

1989

MEMORANDUM OF SETTLEMENT

Dated the 21st day of July 1989

Under Section 18 (1) of the Industrial Disputes Act and Rule 25 (1) of the Tamil Nadu Industrial Disputes Rules

Names of the Parties : M/s Ashok Leyland Ltd and its workmen at Ennore Works represented by Ashok Leyland Employees' Union, Madras

Representing the Employer : Representing the Workmen :

Mr J Joseph
Executive Director (E/M)

Mr Michael B Fernandes
President, ALEU

Mr N Gopalakrishnan
General Manager (Mfg)

Mr C Murthy)Vice
Mr G Vinayagamurthy)Presidents

Mr V Audimoolam
Deputy General Manager
(Mfg)

Mr V Ayyappan Pillai
General Secretary

Mr T M Jawaharlal
Manager-Personnel and
Administration (Ennore)

Mr R Durai
Joint Secretary

Mr V Amudachary
Manager - East Land &
West Land

Mr A S Kuppaswamy
Treasurer

Mr D S Rao
Manager - Manufacturing
Services

Mr K Venkataraman
Manager-Industrial Engg

Mr B M Udayashankar
Manager-Industrial Relations

Number and broad
description of the
Categories of Workmen

: Workmen 7059 - Monthly Rated,
Daily Rated employees in the
Ennore Works

V. Ayyappan Pillai

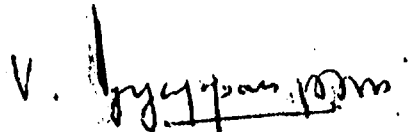
SHORT RECITAL OF THE CASE

WHEREAS the Ashok Leyland Employees' Union (hereinafter referred to as the Union) being the recognised and sole representative of the workmen, employed by Ashok Leyland Limited at its Ennore Works (hereinafter referred to as "workmen") terminated vide their Notice dated 30.9.1988 the Wage Settlement dated 29th September 1985 entered into between the Union and M/s Ashok Leyland Limited (hereinafter referred to as the Company) and thereafter submitted a Charter of Demands dated 11th November 1988.

WHEREAS the Company by its letter dated 31.12.1988 pointed out that (i) the Union's demands were excessive and far beyond the means of the Company (ii) that the Company had been operating in an intensely competitive market since 1982 with the Commercial Vehicle Industry's manufacturing capacity far exceeding the demand for vehicle and (iii) any wage revision had to be matched with an appropriate increase in production as well as productivity to retain the economic viability of the Company's operations.

AND WHEREAS the Company had also indicated the specific improvements in the work practices that are required to achieve a more productive and harmonious working atmosphere at its Ennore Works.

WHEREAS negotiations between the Company and the Union commenced on 8.1.1989 with the purpose of arriving at an amicable settlement, having in view both the demands submitted by the Union, particularly their demand for 6 days work being completed in 5 days, with protection of 6 days wages and the various improvements in work practices and in production sought by the Company through its letter dated 31.12.1988 and otherwise.



AND WHEREAS after a series of bilateral meetings extending from January 1989 to 18th July 1989, a full and final settlement of all the demands/issues was reached on 18th July 1989 recognising the need to maintain mutually cordial relationships and to promote the interests of the workmen and to ensure efficient effective and competitive operations of the Company.

AND WHEREAS the terms and conditions of this Settlement are set out herein below :-

1. Applicability

This Settlement covers all permanent workmen who are on the rolls of the Company at its Ennore Works on or after the date of the Settlement, but specifically excludes all temporary and casual workmen, Apprentices and Trainees.

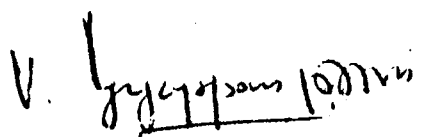
2. REVISION OF WAGES & BENEFITS

2.1 Revised Pay Scales

Effective 1st August 1989, the Pay Scales for various grades of Monthly Rated and Daily Rated workmen shall be as per Annexure 'A' hereto.

2.2 Increase in Basic Rate

Effective 1st August 1989, the amount indicated below against each of the Daily/Monthly Rated grades shall be added to the respective basic of the Daily or Monthly pay of the individual as of 1.8.1989 and the newly arrived basic of the Daily/Monthly rated workmen shall be fitted in the revised Daily/Monthly Rated scale as applicable :



2.2 (Contd)

<u>Categories</u>	<u>Daily Rated</u>	<u>Increase in Basic Rate (per day)</u>
1. Highly Skilled	}	Rs. 3.00
2. Setter		
3. Skilled Higher		Rs. 2.75
4. Skilled Lower/Viewers (Inspection)		Rs. 2.60
5. Semi-Skilled Higher		Rs. 2.21
6. Semi-Skilled Lower	}	Rs. 1.95
7. Unskilled		

<u>Categories</u>	<u>Monthly Rated</u>	<u>Increase in Basic Rate (per Month)</u>
1 to 6		Rs. 60.00
7		Rs. 50.00
8		Rs. 40.00

2.3 Increment dates

Workmen will continue to be eligible for annual increment in the revised pay scales on normally due dates unaffected by this Settlement.

2.4 Additional Special Pay (Service Weightage)

2.4.1 Workmen in service with the Company for more than 5 years, 10 years, 15 years or 20 years as on 1.8.1989 will qualify for additional special pay as indicated below :



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2.4.1 (contd)

Daily Rated Workmen

	5 years & above	10 years & above	15 years & above	20 years & above
Highly Skilled/ Setter Skilled Higher	45P/day subject to a max. of Rs.10/per month	90P/day subject to a max. of Rs.20/per month	Rs.1.35P/day subject to a max. of Rs.30/per month	Rs.1.80/day subject to a max. of Rs.40/per month
Skilled Lower/ Semi- Skilled Higher	32P/day subject to a max. of Rs.7/per month	64P/day subject to a max. of Rs.14/per month	96P/day subject to a max. of Rs.21/per month	Rs.1.28/day subject to a max. of Rs.28/per month
Semi- Skilled Lower/ Unskilled	18P/day subject to a max. of Rs.4/per month	36P/day subject to a max. of Rs.8/per month	54P/day subject to a max. of Rs.12/per month	72P/day subject to a max. of Rs.16/per month

Monthly Rated Workmen

	5years Service & above Per Month	10 years Service & above Per Month	15 years Service & above Per Month	20 years Service & above Per Month
Categories 1 to 6	Rs.10.00	Rs.20.00	Rs.30.00	Rs.40.00
Category 7	Rs. 7.00	Rs.14.00	Rs.21.00	Rs.28.00
Category 8	Rs. 4.00	Rs. 8.00	Rs.12.00	Rs.16.00

2.4.2 The Additional Special Pay granted vide para 1 (c) of the Terms and Conditions of the Settlement dated 31.8.1981 and clause 2.4 of the Settlement dated 29.9.1985 shall be continued to be paid and merged with the Additional Special Pay envisaged in this Settlement.



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2.4.3 The Additional Special Pay will continue to be taken into account for the calculation of Provident Fund, ESI and Gratuity and Annual Bonus under the Payment of Bonus Act 1965, as per the existing practice.

2.5 Dearness Allowance

2.5.1 Effective 1.8.1989, Dearness Allowance shall be paid at the rate of 41 paise per point beyond 1100 points of the Madras City Industrial Workers Cost of Living Index 1936 base.

2.5.2 Dearness Allowance will be paid each month to all workmen Daily Rated and Monthly Rated entitled to Dearness Allowance Payment for attending work on all working days in the month and will be calculated on the basis of the previous month's Cost of Living Index (eg. Cost of Living Index for July 1989 shall be the basis for computing Dearness Allowance for the month of August 1989 and the attendance of each workman.)

2.6 Incentive Bonus Scheme

The existing Incentive Bonus Scheme will continue as per the prevailing terms and conditions agreed between the Management and the Union except for the following modifications in the Incentive Rates effective 1st August 1989 :-

Revised Incentive Rates

(a) Daily Rated Category	Existing upto 31.7.1989	Revised from 1.8.1989
Highly Skilled	0.90 P	1.05 P
Setter	0.80 P	0.95 P
Skilled Higher	0.75 P	0.90 P
Skilled Lower/Viewer	0.65 P	0.80 P
Semi-skilled Higher	0.50 P	0.60 P
Semi-skilled Lower/ Unskilled more than 5 yrs Service	0.45 P	0.55 P
Unskilled less than 5 years service	0.40 P	0.50 P

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(b)

Monthly Rated Category	Existing upto 31.7.1989	Revised from 1.8.1989
Category 1 to 3	0.85 P	1.00 P
Category 4	0.80 P	0.95 P
Category 5 and 6	0.75 P	0.90 P
Category 7	0.65 P	0.80 P
Category 8 more than 5 years Service	0.45 P	0.55 P
Category 8 less than 5 years Service	0.40 P	0.50 P

2.7 Special Incentive Scheme

The existing Special Overall Production Incentive Bonus Scheme (hereinafter called the "Special Incentive Scheme" introduced as per the Memorandum of Settlement of 25th September 1979 will continue to apply as per terms of that Settlement.

2.8 House Rent Allowance

(a) House Rent Allowance will be increased to Rs.140/- per month from Rs.110/- per month with effect from 1st August 1989.

(b) The existing practice of deduction towards House Rent to such of those workmen who have been provided with Company Quarters will continue.

2.9 Uniform and Sticking Charges

Clause 5.2(a), (b), (c), (d) and (e) of the Settlement dated 29th September 1985 will continue to be operative.

2.10 Shoes, Goggles, Towels and Additional Sticking Charges

(a) All permanent workmen covered by this Settlement will be given Rs.230/- per annum uniformly instead of Rs.200/- per annum as per the Settlement dated 29.9.85.

(b) Clauses 5.3(b), (c), (d) and (e) of Settlement dated 29.9.85 will continue to be operative.



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2.11 Conveyance Allowance, Washing Allowance and Night Shift Allowance

Conveyance Allowance, Washing Allowance and Night Shift Allowance will remain the same as per the Settlement dated 29th September 1985.

2.12 Long Service Award

2.12.1 The present practice of presenting HMT automatic watches on completion of 15 years of service and HMT quartz watches on completion of 25 years will continue.

2.12.2 As a gesture of goodwill Management agrees to the request of the Union to include improvership period while computing the qualifying service for Long Service Awards. The improvership period if any, will be so taken into account w.e.f. 1.8.1989 on the specific understanding that the improvership period will not be considered for any other benefit and no claim shall be made on this account by the workmen. The Union has assured the Company that no such claim shall be made by it or the workmen.

2.13 Retirement Benefit

2.13.1 Effective 1.8.1989, workmen who retire on completion of the 58th birth anniversary and who have completed a minimum of 15 years of service with the Company will be eligible to receive Rs.7200/- as retirement benefit.

2.13.2 In addition, each workman will contribute 50 Paise per retiring employee.

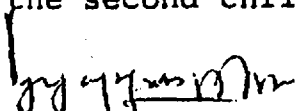
2.13.3 Workmen who are superannuating on any day of the month will be permitted to be in service till that month end.

2.13.4 Workmen will be allowed to accumulate upto 60 days privilege leave (instead of 48 days as existing) in the year before the date of superannuation.

2.14 Educational Assistance

2.14.1 The payment of Educational Assistance as per Clause 8 of the Settlement dated 29.9.1985 will continue subject to the modification that each workman will be paid Rs.300 per annum as educational assistance instead of the present arrangement of Rs.150/- per annum for the 1st child and another Rs.150/- per annum for the second child.



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2.14.2 The educational assistance of Rs.300/- will be increased to Rs.540/- per annum from 1990 onwards.

2.15 Leave Travel Assistance

Effective 1.1.1990, each workman will be eligible for Leave Travel Assistance of Rs.750/- per annum instead of Rs.600/- as at present provided they avail a minimum of 5 days of Earned Leave continuously.

2.16 Family Relief Scheme

The Memorandum of Settlement dated 30th May 1974 for providing monetary help to the dependants of deceased workmen will continue to be operative but each workman shall contribute Rs.2.50 (instead of Rs.2.00) per month effective 1.8.1989.

The Company shall make an equal contribution.

2.17 Employees' Benefit Fund (Welfare Fund)

Clause 10.2 of the Settlement dated 29.9.1985 will continue to be operative.

2.18 Employee Health

Clause 11.1 of the Settlement dated 29.9.1985 will continue to be operative.

2.19 Heart & Kidney Fund

2.19.1 It has been agreed to have a separate Fund to assist employees who have to spend large Sums of money for heart operation (bypass) and/or kidney transplantation. The Fund will be formed by the Company contributing Rs.2/- per month per workman and each workman contributing Rs.2/- per month w.e.f. 1.8.1989.

2.19.2 The conditions for eligibility, etc. for providing assistance from the Fund to workmen will be determined by the Management and Union.

2.19.3 The Fund will be operated by the Management.

2.19.4 In view of the above, Ashok Leyland Employees' Benefit Fund will cease to contribute towards Kidney transplantation and Open Heart Surgery w.e.f. 1.1.1990,

2.20 Medical Reimbursement

Clause 11.2 of Settlement dated 29.9.1985 in relation to Medical Reimbursement will continue to be operative except that the existing maximum amount of Rs.600/- will be increased to Rs.900 per year effective 18.8.1989 & paid pro-rata.

2.21 Housing Loan

2.21.1 The conditions of eligibility and terms of operation of the Housing Loan Scheme will continue as per the Minutes dated 22.12.1982 and 25.5.1983 signed between the Union and the Company.

2.21.2 The Company agrees to give a Housing Loan of Rs.10,000/- (Rupees Ten Thousand only) to 1200 (instead of 1000) eligible workmen during the currency of this settlement, viz, between 1.8.1989 and 31.12.1992 as follows :-

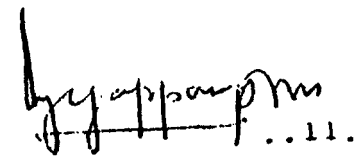
<u>Period</u>	<u>No. of Loans</u>
1989	200
1990	300
1991	300
1992	400

2.21.3 Without accepting any additional monetary liability, Company will endeavour to arrange loan facility for the workmen who are desirous of availing loans through Housing Development Finance Corporation Limited instead of availing of the Home Loan as per Clauses 2.21.1 and 2.21.2 above. The eligibility and other conditions will be as per the terms and condition of Housing Development Finance Corporation Limited.

2.21.4 Management in consultation with the Union and HDFC will propose a Scheme in this regard before 31.12.1989 without undertaking any additional financial burden for the Company. Suitable reduction in the total number of loans (1200 as per clause 2.21.2 above) will be made.

2.21.5 Workmen can then opt either for housing loan of Rs.10,000/- or for loan through HDFC and not for both. A time limit will be fixed for exercising the option. Once the option is exercised it will be irrevocable.



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3.0 Modified 5 day week

3.1 It is agreed that effective the week beginning 1.8.1989 6 days (48 hours) work/output as per existing norms shall be executed in 5 days (42.5 hours) and correspondingly 6 days (8 hours per shift) wages as presently due will be payable for such 5 days (8.5 hours/shift) work/output.

3.2 Revision of work norms

3.2.1 Consequent upon the introduction of the modified 5day week as per Clause 3.1 above, the present production norms for each day/shift will be increased by 20% or each hour's by 13% to achieve 48 hours (6 days) production in 42.5 hrs (5 days).

To illustrate, the Main Assembly production norms will be revised as under :-

	Production obligation per day of 2 shifts			
	As existing	w.e.f 1.8.1989		N/S
		D/S	N/S	
Chassis OT	60	72	36	36
Chassis Passed to Sales	60	72	36	36
Engine Assembly	80	96	48	48
Gear Box Assembly	70	84	42	42
Front Axle Assembly	72	86.4	43.2	43.2
Rear Axle Assembly	72	86.4	43.2	43.2
Frames Assembly	60	72	36	36

Note:

In the case of Front Axle Assembly and Rear Axle Assembly the daily norm will be notionally viewed as 43/shift except that one axle extra will be produced per shift on any one day of the 5 day week as decided by the Management.

3.2.2 In cases where the 20% increase results in fractions, output per day will be expressed in whole numbers with suitable adjustments during the week to ensure that 6 days production as per existing norms is reached in 5 days without any production loss.

3.2.3 Such revisions in daily production norms, as illustrated in 3.2.1 and according to 3.2.2 above, will be made effective in all Shops/Departments and suitable instructions in this regard will be issued by the Company before 1.8.1989.

3.3 Shift Timings

3.3.1 Effective 1st August 1989, general shift timings will be altered as under with a half-an-hour break :-

1st Shift	00.30	to	08.00 hrs	
2nd Shift	07.00	to	16.00 hrs	(lunch break 11.15 to 11.45 hrs and
3rd Shift	16.00	to	01.00 hrs	11.45 to 12.15 (lunch break 20.15 to 20.45 h

The lunch break for each Dept./Shop will be announced by the Management.

3.3.2 For Service Departments like Canteen, Transport, Security, Medical and such other designated departments, separate shift timings will be followed as per Annexure "B" hereto.

3.3.3 Maintenance workmen who have presently to report prior to the starting of normal shift timings will continue to so report as directed by the Management.

3.4 To facilitate the achievement of the revised production norms the following improvements in work practices will be implemented :

Direct Departments

3.4.1 The revised daily/hourly production norms will be achieved by the existing number of employees in 5 days with the existing number of machine tools and

3.4.1 contd..

equipment, including frame drilling machines and with the present length and speed of the conveyor in Chassis Assembly, the present length of conveyors in Engine Assembly, Gear Box Assembly, existing conveyors in other Shops/Departments and also with the same number of Stands in Front Axle, Rear Axle, Frames and other areas in Machine Shops and Assembly Shops etc.

3.4.2 The existing work practices will be suitably modified w.e.f. 1.8.1989 to achieve the increased output norms with existing manpower and machine & equipment. No additional facilities will be provided on account of the increase in the daily work norm by 20% and hourly work norm by 13%.

3.4.3 As the production rate per hour/day will be higher w.e.f. 1.8.1989 workmen will specially cooperate and ensure production without any loss inspite of day-to-day equipment failure or for any delays in arrival of materials, etc. of a reasonable order.

3.4.4 Mammoth crane which has been installed will be utilised by the employees in Chassis Assembly.

3.4.5 Machines will be manned as required, irrespective of grade of available men, without any restriction such as matching grade with machine.

Alternative and additional machines available in Shops/ Departments will be used by workmen to maintain the required production rate, as directed by Shop Management. Clause 7 of the Settlement dated 29 September 1985 also refers.

3.4.6 Speeds and feeds will be as suggested by machinery manufacturers and will be so controlled as not to harm the machinery and equipment. Adequate care will be taken by workmen in the usage and operation of the machinery and equipment to ensure their longevity and continued efficacy, including regular cleaning and lubrication by the operatives themselves. (Clause 8 of Settlement dated 29.9.1985 also refers).

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- 3.4.7 Shot blasting will be totally eliminated, except for components for which shot blasting is required for technical reasons as determined by the Management. Operators in Machine Shops will process Components without shot blasting. Components will be brought in progressively in a painted condition, as deemed necessary by Management.
- 3.4.8 Heat Treatment Department will be converted to Direct Incentive like other production departments, in consultation with the Union.
- 3.4.9 Increased output levels will be achieved in Shot Blasting (where retained), Induction hardening, Nitriding (including use of new hanger castings to accommodate more crankshafts), plating, flame hardening etc. to fully match the higher outputs in machine shops etc. Necessary regrouping and change of work pattern will be implemented by Shop Management to achieve higher volumes.
- 3.4.10 Process Control Furnaces like CGCF, CGF, ITAF, CNF, Salt Bath, Bogi Hearth and Tempering Furnaces are to be operated at their respective rated capacity in terms of MTS/Kgs. per shift and/or additional trays per shift as per Annexure 'C' hereto. Suitable work practice adjustments will be made in this regard. Men will re-arrange their work in terms of loading, unloading, stacking, cleaning etc. to achieve the full rated capacity.
- 3.4.11 All Unit Assemblies and Sub-Assemblies will be considered complete and passed for incentive only after completion and passing as per settlement. Any rectification will be completed by the men provided alongwith regular men on a day to day basis without accumulation.
- 3.4.12 Absenteeism will be covered by booking standby men to prevent production losses. Standby men will be kept in two or three separate pools in each shift and will be utilised as per production requirements, as decided by the Shop Management. Existing standby men presently attached to specific groups/lines will not be required to join the pool.

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✓ by Shyam Prasad

- 3.4.13 Indirect men in direct areas like helpers, material shifters, cleaners etc. will form one pool per shop and they will be positioned on day to day basis by shop management to meet the requirements of achieving full production in each shift/day. Existing indirect men presently attached to specific groups/lines will not be required to join the pool.
- 3.4.14 Any vacancy, arising out of retirement/death or transfer in indirect jobs like cleaners, material shifters, helpers, etc and standby men in Machine Shops and Assembly shops will be filled on a day to day basis with men from the standby pool(s).
- 3.4.15 Indirect men in direct areas will increase their output/workload suitably to suit the increased output norms for the direct workmen. They will follow the instructions of the Shop Management in this regard.

Indirect Departments

- 3.4.16 Men in indirect departments like Tool Room, MTR, Civil Electrical and Mechanical Maintenance, Stores, production Services etc will increase their production/work effort, so as to facilitate direct and indirect men in direct production areas to fully achieve the revised norms of production by re-grouping/re-scheduling their work as advised by the respective Shop/Department Management. Such increased output/work will be the obligation of each workman in indirect areas.
- 3.4.17 Whereas in the case of direct men achievement of 6 days production in 5 days is readily quantifiable, it is agreed that in the case of indirect men they will augment their present output by doing suitably an extra quantum of work by changing and improving existing work practices so that the full support requirements for a higher output of Chassis, Engines, Assemblies, Sub-assemblies, Components etc are fully met in time.

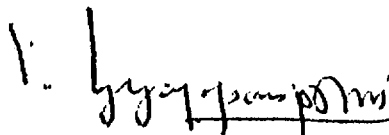
3.4.18 Re-grouping and re-arrangement of activities in indirect departments like Time Office, Finance, Administration, Systems etc. will be made, so as to fully reflect the obligation of workmen for increasing their daily work load by 20% and hourly work load by 13% as in other production related Shops/Departments. Suitable instructions in this regard will be issued by the Company and will be fully followed by the workmen.

Stores and PPC

3.4.19 Workmen in Stores, Production Services etc will shift and/or issue to production and non-production areas materials to match the revised production norms and correspondingly increase their output by receiving, checking, stacking, picking, shifting additional quantities of materials by making additional trips, shifting more components and at higher frequencies (taking space constraints into account) synchronising with the enhanced production rates etc. In particular, it is stipulated that men will make, for Frames 26 Trips/day, for Rear Axles and Engines each 11 trips/day, for IUMT 6 trips in a day in 2nd and 3rd shifts and additional trips in 1st shift as heretofor.

3.4.20 All materials required for all models of vehicles/ engines/assemblies etc. including new models and existing models modified and all common and discrete items for KDC and other Units of the Company, as required from time to time, will be handled by Stores/Production Planning men themselves without any restriction including rejected materials.

3.4.21 There will be total flexibility of movement among DR/MR men in various stores to ensure clearing and issue of material without delays inspite of absenteeism and other contingencies as already being practised.



3.4.22 Inspection

There will be total flexibility in the usage, deployment and movement of Inspectors so that all items can be cleared irrespective of absenteeism to fully keep up with the higher output rate per day and workmen will not resort to any restrictive practices in terms of quantity, movement, continuity etc. All models, assemblies sub-assemblies, components etc. and all varieties of materials will be inspected as per specifications as required from time to time.

Tool Room, MTR, Civil, Electrical, Mechanical Maintenance

3.4.23 Men supporting production like tool grinding, J&T, Tool Room, Maintenance Departments and MTR will augment their output by increasing their output/work load by atleast 20% on the average. They will carry out all work as required by Shop Management on a daily basis and will keep machinery, tools, equipment etc. in peak condition in order to avoid down time. Where outputs cannot be pre-quantified, outputs will be as per daily requirements defined by Shop Management.

3.4.24 There will be total flexibility among the workmen so that Shop Management can use them in any manner deemed fit with a view to promptly clear break-downs. All existing restrictive practices on the number of jobs, type of jobs, mobility, continuity etc. will be discontinued and workmen will fully cooperate so as to ensure prompt repair or speedy overhaul of all machinery, equipment etc.

3.4.25 MTR men will clear atleast 3 requisitions per shift per man/group and also attend to major jobs in night shift.

3.4.26 Preventive Maintenance jobs will be undertaken as decided by the Shop Management on any or/and all days of the week

3.4.27 With the enhanced rate of production, there will be a tendency for frequent break-down of machinery and equipment. To avoid down time and consequent production losses, workmen will attend to all repairs which are left incomplete in

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previous shifts/days. There should not be any restriction whatsoever in attending to the maintenance jobs in any maintenance department.

3.4.28 The repairs on fork lifts will be attended to immediately on break-down, including changing upto 4 tyres in a group at a time, if so required. Fork lift repair crew will be organised and re-grouped so that some men attend to aspects like water, air checking etc. and the remaining attend to repairs.

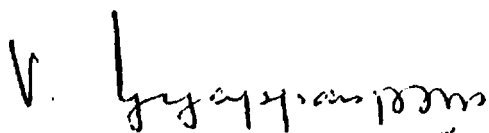
3.4.29 Oiling of machines and equipment will be done for 42 machines per batch of 2 men per shift in addition to other work as is being done at present.

3.4.30 Re-grouping of activities will be done by the Shop Management as required to achieve the objective of avoiding down time of machines and equipment.

3.4.31 The existing number of operators will operate all 10 Generators on all the days including weekly holidays (except paid holidays) on all the shifts to meet the requirements of power generation as per existing practice covering up absenteeism within the group strength.

3.4.32 Men in Maintenance Departments and MTR will work on 6th/7th day as required by the Management through a staggered off system. To carry out maintenance work promptly and in adequate measure men will be called by Shop Management on 6th/7th day as per requirement.

When the Company works for 5 days a week men called for work on the 6th or the 7th day will be given compensatory off. When the Company works for 6 days, men called on the 7th day will be given compensatory off. The usual extra allowance will be given for work on the day for which Compensatory off is given.



3.4.33 Canteen, Security, Transport and Medical Depts

- (a) It is recognised that in these Departments there is no scope for increase in the work load corresponding to execution of 6 days production in 5 days in other Shops/Departments
- (b) Revised shift timings and modified work practices as per Annexure 'B' hereto will be adhered to in Canteen, Security, Transport and Medical.

4.0 Quality

- 4.1 It is recognised by the Union and the Company that quality is of paramount importance and has to be built into the product at the manufacturing stage itself.
- 4.2 Workmen will strictly adhere to correct procedures and work methods, adopt technically proper speeds and feeds, change or maintain tools well in time; maintain physical and technical cleanliness of tools, machinery, equipment etc., correctly tighten the fasteners etc. handle carefully all materials, machinery and equipment.
- 4.3 In order to improve the quality of Company's products and to help the Company to face competition, the employees will ensure the correct fitment of all components as per existing time settlements.

5. New Products and Process Improvements

- 5.1 It is recognised that product improvements and new product introductions, technological changes, improvement in work practices, shop modernisation etc. are absolutely necessary for the survival of the Company and all cooperation in this regard will be extended by the workmen and the Union.
- 5.2 The Union will fully cooperate and actively support the Company in the introduction of new products, product improvements and all technological and administrative modifications intended to improve the Company's business and suit its products to the market needs (e.q.: C-45, FES; Semi-forward Chassis; Hino, Iveco, etc. Engines, Rear/Front Axle modifications and diaphragm clutch etc.)

The Union will actively cooperate in the introduction of process changes and modifications and introduction of new technology to keep the Company competitive.

6. In view of the process changes and technological changes in production methods and related activities and by the introduction of Personal Computers, Electronic Punching Systems etc. it is agreed that the strength of the monthly rated categories of workmen will be progressively reduced and any vacancies arising will be allowed to lapse.

7. Attendance Recording

Electronic attendance recording system will be introduced in a phased manner from 1989 onwards. Details in this regard will be determined by the Company but the Union will be kept informed.

8. 6th day working as per revised arrangements (presently Sunday)

Whereas it is agreed that w.e.f. 1.8.1989 a modified 5 day work week will be introduced. It is also agreed that the Company has the right to call workmen for work on the 6th day and the workmen are obliged so to attend work on the said 6th day.

- 8.2 Shift timings and production norms for the 6th day (presently Sunday) will be the same as for normal working days. Suitable adjustments will be made where existing daily/shift norms involve a fraction to ensure that there is no production loss during the week/month.

- 8.3 Company is not obliged to provide work on the 6th day and neither the workmen nor the Union shall make any demand for work on the 6th day.

9.0 Payment of Wages

- 9.1 Consequent upon the agreement between the Union and the Company that effective 1.8.1989 the output for 6 days (48 hours) as per present norms will be given in 5 days (42.5 hours) it is agreed that the Wages (Basic + D.A. + Incentive and Night Shift Allowance) due for 6 days (48 hours) as per existing norms will be payable for 5 days (42.5 hours) work at the enhanced rate of production as stated above.

9.1 contd..

While scales of pay, D.A. etc. and Time Settlements will continue to be based on existing pattern, viz., 8 hours shift basis (6 days production), wages due for 5 days work as per revised norms will be calculated by applying a suitable multiplication factor to the actual hours worked as illustrated in Annexure D hereto.

9.2 For work on the 6th day (Sunday) on or after 1.8.89, workmen will be paid the same wages as for a normal day (i.e., any day of the 5 day week) plus overtime payment as under :-

- i) 25% of normal Basic + D.A. after 42.5 hours of work in the week and upto 48 hours
- ii) Beyond 48 hours, OT as per Factories Act will be payable. However, paid holidays and authorised leave will be adjusted as per existing practice.

Overtime payment will be computed only on Basic and D.A.

Incentive payment will be applicable as for normal days.

10. Work Improvements

10.1 Work will start in all Shops without waiting for tea distribution. Tea will be served in Shops twice in a shift (2nd and 3rd shifts) to staggered timings to be notified by Management from time to time.

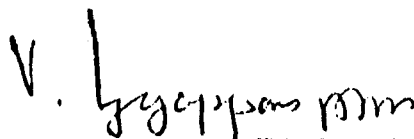
Chassis Assembly

10.2 Men will use torque wrenches to ensure the tightening particularly, in the areas like wheel nuts, steering box bolts, drag link nut, operating pedal mounting bolts, prop. shafts bolts etc. These are in addition to other areas where the employees are already using torque wrenches (drop arm nut) etc.

10.3 Indirect men and standby men will form one pool to cover up absenteeism in each shift in Chassis Assembly.

10.4 Helpers will be added to the groups and the timings and work distribution will be rearranged by the Shop Management.

10.5 No painting activity will be carried out in Chassis Assembly from 1.8.1989. The present men in painting area will be suitably re-deployed.



Unit Assemblies

- 10.6 All units will be completed and passed on a day to day basis without accumulation by groupmen and rectification men provided.
- 10.7 Specified torques will be used by workmen.

Machine Shops

- 10.8 There will be no further promotion to the Setters category.
- 10.9 During Setters absence (wherever available) operators will set machines and maintain production norms correctly.
- 10.10 All category of machines will be operated by available men irrespective of job classification.
- 10.11 Rectification will be completed by groupmen themselves within the shift.
- 10.12 Milling cutter setting by changing tips will be done by operators in the shop.
- 10.13 Standby men will be pooled and used within the shop.

Jigs & Tools

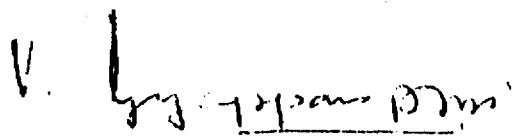
- 10.14 Men will cooperate and grind all tools required in each shift without any restriction whatsoever.

Fabrication

- 10.15 Grinding of drills will continue to be done by the employees themselves as per the existing procedure. The additional machines will be manned to ensure balanced output of RH and LH (Frame drilling).

General

- 10.16 Absenteeism coverage will be made for 1/2 day leave or 2 hrs off (permission) and production will be so made up.



11.00 Time Scale Promotion from SKL to SKH

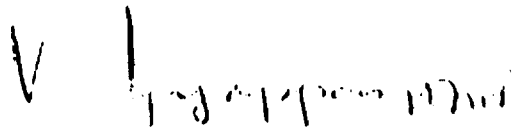
It is agreed that DR workmen in SKL grade will be eligible for promotion to SKH grade on completion of 9 years service in SKL grade. The terms and conditions relating to this promotion policy, including the effective date and the method of determining vacancies in HSK category, will be separately discussed and agreed and recorded in a separate Settlement.

12.0 Promotion Policy/Increments/Job Classification

12.1. Existing promotion/increment policy will continue except for modifications as per clause 11 above.

12.2 No request for change in job classification/upgradation will be entertained. The present method of promotion to SKH once in 3 years in indirect Departments like Tool Room/MTR/Maintenance will be discontinued.

12.3 All minutes related to work practices and removal of restrictive practices hitherto connected with the upgradation of machines will be operative except the provision related to upgradation of such machines.



13.0 Essential Services Personnel

Clauses 16.1 and 16.2 of the Settlement dated 29th Sept 1985 shall continue to be operative.

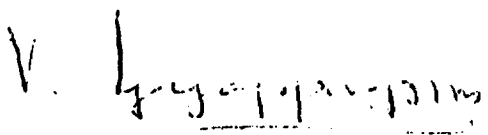
14.0 This Settlement is in full and final settlement of all the demands of the Union relating to revision of pay, allowances, benefits etc. and other terms and conditions of service, including incentive revision. The Union hereby agrees that it or any of the workmen will not raise any further demand involving any financial commitment whatsoever wither directly or indirectly except for the payment of annual Bonus under the Payment of Bonus Act 1965, as amended.

15.0 Continuance of previous Settlements/Agreements

The parties hereto agree that all subsisting Settlements and Agreements and Minutes signed between the Union and the Company shall continue to be in force, except to the extent specifically modified or altered or deleted by this Settlement.

More specifically it is agreed that :

- (a) Clauses 17.0, 17.1, 17.2, 17.3, 17.4(a), 17.5, 17.6, 18.0, 19.0 and 20.0 of the Wage Settlement dated 29th September 1985 will continue to be operative.
- (b) Memorandum of Settlement dated 29th Sept 1985 in regard to alteration of Work Practices including merger of activities in West Land as modified by Minutes/Agreements dated 29th Sept 1985, 28th December 1986, 13th May 1987 and 24th October 1987 will continue to be operative.



16.0 In the event of any Statute, Law etc. being enacted by Government relating to any of the payments, allowances or benefits covered herein, the same will be deemed to have been modified as required by the provisions of such Statute, Law or Enactment and neither party will have any redress on this account from the other.

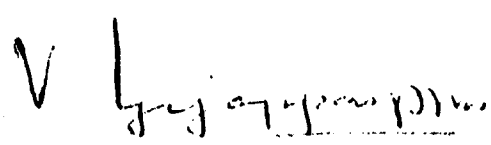
17.0 Lump Sum ex-gratia payment

17.1 In full and final settlement of all claims towards revision of wages etc. and other terms and conditions of service for the period from 1.1.1989 to 31.7.89 or the effective dates specifically mentioned against various terms in this Settlement, the Company agrees to pay a lump-sum ex-gratia of Rs.2000/- (Rupees Two thousand only) to each workman covered by this Settlement and who has been in Company's service on or before 31.12.1988 and who is still on the rolls of the Company on the 1st August 1989.

17.2 Proportionate deduction will be made from the above said sum in case of eligible workmen for unauthorised absence in excess of 25% during the period 1st Jan to 31st July 1989.

18.0 Pension Scheme

The Union has requested that a Pension Scheme be introduced for workmen. The Company has pointed out that this is not feasible and the Company cannot afford any such scheme. The Union then suggested that the implications of a Pension Scheme could be studied.



18.0 (contd.)

Accordingly, the Company without any commitment whatsoever will appoint a team of Senior Executives to study the various implications of a typical Pension Scheme and examine the feasibility of workmen being able to finance such a scheme by direct contribution and/or by diverting a part of their existing benefits/payments from the Company towards such a scheme.

19.0 Vehicle/Article Loan

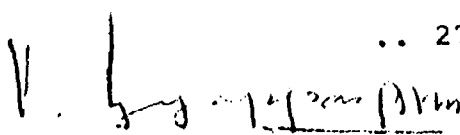
At the request of the Union, the Company will approach one or two Nationalised Banks/Ashok Leyland Finance Ltd for grant of an interest bearing loan to the interested workmen for purchase of Two Wheeler Vehicles/Refrigerator/Colour TV.

The Company shall not bear any expenditure in this regard and both workmen and the Company will have to abide by the decision of the Banks/Ashok Leyland Finance Limited.

20.0 Period of Settlement

This Settlement shall come into force on 1st Aug 1989 and shall remain in force till 31st December 1992 and thereafter shall continue to be binding till a new Settlement is reached between the parties.

The parties hereto agree that after 30th September 1992, either of them may give three months notice of their intention to terminate this Settlement provided it is always understood that the terms of this Settlement shall continue to be binding on either parties till a new Settlement is reached.



IN WITNESS WHEREOF the parties hereto have signed the Settlement on this 21st day of July 1989.

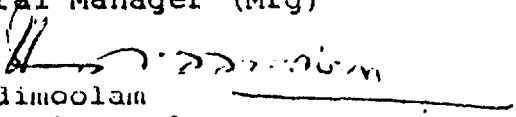
ON BEHALF OF THE COMPANY



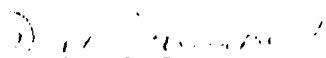
J Joseph
Executive Director - E/M



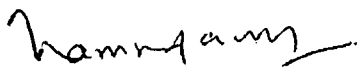
N Gopalakrishnan
General Manager (Mfg)



V Audimoolam
Deputy General Manager (Mfg)



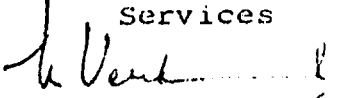
T M Jawaharlal
Manager-Personnel and Administration (Ennore)



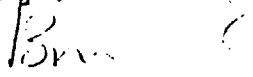
V Anudachary
Manager-East Land & West Land



D S Rao
Manager- Manufacturing Services



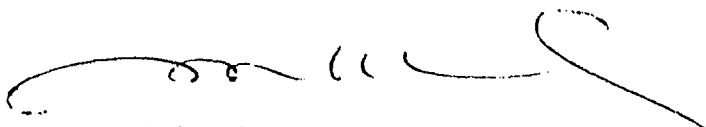
I Venkataraman
Manager-Industrial Engineering



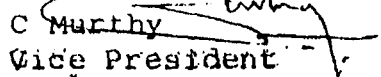
B M Udayashankar
Manager-Industrial Relations

WITNESSES

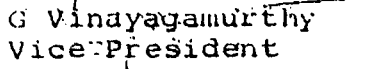
ON BEHALF OF THE UNION



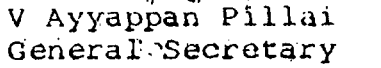
Michael B Fernandes
President, ALEU



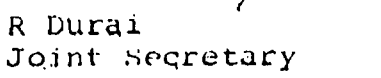
C Murthy
Vice President



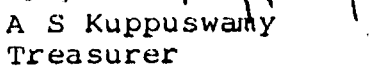
G Vinayagamurthy
Vice President



V Ayyappan Pillai
General Secretary

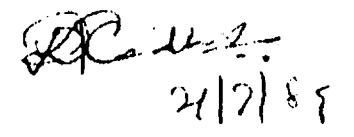
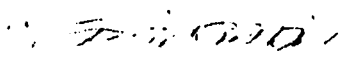


R Durai
Joint Secretary



A S Kuppaswamy
Treasurer

WITNESSES



REVISED BASIC PAY SCALES EFFECTIVE 1ST AUGUST 1989.

I MONTHLY RATED WORKMEN.

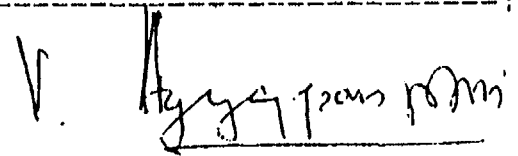
GRADE	CLASSIFICATION	SCALE OF PAY
1	SR. CHARGEHAND JR. DESIGNER	540-15-615-EB-15-765-EB-15-825-EB-18-907-EB-18-1167-EB-18-1311.
2	CLERK GRADE I PROGRESS CHASER I DRAUGHTSMAN HEAD WATCHMAN	440-10-540-EB-15-615-EB-15-795-EB-15-930-EB-15-1065-EB-15-1185.
3	STENOGRAPHER JR CHARGEHAND JR TECH ASSISTANT LABORATORY ASST COMPTIST GR I PUNCH OPERATOR GR I	440-10-570-EB-10-700-EB-10-810-EB-10-900-EB-10-1000.
4	CLERK GRADE II PROGRESS CHASER GR II PUNCH OPERATOR GR II COMPTIST GRADE II TYPIST GRADE I SENIOR INSPECTOR	410-7.50-440-10-500-EB-10-600-EB-10-700-EB-10-770-EB-10-880-EB-10-980.
5	DRIVER DESPATCH RIDER	390-5-415-EB-10-515-EB-10-665-EB-10-735-EB-10-845-EB-10-945.
6	CLERK GRADE III PROGRESS CHASER GR III FIRST AIDER GR III TYPIST GRADE II JUNIOR INSPECTOR TRACER BLUEPRINT OPERATOR	390-5-410-7.50-470-EB-7.50-575-EB-7.50-665-EB-7.50-725-EB-7.50-815.
7	PICKER & PACKER (Spare Parts) ASST HEAD WATCHMAN	390-5-450-EB-5-515-EB-5-585-EB-5-635-EB-5-705.
8	PEON WATCHMAN MAZDOOR (FPS)	365-5-415-EB-5-495-EB-5-560-EB-5-625-EB-5-685

V. Gyanprakash Dahi

REVISED BASIC PAY SCALES EFFECTIVE 1ST AUGUST 1989.

II DAILY RATED WORKMEN.

CLASSIFICATION	SCALE OF PAY
HIGHLY SKILLED	19.70-0.25-21.20-EB-0.50-26.20-EB-0.50-31.20 -EB-0.50-36.20-EB-0.50-40.20-EB-0.50-45.20.
SETTER	19.50-0.25-22.25-EB-0.25-26.25-EB-0.25-29.00 -EB-0.25-33.25-EB-0.25-37.25.
SKILLED HIGHER	19.10-0.20-20.10-0.25-21.60-EB-0.25-23.85-0.25-25.60 -EB-0.25-28.35-EB-0.25-31.60-EB-0.25-35.35.
SKILLED LOWER	18.60-0.20-21.00-EB-0.20-24.40-EB-0.20-26.40 -EB-0.20-30.00-EB-0.20-33.40.
SEMISKILLED HIGHER	18.30-0.17-20.51-EB-0.17-23.23-EB-0.17-24.93 -EB-0.17-27.14-EB-0.17-30.03.
SEMI SKILLED LOWER	16.88-0.15-19.28-EB-0.15-21.53-EB-0.15-23.03 -EB-0.15-25.73-EB-0.15-28.28.
UNSKILLED	16.75-0.15-19.15-EB-0.15-21.40-EB-0.15-22.90 -EB-0.15-25.60-EB-0.15-28.15.

REVISED WORKING PATTERN FOR CANTEEN EMPLOYEES EFFECTIVE 1 AUGUST 1989

ANNEXURE B.B

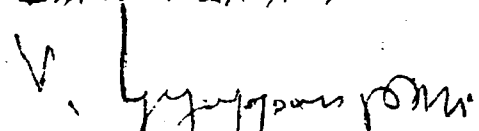
PAGE 1

TOTAL 265
MANNING LEVEL 233

SL.NO.	POSITION	2200-0630	0030-0900	0600-1430	0700-1530	1330-2200	1600-0030	TOTAL
1	SUPERVISOR	-	1 (1)	3	2 (1)	1	3	(2) / 12
2	MASTERS	2	-	4	1	1	2	
3	COOK ASSISTANT	3	-	3	4	2	-	(1) / 23
4	RICE ASSISTANT	-	-	2	-	-	2	(1) / 05
5	STORE ASSISTANT	1	-	2	-	1	-	(1) / 05
6	VEG. CUTTER	1	2	-	2 (1)	1	2	(1) / 09
7	COUPON SALES/ REDEMPTION	-	-	1	2 (1)	2	1	(1) / 07
8	TEA ASSISTANT	1	-	1	-	1	-	03
9	GRINDING	2	-	2	-	1	-	05
10	MAID SERVANT	-	-	-	15 (NC)	-	-	015
11	SERVERS	3	7 (1)	52 (8)	5	11 (1)	21 (3)	(13) / 112
12	CLEANERS	-	4	41 (10)	-	4 (1)	8 (1)	(12) / 69
TOTAL		13	14 (2)	111 (21)	31 (3)	25 (2)	39 (4)	(32) / 265

(Nos. IN BRACKETS INDICATES STANDBY POSITIONS)

SENT IN LATE AFTERNOON OF SETTLEMENT
DATED - 21.7.89.

CANTEEN - REVISED WORKING PATTERN FOR CANTEEN MEN W.E.F. 1.8.89

1. Servers in I shift should keep dishes ready at the Counter and also man the counter for breakfast till closure of service.
2. Servers in 10.00 to 6.30 & 00.30 to 09.00 shift should pack 200 Morning Snacks packets every day.
3. Servers in 6.00 A.M. to 02.30 P.M. shift should necessarily go for II department.
4. Assistants in kitchen area should move to man the counter during lunch/dinner.
5. Each Assistants in Kitchen area should pack 300 Nos. of Evening Snack and also the Evening Snack Assistants will pack 150 snacks, every day.
6. Buttermilk and pappad distribution in Westland dinning hall will be carried out by the Cleaner himself.
7. In Eastland dinning hall, men provided for pappad distribution will be dispensed with.
8. The Mess III Servers will also distribute curd for general canteen in day shift.
9. The Mess III Servers and Coupon Assistants will look after the Curd distribution for General Canteen in the Night shift.
10. In Executive Mess III, only 3 servers will be provided in Day shift.
11. Each server in Day shift will pack 200 Evening snack packets.
12. Servers in Night shift should necessarily go for II dept. for tea services.
13. When there is acute shortage of man power for manning the counter, the Assistants in Kitchen area will move to man the counter apart from packing evening snack.
14. Existing practices of Onion peeling and potato smashing and other related activities in Kitchen preparation carried out by servers will continue.
15. Allocation of cleaners for the cleaning activities such as Counter cleaning, stores, plate washing, mess activities and Kitchen area in Mainland, Eastland, Canteen and Westland Dinning hall will be at the discretion of the Supervisor. All cleaning activities will take place without affecting the normal services.
16. Daily washing will be done for dinning hall.
17. Steam vessel cleaning will be done on day-to-day basis.
18. Servant maids will also do onion peeling apart from their normal work.



V. Gyananandan

SUPERVISOR - 0.30 to 9.00

We have two supervisors for manning Kitchen activities and to cover departmental services. Absenteeism of one among them will not be covered.

7.00 to 3.30

We have 2 Supervisors for office and Tea distribution. Absenteeism of one among them will not be covered.

MASTER & ASSISTANTS

6.00 to 2.30 PM We have Two masters and four Assistants for the preparation of day meals. Absenteeism of one among them will not be covered.

6.00 to 2.30 PM We have one Master and Three Assistants for Rice Cooking. Absenteeism of one among them will not be covered.

6.00 to 2.30 PM We have three Assistants to man the Stores activities. Absenteeism of one among them will not be covered.

7.00 to 3.30 PM The three vegetable cutters available in this shift will also cut the required vegetables on demand for the day shift, apart from their normal activity of cutting vegetables for dinner (N/s). Absenteeism of one among them will not be covered.

COUPON ISSUES & REDEMPTION

7.00 to 3.30 PM We have one Assistant for issues and two more for redemption. Absenteeism of one among the three will not be covered.

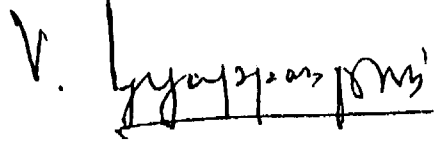
The redeemed coupons will be destroyed on day to day basis, preferably in Night shift.

Accountability on meals issued by counting number of plates issued to the counters will be done by the redemption Assistant with the help of Counter Supervisor.

There will not be any over time for regular work like vegetable cutting irrespective of the size and for packing morning and evening snacks.

6th day/7th day (Weekly Holiday) - Manning level : 55 men

Paid Holidays - Manning level : 41 men



TRANSPORTEXISTING TILL 31.7.89

First 1230 - 0730 3 Drivers
 Day 0730 - 1600 20 Drivers
 Night 1600 - 0030 22 Mechanics
 25 Drivers

REVISED WORKING PATTERN W.E.F.
1.8.89

Wednesday / Monday
 0100 - 0930 27 Drivers (A) ✓
 Tuesday / Sunday
 0930 - 1830 18 Drivers (B) ✓
 1600 - 0100 7 Drivers (C) ✓
 0700 - 1600 18 Mechanics
 1600 - 0100 4 Mechanics

* Tuesday morning all 18 Drivers in 'B' Shift will report at the Shed at 5.15 AM for morning pick up.

In the interest of the safety of the travelling employees as well as the public, Drivers should strictly adhere to the traffic regulations and procedures.

Additional Drivers will be added as and when required to meet the contingencies.

MEDICAL

First 0030-0730 MR2 DR 1
 Day 0730-1600 MR7 DR 3
 Night 1600-0030 MR6 DR 3

Shift timings will be as per the revised factory timings.

Holidays and Weekly Holidays

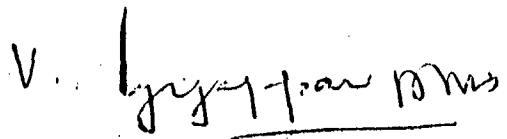
First MR2 DR 1
 Day MR3/4 DR 1
 Night MR2 DR 2

6th day, 7th day and Festival Holidays

No first aid centre will be operative in East Land.

The existing practice will continue except for revised shift timings as above.

SEE MEMORANDUM OF SETTLEMENT
 DATED 21.7.89

SECURITY

EXISTING TILL 31.7.1989

First	1230 - 0830	AHW/HW	3, W 21
Day	0830 - 1630	AHW/HW	13, W 28
Night	1630 - 0030	AHW/HW	4, W 21

Festival Holidays/Weekly Holidays

First	1230 - 0830	AHW/HW	3, W 21
Day	0830 - 1630	AHW/HW	4, W 24
Night	1630 - 0030	AHW/HW	3, W 21

Strength includes persons on Weekly Off

REVISED WITH EFFECT FROM 1.8.89

First	0930 - 0900	AHW/HW	1, W 21
Day	0730 - 1630	AHW/HW	3, W 23
Night	1615 - 0115	AHW/HW	1, W 21

No separate identity of AHW/HW/Watchmen

Jobs will be merged and re-distribution of work will be done to meet the requirements.

15 Juniors will be treated as standby as under:

First Shift	2
Day shift	10
Night shift	3

Hosur loading need not be watched by Security Dept.

No. of people used for writing records and witnessing loading will be reduced by re-grouping people.

Post No. 21 will be abolished (in East Land).

Entry and exit will be through Gate 3 and no activity at Gate 4.

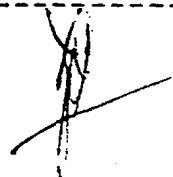
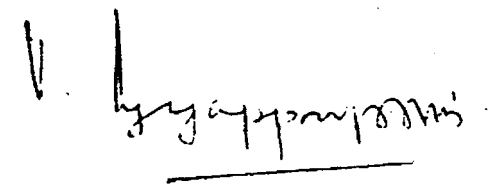
MRM loading will take place only for 5 days. The additional men used for this purpose will be utilised as standby on 6th and 7th days.

* The option given to security men either to opt for the modified working pattern as shown above or continue with the existing working pattern vide minutes dated 21.7.89 signed between the ALEU and management.

HEAT TREATMENT
 =====
 (RATED CAPACITIES TO BE PRODUCED)

FURNACE =====	CAPACITY (KGS/HOUR) =====
CGCF	180 (ONE TRAY PER HALF AN HOUR)
ISOTHERMAL	700 (ONE TRAY PER HALF AN HOUR)
GCF CARBURISING	30
SALT BATH CARB/HARDENING	20/40
ROLLER HEARTH	100
SHAKER HEARTH	20
STEAM TEMPERING	25
VFC TEMPERING	90
CARBO NITRIDING	30
INDUCT.HARDENING A.ARM 4T/5T	133/106 NOS/MACHINE/SHIFT
INDUCT.HARDENING A.SHAFT COMET/ TAURUS	96 NOS/MACHINE/SHIFT
INDUCT.HARDENING A.SHAFT MK II /HGP	73 NOS/MACHINE/SHIFT
NITRIDING C'SHAFT STD	24 * NOS/52.5 HOURS/FURNACE
NITRIDING C'SHAFT HGP	20 * NOS/52.5 HOURS/FURNACE
STABLISING/ TEMPERING - AXLE SHAFT	48 /LOAD

* USING MODIFIED HANGER CASTINGS. TILL THEN MORE FURNACES TO BE OPERATED BY THE SAME MEN CORRESPONDING TO 120 C'SHAFTS PER DAY

HEAT TREATMENT SHOPPRODUCTION NORMSCONTINUOUS GAS CARBURISING FURNACES

Sl No	Part No.	Description	Existing charge/ tray Qty.	Proposed charge/ tray Qty.
1	F0928411	Reverse Idler shaft	100	120
2	F1629211	Gear (22)	50	60
3	F1629411	Gear (K21)	30	38
4	F1629511	Gear (K52)	50	60
5	F1629611	Gear (K51)	44	50
6	F1630011	Cam Gear	50	60
7	F1630111	Crank Gear	130	180
8	F1630211	Inter Gear	38	42
9	F1630411	Trunnion	28	28
10	F1630511	Bevel Pinion	130	180
11	F1630611	Bevel Wheel	36	45
12	F1631111	Gear (K17)	50	60
13	F1631211	Gear (K20)	24	32
14	F1631611	Gear (K23)	50	60
15	F1631711	Gear (K26)	24	32
16	F1631811	Gear (K49)	24	24
17	F1632211	Gear (K50)	24	32
18	F1632711	FD Clutch (K14)	130	180
19	F1632811	FD Clutch (K15)	100	150
20	F1633511	Gear (33)	50	50
21	F1634011	Sunwheel	32	32
22	F1634111	Planet Gear	100	100
23	F1640411	Gear 51 (GB 281)	30	38
24	F1640511	Gear 50 "	24	32
25	F1640611	Gear 49 "	16	20
26	F1640711	Gear 21 "	30	38
27	F1640811	Gear 22 "	50	60
28	F1640911	Gear 23 "	50	60
29	F1641011	Gear 17 "	50	60
30	F1641111	Gear 26 "	24	32

/ 2 /

Sl No	Part No.	Description	Existing charge/ tray Qty.	Proposed charge/ tray Qty.
31	F1641211	FD Clutch (GB 281)	-	-
32	F1644411	Gear 52 "	50	60
33	F3330911	Pinionshaft (10800)	41	41
34	F3331515	Actuating Spindle	150	200
35	F3336811	Pinionshaft (Metric)	41	41
36	F3337911	Pinionshaft Ahead	-	-
37	F3338011	Pinionshaft Reverse	16	16
38	F3339611	Countershaft (GB 281)	12	12
39	F3342911	Countershaft (10961)	16	16
40	F3345011	Pinionshaft (Hino)	41	41
41	F3345811	Countershaft (GB 281)	16	16
42	F3432011	Sleeve	200	300
43	F3432311	Clutch Withdrawal Sleeve	50	60

Note;- New items, if required to be loaded as per the 180 Kgs./tray concept.

GAS CARBURISING FURNACES

1	B1500102	S.C. Spindle (37)	144	192
2	B1500108	-do- (38)	144	192
3	B1512003	-do- (Long)	144	192
4	B1512004	-do- (Short)	144	192
5	F0931415	Ball Pin (C)	300	390
6	F0933115	King Pin (C)	300	360
7	F1631011	SD Clutch (A6)	270	300
8	F1632911	-do- (K16)	300	300
9	F1633011	-do- (K17)	270	300
10	F1641311	FD Clutch (GB 281)	250	250
11	F2431011	CO Lever	100	100
12	F3336911	Camshaft (C)	50	50

MUFFLE FURNACE

1	F0931415	Ball Pin (C)	550	600
2	F0933115	King Pin (C)	300	360
3	F3336911	Camshaft (H)	30	40
4	F3576615	'U' Bolt (Pass)	100	120
5	F3578415	'U' Bolt	100	120
6	F3578515	'U' Bolt (Goods-1056 mm)	100	120

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Sl No	Part No.	Description	Existing charge/ tray Qty.	Proposed charge/ tray Qty.
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MUFFLE FURNACE (contd...)

7	F3579115	'U' Bolt	100	120
8	F3580915	'U' Bolt (4x4) 963 mm	100	120
9	F3581915	'U' Bolt(RHS-Pass)1016	100	120
10	F3582915	'U' Bolt (952mm) T	100	120
11	X3501815	'U' Bolt (872mm) T	100	120

LA 1264 TEMPERING FURNACE

1	'U' Bolts D/S & N/S	100	120x2
2	'U' Bolts I/s	100	120x1

Note:- Wherever extra load/charge not possible due to constraints in the jig/furnace capacity, 'short cycle' jobs to be loaded extra by operating more furnaces. They will operate all 5 GCFs, 3 Muffle Furnaces and 3 Vertical Tempering Furnaces to ensure targets in future. New modified jigs & fixtures to be used.

INDUCTION HARDENING UNITSLA 783 RADYNE INDUCTION HARDENING MACHINE

Sl No	Description	Present production rate	Proposed production rate
1	Rocker Lever	90 per hour	108 per hour
2	Spindles/Actg. spindle	30 per hour	36 per hour
3	Clutch OperatingLever	30 per hour	36 per hour

LA 1574 INDUCTELEC INDUCTION HARDENING MACHINE

1	Spindles/actuating spindle	35 per hour	42 per hour
2	CO Lever	35 per hour	42 per hour
3	OP Shaft (T)	35 per hour	42 per hour
4	Reverse shaft	30 per hour	36 per hour
5	Rockershaft	10 per hour	12 per hour
6	Z 406 Pin	45 per hour	54 per hour

LA 3661 UNITHERMA INDUCTION HARDENING MACHINE

1	Spindles/actuating spindle	27.5 per hour	33 per hour
2	OP Shaft (T)	35 per hour	42 per hour
3	Reverse Shaft	30 per hour	36 per hour
4	Z406 Pin	35 per hour	42 per hour
5	Jaw End/Pivot Pin/Spl Pin	50 per hour	60 per hour
6	Baulk Pin	50 per hour	60 per hour

V. Jayaraman

<u>Sl No</u>	<u>Description</u>	<u>Present production rate</u>	<u>Proposed production rate</u>
<u>LA 1598 MF INDUCTION HARDENING MACHINE</u>			
1	Axle Arm (C)	10 per hour	12 per hour
2	Axle Arm (13T)	8 per hour	9.6 per hour
3	Axle Arm (HGP)	7 per hour	8.4 per hour

Note:- ZF jobs and any other new jobs will be processed in all the induction furnaces keeping in view the components cycle time.

BLASTING MACHINES

1	Axle Arm (C)	10 per hour	12 per hour
2	Axle Arm (13T)	8 per hour	9.6 per hour
3	Axle Arm (HGP)	7 per hour	8.4 per hour

ISOTHERMAL ANNEALING FURNACE

Existing: 350 Kg x 13 trays during II and III shifts
 350 Kg x 11 trays during I shift
 Total 37 trays/day.

Proposed: Every half an hour one cycle
 Total - 48 trays/day.

PLATING

Existing 36 x 3 tanks - 108 Camshafts/day for two operators

Proposed: 48 x 3 tanks - 144 Camshafts/day for two operators

SHOTBLAST

Existing: 440 gears/operator

Proposed 530 gears/operator

SHAKER HEARTH FURNACE & ROTO BLAST

They should ensure production increase of 20% in all the jobs processed in the Shaker Hearth Furnace and Roto blast/Tumblast.

CARBO NITRIDING

- Modified Jigs and Fixture to be used to increase the production.
- Furnace should be continuously loaded.

Existing 4 Char cs/day

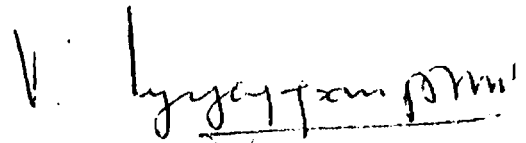
Proposed 5 Char cs/day

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POLISHING UNIT

	<u>Present production level/shift</u>	<u>Proposed production level/shift</u>
<u>Three persons</u>		
Con Rod Bolt	500 nos.	600 nos.
Ball Pin	150 nos.	180 nos.
Rocker Lever, Plunger, Miscellaneous items	Additional quantity to ensure the target of 440 per person i.e. $440 \times 3 = 1320$	Additional quantity to ensure target of 530 per person i.e. $530 \times 3 = 1590$
<u>Two Persons</u>		
Con Rod Bolts	350 nos.	420 nos.
Ball Pin	100 Nos	120 Nos.
Rocker Lever, Plunger, Miscellaneous items	Additional quantity to ensure the target of 440 per person i.e. $440 \times 2 = 880$	Additional quantity to ensure target of 530 per person i.e. $530 \times 2 = 1060$
<u>One Person</u>		
Ball Pin	100 nos.	120 nos.

GENERAL: In all the furnaces/equipments steps towards energy conservation, reduction in process time, through modified jigs/fixtures, reduction in consumption of consumables will be implemented progressively to enhance effectiveness/efficiency of total Heat Treatment department.

SALT BATH PRODUCTION NORMS:

No. of operators	Existing production		Proposed production	
	No. of charges (Load)		No. of charges (Load)	
	Hardening (One furnace)	Carburising (two furnaces)	Hardening (One furnace)	Carburising (two furnaces)
Four II & III shifts	5 + 1 (Dip)	3 + 2	6 + 1 (Dip)	4 + 2
Four I shift	4 + 1	2 + 2	5 + 1	3 + 2
Three II & III shifts	4 + 1	2 + 2	6 + 1	3 + 2
Three I shift	3 + 1	1 + 2	4 + 1	2 + 2
Total	<u>20 lots</u>	<u>16 lots</u>	<u>25 lots</u>	<u>20 lots</u>

Note:- When one Salt Bath is used as carburising and two Salt Baths are used as hardening furnaces, production in hardening to be increased correspondingly.

NITRIDING UNIT - 5 DAYS WORKING PATTERNExisting 2 Group Systems

	<u>S.No. of men</u>	<u>Tue</u>	<u>Wed</u>	<u>Thu</u>	<u>Fri</u>	<u>Sat</u>	<u>Sun</u>	<u>Mon</u>
4 Men Group (Group I)	1	P	P	P	P	P	CO	CO
	2	CO	CO	P	P	P	P	P
	3	P	P	CO	CO	P	P	P
	4	P	P	P	P	CO	CO	P
Total men/shift		3	3	3	3	3	2	3
5 men Group (Group II)	1	P	P	P	P	P	CO	CO
	2	CO	CO	P	P	P	P	P
	3	P	P	CO	CO	P	P	P
	4	P	P	P	P	CO	CO	P
	5	CO	P	P	P	P	P	CO
Total men/shift		3	4	4	4	4	3	3

Men should use 24 hanger castings. Till such time as all the hanger castings are changed to 24 hanger type castings, they should operate one extra furnace each in each group whenever 6th day work is given.

Absenteeism will be covered up in both groups as and when required.

Working Pattern:

No. of men present

1 men
1.5 men
2.0 men
2.5 men
3.0 men
3.5 men
4.0 men
4.5 men
5.0 men

Work to be carried out

Maintaining only.
Maintaining only.
Maintaining + 25% of work.
Maintaining + 50% of work
Maintaining + 75% of work.
Maintaining + 100% of work.
Maintaining + 125% of work.
Maintaining + 125% of work.
Maintaining + 150% of work.

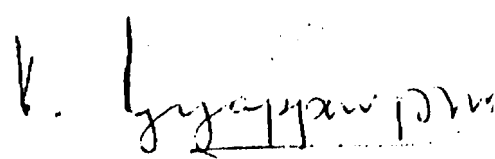
Loading : 25%
Unloading : 25%
Pot Cleaning: 25%
Web & Accessories : 25%
cleaning

TOTAL WORK : 100%

BOGI HEARTH FUR TEMPERING FURNACE:

1. Both stabilising & Tempering jigs will be fully loaded at the rate of 48 Nos. (of any types of Axleshafts) per charge.
2. Tempering furnace will be operated continuously without giving 2 hrs. break, after modifying the existing jigs.





PAYMENT OF WAGES AS EXISTING VS MODIFIED FOR 5 DAY WORK WEEK (M.R.)

EXISTING UPTO 31.7.1989

EFFECTIVE FROM 1.8.1989

I. PAYMENT OF WAGES FOR FIVE DAYS

BASIC AND DA

	BASIC		Rs 600.00	BASIC	Rs. 680.00
	D.A.		Rs 1136.00	D.A.	Rs.1287.47
NORMAL DAYS	BASIC		Rs 600.00		-----
	D.A.	1136X30/30	Rs 1136.00		Rs.1967.47
			-----		-----
			Rs 1736.00		
SIXTH DAY	BASIC	600/30X4	Rs 80.00		
	D.A.	1136X4/30	Rs 151.47		

			Rs 231.47		

TOTAL NORMAL PLUS SIXTH DAY Rs.1967.47

INCENTIVE

RATE	= 0.80/HR INC.BONUS = 260%	RATE	= 0,80 INC.BONUS = 260%
TIME TAKEN	= 25 x 8	200	25 x 5/6 x 9.6
INCENTIVE AMOUNT	200X2.6X0.8	<u>Rs 416</u>	<u>Rs 416</u>

SPECIAL INCENTIVE AT F.A. = 260

25 X 4.8 X 0.85	<u>Rs 102</u>	25X5/6X1.2X4.8X.085	<u>Rs 102</u>
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II. PAYMENT OF WAGES FOR 6TH DAY

NEW SIXTH DAY

	HOURS BEYOND	INCREASE RATE	HRS. PAYM
	<u>42.5</u>		
WITHIN			
48 HRS	5.5	1.25	6.875
OUTSIDE			
48 HRS	3.0	2.00	6.00
			<u>12.875</u>
BASIC & DA	1967.47/30X12.875/6		
	= Rs.99.34		
INCENTIVE	9.6X2.6X0.8=	Rs 19.97	
SPL.INC.	= 1.2X4.8X0.85	<u>Rs.4.90</u>	

NOTE: W.e.f. 1.8.89 Wage deduction will be calculated as under;
 Actual hrs x 9.6/8.5 x applicable wages
 34/30 or 35/30 depending on number of Sundays in the month
 as the case may be



Clause 11.00 .- Time Scale Promotion from SKL to SKH

"It is agreed that DR workmen in SKL grade will be eligible for promotion to SKH grade on completion of 9 years service in SKL grade. The terms and conditions relating to this promotion policy, including the effective date and the method of determining vacancies in HSK category, will be separately discussed and agreed and recorded in a separate Settlement."

As enumerated above, Settlements have been signed on 4.11.89 for promotions from Skilled Lower to Skilled Higher and on 13.12.89 for promotions from Skilled Higher to Higher Skilled.

ANNEXURES SIGNED ON

Revised First Shift Timings
(General) 26-10-89

Clause 3.3.1 - I shift
timings read as
00.30 - 07.30 hrs.

Canteen ; 16-8-89 & 26-10-89

Security ; 17-11-89

Transport ; 23-11-89