

विद्युत इंजीनियरिंग श्रमिक संघ

म. प्र. हाऊसिंग बोर्ड कालोनी, इन्डस्ट्रियल इस्टेट, भिलाई जि. बुध

(Regd. No. 4119)

Ref. No. PHS/B/90/ 54 /2

Dated 15-10-90

TO,

The Managing Director,

Complex Udyog Ltd.

Industrial Estate,

Billai

Sub : Charter of demand of the workers working
in your industry, in continuation of our
previous charter of demands raised on 28/9/90
Refer No. 54/90/1

...

SIR,

We know that so far, you have not changed your
attitude of ignoring our union. Our efforts to persuade
you to follow the constitutional means have fell into deaf
ears.

It is now crystal clear that more than 90% of
the workers, working in your industry have joined our union.
We do not wish to disrupt production by calling an indefinite
strike for the fulfillment of our demands. But, if the employ-
er continuously adopts the tactics of intimidation, physical
abuse, humiliation and provocation by re-igniting the well known
"hotbeds" in the factory campus, there will be no alternative
for us, but to go on strike on Monday 11 November, 1990.
Thursday

Our union requests you again to give up these
unfair labour practices and settle the long pending demands
of the workers amicably. The following may kindly be consi-
dered with priority.

OUR DEMANDS

1. Illegal contractual system should be abolished and
all the contractual workers, including the supply
workers, should be provided permanent employment with
all benefits.

Facilities provided in the Standard Standing Orders
regarding service book etc. should be implemented,
Wage slip/CPF slip should be provided.

...P/2

राज्य इन्जीनियरिंग श्रमिक संघ

म. प्र. हाजारीग बोर्ड कालोनी, इन्डस्ट्रियल इस्टेट, बिलाई जि. दुर्ग

: 2 :

2. A fair wage and other facilities should be provided with retrospective effect. Union's proposal regarding the wage structure etc, is mentioned in the annexure.
3. All the workers should be provided loans for construction/possession of a house.
4. a) Annual bonus for the year 89-90 should be provided at a rate of 20%.
b) A scheme for monthly incentive bonus should also be formulated in consultation with the union.
5. C.P.F. and Gratuity payment should be made applicable for all the workers from retrospective effect.
6. Leave/holidays should be provided as under :
 - i) 15 Casual leave
 - ii) 10 Festival leave
 - iii) 30 Medical leave
 - iv) _____ Earned leave as per the rules.
 - v) Full daily wage should be paid for the injury leave, from the retrospective effect.
7. All measures should be taken to prevent any accident in the work-place and safety appliances should be provided as per the requirement.
8. Proper Medical facilities should be provided to the workers, their family members in the Bhilai Steel Plant Hospital.
9. The repression/victimisation has become a routine in the life of the workers these days. So all the victimized workers should be reinstated from retrospective effect.

Thanking you,

(H.K. Choshal)
Org. Secretary

[Signature]
Secretary

Yours sincerely,

[Signature]
(Ram Bilas Mandal)
General Secretary

Copy to :-

1. Collector, Durg
2. A.L.C. (State) Raipur
3. D.L.C. (State) Raipur.

प्रगतिशील इन्जीनियरिंग श्रमिक संघ

इन्डस्ट्रियल एस्टेट, नंदिनी रोड, जिंसाई

जिला - दुर्ग, मध्य प्रदेश

M. E. S. S.

Regd. No. 4119

ANNEXURE FOR DEMAND NO. 2.

1. PAY - SCALE (BASIC)

a) Un-Skilled	1350 - 20 - 1630
b) Semi-Skilled	1415 - 28 - 1611 - 32 - 1835
c) Skilled	1500 - 41 - 1801 - 50 - 2151
d) Skilled with Specialisation	1690 - 73 - 2201 - 80 - 2771
e) Supervisor	1790 - 93 - 2371 - 90 - 3001
f) Ministerial Grade - I	1425 - 43 - 1726 - 53 - 2002
g) Ministerial Grade - II	1690 - 73 - 2201 - 80 - 2761

2. ALLOWANCES

a) Cycle Allowances	- Rs. 100/- per month
b) House Rent Allowance	- Rs. 200/- per month or an accomodation in M.P.H.S.
c) Shift allowance (for night Shift)	- Minimum Rs. 10/- Per night Shift.

3. LEAVE FACILITIES

a) Casual Leave	- 15 days
b) Festival Leave	- 10 days
c) Medical Leave	- 30 days
d) Earned Leave	- As per the Act.

4. D.A.

- Linked with A. I. C. P. I.

per point Rs. 65 should be paid.

165