

AIRF Collection

Union Resolutions (NCCRS /1/74 Part II /74-75)

authors: Northern Railways Employees' Coordination Committee, NCCRS, Insurance Employees Union

[Archives of Indian Labour / AILH – VV Giri NLI]

RESOLUTIONS



1. Victimisation:

Salem, Trin.

This convention of Railwaymen held at on 22.7.76 salutes the Railwaymen who participated in the biggest ever strike conducted in this country braving unprecedented repression during the month of May for achieving just and reasonable demands. The unity, determination and courage displayed by Railwaymen and their families in the course of the struggle will stand out as a shining example to workers all over the world. The convention notes with profound gratitude that the entire working class in this country came forward in solidarity actions to uphold the cause of Railwaymen besides giving financial help to victimised workers.

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7/7/76

It is now evident that the Railway Administration conspired as early as in March to provoke the Railwaymen into a strike and then crush it. The talks with NCRS leaders served as cover to make all preparations in the meantime to break the strike. That the Rly. Minister was not serious about the talks was known from the very beginning. The talks were dragged on to lull Railwaymen into complacency and unpreparedness. The blitzkrieg on the Railwaymen's leaders during the small hours of May second capped the Railway Minister's treachery. The strike was not dealt with as a labour problem. ~~The~~ virtual war was unleashed on the peaceful strikers. Railway stations and colonies presented the appearance of Police camps. Large scale arrests, removal from service, threat to evict from quarters, suspension, reversion, punitive transfer etc. have been resorted to. In Olavakkot Divn. 36 Railwaymen were arrested under MISA and 400 under DIR. Eight Railwaymen are facing trial on sabotage charges foisted upon them. 15 Railwaymen were convicted and sentenced to various terms of imprisonment in summary trials and their appeals are pending in courts. // Contrary to the utterances of Railway Minister and Prime Minister during and after the strike large scale victimisation continues eventhough two months have passed after calling off the strike. 13 Employees summarily convicted by Courts have been dismissed from service. 5 persons though released from Jail have not been allowed to join duty. 67 permanent employees have been summarily removed from service without charge memo, enquiry and show cause notice. Apprentices, Substitutes and CPC holders numbering about 1500 have been terminated without assigning any reason and Casual Labourers numbering about 400 were not taken back to duty. Thus in this Division more than 1500 workers and their families are subjected to starvation for the only "sin" of resorting to the last weapon of the working class i.e. strike.

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The convention notes with great satisfaction that all these cruel and vindictive actions have however failed to crush the morale of the workers. // The convention strongly condemns the action of the Rly. Administration in giving awards to the wretched blacklegs. Such dirty tactics will create permanent tension between the workers.

The convention understands that the General Managers have been vested with powers to review the cases and take back the workers to duty. So far only one permanent employee has been taken back. There is no progress in the re-instatement of substitutes, CPC men and CLR etc. The Railway Administration is making much fuss about condonation of ~~breaking service~~ break in service in order to hoodwink the workers and public with an appearance of leniency. If their intention is bonafide they would have first taken back to duty the terminated workers.

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This convention, therefore, comes to the inescapable conclusion that the Railway Administration is not interested in restoring normalcy in its relationship with the employees and wants to continue the policy of confrontation and victimisation. The convention wishes to remind the Railway administration that the Railwaymen are not defeated and vanquished soldiers and will rise again as one man on a call from their leadership.

This convention, therefore, demands of the concerned authorities - 1) to reinstate all dismissed ~~employees~~ ^{terminated} workers.

2) to vacate all kinds of victimisation ^{like recession, transfer etc}

3) to resume negotiations with NCCRS.

(5) 4) to ensure full trade union and democratic rights and resolves to be in readiness to plunge into any effective form of action at short notice as per the call of NCCRS.

2. Wage freeze: During the last 3 years or so the Central & State Governments were planning to introduce wage freeze for workers. The President and Prime Minister among others had made no secret of it. This move was stalled by the stiff resistance from the organised working class. Having crushed the Railway strike the Government thought the opportune moment has come to introduce the obnoxious ordinance.

The ordinance not only freezes further rise in DA and Pay but also erodes and cuts the real wage. The argument of the Govt. that it is intended to prevent inflation is untenable as wage rise has nothing to do with price rise to control which Government have taken no action so far. Worse, the Government themselves have raised the prices of many essential commodities. The convention is of the opinion that the main causes of inflation are black money, deficit financing and indirect taxes resulting from Govt.'s wrong economic policies.

The convention resolves to join with the entire working class of this country to fight this black ordinance.

copy forwarded to Convener, Com. George Fernandez
for information

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22/7
Convener
NCCRS/SA.

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NATIONAL RAILWAY EMPLOYEES' CO-ORDINATION COMMITTEE

Resolutions passed in the Public Meeting held on 18-6-1974
(Anti-Repression Day) in front of Madhwar Bhavan at 18 hrs.

RESOLUTION -1 : This meeting unanimously resolves to pay homage with all respect and honour to these great Martyrs who have rendered selfless services for the cause of the Railway employees and even sacrificed their lives at the altar of trade Unionism during the May 1974 Railwaymen's Struggle. All the Railwaymen share the sorrow and burden of the irreparable loss to their families as well as to the Railway Trade Union movement. The void created by the sudden demise of Com. Dhgl and ~~Mishra~~ in the Police Custody and Com. Ram Swamy in action can hardly be filled up and will always be considered as shining examples of unparalleled sacrifices for the noble cause of the Trade Union movement.

RESOLUTION -2 : This meeting salutes the 15 lakhs Railwaymen for their peaceful and glorious struggle waged with courage and determination for their legitimate social and economic demands. Further this Meeting bitterly vehemently condemns the unprecedented repressive measures let loose by the Government for crushing the legitimate Strike of the Railwaymen for its low level slanderous propaganda of lies through the Administrative machinery, Radio, Television and Press. This Meeting condemns the anti-labour policy of the Govt. in as much as using RPF, Police, BSF, CRP, SRF and TA etc. and all violent methods such as abuse of MISA & DIR against the peaceful democratic striking Railwaymen, illegally arresting more than 50,000 workers and dismissing over 10,000 employees besides ejecting out 30,000 Railwaymen out of their quarters unparall even during the British Rule. This Meeting of Anti-Victimisation day resolves to condemn the anti-working class policy of the Government and demands :-

- 1) All those who have been detained should be released forthwith,
- 2) All Court Cases under DIR and other CRPC etc. should ^{be} withdrawn immediately,
- 3) All dismissed employees should be reinstated immediately without ^{of} loss of benefits of the service,
- 4) All those who have been evicted or in the process of being evicted from railway quarters should be allowed to continue to stay in their quarters,
- 5) Break in service of all the striking Railwaymen as threatened by the Govt. should not be materialised and other privileges and facilities should not be curtailed and proposals of the Government to that effect be dropped immediately in the interest of Industrial peace and harmony.

RESOLUTION -3: This meeting observes with great trepidation the notification of the Govt. of Maharashtra to the State Government Employees threatening to affect break in service for their participation in the BHARAT BANDH on May 15th in the wake of Railway Strike and appeals to the good sense of State Government not to drive wedge between the solidarity of the employees and joint agitation not conducive to Industrial peace and requests to desist from such anti-labour policy by the State Govt.

RESOLUTION -4 : This Meeting also view with great concern the arresting of the Trade Union leaders of Ordinance Factory, Bhusaval and Varangaon and demands immediate withdrawal of all such cases against them and take all such employees on duty with immediate effect.

RESOLUTION -5 : This Meeting thanks profusely to the Citizen's Committee and other Social Workers for their kind co-operation during the Strike period and further hopes that they will continue to extend their helping hand in their critical and victimisation on apparent course thereof.

NATIONAL COORDINATION COMMITTEE OF RAILWAYMEN STRUGGLE
BRANCH LUDHIANA. (9)

Resolution adopted in the anti-victimisation of railwaymen convention held at Ludhiana on 16/7/74.

1. This convention of the democratic working class seriously views that Govt. is adopting the vindictive measures against the Railway workers. Even though about a month and half has passed since the withdrawal of strike thousands of workers are still behind the bars, under DIR, MISA, terminated removed dismissed and locks are suffering with break in service.

Due to all this sort of victimisation there is a great bitterness amongst the working workers and the Govt. is using all repressive measures to depress and to demoralize the workers to implement anti-working class policies. So this convention resolves and demands to vacate all sort of victimisation immediately.

2. This convention demands the Railway ministry to start negotiations with NCCRS from the point where it broke up first May 74.

3. This convention condemns the decisions of the Govt. NO PAY FOR NO WORK for the period of strike and further feels it a severe attack on trade union rights.

4. This convention condemns the indirect WAGE FREEZE policy of the Govt. by promulgate ordinance of President of India by forcibly recovering the enhanced DA and wages for two years.

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NATIONAL CO-ORDINATION COMMITTEE OF RAILWAYMEN STRUGGLE LUBIANA.

A separate resolution adopted in the Anti-violation of
Railwaymen convention held on 10-7-74 at LUBIANA.

1. This convention condemns the delaying tactics of the
local authorities of LUBIANA which are not taking
back the workers on duty, who were suspended under
court cases such as PIP, and further demands from
the Divisional Superintendent to intervene.

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Resolution adopted in the Divisional Convention of NCCRS/
Olavakkot Division, held at Erode on 27.10.74.

This convention of Railwaymen of Olavakkot Division held under the auspices of NCCRS/Olavakkot Divn., salutes the Railwaymen who participated in the historic strike in May '74, braving unprecedented repression. The convention feels proud that this division has been in the forefront of the struggle till the end. Out of 1³000 workers in the Division, nearly 16000 is estimated to have participated in the strike. All the constituent unions and associations in the NCCRS have actively participated in the strike and nearly 70% of the workers stood firm till the last day of the strike.

2) Even though 5 months have passed since the strike was called off, the Railway administration has not shown good sense to bring back normalcy in Railways by undoing the large-scale victimisation. Contrary to the promises made in Parliament and outside by the Railway Minister and the Prime Minister and the assurance given to the former President of India that all victimised employees who are not involved in violence or sabotage would be taken back to duty, only 44 out of 80 permanent employees, who were dismissed or removed from service under rule 14(i) and (ii) of DAR, have been taken back to duty so far. The judgment given by the Calcutta High Court on 2.9.74 declaring the removals under rule 14(ii) of DAR as illegal has not been honoured so far. About 1000 temporary employees in the Division (substitutes and CPC men), who were terminated from service under rule 149 R(i), are yet to be reinstated in service, even though the Andhra High Court has delivered judgment on 23.9.74 to the effect that the terminations under rule 149 R(i) are illegal. 4 permanent employees at Salem Jn, Morappur and Nadapuram Road continue to be under suspension in connection with the alleged sabotage cases foisted against them. 7 Section controllers and one Signal Inspector, who were reverted after the strike, have not been restored. 4 employees in the engineering deptt under the control of DMN/I were compulsorily retired at the age of 55 years. 19 employees have been transferred elsewhere as a penal measure. DIR cases are still pending in the various courts against 25 employees at Cannanore, Calicut, Trichur, Ernakulam, Podanur, Erode and Morappur. Thousands of employees still suffer break in service.

3) To add fuel to fire, the so-called "loyal" workers are being given cash awards, advance increments, extension of service beyond 55 years, employment to sons and daughters, undeserving promotions, transfers to stations of their choice, etc. The convention warns the Rly. administration that such dirty tactics will recoil and affect smooth working of the Railways.

4) The convention views with grave concern that the Rly. authorities are adopting various tactics to break the unity of Railwaymen, which has been achieved with great difficulty. The convention warns the Railwaymen to guard against such tactics of the Rly. administration and exhorts them to build up more and more unity at bottom level.

5) The convention expresses its deep appreciation and thanks to the Railwaymen in service and to the sister organisations and general trade unions for the liberal contributions made towards Relief Fund for the victimised workers amidst great stresses and strains and appeals to the Railwaymen and other organisations to

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We ~~the~~ propose to launch a joint collection drive of N.C.C.R.S. with the following proposals:-

1. That a portion of amount to be collected by the N.C.C.R.S. be set aside to meet the expenses of all Court cases of the victimised employees of the respective participant units till re-instatement of the last victimised employees.
2. Financial aid to the victimised employees has to be given equally.
3. A broad guide line as regards amount required for item 1 & 2 above has to be formulated in the meeting of the Sub-committee of the local N.C.C.R.S.
4. The amount collected to be deposited in a Scheduled Bank twice a week and the account to be operated jointly by 2/3 members of the Sub-committee.
5. Prior approval of the Sub-committee will be binding for any expenditure.
6. Total list of victimized employees shall have to be prepared carefully in a meeting of the N.C.C.R.S.
7. Receipt Books of the value of Rs.1.00 & Rs.2.00 to be released only in the name of the N-C.C.R.S. and not in the name of any ~~particular~~ participant units.
8. That a Sub-committee of 9 members be formed as follows:-

i) S.E.R.M.U.	ii) D.P.M.S.	iii) S.E.Rly.L.U.
iv) I.R.T.S.	v) L.R.S.A.	vi) Elect Staff Council.
vii) W/S Staff Committee	viii) Ministerial Staff Council	
ix) A.I.S.M. & A.S.M.		
9. Minutes of the meeting should be drawn in the meeting and approved. A copy of the minutes drawn should be circulated to all the participant units.

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1) *[Signature]*

2) *[Signature]*

3) *[Signature]*

4) *[Signature]*

K. Lakshminarayana
1/3 Staff Committee Rep

INSURANCE EMPLOYEES' UNION

DHARWAR DIVISION

(Reg. No. 55/71-72)

(Affiliated to All India Insurance Employees' Association, Calcutta)

Kudalmath Building,
Mrithyunjaya Market,
DHARWAR.

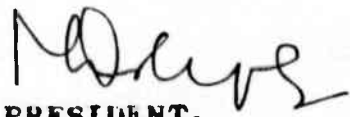
Date : _____

R E S O L U T I O N

This IV Annual General Council Meeting of the Insurance Employees Union, Dharwar Division notes with great concern the dilly dallying tactics of the Government of India in playing insincerely with the basic interest of its employees in the matter of ~~grain~~ granting them their legitimate dues on account of D.A. The III Central Pay Commission had specifically laid down certain recommendations by virtue of which the employees become entitled to further rises in D.As. by way of compensation against rise in cost of living. Notwithstanding that the Govt. was committed to such a position, there was alround opposition and reluctance in the higher echelons of the Govt. to meet the legitimate and genuine claim of the employees. Every time the employees have to pitch up a battle to end their legitimate dues and it is now common place knowledge that it is only after a bitter struggle that the last quantum of rise in D.A. was granted to Central Government employees.

It is possible that the III Central Pay Commission could not easily imagine a situation in which the consumer price index would touch and go beyond 272 points. Logically it therefore came to the conclusion that such a strange phenomenon took place. The situation emerging being extraordinary must lead to a thorough overhaul of the Pay structure itself as it felt that such a phenomenon knocks out the very basis of pay structure itself. In other words it was never the intention of the III Central Pay Commission to put an unreasonable and irrational ceiling against the scheme of compensation which was based on a sound and healthy principle. But on the contrary its recommendations clearly amounted to mandate where by the Central Govt. employees became entitled to not only further compensation against rising cost of living, but also a thorough and overall revision of pay scales themselves when the facts remain so it is indeed strange and cruel that the Central Govt. seeks to impose ~~and~~ irrational interpretations to such a well accepted principle and thus tries to snatch away from its employees their hard won rights and benefits.

This meeting is of the considered view that immediate steps should be taken by Government of India to revise upward the pay scales of its employees and until such time it is done the compensation should continue to flow to its employees in the same manner as hitherto for all further rise in cost of living. This meeting, while condemning the retrograde wage policy of the Government of India emphatically demands of it to institute immediate steps for upward revision of pay scales of its employees and in the mean time grant them further increases in D.A. in the same manner as hitherto until the process of upward revision is completed.


PRESIDENT. 10.3.74

INSURANCE EMPLOYEES' UNION

DHARWAR DIVISION

(Reg. No 55/71-72)

(Affiliated to All India Insurance Employees' Association, Calcutta)

Kudalmath Building,
Mrihyunjaya Market,
DHARWAR.

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Date : _____

RESOLUTION

This IV Annual General Council meeting of the Insurance Employees Union, Dharwar Division held on the 9th and 10th March 1975 has come to the irresistible conclusion that the grave crisis in the country's economy that is being currently witnessed to-day is solely due to the efforts of the ruling classes to take the country along the capitalist path. Since the economic crisis is deepening every day, the Government, unable to check the inroads made into the nation's wealth by the capitalists, Big landlords, Monopolists and others of their ilk, has intensified its war on the working people and is trying to shift the burden of the crisis on the shoulders of the workers and toilers in this country. Over the years, the working people have been made the scape-goats of the ruinous economic and fiscal policies pursued by the government, since these policies only helped to concentrate wealth in the hands of the privileged few, while at the same time, heaping more and more miseries on the workers and toiling masses. Particularly during the past few years, the ruling classes have been unabashedly encouraging the activities of the richer strata of society, since these elements with the help of their money power have been financing the ruling party to capture and retain political power. In fact, the political base of the ruling party in the urban areas are the monopolists, industrialists and big business tycoons and in the rural centres, the big landlords who have cornered huge areas of cultivable land by foul means and fair are its rural base. Naturally, these forces who are interested in protecting their ill-gotten wealth have been forcing the government to take pronouncedly anti-working class measures since each concession to the working people would mean lesser profits for them. It can be vehemently said that the party in power has been virtually controlled by these elements who by holding the means of production are responsible for the quagmire in which the economy finds itself by their lust for super-profits. In their greed to accumulate wealth, the capitalists and the big landlords have manipulated prices to such an extent as to make the life and living of the working people agonisingly miserable.

The Government on the one hand does out more concessions to the capitalists and landlords while on the other it has struck repeatedly at the living conditions of the workers by its policies. By its accent on commodity Taxation, Excise levies, subsidies etc. it has fattened the coffers of the rich and has allowed them to amass huge wealth. It has also tacitly encouraged by its inaction such anti-social and anti-national activities as hoarding, evasion of taxes, black marketing, smuggling, and black money operations. Its budgetary policies have heavily leaned towards deficit financing which has created a situation of inflation in the country with price rise following as an inevitable concomitant. The net result of all this has been an economic crisis of the severest magnitude which is deepening every day and is showing signs of intensifying in more acute forms in the coming days.

In such a situation, the Government has declared a war on the workers and has sought to shift the entire burden of the

The Government is troffing out the theory that in order to combat the inflationary conditions prevailing in the economy it has become necessary to take recourse to the impounding of wages. The plea advanced by the Government is that the wage levels of the workers have been responsible to push the price level and therefore the impounding of wages would cause the prices to fall down.

This General council meeting rejects these theories of the Government lock, stock and barrel and holds that it is not the wages that have been responsible for the inflation and price rise but the reverse. In fact during the last few months when there have been absolutely no wage settlements, the prices have skyrocketed which is because the vested interests are holding the country's economy into ransom and through their manipulations created a situation of artificial scarcity.

This General Council meeting therefore demands of the Govt. to abandon its policy of appeasement towards the capitalists Monopolists and big landlords and to confiscate their plundered wealth apart from taking over whole-sale trade in foodgrains, effect far reaching land reforms, ensure a viable public distribution system deheard the hidden stocks of food and end the loof of foreign monopoly capital. This meeting further demands of the Government to withdraw the Mack acts immediately and to evolve a progressive and dynamic wage policy in keeping with the needs of the situation.

This General Council meeting while taking note of the struggles that have been launched against ~~shakshak~~ ~~bxax~~ the wage-freeze, enjoins upon the Insurance Employees to close up their ranks and fight united battles to see that the ill advised wage-freeze policies of the Govt. is defeated. It also calls upon the Insurance Employees to unify, organise and educate the rest of the working people to launch concerted struggles against wage freeze.

This General Council meeting also takes a serious view of the blatantly anti-employees actions of the LIC management and warns them that if they do not give up the path of hostility and belligerence pursued by them, the employees organised under the banner of AIIEA will take up the cudgels and force the management to see reason.

This meeting calls upon the L.I.C. and G.I.C. employees in Dharwar Division area to be organisationally prepared to make the proposed Industrial Action the date of which will be finalised in the near future a grand success.


PRESIDENT. 10.5.75

INSURANCE EMPLOYEES' UNION

DHARWAR DIVISION

(Reg. No. 55/71-72)

(Affiliated to All India Insurance Employees' Association, Calcutta)

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Branch Unit :

Date :

R E S O L U T I O N

This IV Annual General Council Meeting of Insurance Employees Union, Dharwar held on 9th & 10th March, 1975 places on record its appreciation of the glorious unprecedented, historic, strike of Indian Railwaymen in May, 1974 under the Banner of N.C.C.R.S. to achieve their just and legitimate demands notwithstanding the repressive and brutal attacks meted out to them and their families by the Government using B.S.F., Police, Military, M.I.S.A., D.I.R. etc.

Not satisfied with repression and denial of democratic Trade Union Rights to the Railwaymen the Government went on dismissing thousands of activists of N.C.C.R.S. during and after the Strike.

This meeting condemns all these repressive tactics of the Government in unequivocal terms and demands of them to:

- 1) Take back all the employees who have been dismissed from the services during the strike,
- 2) Immediately start negotiations with the N.C.C.R.S. and settle the demands of Railwaymen amicably without any further delay.

This meeting also affirms its fraternal support to the Railwaymen in their struggles to achieve a better standard of life and living.



PRESIDENT.