federation, H.O. Dhana-
-bad.
6. The G. Secretary, A.I.T.U.C. New Delhi.
7. The G. Secretary, K.P.T.U.C. Bangalore.
8. The K.S. Vasan, Labour Association, Channarayana,
K.G.P.

A170c/6/113/58

10 JUN 1959

THE H. G. M. LABOUR UNION

REG. NO. 159

P. O. HUTTI
RAICHUR DIST.

Ref. No. AITUC/17/119/59

Date 8.6.1959

To,

The Secretary,

A. I. T. U. C. New Delhi.

Dear Comrade,

We hope that you are in receipt of our communications regarding the settlement reached between us and the Management after calling of the strike. But there were very important demand that of the re-instatement eleven victimised workers were kept under consideration after calling of the strike. Regarding this issue we had tried our level best to settle this issue amicable. Comrades Vasan the president of K.P.T.U.C; M.C. Narashiman General Secretary and other had tried their level best in this issue, they had negotiated with the Chairman who is also the Chief Minister of the Mysore state and John Taylor and sons many times. The Chief Minister who in the begging promised to consider this issue favourably had went back from his promises and said that we cannot do anything. We on our part met the Management on several occasions and persuade them atleast for the re-engement of these workers. The Management should adamant and said that we are not going to consider this issue at any cost as such the eleven victimised workers had took the decision of a long foot March from Hutti to Bangalore, it is about 350 miles. The Executive after discussing this issue resolved to send its General Secretary along with these workers and necessary financial help. These workers lead by the General Secretary of the H.G.M.L.U. from the start from Hutti enroute Lingsugere, Gengavathi, Munirabad, Hospet, Bellary, and Ananthapur etc.

We request the K.P.T.U.C. and A.I.T.U.C. to give necessary publication and direct the working clause to support the cause of Hutti workers. We hope that we will be aided in this connection and we are eagerly waiting for the result. Reply

Thanking You.

Yours Faithfully,



273

June 14, 1959

1. General Secretary,
Champion Reef Mine Labour Association,
CHAMPION REEF, Kolar Gold Field.
2. General Secretary,
Hyderabad Gold Mines Labour Union,
HUTTI, Dist. Raichur.

Dear Comrade,

Please find herewith a copy of Labour Ministry Notification regarding the draft amendment to rule of the Mysore Gold Mines Rule, 1953, and send your detailed comments on the above amendment at early as possible to the office.

With greetings,

Yours fraternally,

V. G. Sriwastava
14/6/59

(K.G.Sriwastava)
Secretary

Encl:



THE HUTTI GOLD MINES WORKERS DECIDED TO HAVE A LONG MARCH TO BANGALORE TO MEET THE CHIEF MINISTER AND THE CHAIRMAN OF BOARD OF DIRECTORS OF THE H. G. M.

It is to be noted that the Hutti Gold Mines workers fought forty days strike in last September 1953 which entered in partial victory to the workers. In that the H.G.M. Labour Union recognition was restored a revision of D.A. by about Rs.5/- and other emoluments such as P/L, Annual Increment, clothing allowance etc. But the main demand of the workers that of re-instatement of eleven victimised workers though not considered at the time of calling of strike. The chairman and responsible persons of the company then had assured the Leaders of agitation that the question will be favourably considered in near future. The workers eagerly waited till this day hoping that the Management would concede this demand without giving any room for unrest among the workers and without jeopardising the progress of the industries. The Leaders of the workers had met the Chairman Board of Directors and other officials. On several occasions the Chairman had upheld his assurance and said that he will direct the Management to re-instate these workers. In spite of the assurances the Labour Union on its parts came down from the demand of the re-instatement to re-engagement of these workers as it has done in K.G.F. and other industries, not only that the Union were prepared to ask these workers to forfeit all their privileges including housing facilities which has been enjoyed by the workers as a privilege due to the previous service. It is to be highly regretted that the Management instead of taking a flexible attitude had stood rigid and were not prepared to compromise. New Delhi.

While in some cases the Management had re-engaged the workers who were dismissed on grave charges than these workers such as theft, etc. Where as the alleged offence serious to be committed by these workers which is only going in a demonstration for redressal of some of their legitimate grievances such as X'mas advance cancellation of its surety. The Management plea that these workers were convicted in the court. Hence the Management says that the decision of dismissing the workers were supported to be the decision of the court's conviction which has no bearing at all as there are several convicts of similar nature yet employed in this company. The workers and their representatives had tried their level best to solve this issue by mutual negotiation and even preferred arbitration on the issue. All the attempts made by the Union met in vain. These workers themselves decided to have a long march to Bangalore to appraise the Chairman with the situation and demand their re-instatement. On hearing the decision of the victimised workers, the Executive met and discussed and as there is no other alternative, it resolved to support these workers and to send the Union General Secretary along with them. The workers and the General Secretary of the H.G.M.L.U. will start from Hutti enroute, Lingsugur, Gengavathi, Kopal, Munirabad and on 14th instant.

**The Hyderabad Gold Mines
Labour Union, Regd. No. 159**

273

July 14, 1959

The General Secretary,
Mysore Mine Workers Union,
Mavikuppam Post, Kolar Gold Field,
Mysore State.

Dear Comrade,

Please find herewith a copy of Labour
Ministry Notification regarding the draft
amendment to rule 1 of the Mysore Gold Mines
Rules, 1953, and send your detailed comments
on the above ~~amendment~~ amendment as early
as possible to this office.

With greetings,

Yours fraternally,

(K.G.Sriwastava)
Secretary

Encl:

THE HUTTI GOLD MINES WORKERS DECIDED TO HAVE A LONG MARCH TO MEET BANGALORE TO MEET
THE CHIEF MINISTER AND THE CHAIRMAN OF BOARD OF DIRECTORS OF THE H.G.M.

It is to be noted that the Hutti Gold Mines workers fought forty days strike in last september 1958 which entered in partial victory to the workers. In that the H.G.M. Labour Union recognition was restored a revision of D.A. by about RS.5/-and other emoluments such as P/L, Annual Increment, clothing allowance etc. But the main demands of the workers that of re-instatement of 11 eleven victimised workers though not considered at the time of calling of strike. The Chairman and responsible persons of company then had assured the leaders of agitation that the question will be favourably considered in near future. The workers eagerly waited till this day hoping that the Management would concede this demand without giving any room for unrest among the workers and without jeopardising the progress of the industries. The Leaders of the workers had met the Chairman ~~and~~ Board of ~~the~~ Directors and other officials. On several occasions the chairman had up held his assurance and said that he will direct the Management to re-instate these workers. In spite of the assurances the Labour Union on its parts came down from the demand of the re-instatement to re-engagement of these workers as it has done in K.G.F. and other industries, not only that the Union were prepared to ask these workers to forfeit all their privileges including housing facilities which has been enjoyed by the workers as a privilege due to the previous service. It is to be highly regreted that the Management instead of taking a flexible attitude had stood rigid and were not prepared to compromise.

While in some cases ~~ix~~ the Management had reengaged the workers who were dismissed on grave charges than these workers such as theft etc. Where as the alleged offence serious to be committed by these workers is only going in a demonstration for redressal of some of their legitimate grievances such as X'mas advance cancellation of its surety. The Management plea that these workers were convicted in the court. Hence the Management says that the decision of dismissing the workers were supported to ~~be~~ the decision of the court conviction which has no bearing at all as there are several convicts of similar nature yet employed in this company. The workers and their representatives had tried their level best to solve this issue by mutual negotiation and even preferred arbitration on the issue. All the attempts made by the union met in vain. These workers themselves decided to have a long march to Bangalor to appraise the Chairman with the situation and demand their reinstaement. On hearing the decision of the victimised workers, the executive met and discussed and there is no other alternative, it resolved to support these workers and to send the Union General Secretary along with them. The workers and the General Secretary of the H.G.M.L.U. will start from Hutti enroute, Lingsugur, Gangavathi, Kopal, Munirabad and on 14th instant.

The Hyderabad Gold Mines
Labour Union. Regd. No. 159
Hutti P. O. Val. Raichur.

547
17 AUG 1959

Keonjhar Mines and Forest Workers' Union.

(Registered No. 63)

P. O. BARBIL, DIST. KEONJHAR, ORISSA.
RLY. STN. BARAJAMDA, S. E. RLY.

Reply Please Quote No. JNF/A/2637/(865)

11th August

1959

273

To
The Regional Labour Commissioner (central),
Certifying officer, Under Industrial Employments' (Standing Order Act 1946),
Government of India,
Dhanbad

Dear Sir, Re: Certification of Standing Orders in the Establishment of Shri
L. N. Bhanj Deo-mine owner, Inganijharan.

We have come to know that the Draft Standing Order of the employer of aforesaid was taken up by you on 29-7-1959 at Barajamda for certification. We have to state that almost all workers of that establishment are members of this Union. But it was rather strange that we were not consulted in that matter nor were we had any opportunity of being heard before the certification.

We, therefore register our protest hereby and object to the certification of the said standing order. It is therefore prayed that the certification of the said standing order stayed forthwith and this Union should be served with a copy of the Draft Standing Order in order to make any modification or addition to the draft if necessary.

Yours Faithfully,

W. Behra

Joint Secretary

Copy to the: - Chief Labour Commissioner (Appellate Authority, under Industrial Standing Orders Act, 1946), Govt. of India, New Delhi
- Com. S. A. Dange, General Secretary, AITUC, New Delhi

For information and necessary action.

Joint Secretary

Ref. No. 86/SUP/194/59.

To,
The Superintendent,

H.C.M. Hutti.

Dear sir,

Sub:- Alleged attempt of harassment to the Hoist Drivers.

We have been experiencing since many years a policy of terrorising the workers whenever they rising their voice for the redressal of their genuine and just demands. The Hoist drivers had in the first session in 1955 had put few demands such as Revision of grades, Better accommodation, Clean sheet allowances etc.

Then the Management instead of conceding their demands attempted to harass them by transferring them and creating a sort of unpleasant atmosphere. Now recently when they had further approached you with the simultaneous demands, even then the Management, had, further attempted to harass them, In that it is alleged several unrepresentational action has been taken against these workers.

We regret to note that such actions cannot be considered as healthy. We also learned that one Senior 1st Class Hoist driver had transferred to oakley shaft to work in a small Hoist in protest. It is seen, he had tendered his resignation. We also learned that several other simultaneous action has been done and attempt has been made to harass this workers. Further we in the interest of the industry and nothing less than the workers appeal to you to restore the normal condition and the transfer and other action taken against this workers be kindly be withdrawn.

Further we suggest that the Management should try to settle the grievances of these workers by mutual negotiation. On our part we had always should for negotiation and settlement. We also wish to point out that the resignation submitted by the worker sri. Basith Eng.T.No. 7 alleged, to be, being in protest to the action taken by the Management against him. We request that until a proper enquiry the resignation should not be accepted and the status quo be maintain.

We are not raising any fresh demands other than that have been raised by the workers through their various application, and we are confident that the Management would concede these demands without any further delay.

Thanking you in anticipation.

Yours faith fully

Sd/ P.Narayanand

GENERAL SECRETARY.

True Copy

The Superintendent,

H.G.M. Hutti.

Dear Sir,

Sub:- Suspensions of Workers.

Recently it has been noted that the head of department and other officers of company are awarding severe punishment the workers for minor charges and in some cases the workers are threatned, even with dismissal, we here under give a few cases for your perusal and for necessary action.

1. Subramani. T.No. 117 Metallurgical Dept:- This employe was given a explanation sheet S.No. 38 dated 22.6.59 with an alligation of neglet of work and original he was charged under standing order 23 (b) and (h). Even though the employee did not expect nor denied the charge. He however regretted for the unfortunate incident, though the employee have a very strong case, to defend himself, as he will have to work in different part of the section and were asked to do, several type of works in a shift. Further it is noted that while calling for explanation he was only alleged to the contermined S/o 23(b) and (h). Later it is noted that section 22(0) also been added. This is nothing but an after thought and there is no mentioned at all about the habitual negligence. Which deals under S/o 22(0) as such it is a clear indication of the planed attack on worker to award him severe punishment.

2. Basheer Ahamed T;No. 98. Metallurgical Dept:- This employees explanattion were called, for alleged sleeping on duty on 5.7.59. at 4.30pm. Even in this case to, he was charged for contervaining S/O 22 (r) were as, here there is no mentioned about the habituality. Further it is to be noted that the day and time of the alleged offence alleged to be committed being a sunday, and this worker were not on duty on the day, the worker had given his explanation regarding the original charge later on receiving the explanation the departmental head had stated that you were found sleeping during the working hours on 5.8.59. The date 5.7.59 is a typing error. The employee further had given his explanation for the second charge which reads.

I beg to submit that on 5.8.59 it is about 4.00pm, Sri. Krishnamoorthy then the officer incharge of metallurgical section came and asked me to go to Sri. Andrews bungallow and get the keys of the refinery. Accordingly I went and brought the same, it would be then about 4.30pm. Further there were regular training on the day mentioned above and I was fully engaged in my work. And also I had resumed my duty at 2.30pm and the allegation that I found sleeping at 4.30pm have no basic as no Human being would sleep at that hour with in two hours of resuming duty.

Hence while submitting the above explanation, I request that I may be excused as I am not guilty of the alleged offence.

Thanking you,
yours Faithfully,
SD/ Basheer Ahamed.

For which after receiving his explanation the C.M. has suspended him for six days for alleged contervention of S/o 22(d) and (n). Here to the original charge itself was not for the offence alleged to be committed and later the S/o alleged to be contervine is also have no any base or relation to the clauses of S/o mention in the charge.

3. Bheemrathiam T.No. 49. Metallurgical Dept. S.No. 52:- This employees explanation were called for the alleged arrogant behaviour and the charges were framed for contervaining S/o 22(a) and 23(i). Here to the S/o mentioned in the charge have no any bearing or conmaction, but the employee concerned were suspended for six days as a matter of fact the explanation of the employee were an explanation one and it was the responsibility of the officer incharge to give to thought to the explanation, and render justice to the employees concern, especially because she was an female. Instead of doing so, the officer concerned had attempted to forgive some more grave charges in addition to the original I as it is evident from the explanation sheet. In which it has been stated in the 2nd phara about a week back you behaved similarly towards crusher foreman. But where as then the alleged charge was for alleged negligence of work, and it is alleged that this charge was framed also against many other women workers, along with this employee, and all of them were suspended for a day, but on their joint effort then the suspension was cancelled. Now after issuing the above mentioned explanation sheet, along with the verdict of the C.M., had given the copy of the above explanation sheet. In which it is mentioned that "Be carefull in future while working on the belt. You are now involved in another offence which in being dealt with seperatly SD/-G.K.Naidu and dated on 25.9.59. Where as the xking alleged offence negligence was alleged to be committed was on 27.7.59. From both the the explanation sheet and the verdict of the C.M. it is evident that the C.M. is trying to harass the employee forcing some false allegation.

4. Yobe Eng. T. No. 10 Ex. sheet. No. 740: This employee was charged for the alleged committence of about without leave without sufficient cause from appointed place of work, and for alleged negligence of work. The charges reads as follow:-

"1. Absence without leave without sufficient cause from appointed place of work, in that you were found absent from your appointed place of work at 900' level Villa shaft on Friday the 17th inst nt afternoon shift at 4.00pm.

2. Negligence or neglect of work in that you were found cheating with another pump driver at 600' L at 4.30pm 17.7.59 by your foreman". For conterving S/O 23 (e) and 22(o). Even this charge the C.E. failed to mentioned habituality; Which deals und class 22(o) of S/o and it is to be noted the cause of the alleged absence from appointed place of work were due to non supply of lamp, but even in this case the C.E. was suspended him for six days.

5. Chandappa T.No. 632UG. Dept. S. No. Nil:- This employee was charged for the alleged misbehaviour in the Hospital. But yet in this case the Po had given the explanation sheet were as the S/o permit only the Head of the Department, Contractor, or the Superintendent to charge a person. Now ever the charge though was that of misbehaviour, but while declaring the verdict the superintendent state that "There is sufficient evidence to show that you have created a disturbance in the ward by abusing the ward-boy" It is to be noted at the time of the alleged offence is alleged to be committed the employee concerned was an inpatient of the Hospital as such it is the responsibility of the ensuring officer to give due waitage to the statement of the employee concern, why because he was an inpatient and he deserve more attention than an ordinary worker, but even in his case the punishment was not less than six days suspension.

6. Bangalore Laxmawa T.No. 395. Surface, Department. S.No. PO/ws/3:- This employee was charged for alleged breach of housing colony rules in that it was alleged she had harboured her son namely Fakeerappa who is alleged to be and disirable elements the employee while giving their explanation though denied the charge never the less she had emphatically stated th-the is her son even though, this charge was levelled for alleged a contervention of S/o 22(e) and S/o 22(p). The clause 22(e) no doubt deals with breach of superintendent orders, connected with the company's Housing orders, but the clause 22(j) is absolutely deals with habitual breach of any rule of instruction for the maintainmar and running of any department or the maintainmance cleanliness of any portion of the company's property and any other serious act of misconduct. Here we wish to point out that the question of harbouring the son would also may in volve a constitutional ~~violation~~ ~~infringement~~ ~~of~~ ~~the~~ ~~constitution~~ ~~and~~ ~~the~~ ~~charge~~ ~~levelled~~ ~~against~~ ~~the~~ ~~employee~~ ~~is~~ ~~not~~ ~~maintainable~~ ~~as~~ ~~such~~ ~~any~~ ~~action~~ ~~or~~ ~~order~~ ~~infringing~~ ~~the~~ ~~constitution~~ ~~is~~ ~~highly~~ ~~regrettable~~. Above all these we wish to point out that even, otherwise the charge levelled against this worker is improper, irregular and not maintainable, as the standing order 22 emphatically maintained that employee who after receiving a statement in writing on the charge against him is adjudge on due enquiry by the Head of the department or contractor, as the case may be, on explanation of the employee, if present, and of the facts, to be guilty of misconduct, is liable subject to the approval of the superintendent to be dismissed without notice forfeiting all the rights and privileges accruing as a result of past service. Here the officer who charged the employee is neither, the departmental head, nor, the Superintendent. Here the punishment was six days suspension.

7. Veeragwamy. T.No. 9. Hoist Driver, Ex. Sheet. S.No. 703:- This employee is charged for alleged contervention of "breach of any rule or instructions for the maintainmar and running of any department in that you disobeyed this office order dated 16th March 1959 paragraph(3) i.e. while on duty you sent Angadi Karama (Eng. T.No. 125) Hoist break man to your house at 9.00am on 7th June 59, to bring your food" This employee emphatically maintained vide his explanation dated 26.6.59, that the charge is not at all maintainable, of him, as he did not contervine the specified para of the notice ~~mentioned~~ mention above. Also it is to be noted that the employee Sri. Angadi Brannahas been already punished for same offence, even ~~in~~ this case the C.E. had punished him with a days suspension.

Even though there are several other workers who have been punished similarly, we are not at present dealing with such cases, but all the above mentioned cases being flagrantly infringed the standing orders and the common law ~~of~~ of the land, we earnestly request you to reconsider these cases and the punishment awarded to the above mentioned workers, may kindly be withdrawn and the wages for the suspension period of these workers may kindly be ordered to pay. We hope that you will attend to these case ~~immed~~ and settle it with out any further delay.

Thanking you,

Yours Faithfully,

Hutti,

24th September 1959.

General-Secretary.

THE H. G. M. LABOUR UNION

REG. NO. 159

P. O. HUTTI
RAICHUR DIST.

ref. NO. HT/100/18/20/57

date... 5.10.1957

To,

The Secretary,

A.L.T.U.C. New-Delhi.

Dear Sir,

We here with forward the copies of memorandum of grievances submitted to the Management by the Hoist-Driver and the subsequent representation made by us, and their behalf.

We request you to draw your immediate attention to see that the grievances of these workers are settled immediately.

Thanking you,

Yours Faithfully,


General Secretary.

Copy forwarded for information and necessary action.

1. To the Regional Labour Commissioner.
2. To the Chief Labour Commissioner.
3. To the Labour Inspector, Secunderabad.
4. To the Secretary A.L.T.U.C. New Delhi.
5. To the Mining Inspector, Corgum & K.G.P.

THE H. G. M. LABOUR UNION

REG. NO. 159

P. O. HUTTI
RAICHUR DIST.

Ref. NO. HTUC/7/S26/57

Date: 10.10.1957

To,

The Secretary,

A.I.T.U.C. New-Delhi.

Dear Sir,

We here with forward the copies of complaints regarding the violation of Standing Order's and wrong-full action taken by the Management.

We regret to note that since more than last two years, even though there were a number of representation made to you there were no Conciliation order and no attempt have been made to solve the issues.

Hence we pray that the appropriate authority may kindly be moved and intervened immediately to settle all out standing issues.

Thanking you.

Yours Faithfully,

General Secretary.

Copy forwarded for information and necessary action.

1. To the Regional Labour Commissioner,
2. To the Chief Labour Commissioner,
3. To the Labour Inspector, Secunderabad,
4. To the Secretary, A.I.T.U.C. New-Delhi.

" AUDIT REPORT "

We have audited the account books of The Hutti Geld Mines Labour Union, Hutti for the period from 1.4.1958 to 31.3.1959 and report as under:

The Union is managed by a Managing Committee. The Secretary and the Treasurer have maintained the cash book, Vouchers and receipts which were Produced for our inspection.

The collections are supported by duplicate receipts. The same receipts are used for subscriptions and Donations which are entered with pencil. The vouchers have been verified by us and the expenses are not properly vouched. No Ledger is maintained. The Bank account has not been incorporated in the books of account. The opening Bank Balance and the Closing bank balance have been taken into the statement, as per the certificate of the banker. No Balance Sheet has been drawn as there are no appreciable value of assets.

Subject to the above remarks we certify the Receipts & Payments Account appended to this Report, is in accordance with the books and vouchers produced and informations and explanations offered.

Sd/- M.S. Nagaraj.
15.10.59.

For D.V. Sarovar & Company.,
Chartered Accountants.

GVK/-.

" True Copy "

Handwritten signature and initials

Date 14.10.1959.

THE HUTTI GOLD MINES LA BOUR UNION,
H U T T I.
(Regd.No.159)

RECEIPTS & PAYMENTS ACCOUNTS FOR THE YEAR: 1.4.51 1958 to 31.3.1959.

RECEIPTS.

To Opening Cash Balances:

With Treasurer.	198.51 np.
With the State Bank of Hyderabad.	28. 57 "
To Hand Loans.	1,000. 00 "
To Subscriptions.	4,410 .25 "
To Donations. ..	2,261 .25 "

PAYMENTS.

BY EXPENSES:

Printing.	35.19 np.
Post & Telegraphs.	2 60. 89 "
Office Expenses.	654.36 "
Salaries & Wages.	71.00 "
Volanteer EXP.	278.17 "
Travelling EXP.	1,558.39 "
Conveyances.	179.38 "
News Papers.	67.09 "
Stationary.	14 7.86 "
Miscellaneous EXP.	1 45.00 "
Medical EXP.	55.87 "
Allowances to Secretary & President.	785.50 "
Un-employment Relif.	38.92 "
Education Section Expenses	71.24 "
Purchase of Furniture etc.,	320.90 "
Hand Loans Returned.	1,271.00 "
Legal Expenses.	59 9.21 "
Labour case Exp.	4 79.08 "
Victimised Workers' Expenses.	808.00 "

Closing Cash Balances.

With Treasurer.	42.96. "
With the State Bank of Hyderabad.	28.57 "

TOTAL RS. ₹ 7,898.58 np.

TOTAL RS. ₹ 7,898.58 np.

PRESIDENT.

SECRETARY.

TREASURER.

Separate Report of Even date attached.

" True Copy"

FOR D.V.SAROVAR & CO.

Sd/- Nagaraj.

15.10.59.

CHARTERED ACCOUNTANTS.

GVK/2.

FORM I (CONTD)

Statement of Liabilities and Assets on.....Day.....1959AD.

LIABILITIES.	Rs.Np.	ASSETS.	Rs.Np.
Amount of General fund.		Cash.	
Amount of Political fund.		In hands of treasurer.	
Loans of.		In hands of Secretary.	
Loan taken from.		In hands of	
Debts due to		In theBank.	
Other liabilities. (To be specified)		In theBank.	
		Securities as per list below.	
		Unpaid subscription.	
		Loan to.....	
		Immoveable Property.....	
		Goods and Furnitures..	
		Other assets to be specified.	
Total Liabilities.	_____	Assets Total.	_____

Please refer to his auditor's remarks

Please refer to his auditor's remarks

LIST OF SECURITIES.

Particulars,	Face value.	Cost price.	Market price at date on which a/cs have been made up.	In hand of.
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garganharan
TREASURER.

From I (Contd)
General Fund Account

I N C O M E	Rs..Np.	EXPENDITURE	Rs..Np
Balance at the Beginning of the year. 198.51 with the state Bank of Hyderabad.	28.57	Salaries, allowances & expenses of Officers.	856.50
Contribution from the members .25/-Rp..per Month.	4410.25	Salaries, allowances & expenses of establishment.	3192.07
Donation.	2261.25	Auditor's fees.	
Sale of periodicals, Books, Rules etc.		Legal expenses.	1078.29
Interest on investments.		Expenses in conducting Trade disputes.	
Income from miscellaneous sources (to be specified).		Compensation paid to members for loss arising out of trade Disputes..	808.00
Loans.	1000.00	Funeral, Old age, sickness unemployment benefits, Education, social, religious benefit etc.	110.16
		Costing of publishing periodi- cals, Rents, Rates & Taxes- stationary printing & postage.	511.03
		Loans returned.	1271.00
		Expenses incurred under sec. 18(I) of the Hyderabad Trade Union Act 1354F (to be specified)	
		Other expenses.	
		Balance at the end of the year. With Treasurer.	42.96
		With the state bank of Hyderabad.	28.57
Total.	Rs. 7898.58	Total.	Rs. 7898.58

POLITICAL FUND ACCOUNT.

	Rs.Np		Rs.Np
Balance at the beginning of the year.		Payment made on objects specified in Sec. 16 (2) of the Hyderabad Trade Union Act (to be specified)	
		Expenses of Management (to be fully specified).	
Contribution from member atPer month.		Balance at the end of the year.	
Total.	_____	Total.	_____

yogambika

TREASURER.

AUDITORS DECLARATION.

The undersigned having had access to all the books and accounts of the Trade Union and having examined the foregoing statements and verified the same with the accounts vouchers relating there to now sign the same as found to be correct. Duly vouched and in accordance with the law. Subject, to the remarks, if any appended.

Separate statements of auditors and their reports are attached here with.

Auditor.

Auditor.

The following changes of officers have been made during the year, officers relinquishing office.

Name.	office.	Date of relinquishing office.
NIL		

OFFICERS APPOINTED.

NAME.	Date of birth.	Private address.	Personal occupation.	Title or position held in union.	Date on which appointed in Co.5	wastaken up.	Other offices held in addition to membership of Executive with
							Dates.
1	2	3	4	5	6	7	
1. K. Ramadass.	11.4.'31	Bangalore.	Advocate.	President.	28.2.1959.		
2. S.A.Khader.	16.5.28	Hutti.	Worker	HCM. V. President.	"		
3. S. Subbanna.	19.6.14	"	"	"	"		
4. P. Narayanan.	26.11.24.	"	Social Worker.	G.Secretary.	"		
5. P. Mursamy.	6.7.'32.	"	Worker	HCM. Secretary.	"		
6. C. Mahadevan.	4.12.'28	"	"	"	"		
7. M. Kannan.	31.6.'22.	"	"	"	"		
8. Mamborani	23.10.'23.	"	"	Treasurer.	"		

- 5 NOV 1959

THE H. G. M. LABOUR UNION

REG. NO. 159

P. O. HUTTI
RAICHUR DIST.

ref. NO. *HTUC/9/235/59.*

Date *5/11/59.*

To

The Secretary.

All India Trade Union Congress.

*4, Ashok Road,
NEW DELHI.*

Dear sir,

Sub:- Annual returns for the year 1958-1959.

We here with forward the auditted copy of the Annual returns duly auditted and approved by the Managing Committee for your information and necessary action.

Thanking you,

Yours faith fully

Enclosed 6 Pages.

[Signature]
GENERAL SECRETARY.

File

*Vino
5/11/59*

11 NOV 1959

THE HUTTI GOLD MINES LABOUR UNION, REGD. NO. 159, H U T T I.

L. No. 106/3-4/238/55.

L. No. AITUC/10/243/57.

To,
The Superintendent,
H.G.M. Hutti.

Dear sir,

Sub:- Memorandum of Demands.

The Executive committee of the Hutti Gold Mines Labour Union has decided to place the following demands of the workers for your kind and sympathetic consideration.

1. A service Gratuity scheme should be introduced in the mines for all the workmen, according to which, each workman will get a Gratuity amount at the rate of half of a months emoluments for every year of service he or she has put in.
2. The wage progression schedule should be revised as per the annexure attached here to for all the categories of workmen.
3. There should be seven paid festival Holidays per year for the workman of the company.
4. The eleven workmen referred to in clause Eleven of the Agreement dated 11.2.59 should be re-engaged.

In justification of the above demands we wish to state the following:-

The importance of service Gratuity for workmen cannot be over emphasised, particularly in the mining industry. A workman who puts in a long service is open to many occupational hazards and will not be in a position to take alternate work. service gratuity will ensure him some security. Besides Gratuity in general is a benefit which is ensured in any civilised order of society which does not want to throw a workman to welves in his old age after he has put in life long toil in producing social wealth. Hutti Gold Mines which is expanding rapidly and bidding fair to become a prime Gold-mining undertaking are long should have ^{no} hesitation in introducing service Gratuity scheme.

Most of the skilled workmen in the mines have reached the top of their Grade and their wages remain stagnant ^{na} over a very long period. with the increased cost of ~~living~~ living and the expansion and growth of their families they are finding it very difficult to make both ends meet. Such staggering of the wage progression is not conducive to efficient work and kills incentive. Thus, it has become absolutely necessary to revise the ^{ive} ~~enter~~ wage ^{structure} ~~stincture~~ and remove the wage stagnation and ensure continued wage progression by raising the grades generally, ^{30% in respect of all.}

At present the company allows five ^{50% in respect of all} ~~paid festival~~ holidays per year. This is a very small number and should be raised to seven to cover the important festival of different religions ^{mb} such as pongal, ^b Ramzan etc.

Regarding the eleven workers we wish to state that the time is opportune to re-engage them.

We hope that you will concede the above demands.

Thanking you,
Yours faith fully

Hutti:
Date: 20.11.59.

9/11/59

GENERAL SECRETARY.

64411
To,

The Chief Engineer,

H.G.M.Co; Ltd,
Muttli, Cann.

Sir,

We regret much, and can not best beg to lay the following grievances before you, for your sympathetic consideration and favourable action.

In the very first instance of our humble approach to you, sir, we beg to state, that inspite of our laborious & responsible duties entrusted to us and our immediate response to these undertaking willingly and respectfully, carrying out our chalked out programme of work, we find that we are not being shown that ~~feign~~ of a worthy & satisfactory consolation in the act of reviewing an 'dead' stop grad~~e~~ being the foremost of our ambitions and deserving reward, for the certainly true and faithfull service we render under your goodself.

Secoundly, we may mention sir, that when considering ourselves and the nature of work here as that of K.C.F. We find that we still lack another great boon, and that is ~~nam~~ (1) the yearly bonus (2) the attendance bonus of 2 shifts P.M. which employees of the K.C.F do enjoy. We beg to state that is also an exact reference of our idealist~~ic~~ views and should need your compassionate dealings on the subject.

Thirdly we beg to state that sir, that we may kindly be permitted accommadation in the Mechanical ~~quarters~~, for the reason that the present locality of our residence, being in the interior of camp seems to bea very busy centre and therefor-e no ~~silence~~ at all, we have to def~~in~~ately take sufficient rest after our tiresomework returning home and for this the request that this third appeal may also please be considered.

Thanking you, kind sir, for your action.

We beg to remain sir,

Your most Obedient servants,

9.12.1955.