

The Calcutta Tramways Employees' Co-operative Credit Society Ltd.

P4, Mission Row Extension,
Calcutta.

20th May, 1958

A. C. T. BLEASE, Chairman.

V. A. SMITH, Vice-Chairman.

B.C. MUKERJEE, Secretary.

P. L. MOOKERJEE.

J. C. GHOSH.

N. C. GHOSH.

R. C. TEWARY.

S. CHAKRAVARTY.

R. K. MONDAL.

B. SINGH.

B. B. CHOWDHURY.

H. N. CHAKRAVARTY.

M. C. GHOSH.

D. ROY.

Members of the
Committee.

To

The Shareholders,

The Calcutta Tramways Employees' Co-operative Credit Society Ltd.

Gentlemen,

The Committee submit, duly audited, the Balance Sheet, and Profit and Loss Accounts of the Society for the year ended 30th. June, 1957.

2. **Capital** :—The number of shares withdrawn during the year was 2176 while 6238 new shares were issued.

3. **Reserve Fund** :—In accordance with Bue-Law No. 52(1)(a) Rs. 5,947-9-11, which is equivalent to 25% of the net profit for the year, has been transferred to the Reserve Fund, and after adding other credits the balance of this fund is now Rs. 1,79,853-15-8 out of which a sum of Rs. 1,65,183-0-0 has been invested in Govt. Securities leaving with the Society, Rs. 14,670-15-8 which is utilised in giving loans to the members.

4. **Guarantee Fund** :—The balance at Credit of this fund at 30th. June, 1957, stood at Rs. 63,883-11-7 out of which Rs. 60,000/- has been invested in Government Securities and Rs. 3,883-11-7 is awaiting further investments.

5. **Employees' Deposit Account :** The number of Depositors at the close of the year was 3359.

6. **Loans :** The principal reasons for which loans were granted during the past three years were :

	1954-55		1955-56		1956-57	
	No.	Per.	No.	Per.	No.	Per.
1. Marriage Ceremonies	1031	20.4	836	19.8	1093	23.4
2. Improvement of Land and House Properties	1696	33.5	1631	38.6	1267	27.0
3. Repayment of Debts	32	0.6	20	0.5	14	0.3
4. Funeral Expenses	82	1.6	91	2.1	103	2.2
5. Medical Expenses	2054	40.6	1573	37.3	1927	41.3
6. Miscellaneous	171	3.3	70	1.7	273	5.8
	5066	100.0	4221	100.0	4677	100.0

7. **Statistics :** Attention is invited to the table given on the last page of this report.

8. **Profit & Loss Account :** As a result of the year's working, this account shows a net income of Rs. 23,790-7-7 which has been carried to the Profit and Loss Appropriation Account.

9. **Profit and Loss Appropriation :** This account shows a net balance of Rs. 69,572-8-5 and the Committee recommend that the following appropriations be made :—

(a) Dividend @6¼% to those eligible under Bye-Law 57(1)	Rs.	18,077	15	6
(b) Contribution towards the Co-operative Development Fund	„	10	0	0
(c) Balance to be carried forward	„	51,484	8	11

Rs. 69,572 8 5

A. C. T. Blease Chairman.
V. A. Smith Vice-Chairman.
M. C. Ghosh Member.

By orders of the Committee.
B. C. Mukerjee
Secretary.

The Calcutta Tramways Employees' Co-operative Credit Society Ltd.

PROFIT & LOSS ACCOUNT for the year ending 30th June, 1957.

	Rs.	As.	P.	Rs.	As.	P.		Rs.	As.	P.
To Interest on Employees' Deposits				45,802	13	0	By Interest on loans	1,01,598	11	10
„ Interest on Deposit A/c (C.T.C. Ltd.)				833	5	0	„ Interest on investments	8,053	12	0
„ General Expenses							„ Renewal fees	32	4	0
Establishment	34,955	2	3							
Printing	474	12	0							
General Charges	2,835	4	0	38,265	2	3				
„ Auditor's fee for the year ended 30-6-57				1,000	0	0				
„ Balance carried to Profit & Loss Appropriation Account				23,790	7	7				
Total				1,09,691	11	10	Total	1,09,691	11	10

PROFIT & LOSS APPROPRIATION ACCOUNT for the year ending 30th June, 1957

To Appropriation to Reserve Fund (1956-57)	5,947	9	11	By Balance brought forward from last year	51,729	10	9
„ Balance Carried forward	69,572	8	5	„ Balance from Profit & Loss Account	23,790	7	7
Total	75,520	2	4	Total	75,520	2	4

T. K. Ghosh & Co., Chartered Accountants.

The Calcutta Tramways Employees' Co-operative Credit Society Ltd.

DR. RESERVE FUND ACCOUNT for the year ending 30th June, 1957. CR.

	Nominal Value				Cost Price.						
	Rs.		As. P.		Rs.		As. P.				
To Refund of Forfeited Shares									15 0 0	By Balance at 1st July, 1956	1,73 281 13 3
„ Balance at 30th June, 1957									1,79,853 15 8	„ Unclaimed Dividend (1952-53)	639 8 6
Investments (At Cost)										„ Profit & Loss Appropriation A/c(1956-57)	5,947 9 11
3½% C.P.T. Debentures 1935	1,100	0	0	1,089	0	0					
3½% N. H. B. Loan 1936	1,000	0	0	2,515	0	0					
3½% N. H. B. Loan 1937	1,500	0	0	1,945	0	0					
3½% C. I. T. Debentures 1935	2,000	0	0	3,983	4	0					
3% Conversion Loan 1946 (Stock)	5,300	0	0	1,369	8	0					
4% Loan 1960-70 „	1,200	0	0	1,700	0	0					
3% 1st Development Loan 1970/75	1,700	0	0								
3½% 10 Yrs. Treasury Savings Deposit Certificate	50,000	0	0	50,000	0	0					
12 Yrs. P. O. National Savings Certificates	32,800	0	0	32,800	0	0					
4% U.P. State Development Loan 1967	70,000	0	0	69,781	4	0					
Total	1,66,600	0	0	1,65,183	0	0					
Balance temporarily with the Society awaiting Investments				14,670	15	8					
				Rs. 1,79,853 15 8					1,79,868 15 8	Total	1,79,868 15 8

GUARANTEE FUND ACCOUNT for the year ending 30th June, 1957.

To Balance at 30th June, 1957							63,883 11 7	By Balance at 1st July, 1956	63,883 11 7
Investments (At Cost)	Nominal Value		Cost Price.						
12 Yrs. P. O. National Savings Certs	60,000	0	0	60,000	0	0			
Balance with the Society				3,883	11	7			
				Rs. 63,883 11 7			63,883 11 7	Total	63,883 11 7

TABLE OF

Particulars	1947-48	1948-49	1949-50	From 1-4-50 to 30-6-51
Revenue	26,888-1-4	46,414-0-5	58,928-10-9	89,176-6-5
Expenses	11,145-9-0	25,257-13-6	33,541-7-0	50,093-15-0
Net Profits	15,742-8-4	21,156-2-11	25,387-3-9	39,082-7-5
Contributions to Reserve Fund	3,935-10-1	5,289-0-9	6,346-12-11	9,770-9-10
Special Appropriations to -do-	—	9,600-0-0	10,900-0-0	17,300-0-0
Contributions to Guarantee Fund	4,069-0-0	6,427-0-0	4,076-12-0	5,381-12-0
Special Appropriation to -do-	7,100-0-0	—	—	—
Dividend (Total paid)	3,687-3-0	5,089-1-0	6,654-8-6	10,432-8-0
Rate of Dividend	6¼%	6¼%	6¼%	6¼%
No. of Meetings	12	17	18	21
No. of Loans	2850	3695	4512	5790
Amount of Loans granted	4,06,900-0-0	6,42,700-0-0	8,10,200-0-0	10,86,575-0-0
Amount of Loans repaid	2,41,826-14-7	4,86,015-8-5	6,43,560-1-10	9,58,395-0-4
Average amount per Loans	143	174	180	188
Interest received on Loans	26,085-0-4	42,665-2-9	56,228-9-3	84,372-8-4
No. of Members	5533	6395	7151	7629
No. of Shares paid up	16401	22090	27759	32818
Deposits from C. T. C. Ltd.	—	—	—	—
No. of Employees' Depositors	1416	1807	1993	2129
Amount of Employees' Deposits	2,73,444-0-0	4,33,605-10-0	5,85,000-13-0	6,75,987-9-9
Contribution towards Co-operative Development Fund	100	100	100	150

STATISTICS

1951-52	1952-53	1953-54	1954-55	1955-56	1956-57
87,036-5-6	99,659-3-4	1,04,053-3-8	1,11,051-6-8	1,10,272-13-11	10,09,691-11-01
55,972-0-8	66,708-8-6	69,618-2-6	76,917-6-3	82,218-3-9	85,901-4-3
31,064-4-10	32,947-10 10	34,435-1-2	34,134-0-5	28,054-10-2	23,790-7-7
7,766-1-3	8,236-14-9	8,608-12-4	8,533-8-1	7,013-10-6	5,947-9-11
11,900-0-0	—	—	—	—	—
1,933-8-0	—	—	—	—	—
—	—	—	—	—	—
9,858-9-6	11,683-2-0	13,396-11-6	15,137-8-0	16,664-8-6	18,077-15-6
6¼%	6¼%	6¼%	6¼%	6¼%	6¼%
20	21	17	16	22	18
5169	5095	4935	5066	4221	4677
30,75,075-0-0	10,83,400-0-0	12,21,500-0-0	13,44,50-0-0	12,06,400-0-0	13,66,075-0-0
8,77,666-4-0	9,78,216-15-2	10,66,673-4-0	11,85,001-6-5	12,44,684-9-9	13,35,340-2-4
208	213	247	265	286	292
82,429-4-10	94,797-4-8	98,316-3-0	1,05,288-14-0	1,03,806-4-3	1,01,598-11-10
8293	8784	9085	9229	9142	8961
38,958	44184	49536	54358	57885	61947
83,333-5-4	—	—	—	—	2000
2460	2893	3095	3378	3245	3359
7,96,011-0-0	10,02,871-1-0	10,55,356-0-0	12,06,681-0-0	12,20,931-12-0	12,20,336-10-0
100	100	100	100	50	10

The Calcutta Tramways Employees' Co-operative Credit Society Ltd.

CASH ACCOUNT—1956-57

Receipts	Rs.	As.	P.	Disbursements	Rs.	As.	P.
Share Receipts ...	31,190	0	0	Shares Withdrawn ...	8,980	0	0
Employee's Deposits ...	5,19,065	7	0	Employees' Deposits withdrawn ...	5,69,459	8	0
Loans repaid by Members ...	13,29,405	13	2	Loans Advanced ...	13,66,075	0	0
Interest on Investments ...	4,130	14	0	Interest on Dep. A/c. (C. T. C.) ...	833	5	0
Accrued interest on Investments ...	3,600	0	0	Reserve Fund Refunded ...	15	0	0
Discount on E. D. ...	4,220	4	0	Establishment ...	32,121	13	3
Interest on Loans ...	1,01,815	6	4	General Charges ...	2,835	4	0
Renewal Fees ...	39	4	0	Printing ...	474	12	0
Deposit A/c C. T. C. ...	1,13,000	0	0	Deposit A/c. C. T. C. ...	1,11,000	0	0
Sale of Investment of Reserve Fund ...	7,200	0	0	Sundry Creditors ...	6,116	6	0
Sundry Creditors ...	5,239	4	6				
Unclaimed Dividend ...	2,185	2	6				
Total ..	21,21,091	7	6	Total ..	20,97,911	0	3
Opening Balance :				Closing Balance :			
Cash in hand ...	5,000	0	0	Cash in hand ...	5,000	0	0
Cash at Bank ...	29,374	0	0	Cash at Bank ...	52,554	7	3
Grand Total...	21,55,465	7	6	Grand Total...	21,55,465	7	6

Printed at : Central Printing Works, 76 Bowbazar Street, Calcutta-12

K. S. RAY T.B. HOSPITAL EMPLOYEES' UNION.
Jadabpur, Calcutta - 32.

Regd.No.2764

President : Dr. Narayan Ray,
M.L.A.

General Secretary:
Sri Rabin Banerjee.

Date .October 1..1958.

The Hony. Secretary,
K.S.Ray T.B. Hospital,
Jadavpur.

Dear Sir,

Re: Recognition of Union & Formation of
Hospital Committee.

We have made many representations and deputations for the recognition of our Union and formation of Hospital Committee. You preferred to remain silent to our letters as you have nothing to say to justify your actions.

These demands have no financial involvement and can be met immediately.

We have stated in clear and unambiguous terms that our union stands for honesty and purity of hospital service.

This is a social service institution and the authorities as well as the employees are serving in a spirit of service to suffering humanity. If we have the common objectives viz.

1. Better and efficient service to our suffering brethren.
2. Maintenance of stricter discipline as per code of discipline formulated at the various labour conferences.
3. Raise the living standards of the employees and improvement of working conditions.
4. Imbibe a spirit of nationalism in the minds of the employees and raise their moral standards.
5. Better and cordial employer-employee relation.
6. Promote the good name of our beloved institution.
7. Maintain lasting peace at the Hospital.

We wonder what are the impediments in the way of recognising the Union and forming the Hospital Committee.

Even in trading and manufacturing concerns the Unions are recognised and the organised labour are used for increase in production and productivity.

Staff Committees have been formed at all Central Government Establishments to discuss the problems arising out of day to day administration with the employees.

But you have taken a strange attitude. Is it because you differ with us on the above objectives? We shall thank you for clarification of your stand.

Yours faithfully,
For K.S. Ray T.B. Hospital Employees Union,

(R.N. BANERJEE)
GENERAL SECRETARY.

cc to the Ministers of Central &
State Governments.

Director General of Health Services,
New Delhi.

Members of Governing Body.
Labour Commissioner, Government of West Bengal.

Sri K. G. Sriwastava,
Secretary,
All India Trade Union Congress,
4, Ashok Road, New Delhi.

Dear Comrade Sriwastava,

We gratefully acknowledge the receipt of your letter dated 20.12.58.

The hospital authorities refuse to recognise the Union inspite of our drawing their attention to the recommendations of the Labour Ministers' Conference held at Nainital in May, 1958, which were made a part of Employees Code of Discipline at the 16th Indian Labour Conference. The Chief Minister who is also the President of the Governing Body replies to our letters and the Secretary of the hospital used to reply to our letters addressing the undersigned but the present Secretary Dr. Sanat Kumar Gupta has discontinued the system .

(Enclosure No. 1 and 2)

The Chief Minister in his capacity as President of the Institution sanctioned on 5.9.57 compulsory Life Insurance to all employees at hospitals cost . (End. 3) .

The Secretary informed us on 18.10.57 that the Group Insurance Scheme are being implemented as soon as possible, (Endo : 4) but nothing has so far been done to implement the scheme. We have requested the authorities to create a fund, in the event of any difficulty in introducing the scheme, for payment of Rs 1,000/- to the heirs or the employees on death or retirement of the employees. But the authorities are still silent on the question of implementing their promise.

The Chief Minister informed us in his letter D.O. No. 18391 P.S. dated 22/23.10.1957 that the Director of Health Services has been asked to prepare a consolidated scheme for all T. B.hospitals (Encl: 5).

The hospital authorities informed us on 2.4.58 that the question of standardisation of the terms and conditions of service and amenities for hospital employees was under the active consideration of the Government. (Encl: 6). But the Government prepared a scheme for class IV employees only and a criticism of the scheme by the West Bengal hospital Employees Federation is attached herewith. (Encl: 7).

We have not the foggiest of idea as to how the scheme be introduced in our hospital. The class IV employees of our hospital enjoy higher pay scales than the scale sanctioned in the scheme.

The undersigned discussed the problems with the Health Minister on 16.12.58 and with the Chief Minister on 20.12.58.

The Chief Minister was surprised to know that the class IV workers of our hospital will be getting less than what they obtain now and assured us of reconsideration in our case.

The details will be informed to you after finalisation. In the meantime please pursue for the Life Insurance scheme and Union Recognition.

With regards and greetings.

Yours sincerely,

Rajindranath Banerjee
(R. N. Banerjee). 27.12.58.
General Secretary.

K. S. Ray T.B.Hospital Employees'
Union
Jadavpore, Calcutta.

7 Sept 1963

To
The Secretary,
K. S. Ray T.B. Hospital,
Jadabpur.

(No 3)

Sir,

We give below the result of our discussion with the Chief Minister on 5.9.57 :-

1. Compulsory Life Insurance to all employees at Hospital's cost.
2. The rate of contributory P.F. be increased to 8.1/3% and the change of rules be decided by the Hospital authority.
3. Compulsory leave of one month to all in addition to usual privilege and casual leave.
4. Family quarters be provided to all employees as per plan of Sri S. Banerjee, Chief Engineer, Construction Division.
5. Security of Service - (a) The principle of confirmation on completion of three months probationary period must be followed in all cases.
(b) The Cottage servants be regarded as Hospital employees by enhancing the fees by Re.1/- per die.
(c) A certain percentage of leave substitute be confirmed as leave reserve.
6. Free Tiffin to all employees is worth consideration.
7. Meeting the immediate Minimum demands be decided by the Hospital authorities.

While we expect you to give effect of the assurances of the Chief Minister, as early as possible, we are grateful to the Treasurer for giving us a patient hearing and impressed by his human approach to our problems, we are giving below our immediate minimum possible demand for interim relief effective from 1st January 1957 to be paid before the Pujah :-

- (1) Food Allowance to the Nursing Staff be increased by Rs.10/- to make it Rs.60/-.
- (2) Dearness allowance (a) The subordinate staff be given @ Rs.25/-p.m. i.e. increase by Rs.11/-.
(b) Other employees drawing @ Rs.38/- be given @ Rs.50/- i.e. increase by Rs.12/-.

As the reason of the sanction of Special allowance was not clear to us till we discussed the matter with the Chief Minister, we submitted our demand. But as you are of opinion that it is infection allowance, we think every employee is exposed to infection and should be given infection allowance at flat rate from the date of original sanction.

However, we hope you will sit with us after sanctioning the interim relief for meeting our minimum demands as has already been placed, be effective from 1.1.58.

We expect that interim relief will ease our present strained economic condition and if you extend co-operation and show sympathy to the employees genuine grievances, the Hospital also may come out of the present difficult position and a team work might be formed for enhancing the reputation of the institution.

As to the supply of Uniforms to the subordinate staff, we are informing you separately.

With kindest personal regards,

Dated, September 14, 1957.

Yours obediently,
For & on behalf of the Employees,

Rabindra Nath Banerjee,

Rabindra Nath Banerjee

True Copy

KUMUD SANKAR RAY TUBERCULOSIS HOSPITAL, JADABPUR.

Encls 4

NOTICE

Referring to the previous notice dated 20.9.57, it is hereby notified that our President has now informed the Honorary Treasurer that the ad hoc cash allowance of Rs.5/- per month may be paid to the employees with effect from July 1957 instead of September 1957 as previously announced.

The Office has been instructed to make the payment.

The two other proposals of our President for (1) increasing the rate of Provident Fund Contribution from ~~6 1/8%~~ to 8-1/3% and (2) Group Insurance Scheme are being implemented as soon as possible.

True Copy
Rabindranath Banerjee
27/12/57

Sd/- (AMARNATH MUKERJI.)
Honv. Secretary.

Jadabpur, 18.10.57.

(Encls No 5)

Chief Minister
Government of West Bengal
Calcutta

D.O NO. 18391 P.S

The 22nd October, 1957.
23rd

My dear Narayan,

you must have misunderstood the nature of the communication I made to you regarding the staff of the Jadaupur Hospital. What I said was that with regard to the increase in the emoluments or any other type of amenities for the workers of Jadaupur Hospital it should be on a par with what obtains in other Hospitals. I have asked General Chakraborty to give me a consolidated scheme for all the tubercular hospitals.

Pending receipt of the scheme, the amount of Rs. 5/- has been given from July.

Yours sincerely,

Sd/ B. C. Roy

Dr. Narayan Ch. Ray

M. L. A.

7, Kailash Bose Street.
Calcutta - 6.

True copy
Revised with修正
27/12/58

Copy.

(Encls 5)

KUMUD SANKAR RAY T.B. HOSPITAL, JADABPUR.

pril2, 1958.

NOTICE TO STAFF.

The Hony. Secretary has received today a representation dated 1.4.58 on behalf of the employees of the Hospital and desires that they be informed that the question of standardisation of the terms and conditions of service and amenities for Hospital employees is now under the active consideration of Government whose decision is awaited.

Sd/- N.N. Sen.

Superintendent.

2/4/58.

*True Copy.
Rabindranath Banerjee
27/1/58*

President- Dr. Ranen Sen, M.L.A.
Working President- Dr. Narayan Roy, M.L.A.
General Secretary- Sm. Usha Gupta

West Bengal Hospital Employees Federation .Regd.No. 3571

The West Bengal Hospital Employees Federation has been urging upon the Government for standardisation and upgrading of hospital service and hospital personnel of all categories, of both Government and non-Government Institutions.

The Government has prepared schemes for rationalisation of medical and nursing cadres of state hospitals but the schemes have evoked adverse criticisms from the Indian Medical Association and West Bengal Nurses Association.

The Government has recently announced a scheme for rationalisation of the cadre and pay scales of the Class IV personnel employed under the Department of Health Government of West Bengal, disregarding our suggestion for discussion about the scheme before finalisation.

The question of rationalisation of non-medical non-gazetted personnel viz. Pharmasists, Technical Assistants and clerks etc. and extending the scope to non-Government Institutions is still hanging on fire.

While we would like to draw the attention of the Government to the urgency of rationalisation of non-medical non-gazetted personnel and standardisation of non-Government Institutions, we would confine ourselves to pointing out the drawbacks and shortcomings of the rationalisation of the class IV personnel.

The Government has declared in the Second Five Year Plan Labour policy that " a socialist society is built up not solely on monetary incentives but on ideas of service to society and the willingness on the part of the letter to recognise such service. It is necessary in t his context that the worker should made to foel that in his own way he is helping to build up a progressive state. The creation of Industrial Democracy therefore, is a pre-requisite to the establishment of a Socialist Society ".

The principle that " health is not a private affair of the individual but an affair of the state " has been largely realise in other Socialist countries. It is, therefore, that the Trade Unions of those countries actively participate in the administration of the institutions of the Health services, their principle aim being the professional and cultural training of their members. The Trade Unions in these countries collaborate actively in the drafting of laws, ordinances and Government decisions on the standardizing of charges, and give their opinions on all problems in the field of the remuneration of labour.

But the Government is silent on the question of recognition of the Unions and formation of Hospital Committees.

Many small grievances which are high in the life of the workers are not properly and speedily dealt with by the local authorities and the Government is silent about our suggestion for decentralisation of power for solution of local problems speedily, effectively and locally.

The abolition of different designations, especially in large Institutions, on the consideration of that the load of work, in smaller units, may not be enough to justify the establishment of whole-time incumbents with distinctive designations, may not be a happy system and may impair the efficiency of the workers. In larger Institutions, in our opinion, the existing system should not be disturbed, as otherwise, we are affraid, an worker may be a jack of all trade but master of none.

The allocation of percentage for Grade I, Grade II and Grade III posts may make it impossible for the workers to get promoted from Grade III to Erade II and Grade ~~II~~ ~~xxx~~ I inspite of obtaining necessary qualifications and the bulk of the workers may not be allowed to pass the tests. The provision and that qualified staff will be eligible for promotion to a higher grade to fill a suitable vacancy may not be of any practical help to the bulk of the workers. In our opinion, the Grade II and Grado III proportion should be 45% and 45% of the total cadre.

Contd.....

Furthermore the minimum wages has not been fixed in accordance with the various forms accepted at the fifteenth Indian Labour Conference and is too low, if the present cost of living index is considered, for the preservation of health and efficiency of the workers.

At present an worker is receiving a total remuneration of Rs 60/- and by the new pay structure the workers are not benefited financially and is receiving increased retiring benefits.

The present order for the payment of Rs 5/- as each allowance is not in supersession of the previous order for the payment of Rs 7/- as cash allowance.

The Health Directorate proposed for the grant of house allowance @ Rs 10/- vide letter No.1/111 of November '48 and at present the incumbents of most of the hospitals are drawing Rs 10/- .The Federation requested the Government for sanction of house rent as fixed by the Government of West Bengal under the Industrial Housing Scheme for one room tenement viz .Rs 15/- but the scheme has provided only Rs 5/- as house rent allowance.

Light refreshments, in our opinion, should be supplied to all infections hospitals and solid food like two biscuits or two pieces of bread may be supplied. In view of the bad quality of milk and banana now being supplied at Kanchrapara, Cash Money May be popular and as such improvement of the quality is imperative.

It is not quite clear from the scheme whether the workers are entitled to pension or gratuity according to Government Service Rule and whether the period of 5 years approved service, on probation, will be counted for the computation of pension or Gratuity. The Government proposes to confirm 80% of the temporary workers but we are not quite clear as to whether the 80% includes permanent as well as contingent staff.

Our suggestion to the Government was to grant $1\frac{1}{2}$ days rest in a week. But the scheme provides for 52 days holiday and the provision of accumulation of this holiday will not make the workers eligible for weekly rest. The workers, we feel, should be entitled to usual privilege, casual and medical leave facilities.

The scheme proposes for the provision of a leave reserve calculated at 8% of the overall strength but the overall strength has not been decided on some scientific calculations. In say K.S.Ray T.B.Hospital, according to the letter of the authorities, about 20% of the staff are constantly on leave and unless the overall strength is decided, the work load of the workers is sure to increase if the existing strength is taken into account and the hospital service is sure to be effected.

While there is a sharp rise in the prices of cloth, there has been a cut in the amounts sanctioned for liveries and the discrimination between male and female workers is not understandable.

The Secretary to the Government of West Bengal, Department of Health, in his letter No. Medl/4190/88-105/57 Pt.dated 25.4.58 announced that the question of giving relief to workers in large non-Government hospitals is engaging the attention of the Government and the question of free medical treatment of self and family in the hospital is under consideration of the Government but is silent in the scheme on those two points.

We, therefore, request the Government for reconsideration of the scheme in consultation with the Federation so that the workers may get justice.

cc to Sri S. A. Banerjee
M.I.
General Secretary
All India Trade Union Congress
4, Ashok Road
New Delhi

K. S. Roy T.B. Hospital Employees' Union
Regd. No. 2764.

24/11/59

To
The Union Labour Minister,
New Delhi.

Dear Sir,

Reference your letter No. LR. IV-2384/58 dated 11.12.58.

We are surprised to know that the Health Department of the Government of West Bengal have asked certain big non-government institutions of which K.S.Roy T.B. Hospitals is one, to consider the desirability of extending the benefits of higher pay scales to their Class IV workers.

The Chief Minister of West Bengal very kindly assured us of a consolidated scheme for all Tuberculosis Hospitals. But the Health Department has offered us a scheme for Class IV workers only. The scale offered is lower than the existing scales and naturally we had to reject the scheme for reconsideration. We give below a comparative chart for your information.

	Existing		Percentage	Sanctioned		Percentage
1). Grade III	33 - $\frac{1}{2}$	43	95%	30 - $\frac{1}{2}$	35	60%
Dearness	14	14		25	25	
Cash allow.				5	5	
Special allow.	5	5				
Ad hoc	5	5				
House rent allowance	10	10		5	5	
	<u>67/-</u>	<u>77/-</u>		<u>65/-</u>	<u>70/-</u>	

You will, therefore, appreciate that 60% of the workers will be loser by Rs 2/- at the starting of the scale and Rs 7/- on completing the scale. There is also cut in the retiring benefits viz. Provident Fund and Gratuity.

	Existing		Percentage	Sanctioned		Percentage
2). Grade II	45 - $\frac{1}{2}$	55	5%	35 - 1 - 40		30%
Dearness	14	14		25	25	
Cash allow.				5	5	
Special all.	5	5				
Ad hoc	5	5				
House rent allowance	10	10		5	5	
	<u>79/-</u>	<u>89/-</u>		<u>70/-</u>	<u>75/-</u>	

As we have no grade I for Class IV workers 30% of the workers, who are now in Grade III (existing) will be benefited by Rs 3/- at the start but lose by Rs 2/- on completion of the grade. The higher limit of grade II as sanctioned is lower than the higher limit of existing grade III and here is also cut in the retiring benefits.

	Existing		Percentage	Sanctioned		Percentage
3). Carpenters etc.	40 - 2 - 48 - 4 - 80		2%	40 - 1 - 60		10%
Dearness	38	38		25	40	
Cash allow.				5		
Special allow.	5	5				
Ad hoc	5	5				
House rent allowance	10	10		5	5	
	<u>98/-</u>	<u>138/-</u>		<u>75/-</u>	<u>105/-</u>	

The Carpenter, Electric Mistry etc. are being regarded as Class III workers and if they are placed in the Grade I, they will lose heavily (2%)

(P. T. O.)

The 5% workers who are now in the grade of 45- $\frac{1}{2}$ - 55 will lose by Rs 4/- at the start but be benefited by Rs 16/- on completion of the grade and receive more in terms of retiring benefits.

The remaining 3% workers who will be promoted to grade I from the existing grade of 33- $\frac{1}{2}$ - 43 will gain considerably but they will have to prove their ability, efficiency and sincerity to justify the promotion. If in that case also the promotion is restricted to very few after providing posts for skilled workers.

The claim of the Health Department, Government of West Bengal, therefore, is baseless and the Secretary of the Health Department was not in a happy position when these facts, not unknown to him, were explained to the Chief Minister on 20.12.58 and the Chief Minister immediately directed the Secretary, Health Department, for a discussion with us and for a better wage structure for T.B. Hospitals but the Secretary of Health Department did not sit with us.

We are of opinion that the Government should abide by the industrial relation conventions and translate in action the declared policy in our Second Five Year Plan creating industrial democracy.

The Hospital authorities are persistently refusing to accept the recommendations of the Labour Minister's Conference held at Nainital in May, 1958 and to ratify the Employers Code of Discipline formulated at the 16th Indian Labour Conference.

We are repeatedly requesting the State and Hospital authorities for a joint understanding machinery and the Chief Minister assured us of a Liason Committee. But the Committee is yet to be formed.

The Fair Wages Committee observed " We have all along held the view that an industry which is incapable of paying the minimum wages has no right to exist. But an industry may be such that its continued existence is imperative in the larger interests of the country, whether or not it is in a position to pay the minimum wages. In such cases, we feel that, it is the responsibility of the state to take steps to enable that industry to pay atleast the minimum wages ".

The minimum wages recommended by the Indian Labour Conference held at Nainital in July, 1957 were Rs 117'70 nP. for workers taking vegetarian diets and Rs 178'32 nP. for workers taking non-vegetarian diets.

Ours is a Tuberculosis , we made a modest demand. We approached our sympathetic Chief Minister for subsidy for the fulfilment of our demands. The Chief Minister assured us a consolidated scheme for all Tuberculosis Hospitals & for all categories of Hospital Employees. But a ~~new~~ scheme has been made for Class IV workers only the wages granted are below poverty levels. Our request for a discussion before finalisation of the scheme was not taken any notice of.

The Chief Minister granted us Life Insurance of Rs 1,000/- at Hospital's cost and the authorities have not implemented the scheme inspite of repeated requests and repeated promises during the last 1 $\frac{1}{2}$ years.

The Hospital authorities are not following in letter and spirit their declaration of confirming the employees after three months approved service.

We are all along trying to settle our outstanding grievances by peaceful negotiations. But the apathy and inaction, promises and non-implementation, repeated promises and repeated non-implementation by the State and Hospital authorities are not to create chaos at all Hospitals.

This is the back-ground of unrest at Hospitals and instead of considering the grievances sympathetically and evolving suitable machinery for the speedy settlement of our grievances as per recommendations of the 16th Indian Labour Conference, The Government of West Bengal is thinking of banning strikes and refusing registration to Unions with a view to create forced labour.

The Hospital Employees of West Bengal, therefore, have decided to launch a continuous General Strike on and from 10th February, 1959 and before the General Strike a token strike on 22nd January, 1959 for fulfilment of their demands.

In view of the seriousness of the situation, your letter no. IR-IV-2384/58 dated 15. 1. 59 for action in respect of our Hospitals will not be helpful. We request you for the intervention for solution of the problems of the Employees of all Hospitals and to exert the influence of your good office for implementation of the promise of the State and Hospital authorities.

With best regards,

Yours faithfully,

For K. S. Roy T. B. Hospital Employees Union

(R. N. Banerjee)
General Secretary.

23 FEB 1959

K.S.RAY T.B. HOSPITAL EMPLOYERS' UNION.
Jadavpur, Calcutta - 32.

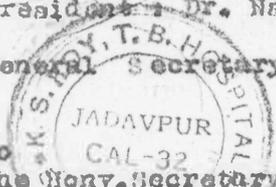
Regd.No.2764.

President: Dr. Narayan Ray, M.L.A.

General Secretary : Sri Rabin Banerjee.

31/1/59

Date.....



To
The Hony. Secretary,
K.S. Ray T.B. Hospital,
Jadavpur, Calcutta-32.

154

Dear Sir,

You will be surprised to know that the nurses of K.S. Ray T.B. Hospital undergoing training of three years and passing the T.B. Nursing examinations according to the syllabus equivalent to T.B. Nursing (Wales) are given certificates by the Hospital authorities. But the certificates are not recognized by the Nursing Council and that has been a very good reason for the Hospital authorities to deny them the status, grade and amenities of a qualified nurse.

We, therefore, demand the recognition of the certificate by the Nursing Council immediately.

Yours faithfully,
For K.S. Ray T.B. Hospital Employees' Union.

R.N.
(R.N. Banerjee)
General Secretary.

- cc to the Ministers of Central &
- " State Governments.
- " Director General of Health Services, New Delhi.
- " Members of Governing Body.
- " Labour Commissioner, Government of West Bengal.



To
The Secretary,
K.S. Ray T.B. Hospital,
Jadabpur.

Dear Sir,

Please refer to the representation of the office staff dated 28.10.58. The working hours, leave facilities and the pay structures of a T.B. Hospital deserve special consideration. The Chief Minister assured us ~~in~~ of a consolidated scheme for Tuberculosis Hospitals but unfortunately, we are informed by the D.B.S. that no such scheme is under preparation.

For your information we give below working conditions and working hours of some other countries.

In Poland the working hours of hospital nurses are 42 hours a week, and in the radiology and radium departments and physical therapy sections it is only 38 hours a week.

Every nurse has the right to four weeks of holiday. Increased salary is paid for work under conditions which may endanger health, tuberculosis, contagious ailments etc.

In Czechoslovakia, the work day of nurses is fixed at 48 hours a week. Hours of overtime work are also paid for. The hours of work in departments where health may be endangered, such as Tuberculosis, is 36 hours a week.

In Bulgaria hospital workers and nurses work eight hours during the day and six hours at night. In conditions endangering the health the work-day is fixed at six hours a day. Supplementary leave is granted to all those who work in Tuberculosis Sanatoria, Surgery or in the Radiological department.

In Yugoslavia, middle or lower grade medical personnel work seven hours a day, 42 hours week. This period is reduced to six hours for those working in unhealthy or difficult conditions. Sundays work is paid at a higher rate as is also work on national holidays. Supplementary leave of six weeks is granted to the personnel of departments in which their health may be endangered. This leave may be taken in two periods of which one must be of at least 15 days.

The following rights are granted by law: - Free medical consultation. - health insurance. - increases in pay for dependent children. - retirement pensions. - accident and invalidity pension.

In those countries the Trade Unions control, by means of technical/labour inspection, the working conditions in the enterprises and give, whenever necessary, the orders to improve them and inflict fines on managerial functionaries who have not respected the labour safety and health protection regulations. The Trade Unions express their views during the constructions ~~of the hospitals~~ on new hospital buildings and check on the working conditions of the personnel who will be employed there and, in general, on the state of health in the health services, the causes of illnesses, the organisation of work, the distribution of work clothing, the quality of the meals served, and they take measures to overcome shortcomings.

The principle that "health is not a private affair of the individual, but an affair of the State" has been largely realised in those countries. It is, therefore, that the Trade Unions of those countries actively participate in the administration of the institutions of the health services, their principal aim being the professional and cultural training of their members.

One of the most important tasks of the Trade Unions is the struggle to raise the standard of living of the workers. It is for this reason that the trade unions in those countries collaborate actively in the drafting of laws, ordinances and Government decisions of the standardizing of charges, and give their opinions on all problems in the field of the remuneration of labour.

In spite of our constructive suggestions, in spite of our pointing out to your most irresponsible handling of public trust funds, in spite of drawing your attention to your actions whereby the provisions of the common laws of the country were violated, in spite of drawing your attention to cases where employees' and patients' welfare were seriously neglected you have not cared to recognise the Union and form Hospital Committee, Liaison Committee or Advisory Committee (whatever the name may be) for improvement of hospital service by a better feeling and rational understanding.

On the contrary, you are making promises and giving assurances with the intention of not fulfilling the assurances and promises. The office staff has presented one before you and we know of ~~many~~ many such cases.

However, we are surprised by your silence to the representation of the office staff dated 28.10.58 and solicit your explanations to all the points raised therein.

We shall also be pleased to know why the recommendations of the Indian Tuberculosis Assn. for sanction of one month's compulsory leave accepted by the Chief Minister cum Institution-President on 5.9.57 in the presence of the Honorary Treasurer of the Society not yet implemented

Yours faithfully,
For K.S. Ray T.B. Hospital Employees' Union.
General Secretary.

K. S. RAY T. B. HOSPITAL EMPLOYEES UNION

JADABPUR, CALCUTTA-32

Union Office - 4, KALIBARI LANE, CALCUTTA-32

Regd. No. 2764.

General Secretary :
RABIN BANERJEE

President :
Dr. NARAYAN RAY M.L.A.

Vice Presidents :
SACHIN SEN
RANGALAL ROY
RUGHARAM

Asst. Secretaries :
SATYA CHATTERJEE
HIMAL GHOSE

Ref. No. _____

Date February 9, 1959.

The Secretary,
K. S. Ray T.B. Hospital,
Jadavpur, Calcutta 32.

15/11

Dear Sir,

The General Meeting of the employees of K.S. Ray T.B. Hospital held on 8.2.1959 approved the decision taken by the Joint Action Committee of the different hospital Unions, embodied in its statement, to postpone the strike untill the 31st March, 1959, on the basis of the statement of the Chief Minister in the Assembly floor dt. 5th February, '59 and a press statement on 7.2.59. The public will appreciate our decision to postpone the strike which will give time to the Government and the Authorities concerned to meet our demands.

Yours faithfully,
For K.S. Ray T.B. Hospital Employees' Union,

Rabin Banerjee
(R. N. BANERJEE)
General Secretary

Dated, Jadavpur,
9.2.1959.

cc. to the Chief Minister, Government of West Bengal.
The Director of Health Services, West Bengal,
The Labour Commissioner, Govt. of West Bengal.

Mr. Sri K. G. Sriwastava,
Secretary.

All India Trade Union Congress
4, Ashok Road, New Delhi.

TUR.

no 112

N.

MANIFESTO OF PRESS CONFERENCE OF JOINT ACTION
COMMITTEE OF DIFFERENT HOSPITAL UNIONS IN
WEST BENGAL HELD ON 2.2.59.

It is widely known that the Hospital Employees of different Hospitals in West Bengal, are preparing for a General Strike on and from 10th Feb 59.

We would therefore like to place before the public, through the Press, the developments which lead or compel the peace-loving Hospital Employees, including the Nurses, to take resort to Strike. We are fully aware of the gravity of the situation and are always ready to settle the disputes by peaceful negotiations. But it depends mainly upon the attitude of the Government.

It is needless to restate the deplorable conditions of the Hospital Employees.

We shall limit ourselves to the following main issues of dispute, which compels the Hospital Employees to take such a decision, and the main demands.

We give below a comparative chart for your reference :-

I. Pay of Class IV Employees - Grade III.

	<u>R.G.Kar</u>	<u>K.S.Ray T.R.</u>	<u>N.R.S.</u>	<u>C.M.'s Promise</u>	<u>Govt. Order</u>
Pay ..	25-1-33	33-1-43	20-1-25	35-1-40	30-1-35
D.A. ..	25	14	30	25	25
Com. A. ..	4	-	-	-	-
H.R.A. ..	4	10	10	10	5
Cash A. ..	-	-	7	5	5
Spl. A. ..	-	.5	-	-	-
City A. ..	-	-	2	-	-
Ad Hoc ..	-	5	3	-	-
	<u>58 - 66</u>	<u>67 - 77</u>	<u>72 - 77</u>	<u>75 - 80</u>	<u>65 - 70</u>

II. Pay of Nurses :

	<u>K.S.Ray</u>	<u>R.G.Kar</u>	<u>N.R.S.</u>	<u>Govt. Order & New Scheme.</u>
Pay ..	50-4-90	75-5/2-125	130-5-180(Sr.) 90-4-130(Jr.)	100-4-180-5-200
D.A. ..	-	40	30	D.A. or similar
Food A. ..	50	-	-	allowances according
Spl. A. ..	10	-	-	to Government Rules.
Ad Hoc ..	5	-	-	
Cash A. ..	-	-	5	
T.A. ..	-	10	-	
H.R.A. ..	10	10	10	10
Uni. A. ..	5	-	10	10

The above chart clearly shows that the Government has increased the Basic Initial Pay of Class IV employees from Rs. 20/- to Rs. 30/- in some cases, but at the same time reduced the total emoluments from Rs. 72/- to Rs. 65/- by deducting D.A. from Rs. 30/- to Rs. 25/-, Cash allowance from Rs. 7/- to Rs. 5/-, House Rent allowance from Rs. 10/- to Rs. 5/- and totally abolishing the City or Special Allowances.

As regards Nurses, the Government by introducing a new scheme, which evoked much discontent and criticism, reduced the Initial Basic Pay by Rs. 30/-.

Further by creating groups and dividing the entire class IV employees in three grades and imposing restrictions such as 10% posts in Grade I, 30% posts in Grade II and 60% posts in Grade III, the normal promotions are restricted.

Restriction is also

Restriction is also imposed upon Nurses in similar way. Here 60% of the entire Nursing Cadre will be designated as Assistant Nurses. Their Pay scale is 55-3-118-4-130 (E.P. after 12th stage). Thereby a huge number of trained Nurse-cum-Midwives will be kept in this category for a long period. Moreover one Staff Nurse will have to serve 20 years to reach Rs. 180 as against 10 years under previous Pay Scale. The period of training is also unnecessarily lengthened from 3 years to 5 years. The passed Nurses working in K.S.Ray T.P.Hospital and other similar Hospitals, are not given recognition by the Government. As a result it is apprehended that they may be considered only as Sevaks or Sevikas under the new scheme and their future will be sealed. At Kanchrapara the similar category of Nurses who formerly were placed in the grade of 60-3-90 will get Rs. 40-1-60 in the new scheme inspite of the fact that most of them served for more than 10 years in the former grade.

The question of recognition of past services or fixation of pay scales etc. is creating such confusion, as proper weightage is not granted.

Under the New Nationalised Scheme for Class IV Employees the work-load is increasing and no provision has been made for personnel required for weekly holiday sanctioned in the Scheme.

As for example, at Kanchrapara, one Nurse has to look after two Wards of 104 patients during night duties and the duty of 213 Sevikas, according to Government Scheme, is being performed by only 85 Sevikas and Sevaks at present. It is almost same in the case of Class IV Employees.

Provision for retiring benefits promised by the Chief Minister and treatment facilities are not made in the scheme.

The 8 hours duty is not strictly implemented. There is also no mention of leave (Earned, Casual, Medical etc.) in the scheme. On the contrary the workers will be deprived of the leave privileges provided in the Govt. Service Rules, if 80% be made permanent, due to the fixation of 2504 working hours in 313 days by the new Rationalisation Scheme.

Besides all these, the question of other employees, such as Compounders, Laboratory Assistants, Technicians, Clerks etc. has not been considered or sympathetically dealt with by the Government or the authorities concerned.

Above all, the non-implementation of promises, given by Hon'ble Chief Minister, Dr. P. C. Roy, by the Health Directorate, evoked much resentment and dissatisfaction amongst all categories of employees of all Government and non-Government Hospitals and when all the efforts of the Unions for peaceful settlements failed, the employees have decided at last to take the course of Direct Action for the fulfilment of their demands, which are as follows :-

21 Point Charter of Demands.

Main Demands :-

- | | | | | |
|----------------|---------------------|-------------|-----------------|------------------------------|
| 1. Pay Scale : | Nurses: | | | Compounders, |
| | Class IV Employees: | | | Clerical & Technical Staff : |
| | | Untrained: | Staff Nurse: | |
| Grade I | 60 - 3 - 90 | 50 - 5 - 60 | 120-5-150-7-220 | 100-5-120-8-200-10-250. |
| Grade II | 45 - 2 - 55 | | | |
| Grade III | 40 - 1 - 50 | | | 70-5-100-7-170 |
2. Food Allowances Rs. 60/- to Nurses and D.A. and other allowances as admissible under Government Rules.
3. Free Quarters

Main Demands :- (CONTD.)

3. Free Quarters with free lighting arrangements or House Rent Rs. 15/- minimum.
4. Special Amenities and allowances for Infectious Hospitals,
5. Standardisation of Government and non-Government Hospitals.
6. $\frac{1}{2}$ days off and H. L., C.L. and P.L.
7. Free Medical treatment for employees and their family members.
8. Gratuity and Pension for all.
9. To introduce 8 hours duty strictly.
10. Confirmation on completion of 6 months service.
11. Solution of local problems locally, and others.

HANDOUT OF I.M.A. CONFERENCE ARRANGED
BY JOINT ACTION COMMITTEE OF DIFFERENT
HOSPITAL UNIONS HELD ON 3. 2. 59.

It is widely known that the Hospital Employees of different Hospitals in West Bengal are preparing for a General Strike on and from 10th February, 1959. We would like to place before you our present demands which really aims at the improvement of Hospital services in general.

- Responsibility lies 2. We would like to place before you the developments with the Government that are leading the peace loving Hospital Employees, to settle the dispute by peaceful negotiation which the employees ever desire. including the Nurses, to resort to strike. We are fully aware of the gravity of the situation and are always ready to settle the disputes by peaceful negotiations. But it depends mainly upon the Government. It is not the sole and unilateral responsibility of the ill paid Hospital Employees to maintain peace in the Hospitals.
- In Govt. Hospitals 3. It is a fact that in the case of Government Hospitals no sign of improvement is seen in total emoluments though the basic pay increased. In non-Govt. institutions D.A. & other allowances cut down. the total emoluments have not improved though the basic pay has increased. On the other hand some non-Government Hospitals pay more as basic pay in comparison with the revised Government scales whereas total emoluments stand below that of Government Hospitals. In the revised scales for the Class IV Employees the allowances have been reduced, e.g. D.A. from Rs. 30/- to Rs. 25/-. Cash allowance from Rs. 7/- to Rs. 5/-, House Rent allowance from Rs. 10/- to Rs. 5/- and Uniform Allowance from Rs. 25/- to Rs. 18.33 nP on average per year in the case of female workers. Discrimination has also been made between Grade I and II, III of the Class IV Employees in the case of D.A. and C.A. by maintaining the existing Government orders for Grade I and by reducing the same for Grades II and III.
- The future prospect 4. In the case of Nurses, specially the Assistant Nurses, of Sevaks and Sevikas sealed. Pay scale falls down. Staff Nurse will have to wait 20 years for promotion. Those who formerly were fitted in the pay scale of 60-3-90, have been placed in the revised Grade of 45-1-65 inspite of the fact that most of them served for 10 years or more in the former grade. This category of Nurses have not been placed in Grade III in the pay scale of 55-3-118-4-130, though there is much a provision in the Government Scheme. In the revised scale a Staff Nurse will have to serve for 20 years to reach Rs. 180/- as against 10 years in the previous pay scale.
- No Govt. recognition 5. The question of recognition of the Nurses being of Trained Nurses after 3 years Course specially in K.G.Ray T.B. Hospital. Male Nurse recruitment is stopped. trained in the K.S.Ray T.B. Hospital at Jadavpur has not yet been settled as yet inspite of the shortage of trained Nurses in the State. On the other hand Government is trying to abolish trained or experienced male Nurses now employed in the different Hospitals.
- Nurses are deprived 6. The Nurses, who are being supplied with free diet of their food allowances while on leave. are being deprived of the allowances, Diet or Dearness, for the leave period while they naturally live and dine outside the Nurses' Mess.
- Omission of 7.

Omission of different categories of leave. Leave calculations of reserve is wrong and unscientific.

7. The 8 hours duty is not strictly implemented. There is also an omission of Earned, Casual and Medical leaves. On the contrary, 80% Class IV Employees made permanent according to the Government Scheme, will be deprived of leave privileges provided in the Government Service Rules due to the fixation of 2504 working hours in 313 working days by the new Rationalisation Scheme. The leave reserve of 8% as shown in the Scheme is based on wrong and un-scientific calculations and there is no provision for holiday reserve in the Scheme.

Instead of increasing personnel there is an increased work-load.

8. The Government is trying to increase work-loads, which has become a menace to the Hospital workers. The proportion has been fixed in such a manner that a worker, say a Sweeper, shall have to look after 45 patients during his 8 hours duty period in place of less than half of the same as at present. There is a possibility of declaring surplus if this method is practiced. At Kanchrapara some 38 Sweepers are made surplus. In some cases the work is being done by short staff than the declared number. As for example, at Kanchrapara, one Nurse has to look after 104 beds during night duties and the duty of 213 Sevikas, according to Government calculations, is being performed by 85 Sevaks and Sevikas at present. There are several instances of similar nature in different Hospitals. Only the increase of adequate staff in different categories can solve the problem.

Power centralised in Writers' Buildings causes more trouble.

9. All the powers have been centralised in Writers' Buildings. The local authorities have no power at present to solve even the small local problems. Accumulation of local grievances and delay in solution by the Writers' Buildings evoke resentment amongst the workers and create unhealthy atmosphere. Local authorities should be entrusted with adequate power to solve the matters which are local in nature.

Class III Employees are ignored.

10. There is no mention of the service conditions and pay scales of the Non-Medical Non-Gazetted Class III Employees in any Scheme of the Government.

11. Machinery for implementation is fundamentally necessary.

1. The hospital employees of all shades of opinion and belonging to all categories are always conscious of their duties towards the suffering humanity. It is a fact that hospital service has deteriorated to some extent compared to the past and is justifiably resented by the public. The main responsibility for this deterioration of service lies on the Hospital Authorities and the Government who run the main Hospitals in the State.
2. The low scale of pay and dearness allowance inadequacy of housing arrangements, lack of any other amenities for the employees along with long hours of work, absence of overtime payment system, increase of work load etc. have become intolerable to the employees.
3. Repeated representations to the Authorities and the Government for the last two years produced no result. Concessionally some vague promises have been given which were never concretised nor implemented.
4. This has justifiably roused the indignations of the employees.
5. The state of affairs existing in the non-Governmental Hospitals in respect of diet, treatment to the patients are indeed pitiable. The service condition of these hospital employees baggers all description. We have always demanded that the Government should take over these hospitals and set up an uniform standard, pending which the Government should adequate subsidy to them and improve the present state of affairs. This demand has never been seriously considered by the Government.
6. The consultative result of all this had been that the employees had no other alternative then to give notice to Strike from the 10th of February, 1959. It was no pleasure for us to take such decision. We were trying hard to negotiate a settlement but our attempts have no fruits.
7. But in view of the Chief Minister's Statement in the Assembly on 5. 2. 59 and on the basis of the statement handed over to Sd. Hemanta Kumar Basu on 7. 2. 59 as well as of numerous requests from the members of the public and the patients to us to avoid the strike, we postpone the strike untill 31st of March '59 in order to give the Chief Minister sufficient time to meet the demands of the employees. While taking this decision to postpone the strike we regret to note that the Chief Minister's Press note do neither mention anything regarding the class III employees of the Government Hospitals, nor give any definite assurance that the Government would pay adequate subsidy to other hospitals to enable the authorities to meet the demands of their employees of all classes. Despite this we take the decision to postpone the strike untill the 31st March, '59 with the expectation that the Chief Minister will consider the urgency of the situation take a final decision by the above date and meet the demands of the employees.

Sd/- Hemanta Kr. Basu.
February 7th. 1959.

(COPY)

I have just listened to the speech of Dr. Narayan Roy in the Legislative Assembly where, in talking about the Governor's address he referred to the difficulties of Class IV employees of the Hospitals.

Uptill now, the Government have on several occasions meet the representatives of the workers and discussed the difficulties of the workers of the Government Institutions. It has been suggested that the consideration for Class IV workers in other Hospitals in West Bengal should also be considered.

It is obvious that the employees of the Hospitals are a class by themselves, because they have to undertake hard work and necessarily less rest and relaxation than similar workers in other Institutions or other departments.

But a consideration of this character would require time. Firstly, because the Government will have to get in touch with the Governing Bodies of these Medical Institutions; Secondly, we have got to consider to what extent we may be able to give them relief, whether such relief should be area-wise or on a particular fixed standard. All this will require time and as I suggested in the Assembly the other day, Government cannot possibly consider these matters with the threat of a strike. But if the workers are prepared to wait untill 31st of March or 15th of April, we might take into consideration all these matters in detail and come to some definite decision.

I am sending a copy of the note to the Press.

Sd/- B. C. Roy.

20 FEB 1959

Phone: 34-2044.

WEST BENGAL HOSPITAL EMPLOYEES' FEDERATION

(Regd. No. 3571)

Affiliated to—TRADE UNIONS INTERNATIONAL OF PUBLIC & ALLIED EMPLOYEES,
WORLD FEDERATION OF TRADE UNIONS
& ALL INDIA TRADE UNION CONGRESS.

Dr. Ranen Sen,
President

249, BOWBAZAR STREET,
CALCUTTA-12.

(Mrs.) Usha Gupta,
General Secretary.

Dated _____ 1959

(Handwritten mark)

file

Dear Brother, *Srivastava,*

Please find below a brief report of the united movement of the Hospital Unions in West Bengal and its result.

Reported promises and non-implementation and delayed implementation by the Health Department, Government of West Bengal have brought the Hospital employees to a state of desperation.

** Union*

Last month on 12th January R. G. Kar Medical College & Hospital Employees (near about 600 employees) went on strike and 14. 1. 59 they invited all the leaders of the West Bengal Unions belonged to the A.I.T.U.C., H.M.S., I.N.T.U.C. and P.S.P. and others in their General Meeting and also asked for the active support. R.G.Kar Hospitals Unions tried their best to come to a settlement, but failed and were forced to take this path of strike. We joined that General Meeting and addressed in the meeting. There on behalf of the "West Bengal Hospital Employees' Federation" I proposed to make an united platform for the interest of the Hospital workers and from that platform, we can put a common demands for all and could declare the full support to R. G. Kar Workers' Union. As the R.G.Kar Union struck alone, there was the apprehension that there would be stubborn fight with the Government and the Government took an adamant attitude, after discharging all the patients from the Hospital.

On 15. 1. 59 a Joint Action Committee was formed by mutual agreement. Common charter of demands with the notice of a token strike for 6 hours on 22. 1. 59 (6 A.M. to 12 Noon) and from 10th February all out General Strike through-out West Bengal, was served with the West Bengal Government on 17th January accordingly. We took the decision of a demonstration on 5.2.59 towards the Legislative Assembly. Near about 4000 employees with festoons and posters joined in the demonstration. On 22. 1. 59 token strike for 6 hours was successful, about 8000 employees (Nurso, Class - III and Class IV employees) from 21 different Hospitals (Government and Private) participated, the Government became little bit nervous. Preparations going on in full swing. In the meantime we had two press conference. * Assembly opened 3.2.59, and on the Governor's speech, working President of "West Bengal Hospital Employees' Federation" Dr. N. Roy, M.L.A. replied in details the defects of the new scheme of the Health Department, Government of West Bengal. After that speech the Chief

** and a joint conference with the Indian Medical Association"*

Ministar.....

WEST BENGAL HOSPITAL EMPLOYEES' FEDERATION

(Regd. No. 3571)

Affiliated to— TRADE UNIONS INTERNATIONAL OF PUBLIC & ALLIED EMPLOYEES,
 WORLD FEDERATION OF TRADE UNIONS
 & ALL INDIA TRADE UNION CONGRESS.

Dr. Ranen Sen,
 President

249, BOWBAZAR STREET,
 CALCUTTA-12.

(Mrs.) Usha Gupta,
 General Secretary.

Dated _____ 195 .

PAGE - TWO.

Chief Minister met Dr. N. Roy at once, and after thorough discussions the Chief Minister wanted time, in writing up to the 31st March to the 15th April, 5. 1. 59, ^{on that} in the night Joint Action Committee met and took the decisions to postpone the proposed strike. Herewith I am sending all the papers to you. Please give a patient reading and publish it in your T. U. Record, with your valuable commentment, so that, the backwards employees of the Hospitals may be encouraged and get help to unite in an organised way, and may be helped to lay a basis for an all India Organisation in future.

With thanks,

Comradely yours,

Usha Gupta.

(USHA GUPTA.)
 GENERAL SECRETARY.

Encls:- As stated.

18 MAY 1959

Phone: 34-2044.

WEST BENGAL HOSPITAL EMPLOYEES' FEDERATION

(Regd. No. 3571)

Affiliated to—TRADE UNIONS INTERNATIONAL OF PUBLIC & ALLIED EMPLOYEES,
WORLD FEDERATION OF TRADE UNIONS
& ALL INDIA TRADE UNION CONGRESS.

Dr. Ranen Sen,
President

210, BOWBAZAR STREET,
CALCUTTA-12.

(Mrs.) Usha Gupta,
General Secretary.

Dated 15th MAY, 1959

To

THE GENERAL SECRETARY,
ALL-INDIA TRADE UNION
CONGRESS,
4, ASHOK ROAD,
NEW DELHI.

Dear Comrade,

As you know the T.U.I. Conference of Public and Allied Employees will be held in Leipzig in August 1959. The Federation was also officially informed. The West Bengal Hospital Employees' Federation is affiliated to the TUI and it has also been asked to send DELEGATES to the Conference. The Federation wants to elect 2 delegates. But for facilitating getting passport it is necessary that AITUC should communicate with the External Affairs Ministry stating firstly that such a conference is being held and secondly that ~~these~~ ^{will join} two ~~are~~ delegates to the Conference. Because unless the AITUC so writes it is impossible to get passport. In respect of passage money, the Federation will bear expenses.

We would, therefore, request you to do the needful early in this regard.

With greetings,

Yours comradely,

Usha Gupta

(MRS.) USHA GUPTA
General Secretary.

Resp. we have about written in the External Affairs Ministry regarding the TUI conf. of Public Allied Employees. 2. when we have the names of delegates supported by the West Bengal State Govt. and the arrangements for passage money, public letters in this regard is not possible. So pl. refer with names on state T.U.C. also have some comments. Mrs. Gupta has collected money for passage money.

Usha Gupta

25 JUN 1959

K. S. RAY T.B. HOSPITAL EMPLOYEES' UNION, JADAVPUR..

Calcutta 32.

Regd. No. 2764.

President - Dr. Narayan Roy, M.L.A.
General Secretary - Rabin Banerjee.

Dated, Jadavpur, June 6, 1959.

The Secretary,
K. S. Ray T.B. Hospital,
Jadavpur.

154

Dear Sir,

With a sad heart we beg to draw your attention to the suicide committed by cottage worker Utsab Shaw.

We are requesting the state and the Hospital authorities for confirming the cottage workers and the Chief Minister who is also the President of the Governing Body agreed to confirm them before employees' representatives on 5.9.57 but no action has yet been taken to fulfil the promises of the Chief Minister in spite of our repeated representations, deputations, etc.,

Our view points were :-

- (1) As the cottage workers are not regarded as Hospital employees, their payments are not made unless realised from the patients and very often the cottage workers have to carry on their duties without payment of any remuneration since the same not paid by the patient.
- (2) When any cottage is vacant, the workers of that cottage get no work and naturally no pay.
- (3) When any worker is sick or is ~~off~~ on leave he receives no sickness benefit or pay.
- (4) The workers have to wait for the Dooms Day for confirmation and receives no retiring benefit.

(Because of irregular payments, 24 hours work a day, poor wages, absence of any social security, health protection and labour safety, they are compelled to fall under the clutches of Kabilwala and lose peace of mind.

Late Utsab Shaw was working here for more than 16 years and if his suicide is a pointer we know not what is in the store of the future.

The Chief Minister made a sacred promise in the floor of the Assembly that he will settle the Hospital employees grievances if time is given to him upto 15th April, 1959. The Hospital employees had respect and trust for him but the employees are now constrained to think by his actions that the Chief Minister is unworthy of the confidence and trust reposed in him and the frustrated employees have either to take the course of destroying the life in such an ignominious way or to take a bold stand for survival which will mean a chaos and social disorder we were trying to avoid but the state and the Hospital authorities are inviting by their callousness and continued breach of promises for the last 3/4 years.

With all the seriousness in the world, we demand a settlement of all outstanding grievances within 48 hours from the receipt of this letter as otherwise the entire responsibility of the actions of the frustrated and desperate employees should be yours.

The General Secretary,
All India Trade Union Congress.
4, Asoke Road.
New Delhi.

Yours faithfully,
For K. S. Ray T.B. Hospital Employees' Union,
Rabinchandra Banerjee
(R. N. Banerjee)
General Secretary.

R.

27 JUL 1959 WEST BENGAL HOSPITAL EMPLOYEES' FEDERATION

(Regd. No. 3571)

Affiliated to TRADE UNIONS INTERNATIONAL OF PUBLIC & ALLIED EMPLOYEES.

WORLD FEDERATION OF TRADE UNIONS

& ALL INDIA TRADE UNION CONGRESS.

Dr. Ranen Sen,
President

(Mrs.) Usha Gupta,
General Secretary.

219, BOWBAZAR STREET,
CALCUTTA-12.

Dated 21. 7. 1959.

To
The Labour Minister,
Government of West Bengal.

Sir.

The 16th Indian Labour Conference held at Nainital decided that the fundamental rights given under the constitution of India cannot be violated for persons employed in essential services and desired that a Convention has to be developed where strikes become unnecessary provided the Government set up special machinery for the speedy settlement of disputes.

This Meeting of the West Bengal Hospital Employees Federation therefore notes with grave concern the framing of the Welfare Institution Bill, 1959 by the Government of West Bengal.

The Federation strongly condemns the bill as it embodies certain reactionary provisions negating the rights to form Trade Unions and to strike. These two rights have been earned by the working class after decades of movement and struggles involving enormous sufferings of the workers. In the name of peoples welfare the bill tries to prevent the just struggles of the people employed in Schools, Colleges, University, Hospitals etc. Moreover, the bill empowers the Government to declare any institution as Welfare Institution and to take away their right to form Trade Unions and to strike. This may endanger the Municipal employees rights in future.

The Federation, therefore, urges upon the Government of West Bengal to forthwith withdraw the bill and set at rest the ~~anxieties~~ of the poor employees that the Government want to curtail their rights.

Yours faithfully,

For West Bengal Hospitals Employees Federati

Copy to:-

1. The Union Labour Minister
New Delhi
- 2). The Chief Minister
West Bengal,
- 3). Sri S. A. Dange, General
Secretary
All India Trade Union Congress.

Narayan Roy
(ed/-Narayan Roy)
Working President.

19 OCT 1959

Phone: 34-

WEST BENGAL HOSPITAL EMPLOYEES' FEDERATION

(Regd. No. 3571)

Affiliated to—TRADE UNIONS INTERNATIONAL OF PUBLIC & ALLIED EMPLOYEES,
WORLD FEDERATION OF TRADE UNIONS
& ALL INDIA TRADE UNION CONGRESS.

Dr. Ranen Sen,
President

(Mrs.) Usha Gupta,
General Secretary.

249, HOWBAZAR STREET,
CALCUTTA-12.

154

To, The Secretary, A. I. T. U. C. Dated 16. 10. 1959

Copy of report to the Secretary B. P. T. U. C. West Bengal.

Dear Comrade,

This is to report to you my participation in the 2nd International Conference of the Trade Union International of Public and Allied Employees, held in West Germany, from 20.8.59 to 24.8.59.

As you are aware, I was deputed as an elected delegate for West Bengal Hospital Employees Federation. I have tried, and I hope I have succeeded to keep the prestige of my country as high as I could. I was the only delegate from India. I was in the Presidium of the Conference as well as of the Medical Workers' Commission. I was elected to the Mandatary Committee and the General Resolutions Sub-Committee. Finally I was elected to the Administrative Committee of the T. U. I. for the current period. I delivered a report on the Hospital Services as accepted by our Federation, on 22.8.59 at the Medical Workers' Commission and a speech from the Presidium in the General Conference on 24.8.59.

After the Conference I received an invitation from the Soviet delegation participating in the Conference, to tour U. S. S. R., after the Conference I accepted the invitation thankfully, and thus had an opportunity to visit Moscow, Leningrad, Yalta and Tashkent. This tour has been very instructive for me. This is the first time I saw Socialism in practice with all its wholesome implications. I saw a new type of man, a new type of relationship connecting man with man, in fact a new world altogether. I have no doubt whatsoever that Socialism

WEST BENGAL HOSPITAL EMPLOYEES' FEDERATION

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& ALL INDIA TRADE UNION CONGRESS.

249, BOWBAZAR STREET,
CALCUTTA-12.

Dr. Ranen Sen,
President

(Mrs.) Usha Gupta,
General Secretary.

Dated _____ 195

is the only guarantee against wars in future that socialism is the only path leading to progress and prosperity for backward and under-developed countries of the world.

I returned home on the 15th September 1959, just after 4 weeks of leaving home. It was only yesterday that I received all the documents about the conference, for which I was wait before reporting to you. I am herewith forwarding the same.

With greetings

Yours fraternally,
A.M.O. Ghani

(Dr. A.M.O. GHANI. M.B., M.
Vice-President, West Bengal
Hospital Employees' Federation)

Res.:- 5, Pearl Road
Calcutta 17.

- 3 JAN 1959

UNITED CONTRACTORS' WORKERS' UNION

(WELLMAN SMITH OWEN UNIT)

Regd. No. 4355.

P. O. Bhiringi, DURGAPUR.

Dist. Burdwan.

Ref. No. WSU/42

Dated 1st January, 1959.

The Labour Minister,
Government of West Bengal,
Writers' Buildings,
Calcutta

Dear Sir,

Since sending our first telegram reading as:-

SITE ENGINEER CHARGESHEETING WORKMEN INDISCRIMINATELY
VIOLATING AGREED DECISION AT TRIPARTITE CONFERENCE
VICTIMIZATION APPREHENDED HIGH TENSION IMMEDIATE INTER-
VENTION SOLICITED - WELLMAN SMITH OWEN UNION DURGAPUR
STEEL PROJECT.

the situation has grown serious and tense. We refer to
our today's telegram which reads as follows:-

SITE ENGINEER VIOLENTLY DROVE CAR THROUGH PEACEFUL WORK-
ERS YESTERDAY THREE PERSON INJURED HIGH TENSION PREVAILING
IMMEDIATE INTERVENTION SOLICITED - WORKMEN WELLMAN SMITH
OWEN DURGAPUR STEEL PROJECT.

On 31-12-58, as a protest against the dismissal
of a worker, a deputation from the labours and the office
staff members requested the Site Engineer's interview at
about 5-30 P.M. in the office premises. Mr. Saggars re-
fused the interview rudely and used abusive languages
(such as 'Bloody Indian' I do not recognise your Bloody
Union etc.) This provocation excited the workers to a
great extent but they peacefully waited in front of the
office and demanded an interview with Mr. Saggars. All of
a sudden, Mr. Saggars ~~came~~ came out of the office and
drove his car in such a violent speed that three of the
workers knocked down on the ground and were injured.

Contd.....

UNITED CONTRACTORS' WORKERS' UNION

(WELLMAN SMITH OWEN UNIT)

Regd. No. 4355.

P. O. Bhiringi, DURGAPUR.

Dist. Burdwan.

Ref. No.

Dated 195

- 2 -

There was a terrible unrest amongst the workers. The labours jointly with the office staff came to Mr. Sagers' Bungalow in the township (6 miles from the Office premises) in a procession and gathered in front of the gate. They began to shout slogans "Go Back Sagers". Mr. Sagers again began to use abusive language. The situation was nearly out of control. At this moment, Mr. Bell, General Manager, Indian Steelworks Construction Co.Ltd., intervened and due to his efforts and efforts of the Union leaders the workers were pacified and they peacefully left the place.

A deputation will meet with Mr. Bell and Mr. K. Sen, General Manager, Durgapur Steel Project.

In the circumstances, we now appeal to you to intervene immediately and to take strong action against this sort of attitude of the Site Engineer.

Yours faithfully,



JT. SECRETARY.

Copy to:-

- 1) The Prime Minister, New Delhi.
- 2) The Chief Minister of West Bengal, Calcutta.
- 3) The General Manager, Durgapur Steel Project, Durgapur.
- 4) The Asstt. Labour Commissioner, Asansol.
- 5) Mr. Ananda Gopal Mukherjee, M.L.A.
- 6) Mr. Atulya Ghosh, M.P.
- 7) Mr. S.A. Dange, M.P., New Delhi.
- 8) Mr. Jyoti Basu, M.L.A., Leader of the Opposition Party,
- 9) The Wellman Smith Owen Engg. Corpn. Ld., Lon- W.Bengal.
don.

JAMAIR EMPLOYEES' UNION

(Regd. No. 3989)
CALCUTTA AIRPORT, DUMDUM
CALCUTTA-28

Ref No. DU/sec/11

Date 17th Jan. 57

To
The Labour Minister,
Govt. of India,
The Labour Minister,
West Bengal,

The secretary,
Indian National Trade Union Congress,

The secretary, ~~GENERAL~~
All-India Trade Union Congress, ✓

The secretary,
Hind Mazdoor Sabha,

The secretary,
Employers' Federation.

Dear sir,

As a sponsor/participant of/to the last Indian Labour Conference (16th) where the code for discipline in industry and the grievance procedure were approved we beg to seek your help and guidance for some clarification towards implementation of the same code and procedure.

We as a small politically aloof organisation have been trying for some time to maintain a certain standard of employer employee relationship. Our employers M/s. Jamair Co. Private Ltd., 42, Chowringhee Road, Calcutta-16, taking advantage of our independent and therefore weak position as well as of governmental indifference towards our representations have increased their repressive measures against us and intimidation. Determined however to stick to the constitutional path to solve our disputes even though handicapped by the dilatory movement of governmental machinery we desired the management to implement the code for discipline in industry as well as the grievance procedure. The management, needless to say, treated this desire even without a reply, much remediable grievance ~~are~~ thus daily mounting and consequent conciliation petitions and tribunal cases.

Under the circumstances we feel that in the absence of a compelling machinery the principles evolved by you are liable to be more ignored than honoured. We therefore, solicit your views, which we greatly value, on this aspect.

Ours is an union composed of the employees only representing 100% of the eligible employees and without any political domination.

Thanking you,

Yours faithfully,
FOR JAMAIR EMPLOYEES' UNION

H. K. Saha
Secretary.

M. M. C. Employees' Union

REGD. NO. 2495

AFFILIATED TO ALL INDIA TRADE UNION CONGRESS ● FEDERATION OF ENGINEERING WORKERS' UNIONS

129A, CIRCULAR GARDEN REACH ROAD, KIDDERPORE : CALCUTTA-23

Ref. No. G011 A-4/59

1571

Dated 9th January 1959.

To
The General Secretary,
All India Trade Union Congress,
A, Ashoka RD. Cat
New Delhi.

Dear Comrade
~~Hon'ble Sir,~~

Please find herewith a copy of a resolution adopted at a meeting of the Executive Committee of the Union held on 7th January, 1959.

Copy has been sent to :-
1. Law Minister
2. Labour Minister
Govt. of India.

Yours faithfully,

Phani Bagchi
(Phani Bagchi)
GENERAL SECRETARY

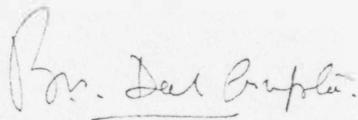
The following resolution was adopted unanimously at meeting of the Executive Committee of M. M. C. Employees Union held on 7. 1. 59 under the Chairmanship of Com. Birendra Nath Das Gupta, Vice President of the Union.

RESOLUTION

"This meeting of the Executive Committee of the M.M.C.E. Union held on 7th January 1959 note with alarm the appointment of Sri Sitalbad, the Atorny General of India and the Additional Solicitor to defend the appeal of the Employers in the Supreme Court with the object to deprive Industrial workers of their right to Bonus.

Workers right to bonus, as deferred wage or share of profit or both, is in concurrence with the labour policy of the India Government and Awards of various Tribunals of Industrial Disputes have granted this bonus to workers.

As such it is the duty of the Government to come forward and defend their policy on Bonus issue. Government should also give directives to Sri Sitalbad to dissociate the Employers side at once and to defend the policy of the Government to guarantee Bonus to Industrial workers."



PRESIDENT OF THE MEETING.

True copy

M.M.C. EMPLOYEES' UNION

Ref. No. C-M/30/59

Dated 21st April '59

The Works Manager,
M/s. M.M.C. Ltd.,
Soni Works,
Calcutta.

Dear Sir,

There is a strong rumour in the factory that the management is going for closure or partial closure of the industry or retrenchment. This has been strengthened more and more because of the fact that the Management is reluctant about the production and absence of heavy castings essential for the Carding Engine. It is also surprising to note at this juncture that the diversified production work has been more or less suspended since April, 1959.

The workmen are greatly concerned about their insecurity.

Will you please clarify the position. We would also request you not to adopt such recourse, ~~if~~ if contemplated, at all for the workmen, public and industrial importance and without any consultation with the Union. This is of great importance.

Yours faithfully,
For M.M.C. Employees' Union

Sd/- Phani Bagchi

General Secretary.

C.C. Sm. H. Dutta, Labour Officer
Govt. of West Bengal

note for taken
[Signature]

True Copy

M.M.C. EMPLOYEES' UNION

Dated 21st April '59

Sri S. M. Bhattacharya, I.A.S. 3
Labour Commissioner,
Govt. of West Bengal,
Calcutta.

Sub: Apprehended closure or partial closure.

Dear Sir,

From the doubtful movement of the Management of Messrs Machinery Manufacturers Corporation Ltd., P-61, Circular Garden Reach Road, Calcutta-23, reluctantness about production and absence of certain essential raw materials it is apprehended that the said Management is contemplating for closure or partial closure of the industry or retrenchment which will be detrimental to the workmen, public and industrial interests. This will also lead to ~~xxxxxx~~ serious breach of industrial peace. Such attempt will also tantamount to malafide action of the Management because of the fact that the Company has substantial number of orders of textile machine namely Carding Engine at their hand and also because not consulting with the Union which is recognised by the employer. The Management has not denied about this possibility when they were ~~xxxx~~ asked on date.

The Management started the diversified experimental production of Lathe Machine and Speed Frames of the textile machineries, but to our great surprise the same is not proceeding as fast as it should be for the reasons best known to the Management. It can ~~be~~ very well be said that in fact the same work is under suspension.

For your information I would like to point out that the Union Government has a Share Capital to the tune of Rs.25,00,000/- and has advanced a loan of Rs.5,00,000/-, apart from the I.F.C. Loan of over Rs.50 lacs.

Under the circumstances, I would request you to direct the Management not to take such detrimental steps, if so contemplated, before going through any conciliatory procedure.

*No action taken.
P. Bagchi*

Yours faithfully,
For M.M.C. Employees' Union

Sd/- P. Bagchi

General Secretary.

True Copy

M.M.C. EMPLOYERS' ~~ASSOCIATION~~ UNION

Ref. No. U-LAB/42/59

Dated 11-6-1959

V. URGENT.

Sri S. M. Bhattacharjee, I.A.S.,
Labour Commissioner,
Government of West Bengal,
1, Hastings Street,
Calcutta.

Sub: Apprehended closure or partial closure or
Large Scale Retrenchment in M/s. Machinery
Manufacturers Corporation Ltd., P-61, Circular
Garden Reach Road, Calcutta-23.

Our Ref.: Letter dated 21st April, 1959 handed over
by the undersigned to Sri Quader Nowaz, D.L.C.

Dear Sir,

We have not been communicated about the steps taken in
the matter referred to above.

In the meantime we would like to apprise you that we
have been told by the Management that the Management has asked for
the license for manufacturing Turret Lathe Machine. The Management
is preparing for the manufacturing process for Turret Lathe, Speed
Frame, Super Carding Engines for Cotton Textile Industry and machine
parts for Diesel Engine. We have come to understand that the Company
has secured a substantial order from M/s. Jesson & Co. Ltd., and
a good number of patterns have been received some days back. In spite
of these advancements, Management's unilateral action of retrench-
ment is apprehended much more in this month or to say more precisely
by the next two weeks if not in this week. It is also strange to
note that the Management has returned the patterns for castings
which came from M/s. Jesson & Co. Ltd.

The workmen are greatly concerned and agitated over
the apprehended unilateral action of the Management. Such unila-
teral action of retrenchment, if allowed, shall precipitate serious
action which will result into continuous strike immediately.

In the interest of industrial peace and production
we would request you to intervene and direct the employer not to
resort retrenchment and to maintain status-quo.

Yours faithfully,

Sd/- Phani Bagchi

General Secretary.

*No Action taken.
On the same day the Works
Manager Met the Labour Commissioner
P. Bagchi.*

(True copy)

MACHINERY MANUFACTURERS CORPORATION LIMITED
INFORMATION BOARD NOTICE NO.25.

Further to the Information Board Notice No. 33 dated 12.9.58 and No.40 dated 18.11.58, the Management regrets to notify to all concerned that the order position for the turning engines has not improved although the Management waited for more than one year. The Management made every endeavour to accommodate the surplus workmen but has been unsuccessful. The Management regrets that it cannot carry on with the large number of surplus workmen any more and is most reluctantly forced to retrench them.

Accordingly, some of the surplus workmen in the various departments are retrenched with effect from 13 Jun 1959. The list of such workmen is attached herewith.

The retrenched workmen are hereby offered retrenchment compensation and one month's wages in lieu of notice as provided for in the Industrial Disputes Act. The retrenched workmen whose names have been included in the list attached hereto are hereby requested to collect their dues from the time office at Unit No.2 today.

Retrenched workmen are also requested to keep the Personnel office informed of any future change of address.

For MACHINERY MANUFACTURERS CORPORATION, LTD.

Sd/- S.R.Chatterjee.

Works Manager.

Rubber Stamp.

12 Jun 1959

encl.

(Also copy)

Machine Tools Manufacturers' Corporation Limited.

Managing Agents

Mahindra & Mahindra Limited.

City office : -

Bombay

207, Lower Circular Road

Calcutta

12th June, 1959.

Our Ref. No. 120/3/59.

The General Secretary,
M. S. S. Employees' Union,
Calcutta.

Sir,

We are forwarding herewith a copy of the
Notification under Notice No. 25 of date and a copy of
another Notice dated 12.6.59 issued today - together
with a list of 269 casual workmen (200 from factory
and 69 from accounts office) of the Company who have
been re-examined with effect from 13.6.59.

Yours faithfully,

FOR MACHINE TOOLS MANUFACTURERS CORPORATION LTD.
MAHINDRA & MAHINDRA LTD. DEL.

20/- A. K. Mitra.
Director
Managing Agents.

Encl: 3 Notices & List.

True Copy.

M. M. C. Employees' Union

By Hand.

12- 6- 59

The Works Manager,
M. M. C. Ltd.,
Calcutta.

Dear Sir,

On behalf of the workmen we strongly protest the unilateral decision of the Management of retrenchment which has been conveyed to you immediately.

We urge upon the Management to withdraw or at least stay the illegal retrenchment notice and arrange discussion through tripartite or tripartielevel for the sake of industrial peace. This illegal action of the Management is precipitating action.

The workmen have decided to go on strike if the Retrenchment Notice is not withdrawn or at least stayed pending discussion or conciliation by 4-45 p.m.

It is also to be noted that the way the Management~~s~~ have informed the Union was mere a mockery and without giving any scope for discussion. The decision of the Management was imposed ~~up~~ upon the Union. Your attention was immediately drawn in this respect.

Lastly, again we would appeal to your good sense to reconsider your unilateral decision which is a violation of ~~Sd~~ Code of Discipline

Yours faithfully,

Sd. Phani Bagchi
General Secretary.

Shri S. M. Bhattacherya, I.A.S.
Labour Commissioner
Govt. of West Bengal -
for necessary action.

True Copy

No. E & I 12(190)/59/S
Government of India
Ministry of Labour and Employment

From

Shri R. L. Menta, I. A. S.,
Joint Secretary to the Government of India

To

Shri H. M. Ghosh,
Assistant Labour Commissioner,
1, Hastings Street, Calcutta.

Dated, New Delhi, the 23 June, 1959

Subject:- Breach of Code of discipline - by Machinery Manufacturers Corporation.

Sir,

I am directed to enclose a copy of the telegram dated the 11th June 1959 on the above subject from Machinery Manufacturers Corporation Employees' Union, Calcutta to the Union Minister for Labour and Employment, and to request that necessary action may be taken in the matter under Code of Discipline.

Yours faithfully,

Sd.

for Joint Secretary

d.a.refd.to.
b.k.m.22/6

Copy to the Secretary to the Government of West Bengal,
Labour Department, Calcutta.

Copy to the General Secretary, Machinery Manufacturers Corporation Employees' Union, 129-A Circular Garden Reach Road, Calcutta-23. for information, with reference to their telegram dated the 11th June 1959 addressed to the Union Minister for Labour and Employment.

Sd.

for Joint Secretary

d.a.nil

23 JUN 1959

M. M. C. Employees' Union

REGD. NO. 2455

AFFILIATED TO ALL INDIA TRADE UNION CONGRESS

FEDERATION OF ENGINEERING WORKERS' UNIONS

129A, CIRCULAR GARDEN REACH ROAD, KIDDERPORE : CALCUTTA-23

Ref. No. U-4/43/159.

Dated 16.6. 1959.

To

The Director, Managing Agents,
Machinery Manufacturers Corporation Ltd.,
Hal & Anderson Building,
Calcutta-16.

Dear Sir,

Sub:- Retrenchment of 249 workmen.

This is to acknowledge receipt of your letter no. MHC/U/59 dated 12th, June 1959 on the above matter which was handed over to the undersigned at 1-55 P.M. by the works manager after circulating in the information Board notice.

Confirming the representation made before you on the very day by the Action Committee of the workmen and by the President and the undersigned we would like to state that the said retrenchment is fully unjustified, illegal and malafide. The unilateral action of the management reveals their ulterior motive which has provoked the workmen and has led to continuous strike on the demand of withdrawal of retrenchment notice, and regard to the conventions existed between the management & the recognised Unions and just to pose for obliging the law you conveyed your malafide action after the same has become operative.

Through this malafide retrenchment we regret to state that you have violated (a) Code of Discipline accepted in the 16th. Indian Labour Conference. (b) The decision in the matter of closure or Cargo-scale retrenchment adopted in the 16th. Indian Labour Conference. (c) The conventions existed between the Union and the Management.

Contd.....

M. M. C. Employees' Union

REGD. NO. 2465

AFFILIATED TO ALL INDIA TRADE UNION CONGRESS ● FEDERATION OF ENGINEERING WORKERS' UNIONS

129A, CIRCULAR GARDEN REACH ROAD, KIDDERPORE : CALCUTTA-23

Ref. No.

- 2

Dated 195 .

However, to restore the industrial peace if at all desired by you, we would again request you to withdraw the retrenchment and Notice immediately. So that there is a healthy atmosphere may be excavated.

Yours faithfully,

Copy to-

1. Shri Quader Nawaz, G.O.I.
Dy. Labour Commissioner,
Govt. of West Bengal,
2. The Chairman, Evaluation
Committee, W. Bengal, xxx
Labour Directorate.
3. The Chairman,
Evaluation Committee
Union Labour & Employment
Ministry.
4. The General Secretary, A.I.T.U.C. ✓
for necessary action.

Phani Bagchi

General Secretary

*Referred to
Mony*

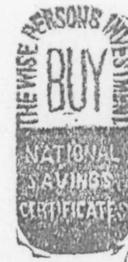


C-3



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.



Received here at H M



PROBATION CODE OF DISCIPLINE MANAGEMENT REFUSED

LABOUR COMMISSIONER PROPOSAL ROTATIONAL DAY - OFF DAYS

DAY WORKMEN 1000 ON STRIKE IMMEDIATE ACTION LETTER

FOLLOWS - PHANT BAGCHI GENERAL SECRETARY MMC

EMPLOYEES UNION 129 A CIRCULAR ARDEN REACH ROAD

CACCOBBA 23

The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram.

NGLEPAh.—121—30.4.57—91,870 Bks.

M. M. C. Employees' Union

REGD. NO. 2465

AFFILIATED TO ALL INDIA TRADE UNION CONGRESS • FEDERATION OF ENGINEERING WORKERS' UNIONS

129A. CIRCULAR GARDEN REACH ROAD, KIDDERPORE : CALCUTTA - 23

Ref. No. U-EC/ 49 /59.

Dated June 29, 19 59.

30/6/59

The Chairman,
Evaluation Committee,
Govt. of West Bengal,
Calcutta.

Sub:- Breach of Code of Discipline by
Messrs. Machinery Manufacturers
Corporation Ltd., P-61 Circular
Garden Reach Road, Calcutta-23.

Dear Sir,

This is to bring to your kind notice that employer of the above concern, an affiliated organisation of the Engineering Association of India (E.A.I.) has violated the Code of Discipline through their following actions:-

1. The Management tried to provoke the workmen by terminating the service of a senior most Foreman without showing any reason from 1st April 1959. The said Foreman was deputed with the charge of Manufacturing -- experimental units of the diversified products over and above his normal charge of Tool room section. By this action the employer intended to for large scale victimisation. However this attempt was failed due to the wise leadership of the Union.

2. The management issued a notice of retrenchment of 249 workmen on 12th June, 1959 at 1-30 P.M. with effect from 13th June, 1959 without any consultation with the recognised Union. Thus the management adopted unilateral action which was protested.

3. The management did not adhere the past practices in this matter. In the year 1952 the management consulted with the Workers representative when there was no Union before executing their decision of retrenchment. Similarly in the year 1958 the management consulted with this Union in the matter of retrenchment of 100 workmen.

M. M. C. Employees' Union

REGD. NO. 2465

AFFILIATED TO ALL INDIA TRADE UNION CONGRESS • FEDERATION OF ENGINEERING WORKERS' UNIONS

129A, CIRCULAR GARDEN REACH ROAD, KIDDERPORE : CALCUTTA - 23

Ref. No. _____

- 2 -

Dated _____ 19 _____

4. The Management was approached several times apprehending their malafide intentions but they always avoided to reply in this matter. Union requested the management in a letter dated 21. 4. 59 not to adopt any such unilateral action if contemplated, without the consultation with the Union. The management in their reply dated 8th May 1959 stated that "should closure or retrenchment is decided upon normal rules and statutory provisions would not be departed from." The Union again in a letter dated 27th May, 1959 expressed that any unilateral decision against the interest of the workmen will precipitate action and also past practices cannot be eliminated in the name of adhering normal rules and statutory provision. In a representation on 12th June, 1959 the management informed that they decided to retrench in the month of April, but still they waited to execute the same.

* accept our suggestion for
5. Knowing fully well about the existing Industrial Dispute the management did not go through the conciliation. Even they refused to attend any conciliation and stay order the retrenchment notice pending conciliation, when this was requested by the Union representative on 12th June, 1959.

6. The management did not adhere the decision of the 15th Indian Labour Conference in the matter of closure and retrenchment by not giving any notice to the Committee on Retrenchment.

The management expressed before the Union representatives on 12th June 1959, like previous occasions, that the Code of Discipline is not a statute and as such they are not obliged to adhere the same.

Under the circumstances we would request you to take strong action against the employer for breach of Code of Discipline, so that in future they do not defy the Code

M. M. C. Employees' Union

REGD. NO. 2465

AFFILIATED TO ALL INDIA TRADE UNION CONGRESS ● FEDERATION OF ENGINEERING WORKERS' UNIONS

129A. CIRCULAR GARDEN REACH ROAD, KIDDERPORE : CALCUTTA - 23

Ref. No.

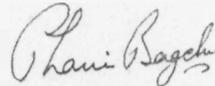
Dated 19 ..

- 3 -

the Code of Discipline. The workmen are on strike in protest of the managements ~~decision of retrenchment~~ unilateral decision of retrenchment. *The Management has rejected the deputy Labour Commissioner's proposal for Retentional day-off.*

Thanking you,

Yours faithfully,



(Phani Bagchi)
General Secretary.

C.C. to -

1. General Secretary, ✓
All India Trade Union Congress,
New Delhi.
2. The Chairman,
Evaluation Committee,
Ministry of Labour & Employment,
New Delhi.
3. The General Secretary,
West Bengal State Committee
All India Trade Union Congress,
Calcutta.

Encl: 8

June 29, 59.
30

Shri Quader Nawaj,
Doputy Labour Commissioner,
Govt. of West Bengal,
Calcutta.

Sub:- Industrial Dispute in the matter of
Retrenchment of the 249 workmen in
M/S. Machinery Manufacturers Corp.
Ltd., Calcutta.

Dear Sir,

In reference to the joint conference held before you on 13th, 15th, 16th and 20th June, 1959 I would like to confirm that on the 13th June 1959 the employers representative expressed that they have retrenched the workmen due to lack of orders for carding engines as they have stated in the notice, we refuted the contentions of employer and stated that the employer has (1) good numbers of orders at their hands, (2) enough outside orders have been procured and has refused many existing outside orders, (3) refused to execute orders of M/s. Indian National Diesel Engine Co. Ltd. a concerned of the Managing Agents situated in the compound of this concern and more or less finalised out side orders from M/S National Carbon, Port Engineering and other concerns, which have been suspended for some motivated reasons, (5) Diversification schemes at their hands which is not progressing as they should inspite of the Govt. direction and assurance of financial Assistance.

(6) Adopted this malafide retrenchment only to evade their mismanagement. (7) Violated code of discipline for taking unilateral decision and without any consultation with the recognised Union save except handing over the Notice after circulating in the Information Notice Board. (8) Violated the decision of the 15th Indian Labour Conference by not going any due notice to the Committee on Retrenchment. (9) Violated the conventions existed between the Management and the Union in this matter (10) Mismanaged in the running of the industry which needs investigation one of our representative expressed that the management always cries for financial aries since the inception of industry and this is also one of the reason for retrenchment and as they say.

You rejected any plea for financial position of the Company as the reason for retrenchment which has not been stated by the Company. You ruled out that other orders and diversification scheme will not be taken into consideration in this matter save and except the order position of -- Carding Engines which is the main product inspite our -- insistance that the industry can not be only for the product of Carding Engine only. All other Textile Mechinary industries has gone into several items of product. However, we asked before you to have the statistics of :-

- 1) No. of Booked order for Carding Engine from 1955-56 to June 1959.
- 2) No. of Carding Engine Manufactured from 1955-56 to June 1959.
- 3) Stock position from 1955-56 to June 1959.
- 4) Value of outside orders from 1955-56 to June 1959. You again ruled out item No.2 & 3 and directed the representatives of the employer to submit the statistics

for item No.1 & 2 who asked 4/5 days time to submit. You rejected their request for such a long time with the remark that when they did not bother to retrench 249 workers without any consultation with the "Recognised Union" even for the courtsey's sake, they should similarly be prepared in supply necessary information and directed ~~that~~ them to submit the said facts on 16th June 1959 at 10-30 A.M. and to attend joint conference at 2-30 P.M. on the same day.

On 16th June 1959, the employer's representative tried to convince you from their submitted facts that as there is only 93 definite orders are at their hand they have no other alternative but to retrench the surplus Workmen. We expressed that the employers has not included the orders for 100 Nos. Carding Engine for the Kalyani Mills which has been more or less finalised i.e. guaranteed orders as we were told. The representative of the employer, however agreed to include the 100 Carding Engine for Kalyani in their given facts. We strongly expressed that the orders shown as "Indefinite Order" have to be considered as booked orders unless and untill -- their is cancellation. Accordingly orders for 404 Carding Engines are out standing excluding the cancelled orders and manufactured machines, as comparing with orders for 374 Carding Engine during the whole year 1957-58. When the -- representative of the employer was asked whether there is cancellation among the orders they have submitted, the answer was in negative. However, you offered a proposal of "Rotational Lay-off" for the consideration of both the parties and pleased to fix the date of joint ~~xx~~ conference on 20th June 1959 at 10 A.M. to express the opinion of both the parties to your said proposal.

On 20th June 1959 the representative of the employer

employer rejected your proposal from economical, technical and production point of view. They tried to explain the financial position of the company since some years is very bad and also explained that they have experienced adverse affect on the production by such lay off in the last years where in they were forced to withdraw Lay-off and lastly they explained that there are special machine which will be affected by such Lay-off.

You rejected the argument of financial difficulty which has not been stated as a reason for retrenchment in the notice. We expressed that the other two points for rejecting your proposal have no ground.

We from our side pointed out that -

- 1) There are order for 404 Carding Engines at the employers hand.
- 2) According to scientific business theory, in countries like ours, 30%, if not more, has to be added over and above the booked orders at hand.
- 3) Neither there was nor there is any stock of Carding engines which is necessary for any business concern.
- 4) Ample orders of Indian National Diesel Engine parts manufacturing have been refused.

Under these circumstances, Retrenchment is not justified save and except to serve malafide intention and if immediately the Diesel Engine parts of Indian National Diesel Eng. Co. and other Engineering orders from various concerns which are available, be manufactured here and if other out side orders be executed more employment will be necessary as soon as the diversified products will be -- manufactured.

No Lay-off is also not necessary. Mismanagement and avoidable expenses are responsible for any consequences in the industry. However in view of the industrial place, and to realise the demand for investigation in accordance with the Industrial Development (Regulation) Act, the workmen shall again sacrifice and as such we accept your proposal for immediate settlement and to end the strike which has been thrust upon the workmen. We also suggested subject to other details, that the whole factory and office should be laid off at a time instead of rotational Lay off which was appreciated by you. You again requested the representative of the employer to reconsider your proposal and also told them that the entire orders listed in the indefinite schedule should not be treated out of consideration and at least 50% of the orders to be treated as good. But when they expressed their adamant attitude, you reluctantly told them that -

(i) They have violated the Code of Discipline for consulting the recognised Union in the matter of this retrenchment.

(ii) Their attitude is against proper industrial relation.

(iii) Their action of retrenchment appears to be malafide.

Yours faithfully,

Phani Bageh
General Secretary,
M.M.C. Employees Union.

C. E. An. Srivastava,
Secretary,
All India Trade Union Congress.

M. M. C. Employees' Union

REGD. NO. 2465

AFFILIATED TO ALL INDIA TRADE UNION CONGRESS • FEDERATION OF ENGINEERING WORKERS' UNIONS

129A. CIRCULAR GARDEN REACH ROAD, KIDDERPORE : CALCUTTA - 23

Ref. No. Q TUC/57/59

Dated 7th July 19 59

Com. Srivastava,
Secretary,
All India Trade Union Congress,
4, Ashok Rd.
New Delhi.

Dear Com,

This is to acknowledge copies your letters addressed to the Minister for Labour & Employment and Minister for Commerce & Industry in our matter and thank you for the trouble you have taken for us.

We have also received copy of the letter from Sri Mahta, Jt. Secretary addressed to Sri H.M. Ghosh, Asst. Labour Commissioner (Secretary, Evaluation Committee) and the Secretary to the Labour Minister. It is regretted that no step has yet been taken by the authority concerned in this matter. True copy the letter is enclosed herewith for your perusal.

We would like to inform you that joint conference were held in the office of the Deputy Labour Commissioner on 15th, 16th & 20th July '59 where at the company rejected the proposal of the Dy. Lab. Commissioner. But as we understand the employer has not been directed by the Directorate to accept the proposal which can at least restore the peace in the industry. The copy of the letter addressed to the Dy. Lab. Commissioner, confirming the discussion is enclosed herewith for your information.

Also please find herewith copies of a few relevant correspondences between the Employer and the Union which will explain that the management was hatching up this conspiracy for a long time. To achieve their goal without paying any compensation, the management provoked the workmen by terminating the service of Sri Murari Mohan Mitra, Foreman deputed for the work of ~~the~~ diversification over and above his normal charge of Tool Room, & Heat treatment section from 1.4.59. He was the senior most among the Foreman of the company. The management expected that the workmen will be provoked by this termination without any reason because the said foreman was very popular among the workmen. Failing to provoked the workmen due to the wise leadership of the union,

contd...

M. M. C. Employees' Union

REGD. NO, 2465

AFFILIATED TO ALL INDIA TRADE UNION CONGRESS • FEDERATION OF ENGINEERING WORKERS' UNIONS

129A, CIRCULAR GARDEN REACH ROAD, KIDDERPORE : CALCUTTA - 23

Ref. No. _____

-- 2 : -

Dated _____ 19 .

the management proceeded to the present action knowing fully well that their unfair action will be resisted by the union and thus they will be able to report before the Govt. that they are facing the "labour trouble" which is jeopardising the progress of the diversification programme and thus be able to guise their mismanagement.

We are also enclosing the Appeal which will help you to understand the problem and also the report published in the "Swadhinta" dated 3.7.59 may help you in this matter.

We will be obliged if you please arrange to move in this matter in the coming session of the Lokshabha. The undersigned may come down to Delhi during the session if you deem it necessary.

With greetings,

Encl:- copy 1. Chairman, Evaluation Com.

2. Confirmation letter of Jt. Secy.

3. Letter from R.L. Mehta.

4. Union letter dated 12.6.59.

5. Retrenchment Notice & letter
- dated 12.6.59.

6. Union letter to L.C. - 11.6.59.

7. Union letter - 27.5.59.

8. Management - 8.5.59.

9. Union letter - 21.4.59.

10. Letter to L.C. - 21.4.59.

11. The Appeal -

Phani Bagchi
General Secretary.

16 SEP 1959

M. M. C. Employees' Union

REGD. NO. 2465

AFFILIATED TO ALL INDIA TRADE UNION CONGRESS • FEDERATION OF ENGINEERING WORKERS' UNIONS

129A. CIRCULAR GARDEN REACH ROAD, KIDDERPORE : CALCUTTA - 23

Ref. No.

Dated 9th. Sept. 19 59.

U R G E N T .

Sri Abdul Sattar,
Minister for Labour & Employment
Govt. of West Bengal.
Calcutta.

Sub:- Hunger Strike in demand of immediate
settlement of strike in M/S Machinery
Manufacturers Corpn. Ltd. Calcutta-23.

Dear Sir,

With reference to the discussion held before you on 4.8.59 with the Textile Commissioner and Textile Industrial Adviser of Govt. of India and the management of the above company in addition, we beg to state with regret that we have not been communicated about your decision on the proposal offered by Sri S. K. Banerji, I.A.S. Jt. Secretary which was opposed by the company and was accepted by us and subsequently our added proposal of the Deputy Labour Commissioner, if necessary, after restoring 12th, June 1959.

In the mean time, the management has attempting to break the strike by adopting unfair Labour Practices, issuing threatenin letter and other malpractices. The agents of the managements are trying to force the Striking workers to break the strike by way of false propaganda and threatening to assault.

However, in protest to the adserent attitude of the management and in the demand of the immediate honourable settle- ment striking workers have started hungerstrike in front of the gate.

3 workmen have started Hunger strike since 7th. Sept.'59 The number may increase and may be started ~~in~~ at various places of management and the Managing Agents, if immediate steps are not adopted.

Under the circumstances we would request you to exert your good office to settle the dispute.

Yours faithfully,

C.C. Sri Guljari Lal Nanda
Minister for Labour &
Employment Govt. of India
for action.

Phani Bagchi
(Phani Bagchi)
General Secretary.

P.1.0.

2. Sri S.M.Bhattacharya, I.A.S
Labour Commissioner, Govt. of India
3. Com. S. A. Dange, General Secretary. ✓
All India Trade Union Congress
for action.
4. General Secretary,
W.B. State Committee, A.I.T.U.C.
for action.
5. Com. Illias. M.P. , General Secretary
National Federation of Metal & Engineering
Workers. New Delhi.
6. General Secretary,
Federation of Metal & Engineering
Workers Union. Calcutta.

154
September 24, 1959.

The General Secretary,
M.M.C. Employees' Union,
129A, Circular Garden Reach Road,
Kidderpore,
CALCUTTA-23. (West Bengal).

Dear Comrade,

In reply to our representation the Joint Secretary, E. and I. Division wrote to us on September 21 on the violation of the Code of Discipline by the management of M.M.C. Calcutta, as follows:

"I am directed to refer to your letter dated the 11th September, 1959 on the above subject and to say that on enquiry it is learnt that attempts were made in the past by the management to avoid retrenchment and alternative schemes were put into operation but for various reasons they did not succeed and the management were compelled to take recourse to retrenchment when the persistent decline in the volume of orders reached a critical stage; the Union was in the know of this position.

The State Government is seized of the matter and so is the Central Government who is taking steps to help the Corporation to rehabilitate itself.

You will no doubt write to the State Implementation Officer (Shri M.M. Ghosh - Assistant Labour Commissioner) for further information. If on any specific point this Division can be of any assistance, kindly let us know and we shall certainly help".

We have also received a copy of the letter which you have addressed to the Labour Minister, West Bengal, on September 9. However, we are not acquainted with the latest developments there. Hence, it is requested to send the a report about the same as early as possible.

With Greetings,

Yours fraternally,

1/10
sep 24
(K.G. SRIWASTAVA)
Secretary.

154

Appeal of the Striking Workers

of Machinery Manufacturer's Corporation Ltd., Calcutta

to the Engineering Workers of India

Comrades, Delegates and Friends,

In this august occasion of the new phase of solidarity of the Engineering workers of our country, we, the one thousand striking workers of Machinery Manufacturers Corporation Ltd., Calcutta-23 (Managing Agent—M/s Mahindra & Mahindra Ltd.) like to avail the opportunity of drawing your attention to our cause of struggle, which is a struggle of upholding the cause of national industrialisation against the capitalist sabotage and callousness on the part of the Government.

This industry of ours commenced production of carding engine (one stage of the Textile Machinery) in 1950 in collaboration with American and Canadian Capital. Besides paying very high price for the "product design" and "Technical Know how", everything - from factory shed to the simplest form of tools and equipments etc. all were imported many of which are unused even today as they were unnecessary, resulting in financial crisis inherent due to too much non productive capital layout in the beginning. But the planners mysteriously enough forgotten to plan for the most vital thing—a modern foundry which was so badly required to produce 80% of the components from cast iron, as there were not many modern foundry in this country with spare capacity to supply heavy casting regularly.

The Government policy of mixed economy enabled the managing Agent to persuade the Government to come forward for financial assistance in the shape of buying shares and granting loans which amounted together more than the rest of the subscribed Capital! Some "Fresh from College Engineers" were trained in the associate firm of U.S.A. and a few "experts" were brought from there to "train us". Be it mentioned here that the associate U.S. firm mentioned above could'nt "stand the pain" of giving technical aid to us and subsequently closed down!

The product was virtually established, inspite of thousand and one defects of design and planning, mainly due to the tireless efforts and skill of technicians and skilled workers recruited locally. Though the white collars had eaten up all the credit, the "foreign experts" had to admit there were no defects in the design and planning and that Indian workers and technicians were equal, even to some extent better than their American counterparts. We earned this laurel from the foreign engineers because we raised ourselves above the level of ^{importation} machineries to see our country industrialised.

But the volume of production could not be increased sufficiently to meet the demand due to the shortage of casting because of dependency on outside foundries. We through our union pressed hard for setting up the foundry but inspite of loans from Govt and overdraft from the Bank the management took five years to take the decision of setting up a foundry and then even five years after taking the decision they could'nt complete the vital phase of the foundry though the Government has sanctioned fresh loans.

In the meantime much water has flown through the river Ganga. While the management failed to meet the demand of the country, the Government had to import license for a large volume of machines, granted license to other firms for producing similar machines, the Planning Commission's estimation of total demand proved to be very much exaggerated. We through our Union were all along doing our best to brake the "Sleep of the bhakarna" by approaching the Government and the management to take necessary steps not to head for a crisis. We approached the Government to multiply the capacity of producing the same machinery basing on wrong statistics. We approached them to see that the three Government Directors on the Board do not remain sleeping directors but see and interfere into the affairs. We approached the management to complete the foundry like other Textile Machinery Manufacturers diversify the products to start manufacturing other type of Textile machineries. The management always gave excuses only without any real efforts.

The "Cordial" relation between the Management and the Union waned away with the growing of so called crisis purposely created and they have chalked out the programme of making the Government and the workers as scape-goat for the consequences of all of their misdeeds. Inspite of our best efforts the Government remained callous all along, as if the amount of public money (about a crore) invested here was too little to

bother them. Worthly to mention here that during this period the Managing Agent gained a good name in the market due to our quality product and good industrial relation, which was built up mainly due to our nationalistic and self sacrificing approach to the industry. The Chairman of the Managing Agent, who is also the chairman of the Board of directors of our concern, now, is one of the few trusted collaborators of foreign monopolists. But the fate of us—the technicians, skilled and semiskilled one thousand workers, who toiled hard for the last ten years to establish a modern industry in this underdeveloped country, is uncertain, the future of such an industry is gloomy, only due to inefficient and mismanagement. In spite of having sufficient order in hand to pull on for more than a year,

→ Our management has "Lined up" with the "Kerala agitators" in selecting 13th June 1959 as their "Deliverance day". On the same day, they have retrenched 25% of the total compliments with the prospect of further retrenchment. This decision was taken behind the iron curtain and implemented unilaterally without discussing with the recognised Union and violating the Code of Discipline in spite of raising dispute on their malafide action before the management, the State Labour directorate and urging intervention of central Ministry of Labour and Commerce. They have even turned down the suggestion of "Lay-off in Rotation" put forward by the conciliation officer the Dy. Labour Commissioner. The statement of orders submitted by the management before the conciliation officer revealed that the orders of carding Engine for the year 1959-60 only upto the date of retrenchment (in 12th June '59) are 404 against 374 carding Engines for the whole year of 1958-59. Even in the language of the Deputy Labour Commissioner this mass retrenchment appears to be malafide. They want to crush the Union which stands in their way of serving self interest with public money.

We had no other alternative than to go on strike with immediate effect to fight out the onslaught. On the management side—backed by their Engineering Association, an organisation of the employers—there are certain officers whose efficiency and past experience ^{only} to liquidate industry. We have on our side our able union leaders backed by our Federatin of Metal on Engineering Workers Unions. This is going to be a gruel and long drawn struggle. Therefore we not only expect but demand your active support in our fight of defending national industry and Security of Service. (To strengthen our struggle) Besides various other ways which you may please suggest →

(4)

13th June 1959
1000 workers.

according to your own experience, we like you to help us immediately in the following ways :

(1) By sending resolutions from your respective Union to the Ministry of Commerce and Industry and the Ministry of Labour and Employment in demanding enquiry regarding the mismanagement in running this industry as per Industrial Development (Regulation) Act ; and requesting the Government to take over management of this industry, as well as to reinstate the retrenched workers.

(2) By giving publicity to our struggle and sending financial help as far as possible.

Long Live Unity of Workers

129A, Circular Garden Reach Rd.
Calcutta-23.

Dated : 10th July 1959.

for M. M. C. Employees Union
Phani Bagchi.

General Secretary

WORKERS OF ALL LANDS UNITE
INDOXCO WORKERS' UNION

Regd. No. 3743

~~1~~ FEB 1959 (Affiliated with ALL INDIA TRADE UNION CONGRESS)

SRI JYOTI BASU, M.L.A.
Leader of the Opposition, West Bengal,
PRESIDENT

36A, HALDERPARK ROAD, Head Office :
CALCUTTA-26 +29-A, Circular Garden Reach Road,
Kidderpore, Calcutta-23-

Branch Offices :
Burnpur, Beliaghata (Cal.) & Khardah.
January

Ref. No. _____

Dated, the 29th January 1959.

The General Secretary,
All India Trade Union Congress,
4, Asoke Road,
New Delhi.

Dear Comrade,

AFFILIATION FEES FOR 1957 - 58.

We regret to inform you that the receipts of affiliation fees for 1957-58 of our Union with the AITUC has been lost due to a careless rough office cleaning.

The Union Government's Regional Labour Commissioner's office at Calcutta have started a survey of the records of all Unions here including us. The receipts of affiliation fees with AITUC for 1957-58 are one of the important items required by them.

The most important issue is that the Regional Labour Commissioner's offices are asking for the number and dates of those receipts.

We presume, that we are favoured with one receipt at Ernakulam during AITUC session for a part payment and another receipt for payment of subscription, TU record fees etc., earlier to that or later than that. Unfortunately, we can't state the exact dates on which the receipts were received. We shall be highly obliged if you will kindly look into the records and favour us with duplicate receipts for the above payments.

If duplicate receipts are not possible for issue, please issue a letter to us incorporating our affiliation with AITUC and the receipt Nos. and dates of payment of affiliation fees. Please treat this as very urgent.

Yours faithfully,

Surya Roy Chowdhury
General Secretary

30 JAN 1959

Bengal Motion Picture Employees' Union

(Regtd. No. 925)

126A, Dharamtalla St. Calcutta-13

President :

Prof. Hirendranath Mukherji, M. P.

Hony Gen. Secretary :

Sri Haripada Chatterji

City Office :

107, Lower Circular Road, Calcutta-14

Phone :—24-3912

Dated 28th January 1959

Convenor,
 Dastkaro Ki Pahili Conference,
 Bombay Tailoring Workers' Association,
 Raj Bhuvan, Sandhurst Road,
 Bombay - 4

Dear Brother,

Re: Your letter to Secretary, Bengal
 Provincial Trade Union Congress,
 dated the 16th January, 1959

We are in receipt of a copy of the said letter.

We appreciate your attempts. While wishing your Conference a good success, we state that the conditions of Shops & Establishment Employees are so different in different States and the privileges enjoyed by them are so varying that an ALL INDIA CONFERENCE of these organisations require much better spadework - otherwise the danger of remaining the whole thing on papers would remain.

We, on our part in West Bengal, have already formed a co-ordination committee of all the Unions of Shops & Establishment Employees and this has taken a sufficiently strong shape particularly in view of the Shops & Establishment Act Amendment Bill that is pending before the West Bengal State Legislature. We are already in touch with the Preparatory Committee for the first International Conference of the workers in Commerce (Prague). In the context of that International Conference we are also interested in having an All India Organisation of the movement of Shops & Establishment employees.

With greetings,

Bengal Motion Picture Employees' Union

(REGTD. NO. 925)

President :

PROF. HIRENDRANATH MUKHERJI, M. P.

Hony Gen. Secretary :

SRI HARIPADA CHATTERJI

126A, Dharamtalla St. Calcutta-13

City Office :

107, Lower Circular Road, Calcutta-14

Phone :-24-3912

154

Dated 2.7.59

Com. S.A. Datta, M.P.
 G. Secretary,
 ALL INDIA TRADE UNION CONGRESS,
 4 Ashoke Road,
 New Delhi.

Dear Comrade,

I attended First International Conference of Commerce Workers at PRAGUE as a Delegate and I have also been elected a member of the Administrative Committee of the new TUI (commerce).

This TUI (commerce) covers employments in Shops, Stores, Hotels, Restaurants, Cinemas, Banks, Insurance companies, Laundry, Tailoring Shops etc. In India we do not have an all-embracing Federation of Commercial Workers.

In fact this is the main job that now we have to perform that may only be possible if AITUC and its State organisations take initiative in the matters and guide us in them.

Hence I am writing this letter to you. I hope that you will kindly give some thought in this matter and would advise us how to move in the matter. I am also enclosing herewith copies of the reports I submitted before the Conference as well as before the TUI Administrative Committee.

With fraternal greetings and awaiting an early reply.

c.c. to Com. Indrajit Gupta,
 Excy. W.B. Committee of AITUC.

Comradely yours,

Haripada Chatterji
 (Secy)

H. Mukherji
 Secy
 1/11/59

25 JUL 1959

Phone : 24-3831

Bengal Motion Picture Employees' Union

(REGTD. NO. 925)

President :
PROF. HIRENDRANATH MUKHERJI, M. P.

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Phone :—24-3912

Secretary,
AITUC
4, Ashok Road,
New Delhi.

(154)
Dated 22.7.59

Re: Your letter dated 14.7.59.

Dear Brother,

As requested by you, I submit here under my suggestions, in short, as regards formation of a Federation of Commerce Workers in India :-

First International Conference of Workers in Commerce held at Prague (1st. to 4th June '59) gave out a call to all countries to build up National Federations of Commerce Workers.

I submit my suggestions in pursuance of that (since you have already received the Constitution and other papers in connection with the said International Conference). I do not quote them here :-

The International Conference generally decided that all workers in Shops, Stores, (private, Cooperative or Government) Commercial firms, Establishments, Hotels, Restaurants, Tailoring Shops, Laundries, Cinemas, Banks, and Insurance Companies etc. are to be treated as Commercial workers. In India all workers as stated above, will not be less than 8 to 10 millions in number. In India there are good country-wide Federations of Bank Employees, Insurance Employees and Cinema Employees - but all of them are Independent Federations. Calcutta has also a strong Federation of Merchantile employees. Hotel and Restaurant employees as well as Shops and Stores employees (though have local Unions) have no Countrywide Federations yet. Same is the position of Tailoring Shops and Laundry employees. Best position would have been if a Confederation of Bank, Insurance Cinema and all the Commercial employees could be formed that

Bengal Motion Picture Employees' Union

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Phone :—24-3912

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Dated _____

would owe allegiance to TUI (commerce), (Trade dept. of WFTU). But that is possibly not feasible in the present state of things. A sort of Liason Committee of these bodies if could be built up in the present stage, should be taken to be enough. But immediately a coordination Committee of the Unions of Hotel, Restaurant Workers, Cinema employees, Stores and Shop employees, Tailoring Shops and Laundries - affiliated to AITUC, can be built up and all these Unions together, in the beginning, can have ^{some} thousands of workmen United Under its banner. They have a number of Common grounds of movement also (e.g. Amendment to Shops and Govt. Act in W. Bengal, applicability of Employees' Provident Fund Act, Benefits of Gratuity, leave and holiday facilities, application of Minimum Wage act provisions etc. are common grievances of such workmen and employees, in addition to their demands for wage increase, Bonus, other Statutory benefits) and they can very well be combined in a common agitation provided AITUC and WFTU decide and guide the movement accordingly.

I, as a member of the Administrative Committee of the TUI (Commerce) am duty bound and am prepared to shoulder the central responsibilities, if required, in carrying out these tasks, provided ~~the~~ ~~the~~ AITUC helps me. I have made my points understandable in this short note.

In these circumstances, I hope, that AITUC working Committee will give due thought to this important matter.

The big number of the Workmen in the Commercial trade, their role in the mass movements, the role they play at the times of General Strikes and Hartals and other democratic movements (the Shops and Stores are required to close at the call for all hartals) should be borne in mind while discussing

Bengal Motion Picture Employees' Union

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- 3 -

Dated.....

and deciding about this note.

It should also be noted that if a broad-based movement and an organisation of this most-neglected section of the employees could be built up that would ~~xxx~~ add quite a lot to the Red Flag in our Country.

Hence, I hope that AITUC working X Committee will not deny due consideration to this humble note, since speedy and effective action on it will be of a good help to a movement that deserves immediate handling in the changing set up of our Country's economy and in the rising tempo of the trade Union movement in our country.

With fraternal Trade Union
 greetings,

Haripada Chatterji

The DTUC is unable to undertake formation of a federation of the type suggested as its hands are too full. Income tax is so much heterogeneity among the trades covered under his general category that it will not be taken seriously by the big unions working such as AIRBEL insurance etc.

All India Cine Employees Federation

126A, DHARAMTALA STREET, CALCUTTA-15

President :

Sri K. S. Gopalkrishnan, (Film Director) Madras

- 1 FEB 1959

Vice Presidents :

- Prof. Hirendranath Mukherji, M.P. (W. Bengal)
- Sardar Darshan Singh, (The Punjab)
- Sri D. Sivappa, (Mysore)
- Sri B. Mukherji (U.P.)
- Sri R. K. Samant Roy (Orissa)

Hony. General Secretary :

Sri Haripada Chatterjee (W. Bengal)

President's Office :

99, Sami Naicken St, Chintadripet,
MADRAS-2.

Ref: _____

Dated 28th January 1959



Secretary of the Preparatory Committee
for the First International Trade Conference of Workers in Commerce,
Copenhagen

Dear Brother,

Ref: Your Circular letter No. 3/59
dated the 6th January, 1959
(Trade Conference of TUI of
workers in Commerce)

Thanking you for the said circular letter, I request you to be pleased to send me 15 copies more of the documents referred to in your letter.

As regards, preparatory work in this Country, I beg to let you know that already we have started attempts in collecting facts about the position of Shops & Establishment employees (i.e., Commercial employees) and in electing an effective and proper representative from this Country to the proposed International Conference.

I would request you to kindly continue sending all materials that you publish in connection with the International Conference. With fraternal greetings.

Yours faithfully,

Haripada Chatterjee
Secretary,
Preparatory Committee of Workers in

cc. to AITUC
Delhi

INDIAN DELEGATION'S OBSERVATIONS
PUT BEFORE

THE FIRST INTERNATIONAL CONFERENCE OF WORKERS IN CONGRESS

(Haripada Chatterjee, General Secretary, All India
Cine Employees Federation and Shops and Establishment
Employees' ^{Trade Union} Leader of the Indian Delegation)

MEMBERS OF THE PRESIDUM AND BROTHER & SISTER DELEGATES,

We bring to you greetings from millions of workers employed in commercial trade establishments in India. We are thankful to the sponsornig Committee and to WFTV for taking this initiative and we are all the more thankful to them for the kind help they rendered us.

We could not bring all our elected Delegates to this Conference because of serious difficulties in obtaining passports and other matters. Hence we like to convey to you fraternal greetings from those elected Delegates namsly, Sri Subbarayalu of Madras and Sri Bhusanam of Mysore who, in spite of their will, could not join you here. From our Vice-President, Prof. Hiren Mukherjee M.P. we bring you a written message.

We bring to you greetings from all types of workmen employed in Shops, in Mercantile offices, in Cinema Theatres and in Film business Companies, in Hotels and Restaurants, in Tailoring establishments, in Sweetmeat shops, in Book-shops, in Banking and Insurance establishments, in Laundries. We number not less than 8 million, if not more, and of these 8 million a good number are still unorganised in effective Trade X Union - specially because of their peculiar working time schedules and their sub-human working conditions. Many of them have hadth their local organisations but only a few country-wide organisations have grown up by now.

The Cinema trade workmen number about a lakh (one tenth of a million) and they have good country-wide organisations and Delegates who are attending this Conference are mostly connected with the Federation of these Trade Unions, (namsly All India Cine Employees Federation).

Bank and Insurance employees have good, old, strong and fighting trade Federations spread over throughout the country. They won substantial benefits through united and bitter struggles.

Hotel and Restaurant workers are already on the move to join in a country-wide Federation.

The Shop employees, who number the most, though have State Unions yet an All India Federation for them could yet not be set up. Their lot is the poorest among all, their working conditions, and the working conditions of about 60 thousands Cinema employees are unthinkable and preposterously poor. Average earning of an Indian Shop employee would, in all, amount to less than Rs. 20/- a month, which is much below the minimum subsistence level. Statutory fixation of their minimum wages could yet not be done because of callous and apathetic attitude of the Government and the employers. But these workmen, whose service conditions could only be compared with those of the serfs, are also on the move to have a well co-ordinated and well-planned country-wide movement. Compared to other Commercial workers, Bank and Insurance employees have earned better wages through their struggle and the Cinema employees are in the way of earning Minimum wages through Statutory methods.

In under-developed countries like ours, commercial establishment employee would naturally outnumber Factory Labour and the labour engaged in Industrial productions. In fact, we are the workmen who are engaged in selling, exhibiting, advertising those industrial productions to the consuming public. Hence along with the growth of industrial production we also grow in social stature and security of service. Since, in our country, industrial development still lags much, we, the commercial establishment workmen, though number millions, work in the most unstable, insecure and unfair

unfair conditions. Our working ^{hours} extend to even 14 hours a day, our leave & holiday facilities are a little less than nothing, social security measures are almost nil for us and at the same time we are the worst paid workmen in the country. We sell supply wholesome food to the customers directly, we sell varied & and colourful clothes to them, we launder their clothes, we sell sweets to them, we exhibit them most amusing pictures - but in our own life, we lead the most colourless, unhappy, unwholesome, starving life. How pathetic is the contrast!

But we are not bent down with this pathos and misery.

We know that we can improve our lot only through collective, co-ordinated, united struggles. We, in India, millions, working in shops, cinema Theatres, Commercial and Mercantile offices, are determined to build up and to put up such continuous and mighty struggles under the banner of our own strong and mass-based Trade Unions. We know that till our country's ~~xxx~~ economy is dominated by profit-sharks & private monopolies, there is no improvement in the life of the common people nor is there improvement in our lots. As yet in our country we do not have an all-embracing National ~~Association~~ ^{Federation} of Commercial workmen and that is the main task that we ~~have~~ ^{have} to undertake as soon as we come to India.

Hence our fight is directly related to ushering in and in the development of real socialist economy in our - country, and to the rapid progress of industrial productions in our country. This progress, this rapid development is possible only when the total efforts of the country is devoted to peaceful industrialisation, helpful economic co-operation among all countries of the world.

Hence we are also vitally interested in the maintenance of peace and peaceful, good neighbourly relations between countries.

Hence, Brothers and Sisters, we are all here with the common aim -

Rapid betterment in our working and living conditions keeping pace with the change in time, when socialism is the objective of the work world people.

Maintenance of peace for development of ~~the~~ real socialist economy, irrespective of affiliations, all Trade Unions of Commercial workers ^{shall} have this common aim.

Hence, we fully endorse the views of the International Preparatory Committee in building up a T.U.I. of Commercial workers, in making genuine efforts for setting up healthy co-ordinations with Commercial Workers' Trade Unions affiliated to I.C.F.T.U. and I.⁴.C.T.U.

Our pitiable conditions should make up all feel that we can not afford to remain un-united.

Hence, from this platform of First International Conference of workers in commerce, we join you all in giving out a call of unity and united struggle to all men and women who work in Commercial Establishments for ending miseries in our in our lives and for ushering in brighter and healthier days in our lives.

Long Live Working Class Unity.

Long Live Fraternal Relations Among All Trade Unions of Commercial Workers Throughout the World.

Resolution on Demand of English Cinema Companies' Employees

This Conference of Cinema Employees of West Bengal fully Supports the demands of the employees in English Cinema Companies (namely Metro Cinema, Light House, New Empire, Tiger Cinema, Elite Cinema, Minerva Cinema, Globe Cinema etc. and Foreign Distribution Companies) as regards basic improvements in their service and working conditions (cf. 25% wage increase, D. A. at the Bengal Chamber of Commerce rate, Provident Fund, Gratuity, Medical benefit, Winter clothing and some such due benefits) and requests the employees in these Filmtrade Concerns to be united under the banner of the Union and to put up a strong fight for winning their demands which are too just compared to the huge profits these foreign companies are exporting out from this country of ours. This Conference also appeals to our Countrymen to stand by the struggle of the employees of foreign Cinema Companies.

Resolution on *Trade Union International of workers in Commerce and formation of a National Confederation of Commerce workers India* :—

This Conference of Cinema Employees of West Bengal fully endorses the decisions adopted in the First International Conference of workers in Commerce held in Prague from the 1st to the 5th June 1959. This Conference expresses its satisfaction at the General secretary of BMPEU being elected a member of the Administrative Committee of Trade Union International of workers in Commerce. This Conference of Cinema Employees appeals to the Trade Union Organisations of Bank employees, Insurance employees, Shop employees, Hotel & Restaurant employees, Sweetmeat sellers, Book shop employees, Laundry employees, Merchantile Firm employees and all types of employees in commercial firms to join their hands in building up one Country-wide Confederation in the lines adopted at the said International Conference.

This Conference notes that the strength of all types of commerce workers in India will not be less than 10 million and it all these poor and persecuted middleclass workmen are united in one broad based organisation, they would be a tremendous force in the Trade Union movement in India. Hence this Conference appeals to all Central Trade Union (specially to A. I. T. U. C) and to the Federations of Bank, Insurance and Cine employees for giving all help to the millions of commerce workers in getting united in a National confederation and for setting up a Liason Committee as a first step towards that.

আন্তর্জাতিক ব্যবস্থার সংস্থা কর্মচারী ট্রেড ইউনিয়ন সম্পর্কে প্রস্তাব—

গত জুনমাসে চেকোস্লোভাকিয়ায় প্রাগ সহরে অনুষ্ঠিত বিশ্ব সম্মেলনে যে ব্যবসায় সংস্থা শ্রমিক কর্মচারীদের আন্তর্জাতিক ট্রেড ইউনিয়ন গঠিত হইয়াছে তাহার সহিত সম্পূর্ণভাবে যুক্ত থাকিবার সিদ্ধান্ত এই সম্মেলন ঘোষণা করিতেছে। উক্ত বিশ্ব সম্মেলনে বি, এম, পি, ই, ইউ এর সাধারণ সম্পাদককে আন্তর্জাতিক ট্রেড ইউনিয়নের এডমিনিষ্ট্রেটিভ কমিটিতে নির্বাচন করাতে এই সম্মেলন সন্তোষ প্রকাশ করিতেছে।

এই আন্তর্জাতিক ট্রেড ইউনিয়ন সংগঠনের মধ্যে বিভিন্ন দেশের ব্যাঙ্ক, ইনসিওরেন্স, দোকান, লগুই, দর্জি, কো-অপারেটিভ, সিনেমা, মার্কাটাইল ফার্ম, হোটেল-রেস্তোরাঁ প্রভৃতির লক্ষ লক্ষ শ্রমিক কর্মচারী সমবেত হইয়াছেন। প্রায় ৯৫০ লক্ষ শ্রমিকের এক মিলিত শক্তি এই সংগঠনে সংযোজিত হইয়াছে।

আমাদের দেশেও এই ধরণের সমস্ত শ্রমিক কর্মচারীর মিলিত আন্দোলন ও একটি যুক্ত ফেডারেশান গঠন করিবার জন্ম এই সম্মেলন দলমত নির্বিশেষে ব্যাঙ্ক, ইনসিওরেন্স সব ধরণের দোকান (মিষ্টান্ন, পুস্তক ব্যবসায়ীসহ), মার্কাটাইল ফার্ম, সিনেমা, হোটেল, রেস্তোরাঁ, দর্জি ও লগুই শ্রমিক কর্মচারী সংগঠনগুলির নিকট আবেদন জানাইতেছে। এই সম্মিলিত সংগঠন গড়িবার কাজে বিশেষভাবে উদ্বোধন লইবার জন্ম বিভিন্ন রাজ্যে আমাদের সহযোগী সংগঠনগুলির নিকট এই সম্মেলন অনুরোধ জানাইতেছে।

ভারতের কেন্দ্রীয় ট্রেড ইউনিয়ন সংগঠনগুলির নিকট ও বিশেষ করিয়া এ, আই, টি, ইউ, সির নিকট এই কাজে সহায়তা করিবার জন্ম বি, এম, পি, ই, ইউর দ্বাদশ সম্মেলন আবেদন জানাইতেছে।

বি, এম, পি, ই, ইউ এর দ্বাদশ রাজ্য সম্মেলন

২৭শে ও ২৮শে জুলাই ১৯৫৯ স্থান : ওরিয়েন্ট সিনেমা হল, কলিকাতা।

১। শোক ও শ্রদ্ধানিবেদন প্রস্তাব—

(১) বি, এম, পি, ই, ইউ এর দ্বাদশ রাজ্য সম্মেলন নাট্যাচার্য্য শিশির কুমার ভাঙ্ড়ী, বিখ্যাত নট ধীরাজ ভট্টাচার্য্য ও তুলসী লাহিড়ীর অকাল মৃত্যুতে গভীর শোক প্রকাশ করিতেছে।

গত এক বর্ষে যে সমস্ত সিনেমা কর্মচারী বন্ধু আমাদের ছাড়িয়া ইহলোক ত্যাগ করিয়াছেন তাঁহাদের জন্ম এই সম্মেলন গভীর শোক প্রকাশ করিতেছে। বিশেষ করিয়া জ্যোতি সিনেমার সতীশ সাহার বেদনাদায়ক মৃত্যুতে এই সম্মেলন গভীর শোক প্রকাশ করিতেছে। গত এক বর্ষে শ্রমিক ও গণতান্ত্রিক প্রগতিশীল সংগ্রাম পরিচালনা করিতে গিয়া যে সমস্ত দেশপ্রেমিক বীরেরা আত্মদান করিয়াছেন এই সম্মেলন তাঁহাদের জন্ম শোক প্রকাশ করিতেছে।

এই সমস্ত মহাপ্রাণদের প্রতি এই সম্মেলন আন্তরিক শ্রদ্ধা নিবেদন করিতেছে।

(২) এই সম্মেলন পঃ বঙ্গ সরকারের নিকট দাবী জানাইতেছে যে পরম শ্রদ্ধাপদ শিশির কুমারের উপযুক্ত স্মৃতিরক্ষার জন্ম শিশির কুমার ইনস্টিটিউট অব সিনেমাটোগ্রাফিক এণ্ড থিয়েট্রিক্যাল আর্ট এণ্ড ক্রাফট নামে একটি শিক্ষা ও শিল্পচর্চা আয়তন গড়িয়া তোলা হউক।

২। দোকান-সংস্থা আইন সংশোধন সম্পর্কে প্রস্তাব—

বহুবার প্রতিশ্রুতি দেওয়া সত্ত্বেও আজ পর্য্যন্ত পঃ বঙ্গ আইন সভার সামনে দোকান সংস্থা আইন সংশোধন বিল উপস্থিত না করার জন্ম পঃ বঙ্গ সরকারের কর্মনীতির বিরুদ্ধে এই সম্মেলন তীব্র বিক্ষোভ প্রকাশ করিতেছে। পঃ বঙ্গ সরকারের এই দীর্ঘসূত্রতা লক্ষ লক্ষ দোকান ও সংস্থা শ্রমিকদের দুর্বিষহ অবস্থা সম্পর্কে তাঁহাদের অসঙ্গত তাম্বিল্য এবং হৃদয়হীনতারই পরিচয়। এই সম্মেলন পুনরায় দাবী জানাইতেছে যে—অবিলম্বে পঃ বঙ্গের সর্বত্র প্রত্যেকের জন্ম দৈনিক ৮ ঘণ্টা কাজ, সাপ্তাহিক দেড় দিন ছুটি, বৎসরে পূরা বেতনে ২ সপ্তাহের ক্যাজুয়াল লীভ, ৩ সপ্তাহের প্রিভিলেজ লীভ ৩০ দিন মেডিক্যাল লীভ, সরকারী ছুটির দিনগুলিতে কাজের পরিবর্তে দ্বিগুণ ওভারটাইম অথবা দ্বিগুণ ছুটি এই সমস্ত ব্যবস্থাসহ (ইউনিয়ন কন্ট্রোল সরকারের নিকট উপস্থাপিত সংশোধনীগুলিসহ) অবিলম্বে দোকান সংস্থা আইন সংশোধন করা হউক।

সরকারী দীর্ঘসূত্রতা ভাঙিবার জন্ম সমস্ত ধরণের আন্দোলনে একত্রভাবে অগ্রসর হইবার জন্ম এই সম্মেলন দোকান-সংস্থা আইনের অন্তর্ভুক্ত সমস্ত প্রতিষ্ঠানের শ্রমিক কর্মচারীবন্ধুদের ও তাঁহাদের সংগঠনগুলির নিকট আবেদন জানাইতেছে।

৩। ওমনিবাস ট্রাইবিউনাল সম্পর্কে প্রস্তাব—

ইউনিয়নের ক্রমাগত আন্দোলনের ফলে সিনেমা কর্মচারীদের অধিকাংশ দাবীগুলি সরকার একটি সর্বাঙ্গক ট্রাইবিউনালের নিকট বিচারার্থ প্রেরণ করাতে ইউনিয়নের দীর্ঘদিনের আন্দোলনে যে জয় সূচিত হইয়াছে এই সম্মেলন তাহাতে সন্তোষ প্রকাশ করিতেছে। কিন্তু ঐ সমস্ত দাবীগুলি যাহাতে অবশ্যই মালিকদের নিকট হইতে আদায় করা সম্ভব হয় তাহার জন্মে ব্যাপকভাবে আন্দোলন সংগঠনের জন্ম এই সম্মেলন ইউনিয়ন সভ্যদের নিকট আবেদন জানাইতেছে। উক্ত মামলা যাহাতে অবিলম্বে শেষ হয় সেই ব্যবস্থার জন্ম এই সম্মেলন সরকারের নিকট দাবী জানাইতেছে। এই মামলার অন্তর্ভুক্ত নয় এইরূপ ২টা প্রধান দাবীর (২০ টাকা ঘরভাড়া এবং ১ মাসের স্পেশাল পে) জন্মও ব্যাপক আন্দোলন করিবার জন্ম এই সম্মেলন আহ্বান জানাইতেছে। এই সর্বাঙ্গক মামলা পরিচালনার জন্ম ইতিমধ্যেই কর্মচারী বন্ধুরা যে অর্থসংগ্রহ করিয়াছেন এই সম্মেলন তাহার জন্ম সভ্যদের (বিশেষ করিয়া কলিকাতার হাউস সমূহের) অভিনন্দন জানাইতেছে।

কিন্তু মামলা পরিচালনায় ইহা ক্রমেই স্পষ্ট হইয়া উঠিতেছে যে—যাঁহারা অর্থের প্রয়োজন। তাই এই সম্মেলন ইউনিয়ন সভ্যদের নিকট আবেদন জানাইতেছে যে—যাঁহারা ইতিপূর্বে ট্রাইবিউনাল তহবিলের অর্থপূরণ করেন নাই—তাঁহারা আগষ্ট মাসের মধ্যে তাঁহাদের দেয় সম্পূর্ণ টাকা পরিশোধ করুন এবং যাঁহারা একবার টাকা দিয়াছেন তাঁহারা প্রত্যেকে আগষ্ট মাসের চাঁদার সহিত অন্তান ১০ হিসাবে দিয়া—এই তহবিলকে আরও শক্তিশালী করুন।

৪। সিনেমাটোগ্রাফ আইন সংশোধন সম্পর্কে প্রস্তাব—

অপারেটর লাইসেন্সফী ১০ টাকা হইতে ২ করিবার যে আন্দোলন ইউনিয়ন দীর্ঘদিন ধরিয়া করিতেছিলেন তাহা মানিয়া লইতে সরকার বাধ্য হওয়ায় এই সম্মেলন সন্তোষ প্রকাশ করিতেছে।

কিন্তু এই সংশোধন করিবার সাথে সাথে পং বন্ধ সরকারের স্বরাষ্ট্রবিভাগ অপারেটরদের ডাক্তারী পরীক্ষার নামে যে অত্যাচার ও অযথা হরয়ানী করিতেছেন তাহাতে এই সম্মেলন তীব্র বিক্ষোভ প্রকাশ করিতেছে। দীর্ঘকালের পুরাতন অপারেটরদের ডাক্তারী পরীক্ষা শুধু হরয়ানী নয় সম্পূর্ণ অবৈধও। এই সম্মেলন তাই অবিলম্বে ডাক্তারী পরীক্ষা বন্ধ করিবার জ্ঞাপন এবং সিনেমাটোগ্রাফ আইনের সংশ্লিষ্ট ধারা বাতিল করিবার জ্ঞাপন সরকারের নিকট দাবী জানাইতেছে। এই সম্মেলন ইহাও পং বন্ধ সরকারের দৃষ্টিগোচর করিতেছে যে—অত্যাচারী কোন রাজ্যে এই ধরণের অবৈধ ও অপ্রয়োজনীয় ব্যবস্থা নাই, তাই পং বন্ধ সরকারের এই বাহুল্য ও অসঙ্গত জিদ পরিত্যাগ করিবার জ্ঞাপন এই সম্মেলন অনুরোধ জানাইতেছে। ইতিমধ্যে যে সমস্ত কর্মচারীর এই জ্ঞাপন অকারণ অর্থব্যয় করিতে হইয়াছে ও হইতেছে তাহা operator license fee তহবিল হইতে শোধ করিয়া দিবার জ্ঞাপন এই সম্মেলন সরকারের নিকট অনুরোধ জানাইতেছে।

৫। মিনিমাম ওয়েজ আইন প্রয়োগ সম্পর্কে প্রস্তাব—

সিনেমা-শিল্পের শ্রমিকদের মিনিমাম ওয়েজ আইনের অন্তর্ভুক্ত করার যে দাবী ইউনিয়ন দীর্ঘদিন ধরিয়া করিতেছিলেন তাহা সরকার মানিয়া লওয়াতে এই ব্যাপারে ইউনিয়নের আন্দোলনে যে প্রাথমিক জয় সূচিত হইয়াছে এই সম্মেলন তাহার জ্ঞাপন সন্তোষ প্রকাশ করিতেছে এবং অবিলম্বে মিনিমাম ওয়েজ কমিটি যাহাতে কাজ শুরু করেন তাহার দ্রুত ব্যবস্থা অবলম্বনের জ্ঞাপন এবং উক্ত কমিটিতে এই ইউনিয়ন প্রতিনিধিদের একমাত্র প্রতিনিধি হিসাবে মানিয়া লইবার জ্ঞাপন এই সম্মেলন সরকারী শ্রমদপ্তরের নিকট অনুরোধ জানাইতেছে।

৬। আন্তর্জাতিক ব্যবস্থায় সংস্থা কর্মচারী ট্রেড ইউনিয়ন সম্পর্কে প্রস্তাব—

গত জুনমাসে চেকোস্লোভাকিয়ায় প্রাগ সহরে অনুষ্ঠিত বিশ্ব সম্মেলনে যে ব্যবসায় সংস্থা শ্রমিক কর্মচারীদের আন্তর্জাতিক ট্রেড ইউনিয়ন গঠিত হইয়াছে তাহার সহিত সম্পূর্ণভাবে যুক্ত থাকিবার সিদ্ধান্ত এই সম্মেলন ঘোষণা করিতেছে। উক্ত বিশ্ব সম্মেলনে বি, এম, পি, ই, ইউ এর সাধারণ সম্পাদককে আন্তর্জাতিক ট্রেড ইউনিয়নের এড্‌মিনিষ্ট্রেটিভ কমিটিতে নির্বাচন করাতে এই সম্মেলন সন্তোষ প্রকাশ করিতেছে।

এই আন্তর্জাতিক ট্রেড ইউনিয়ন সংগঠনের মধ্যে বিভিন্ন দেশের ব্যাঙ্ক, ইনসিওরেন্স, দোকান, লণ্ডী, দর্জি, কো-অপারেটিভ, সিনেমা, মার্কাটাইল ফার্ম, হোটেল-রেস্তোরাঁ প্রভৃতির লক্ষ লক্ষ শ্রমিক কর্মচারী সমবেত হইয়াছেন। প্রায় ২৫০ লক্ষ শ্রমিকের এক মিলিত শক্তি এই সংগঠনে সংযোজিত হইয়াছে।

আমাদের দেশেও এই ধরণের সমস্ত শ্রমিক কর্মচারীর মিলিত আন্দোলন ও একটি যুক্ত ফেডারেশন গঠন করিবার জ্ঞাপন এই সম্মেলন দলমত নির্বিশেষে ব্যাঙ্ক, ইনসিওরেন্স, সব ধরণের দোকান (মিষ্টান্ন, পুস্তক ব্যবসায়ীসহ), মার্কাটাইল ফার্ম, সিনেমা ও হোটেল রেস্তোরাঁ ও লণ্ডী শ্রমিক কর্মচারী সংগঠনগুলির নিকট আবেদন জানাইতেছে। এই সম্মিলিত সংগঠন গড়িবার কাজে বিশেষভাবে উদ্বোধন লইবার জ্ঞাপন বিভিন্ন রাজ্যে আমাদের সহযোগী সংগঠনগুলির নিকট এই সম্মেলন অনুরোধ জানাইতেছে।

ভারতের কেন্দ্রীয় ট্রেড ইউনিয়ন সংগঠনগুলির নিকটও এই কাজে সহায়তা করিবার জ্ঞাপন বি, এম, পি, ই, ইউর দ্বাদশ সম্মেলন আবেদন জানাইতেছে।

अखिल भारतीय ट्रेड यूनियन काँग्रेस
ALL-INDIA TRADE UNION CONGRESS

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

4, ASHOK ROAD,
NEW DELHI.

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

2nd February, 1959

The Secretary,
Jamair Employees' Union,
CALCUTTA

Dear friend,

We are in receipt of your letter dated 17th January, 1959. We thank you for the same.

The 16th Indian Labour Conference at Nanital has evolved a machinery for evaluation and implementation of the decisions of the Tripartite Conferences. Unless the unions are vigilant it is likely that the management prefer to ignore them by all possible means. The views of the AITUC have been expressed in our publication "Sixteenth Tripartite" which you can refer to for your information.

If you want any further clarification pl please contact our Vice-President Com. Ranen Sen and Secretary Com. Indrajit Gupta at 249, Bow Bazar Street Calcutta, who may also help you, if found necessary.

Thanking you,

Yours fraternally,


SECRETARY.

16 MAY 1959.

"LONG LIVE WORKING CLASS UNITY"

DARJEELING DISTRICT CHIA KAMAN MAZDUR UNION

Chowk Bazar, Darjeeling.

May 4th, 1959.

To

The Secretary,

*All India Trade Union Congress,
P. O. Ashok Road,
New Delhi.*

Dear Friend,

We are glad to inform you that the Eight Annual Conference of our Union will be held on 22nd, 23rd and 24th May 1959 at Darjeeling to discuss the ways and means to achieve the most reasonable and minimum demands of tea workers at Darjeeling Hill region and to forge the highly essential working class unity for promoting united action for wage increase, bonus, better living standard, employment, trade union rights, peace, progress and happiness and against high prices, closures, retrenchment, attack on trade union rights, unemployment and war menace.

It is well-known to you that the tea workers in this area are amongst the lowest paid in India and they are still subject to the hated system of en-masse dismissal and eviction of entire family members on the dismissal of the head of the family. It is indeed a system and unwritten law perpetuated by the late British Government and still continued inevitably in the regime of the Congress Government. But the tea workers are now conscious enough to renounce this hated system and they are resolutely fighting for removing this inhuman black spot for ever. They have every hope to achieve victory with the support and sympathy from their brethren in tea gardens and other industries and establishments throughout the state of West Bengal and India.

We, therefore, feel it expedient to extend our cordial invitation to your organisation to send a fraternal delegation to our conference and in case of your inability to send a fraternal message to our conference.

Greetings,

Fraternally yours,

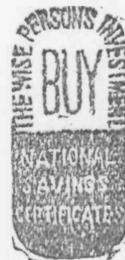
W. K. H. K.
SECRETARY,

Darjeeling District Chia Kaman Mazdur Union.

Q-2 JUN 1959



370



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

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ADDONG NEWDELHI

ALAFIDE RETRENCHMENT 249 WORKMEN TN MACHINERY

MANUFACTURERS CORPORATION WITHOUT CONSULTING RECOGNISED

UNION OR WITHOUT ATTENDING PREPARATIVE CONFERENCE FROM

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এম. এম. সি. ধর্মঘটী শ্রমিকদের আবেদন

সাধারণ সম্পাদক,

A. I. T. U. C., N. Delhi.

বন্ধুগণ,

খিদিরপুরের “মেশিনারী ম্যানুফ্যাকচারার্স কর্পোরেশনের” (ম্যানেজিং এজেন্ট মহীন্দ্র এণ্ড মহীন্দ্র) কর্তৃপক্ষ গত ১৩ই জুন হইতে সম্পূর্ণ বে-আইনী ভাবে মোট প্রায় একহাজার শ্রমিকের মধ্যে আড়াই শত শ্রমিককে “কাজ নাই” এই ভুয়া অজুহাতে ছাটাই করে এবং প্রতিবাদে আমরা শেষ হাতিয়ার হিসাবে ১৩ই জুন হইতে ধর্মঘটে অবতীর্ণ হই। এই বে-আইনী ও অতর্কিত আক্রমণের প্রস্তুতি বেশ কিছুদিন ধরেই চলছিল। আরও ব্যাপক ছাটাইয়ের প্রস্তুতি হিসেবে প্রথম ছাটাইয়ের খড়গ যে ভাবে ব্যবহৃত হয়েছে নিঃসন্দেহে তা শ্রমিকশ্রেণীকে বিক্ষুব্ধ করার পক্ষে যথেষ্ট। কিন্তু এই পরিকল্পিত ছাটাইয়ের পিছনে যে গুঢ় কারণ বর্তমান তাহা শ্রমিকশ্রেণীর স্বার্থ ছাড়াও জাতীয় স্বার্থের পরিপ্রেক্ষিতে যে অত্যন্ত জরুরী তাহা অনুধাবন এবং সমাধান করার জন্যই আমরা আপনাদের দৃষ্টি আকর্ষণ করতে চাই।

স্বীকৃত ইউনিয়নের সহিত কোন প্রকার আলোচনা না করে এবং “কোড অফ ডিসিপ্লিন” অগ্রাহ্য করে কর্তৃপক্ষ অতর্কিতে এই আক্রমণ করে। এই ছাটাইয়ের যুক্তি হিসাবে কর্তৃপক্ষ বলে যে কার্জি ইঞ্জিনের অর্ডার কম তাই ছাটাই ব্যতীত শিল্পকে রক্ষা করার অল্প কোন পথ নাকি তাহাদের নেই। কিন্তু এই যুক্তি যে কত অসার তাহা পরিষ্কার হইয়া যায় কর্তৃপক্ষের নিজস্ব তথ্যের মাধ্যমে শ্রমদপ্তরে ত্রিদলীয় আলোচনার সময় প্রমাণিত হয় যে ১৯৫৮ সালের এপ্রিল হইতে ১৯৫৯ সালের মার্চ পর্যন্ত মোট কার্জি ইঞ্জিনের অর্ডার ছিল ৩৭৪ খানা। সেখানে ১৯৫৯ সালের এপ্রিল হইতে ছাটাইয়ের পূর্বদিন পর্যন্ত অর্ডার আছে মোট ৪০৪ খানা (সরকারী অর্ডার কল্যাণী সূতা কলের ১০০টি কার্জি সহ)। ইহা ছাড়াও অসংখ্য অর্ডার আছে এবং বিভিন্ন কারখানার বহু অর্ডার ফেরৎ দেয়া হয়েছে।

শ্রমদপ্তরে ডেপুটি লেবার কমিশনার ত্রিদলীয় বৈঠকে উভয় পক্ষের আলোচনা ও বক্তব্য বিচার করে তিনি দফাবারী “লে অফের” প্রস্তাব দিলে

(ম্যানেজিং এজেন্টেরও যিনি প্রধান কর্তা) কিন্তু একই সময়ের মধ্যে, মার্কিন, ব্রিটিশ, ক্যানাডিয়ান, জার্মান প্রভৃতি বিদেশী একচেটিয়া পুঁজিপতিদের পরম মিত্ররূপে প্রতিষ্ঠালাভ করেছেন।

প্রকৃতপক্ষে এখন যে অর্ডার হাতে আছে তার সহিত বিকল্প উৎপাদনের কাজ দ্বায়িত্ব করলে ছাঁটাই ত দূরের কথা বরং আরও ছুগুণ লোকের কর্ম-সংস্থান সম্ভব। কিন্তু আসলে ম্যানেজিং এজেন্ট আইনের রক্ষাকবচ পরে স্বীয় স্বার্থ চরিতার্থ করবার জন্য এই শিল্পকে ব্যবহার করছে। এই শিল্পকে ধ্বংসের মুখে ঠেলে দিয়ে জনসাধারণের লক্ষ লক্ষ টাকা নিয়ে ছিনিমিনি খেলছে ইহার পেছনে যে গভীর চক্রান্ত আছে, ইহা দিবালোকর-ন্যায় স্পষ্ট হয়ে উঠেছে। জনস্বার্থে এই শিল্পের অব্যবস্থার বিরুদ্ধে আশু তদন্ত তাই আজ আমাদের প্রধান দাবী। সুতরাং আমাদের সংগ্রাম কেবলমাত্র ছাঁটাই এবং বেকার সৃষ্টির বিরুদ্ধে নয়। আমাদের সংগ্রাম :

- ১। ছাঁটাই শ্রমিকদের পুনর্নিয়োগের জন্য,
- ২। জাতীয় পুঁজী ও প্রতিভার অপচয় রোধের জন্য,
- ৩। শিল্প পরিচালনায় অব্যবস্থার তদন্ত এবং প্রতিকারের জন্য,
- ৪। অর্জিত অধিকারসমূহ রক্ষা এবং শক্তিশালী সংগঠনের প্রতি আক্রমণ প্রতিরোধের জন্য।

এই সংগ্রামে স্বাভাবিকভাবে শ্রমিকশ্রেণী হিসাবে তো বটেই এমন কি দেশপ্রেমিক ভারতবাসী হিসাবেও আমাদের শ্রেণীস্বার্থ ও জাতীয় স্বার্থের এক ও অভিন্ন এই সংগ্রামে আপনাদের সক্রিয় সাহায্য, সহযোগিতা ও সমর্থনের আবেদন জানাই। আপনাদের সাহায্য এবং সমর্থনের মাধ্যমে সংগামী শ্রমিককর্মচারীদের উৎসাহিত করে এই সংগ্রামকে জয়মুক্ত করুন।

অভিনন্দসহ

ফণী বাগচী

আহ্বায়ক,

এম. এম. সি. প্রাকশন কমিটি।

১২নং, সার্কুলার গার্ডেনরীচ রোড

কলিকাতা-২৩

২৮-৬-৫৯

কর্তৃপক্ষ তাহাও অগ্রাহ্য করে, কিন্তু সংগ্রাম কমিটি ছাটাই এবং “লে অফের” প্রয়োজনীয়তার বিরুদ্ধে মত প্রকাশ করেও শিল্পে শান্তি রক্ষার জন্য শ্রমদপ্তরের প্রস্তাব গ্রহণ করে। অবশেষে ডেপুটি লেবার কমিশনার স্পষ্ট ভাষায় বলতে বাধ্য হন যে,—

১। কর্তৃপক্ষ স্বীকৃত ইউনিয়নের সাথে পরামর্শ না করেই ছাটাই করে “কোড অব ডিসিপ্লিন” ভঙ্গ করেছেন।

২। কর্তৃপক্ষের মনোভাব সুস্থ শিল্প সম্পর্কের পক্ষে নয়।

৩। ছাটাই উদ্দেশ্যমূলক বলেই মনে হয়।

এই জাতীয় শিল্পকে রক্ষা করার জন্য ইউনিয়নের নেতৃত্বে এখানকার শ্রমিক কর্মচারীদের দীর্ঘদিনের প্রচেষ্টা উল্লেখযোগ্য। ১৯৫০ সালে আমেরিকান ও কানাডিয়ান “কারিগরি” সাহায্য এবং অল্প পুঁজি লগ্নীর মাধ্যমে এই কারখানায় প্রথম কার্ভি ইঞ্জিন (বস্ত্র শিল্পের একটা অতি গুরুত্বপূর্ণ মেশিন উৎপাদন শুরু হয়। বাবতীয় সাজ সরঞ্জাম এমন কি কারখানার ছাদ অবধি বিদেশ থেকে আমদানি করা হয়, যাহা অনেক কম মূল্যে দেশে সংগ্রহ সম্ভব ছিল। এই পরিহারযোগ্য অর্থ অপচয়ের আর একটি ঐ প্রকার কারখানা প্রস্তুত সম্ভব ছিল। ম্যানেজি এজেন্টের প্রভাবে শুরুতেই আই, এফ, সি, থেকে এই কারখানা ৫০ লক্ষ টাকা ঋণ সংগ্রহ করে ও পরে কেন্দ্রীয় সরকারের ২৫ লক্ষ টাকা মূলধন লগ্নী হিসাবে এই শিল্পের আদায়কৃত মূলধনের ৩৩ই ভাগের বেশী মূলধন সরকার খরিদ করে। কিন্তু সরকারের এই বিপুল অশীর্বাদ সত্ত্বেও কর্তৃপক্ষের পরিচালনার অব্যবস্থা, অদূরদর্শিতা ও অর্থঅপচয় শিল্পোন্নতিকে ব্যাহত করে রাখে এবং আশ্চর্যের বিষয় সরকারও এ ব্যাপারে সম্পূর্ণ উদাসীন।

পরিকল্পনা কমিশনের তথ্য অনুযায়ী সরকার কার্ভি ইঞ্জিনের উৎপাদন বৃদ্ধির নির্দেশ দেন। কিন্তু মার্কিন কারিগরী সাহায্যের ফাঁক এবং অযোগ্য পরিচালনার ফলে মাসে ২৫৩০ খানার বেশী কার্ভি ইঞ্জিন তৈরী করা সম্ভব হয় না। সরকারের হিসাবে তখন বছরে ৩০০০ এর উপর কার্ভি ইঞ্জিন প্রয়োজন। সুতরাং সরকার কর্তৃপক্ষের এই ব্যর্থতায় আরও কয়েকটা শিল্প সংস্থাকে এই মেশিন করার লাইসেন্স দেন। কর্তৃপক্ষ অবস্থা বিচার করে হতাশ হয়ে পড়ে। এই সময়ে ইউনিয়ন এগিয়ে আসে এক

জাতীয় শিল্প রক্ষার জন্য শ্রমিক কর্মচারীদের উদ্বুদ্ধ করে। ফলে তাহাদের প্রচেষ্টার মাসে ৫০৩০টা পর্যন্ত মেশিন উৎপাদন করে শ্রমিক শ্রেণীর ভূমিকা ও দায়িত্ববোধের পরিচয় দেয়। কর্তৃপক্ষের সাথে সহযোগিতার জন্য যুক্ত প্রভাকসন কমিটি ইউনিয়নের আহ্বানে গঠিত হয়। প্রথম থেকেই শিল্পের স্বয়ংসম্পূর্ণতার জন্য ফাউন্ড্রি স্থাপনের প্রস্তাব ইউনিয়ন দেয়। কিন্তু কর্তৃপক্ষ অন্ধ বিদেশী অনুকরণের বশে এই প্রস্তাব অগ্রাহ্য করে আসতে থাকে। ফলে ভারি কাপ্তিংএর অভাবে উৎপাদন বার বার ব্যাহত হইতে থাকে। অবশেষে বাস্তব অভিজ্ঞতায় বহু দেরী হলেও কর্তৃপক্ষ ১৯৫৬ সালে ফাউন্ড্রি করতে বাধ্য হয় এবং এখানেও কর্তৃপক্ষ আর একদফা আই. এফ. সি. থেকে ৯ লক্ষ টাকা এবং কেন্দ্রীয় সরকারের কাছ থেকে ৫ লক্ষ টাকা ঋণ গ্রহণ করে। কিন্তু ফাউন্ডি শুরু হলেও ভারী কাপ্তিংএর কাজ আজও শুরু হয় নি।

ইউনিয়নের আর একটি গুরুত্বপূর্ণ প্রস্তাব—বিকল্প উৎপাদন, যাহা সকল প্রকার ইঞ্জিনিয়ারিং শিল্পেই আছে, এমন কি অত্যন্ত সূতা কল মেশিন প্রস্তুত কারখানাগুলিতেও আছে—এ সম্পর্কে কর্তৃপক্ষ প্রচুর ধুমজাল সৃষ্টি করলেও আন্তরিকতার অভাব বরাবরই ছিল। কিন্তু যেই মুহূর্তে বস্ত্রশিল্পে “সৃষ্ট” সংকটের লামাঘ ধাক্কা এসে পড়ল সেই মুহূর্তে একদিকে সরকারকে দোবারোপ এবং বিকল্প উৎপাদনের জন্য অর্থ সাহায্যের দাবী, অন্যদিকে শ্রমিক ছাটাইয়ের পন্থা গ্রহণ করে “লেবার ট্রাবল্”—এর নামে আসলে নিজেদের অযোগ্যতা এবং পরিচালনার অব্যবস্থাকে আড়াল দিবার চেষ্টা করতে থাকে। গত এক বছরের অধিক কাল হইতে শ্রমিক ছাটাইয়ের বড়বস্ত্র কর্তৃপক্ষ করে আসছে। কিন্তু সরকারের উদাসীনতাও এ ব্যাপারে কম দায়ী নয়। সরকারী ছুই জন এবং আই. এফ. সির এক জন ডাইরেক্টর তাই অনেক সময় ব্যালেন্স-সীটেও সহ্য করিতে সময় পান না। বিকল্প উৎপাদনের জন্য নাকি অর্থীভাব। কিন্তু টাকা গেল কোথায়? জিজ্ঞাসা করা যাবে না কারণ ইহা নাকি “ম্যানেজেরিয়াল ফাংসন” অথচ “লেবার পার্টিসিপেশন ইন দি ম্যানেজমেন্ট”এর গালভরা কথা আমাদের গুনান হয়। ইউনিয়নের পক্ষ থেকে বছরব্যাপি গিয়ে শিল্পবাণিজ্য মন্ত্রী এবং শ্রমমন্ত্রীর কাছে বহু দরবার করেও তাদের এ বিষয়ে ঘুম ভাঙ্গান যায়নি। ডাইরেক্টর বোর্ডের চেয়ারম্যান

A SHORT NOTE ON OUR AFTER-CONFERENCE TOUR IN
CZECHOSLOVAKIA AND SOME OTHER POINTS.

Report made by : HARIPADA CHATTERJI, Leader
of the Indian Delegation and Member of the
Administrative Committee of the new T.U.I. (Commerce).

After the International Conference was over we were taken to the eastern Slovakian districts of Kosice and Preshov. We stayed in these two districts for about a week. We could meet the commercial workers of these two districts in two big meetings and we were given full facilities to talk to commercial workers of different categories (stores, shops, restaurants, hotels, co-operatives etc.) at their working places and during their working hours. We had the scope to see their working conditions and to know about their living conditions.

The average basic wage of a commerce works (as found in these places) was around about 900 crowns - excluding Premiums (which on average amounted to 250 to 300 crowns), - added to this are the most important benefits of free medical treatment, free educational facilities for the children, subsidised holiday resorts, and other social security arrangements.

The Workers' State in the C.S.R. is providing these benefits to the commerce workers and the workers also, with full enthusiasm, are fulfilling their plans for better sales arrangements and better services to the societies. The Trade Union of Commerce Workers in the C.S.R. are no longer required to fight the employers' exploitations - nor are they required to fight for security of jobs of their members. They are organising their members for developing their proletarian qualities for the purpose of fulfilling socialist plans.

... cont. page no. 2.

After our tour in eastern Slovakian districts we could tour round the State for ten days. Here also we met hundreds of commerce workers in different places - both in the cities and in the villages. We did address meetings of commerce workers in the country as well as in the city. Almost the same and similar conditions we did find in the Socialist States of which we could collect reports.

The hospitality, the warmth and friendship of the comrades, of the workers, of the common people in the C.S.R. that was shown to us, was not only overwhelming, they taught us in practice what training in international solidarity of the working people our co-workers in these countries are getting.

We did compare these experiences of ours with the state of things in our country. Though commercial workers in our country, who are the worst exploited section among Indian workers, would not be less than 10 million in number, yet at most, 2% of them are organised in effective trade unions. An All/India Federation of all commercial workers in India is yet to be formed and we are very much conscious about our limitations. The steps that we started taking in our country while preparing for the 1st International Conference of Workers in Commerce are still in the preliminary stage. ~~And~~ And our fight in our capitalist country is for better living and better working conditions of the employees against the employers. The disunity in the trade union movement in our country, as well as the extremely scattered character of these trades' employments, make the organisation of commercial workers all the more difficult in our country. Yet, from all the facts and conditions appertaining in our country, it is also quite apparent that it is high time that millions of these commercial workers in our country are and could be organised in a strong trade federation - spreading throughout the country. If hundreds of thousands of these workers can be properly organised in trade unions, they would add a tremendous force to our country's trade union movement. Hence we would request the leadership of the T.S.I. (Commerce) and the W.F.T.U. to see that the affiliated

affiliated National Centre of the W.F.T.U. (i.e. AITUC) exert its utmost in helping us and in guiding us in building up an All-India movement and organisation of commerce workers without the least delay. We would also request the T.U.I. Centre to help ~~xxxx~~ us with ~~xxx~~ all propaganda materials and means in getting these workers organised in our country. We, on our part, will leave no stone unturned to see that the new T.U.I. has deep roots in our country. But this huge task needs all help from all progressive quarters in our country. We would like very much that the AITUC and other progressive forces give us all help and guidance in these matters.

At the end we would urge upon the leaders of the commercial workers in the C.S.R. and other socialist ^{Coun. Ind. Mus. Soc.} ~~Mus. Soc.~~ to continue ~~xxxx~~ and develop the contact that has been established between them and us, through correspondence, through exchange of delegations and through all other means they find fit for it. we would request the new T.U.I. Centre to see to this important matter with all seriousness. We would always await advice and guidance from the Chairman and General Secretary of the T.U.I. (Commerce) in these matters.

We would also await observations of the T.U.I. leadership on this short note of ours so that we may plan our work according to their valuable advice.

With revolutionary greetings.

Names of the delegation from India are :

- 1. Haripada Chatterji. 2. M.A. Sayeed. 3. R.S. Prasad.



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B. N. ELIAS & CO. LTD., EMPLOYEES' UNION.

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(Registered No. 847.)

Office Address.....

(154)
PRESIDENT Sri H.K. Bose,
M.L.A.

Calcutta

REF. NO

Dated 27th July, 1959

The Office Secretary,
All India Trade Union Congress,
New Delhi.

Dear Brother,

We shall thank you if you will kindly inform us of the Service Conditions of the employees of those firms which have been taken over by the different Provincial Government as also the Government of India.

A comparative chart of the employees' service conditions before and after the firms were taken over may please be included in your letter.

We are particularly interested to know the Service conditions of the employees of the firms distributing Electrical Energy to the public before and after Nationalisation

Your early compliance in this respect will be highly appreciated.

Fraternally Yours,

Joint Secretary,

Nirendra Datta Gupta
B. N. Elias & Co. Ltd.

Address:

Sri Nirendra Datta Gupta, Employees' Union.
Jt. Secretary,
B.N.Elias & Co.Ltd. Employees' Union,
7/21, Jamir Lane,
Calcutta 19.

COMMERCIAL WORKERS' MOVEMENT IN INDIA.

- HARIPADA CHATTERJEE - (MEMBER,
ADMINISTRATIVE COMMITTEE OF TUI, COMMERCE).

Preparation for the First International Conference of Workers in Commerce set the ball rolling for creating closer relations between the trade Union Organisations of Commercial Establishments in India. Employees in Shops, Cinemas, Stores, Laundries, Sweetmeat sellers, Hotel - Restaurants, Booksellers etc. discussed preparations for this International Conference and the delegation that attended the PRAGUE Conference on behalf of Cinema Employees did carry messages from all these working people. But the fact remained that these movements, compared to huge number of workmen employed in Commercial Establishments (including shops) were too weak to withstand the crudest onslaughts of the unscrupulous employers and till then important sections of Commercial Employees namely the Banks, Insurance and Mercantile firm employers, though well-organised in their respective trade Unions, had not had links with their brethren in other sections of Commercial Establishments.

After the first International Conference was over and news about the Conference, its deliberations, its resolutions began to reach India and specially after the delegates came back to India, there appeared greater interest among sections of these workmen to come closer to establish nearer relations and alliances amongst themselves.

All India Trade Union Congress, the biggest Trade Union, centre of militant Trade Unionism in India, showed much interest in helping in the growth of a broad-based united movement of all sections Commercial workers in India.

Federation of Mercantile Employees Unions, Calcutta, which is the leader of the largest number of thousands of white collar labour in this part of country, readily expressed their willingness to have links and relations with TUI (commerce).

The keen and the prompt interest that the TUI (commerce) showed in the struggle of the Bank Employees, particularly in support of the Grindlays' and National Bank Employees' struggles, evoked quite a co-operative feeling among the Bank employees towards the TUI (commerce). Bank employees in India are now organising a big battle on the demand of recognition by the Employers of their Union namely All India Bank Employees Association, a Union with a very rich heritage. Bank employees rest assured of getting full support from their millions of brethren in other commercial establishments in this noble struggle of theirs. The Trade Union International (commerce) remains also unquestionably ready to organise a Worldwide solidarity movement in support of the Bank employees' struggle in India.

Insurance trade in India is partially nationalised Insurance employees, organised under All India Insurance Employees Federation, recently won in a prolonged bargain with Life Insurance Corporation, India, on the issue of Bonus

But as yet a big section of the Insurance business in India is in the private hand and employees in this section are fighting hard for Nationalisation of all the sections of Insurance trade in India. They too, in their country-wide struggle, receive the closest support from other sections of Commercial Workers in India and the TUI (commerce) too, is undoubtedly ready to extend all help to the Insurance Employees' struggles in India.

A very good number of Commercial workers, who were the most neglected, most exploited and the most persecuted section of the working people in India, numbering millions, are now on the move to win their respective and pressing demands. The recent amendments brought about in the Shop & Est. Act (as regards duty hours leave facilities etc.) in the Punjab, the proposed thorough changes in the Shop & Est. Act in W.Bengal, appointments of Minimum Wage Committees for the Cinema Trade Employments in the Punjab, in Mysore and in W.Bengal, proposed extension of Employees' Provident Fund Act benefits to Commercial establishments having 30 or more employees, go to show that, through their own struggles. Commercial employees have started asserting their rights and due privileges on the employers as well on the capitalist Government. Growingly they are feeling the urge to come closer and to be in a mass-stream of movement for bettering their pitiable conditions. The call of TUI (commerce), which is in itself an organised force of 10 million Commercial Workers world over, will act as a beaconlight to all sections of Commercial Workers in India to continue fighting for their own and respective demands and to unite at the same time in closer alliances in a countrywide movement.

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Sent to Trade Union International of Workers in Commerce,
for the Bulletin.

copy to AITUC (for information and, if possible for publication in T.U Record)

M. Madhav
8/8/69

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August 13, 1959

Dear Com. Chaterjee,

Your note regarding formation of a Federation of Workers engaged in the Commerce Industry (in the pattern of the T.U.I.) was discussed by the W.C. and it was felt that in India the conditions are different and that such a federation cannot take shape, for the present.

At the moment unions have to be encouraged to form the trade federation, wherever feasible. Mercantile Employees' Unions should be encouraged to form ~~xxx~~ state-wide federation.

With greetings,

Yours fraternally,

km
13/8/59

(K.G.Sriwastava)

अन्तर्देशीय पत्र

इस पत्र के अन्दर कुछ न लिखिये



Comrade Rajbhandar Govind M.P. Secy
All India Trade Union Congress
4, Ashok Road
New Delhi.

पहला मोड़

दूसरा मोड़

तीसरा मोड़

भेजने वाले का नाम और पता :-

79 Gul. Chas
Trade Union
7-28/10/Amichand.Ca. 19



Com Gopal Ghosh
Trade Union
7-2A Jamir Lane.
Cal-19.

Comrade.

Raj Bhadur Gaur M.P.
Secretary
A. I. T. U. C.

12.9.58

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Comrade

I am writing to you on behalf of
"Trade Union" a Bengali Monthly on T.U. movement
only of its kind in India. We are pleased
to mention that we have already completed
one year of its publication.

Now we like to inaugurate the 2nd year
with a special issue. And we take the
opportunity to write to you for an article which
might be great enthusiasm for us as
well as for our readers.

We will expect to receive this article
from you by a ~~week~~ 25th August and
hope you will not disappoint us.

The subject may preferably be of
theoretical nature on Indian Trade Union
Movement today.

With brotherly regards

P.S. A few copies of our journal
as been sent for your perusal.

Gopal Ghosh
Secretary

20 2017
"Fraternita Bala" to
Kind Publicity - Binod Kumar
6/78

HAND-OUT FOR THE PRESS CONFERENCE HELD UNDER THE AUSPICES OF
CENTRAL CO-ORDINATION COMMITTEE OF WEST BENGAL GOVERNMENT
EMPLOYEES' ASSOCIATIONS ON THE 23RD JULY, 1959 AT THE METROPOLE
HOTEL.

The Chief Minister met the representatives of the employees on the 7th October, 1958 as an aftermath of a mass deputation of employees that waited on him at the concluding phase of the observance of state-wise 'Demand Week' ended on the 13th day of September, 1958. A few days following the interview of reply containing fifty-eight items of the demands of employees as incorporated in the 'Charter' submitted to Government a year back was received from Government. In course of interview and in reply to our charter, our demands for permanency of temporary employees, grant of medical and educational facilities to employees, modification of existing leave rules etc. were assured immediate consideration. In connection with our demand for grant of interim relief of Rs. 25/- to employees it was told at the time that Government were quite alive to the situation and would enhance the existing rate of dearness allowance as and when necessary on their own initiative. Subsequently during the pendency of the Budget Session of the Legislative Assembly in March last, the Chief Minister declared unequivocally on the floor of the Assembly that the demand of the employees for appointment of a 'Pay Commission' was engaging the favourable attention of Government. Almost a year is allowed to roll by since then, but Government are not coming forward or even showing ~~any~~ signs of earnestness on their part to fulfil even those demands which were assured consideration. On the contrary, under the impulse of that old authoritarian attitude of by gone days Government are trying to find holes to estrange the employees from their just paths for subservance of their causes through their various unjust and undemocratic methods of attack.

For over a year or so permission is being denied to the Associations to use 'Mikes' in open assembly of State Government employees in Calcutta quite invidiously and without assigning any reason therefor. Most of the Associations of the employees under

the Government of West Bengal have not as yet received the seal of recognition from Government. As a sharp contrast to that, out of a few recognised associations the recognition of the biggest organised association and the oldest at the same time with 38 years' history behind it, viz. West Bengal Ministerial Officers' Association, has been withdrawn all on a sudden on a very flimsy pretext. Apart from that, a few more associations have also been threatened that their recognition might be withdrawn. On top of all that, leading workers like Shri Arabindo Ghosh, Rajen Bhattacharji Amit Gupta etc., representing different associations and 30 more workers of various denominations have been discharged on the alleged adverse police report without giving those employees any opportunity to explain their conduct in self-defence and totally depriving them of their elementary democratic human rights admitted on all fronts. Vigorous steps are in process as well to do away with the services of a few more other workers. Apart from that, even in disowing the demand of the associations to open negotiation for settlement of demands Government are effecting changes in the 'Conduct Rule' in such a way that it is apprehended that the present attitude of Government to trample under feet rights and dignity of the employees, might have its reflection on the rules.

In the context of the present position delegates representing different districts and associations met at a convention on the 18th and 19th of the current month in the Students' Hall, College square, Calcutta. After a thorough and careful review of the present situation, the convention has arrived at the following conclusion :-

- a) That Government are quite apathetic towards the legitimate and just demands of the employees.
- b) That Government are driving their attacks in a planned way to desist the employees from participating in the movements for achievements of their demands.
- c) That by their action they are creating such unfavourable situation that the sufferings of the employees are not only on the increase but even the mutual relationship between the authorities and the employees is being strained to an enormous degree and by that an unfavourable ~~atmosphere~~ atmosphere quite uncongenial to the national reconstruction of

the country is being created inside the administrative machinery. In order that such inpropitious move may be put an end to the following programme has been unanimously drawn up by the convention for its proper implementation to achieve our goal :-

- 1) United rally of the employees in the open Maidan at the foot of the Monument on the 23rd August next followed by a mass deputation to the residence of the Chief Minister. Open meetings organised on the same date in all district head quarters and sub-divisional towns followed by mass deputation to the District Magistrates and Sub-divisional Officers as the cases may be, simultaneously, and submission of memorials to them. Gist of the memorial will be telegraphically communicated to the Chief Minister.
- 2) To bring about unity amongst all State Government employees on All India basis and holding of a national convention of all State Government employees in Hyderabad in the 4th week of August, 1959 for achievement of our democratic rights. Workers' rally, group meeting of general employees, distribution of leaflets, profused posterings in important thoroughfares of the city and towns will be arranged throughout West Bengal with a view to explaining to the employees the significance of holding national convention and importance of united move on All India Level.
- 3) Observance of "Anti-victimisation week" in first week of September next and a drive for collection of "special fund" throughout that week in West Bengal. During that week resentment of the employees will be given vent to through mass meetings, leaflets and posters etc., in order to focus the attention of the public to the various undemocratic acts of the Government.
- 4) As a protest against such undemocratic acts of West Bengal Government letters under the joint signatures of all the State Government employees' Associations will be sent to the President of India, the Governor of West Bengal and to the Prime Minister of our country and their intervention solicited to put a brake on the undemocratic action of West Bengal Government. Copies of these letters will also be

be communicated to the President, Civil Liberties Committee of India and to the important members of the Parliament to take up our causes.

5) Submission of an abridged memorial to the members of the Assembly on the eve of the coming August session explaining therein the attitude of Government in meeting the demands of the employees vis-a-vis their unjust and undemocratic assaults on employees.

6) Steps taken to gain support on the movement of West Bengal Government employees from the employees of other sister states in India.

7) Holding discussions and meetings with different Trade Union Organisations in Calcutta and different districts by the second week of August 1959 to obtain their support to our causes.

3) Immediately following the representatives' meeting and upto the end of the first week of August, 1959, general meetings, workers' meetings, Office squads, postering and leafletting etc., are to be arranged for through preparation and wide publicity.

We still firmly hold the view that all problems of the employees can possibly be solved through negotiations. With that end in view we are endeavouring to that end unremittingly and uninterruptedly since 1956. But West Bengal Government, by withdrawing recognition from one of the few recognition associations and threatening withdrawal of recognition from a few others and by their unkind and unsympathetic attitude towards the modicum legitimate demands of the employees, are making the situation worse complicated. Even Government have not yet fulfill the demands assured consideration by them from time to time. We still look forward that West Bengal Government will give up their present impropitious attitude and will not force the hands of the employees to go to a bigger movement but on the other hand open doors of negotiations and come forward for favourable settlements of the demands by i) immediate reinstatement of discharged employees, ii) rescinding orders withdrawing recognition and iii) granting recognition to all other associations still unrecognised by Government, iv) granting permission to use 'Mikes' in open assembly of employees, v) appointment

of a 'pay commission' and grant of interim relief of Rs. 25/- and settlement of other disputes.

We crave the indulgence of the esteemed ~~press~~ journals and dailies to espouse our causes as accredited representatives of the people by putting forth all their strength to put an end to the undesirable state of affairs that are corroding the vitals of the employees at this stage.

November 30, 1959

Shri A.Sen Gupta,
C/o India Steamship Co., Ltd.,
21 Old Court House Street,
Calcutta-1

Dear Friend,

Thank you for your letter of 27.11.59
addressed to Shri Dange.

The General Secretary of the Trade Unions
International of Workers in Commerce is
Mr.Domenico Banchieri. The address of the TUI
is Rue Janska 100, Prague (Czechoslovakia).
Cable address is: UISTC FESYMOND PRAGUE

We do not understand what you mean by
"right reaction". As far as we know, the ICFIU
representatives did not participate in the
Commercéxx TUI Conference.

Several unions of commerce workers in India
had expressed their willingness to participate in
the conference but due to passport difficulties
could not attend. Only a delegation from the W.Bengal
Cine Employees' Federation could obtain passports
and participate in the conference.

Affiliation to the TUI is open to all unions,
whether affiliated to the WFTU or not.

If you wish to have any other information,
we would advise you to contact Shri Indrajit Gupta,
Secretary, AIUC, at 249 Bowbazar Street, Calcutta 12.

Yours sincerely,

K.G. Sriwastava
(K.G.Sriwastava)
Secretary

128 NOV 1959 URGENT

Shri S.A. DANGE,
Vice-PRESIDENT,
WFTU.
c/o AITUC
4, ASOKE ROAD, NEW DELHI

DEAR SHRI DANGE,

KINDLY TREAT THIS AS AN ~~URGENT~~
EXPRESS TELEGRAM AND FAVOUR ME WITH AN IMMEDIATE REPLY
IN THE SELF-ADDRESSED ENVELOPE ENCLOSED.

① NAME & ADDRESS OF THE GENERAL SECRETARY
OF THE NEWLY FORMED "TRADE UNIONS INTERNATIONAL
OF WORKERS IN COMMERCE". ALSO CABLE ADDRESS, IF ANY.

② WHO ~~RE~~ WERE THE INDIAN REPRESENTATIVES AT
THE CONFERENCE IN WHICH THE ABOVE WAS ~~FORM~~
CONSTITUTED? DO THEY BELONG TO THE RIGHT REACTION?

IS THE ORGANISATION PRESENTLY DOMINATED
BY REACTIONARY ELEMENTS? IT OCCURS ~~TO~~ TO MY
MIND, FOR, CONFEDERATION OF FREE TRADE UNIONS ~~WAS~~
WAS ALSO REPRESENTED.

③ HAS ANY INDIAN ORGANISATION BEEN
AFFILIATED BY NOW TO THE ABOVE TUIWC?

INCIDENTALLY, WHICH OF THE PRINCIPAL
WORKMENS' ORGANISATIONS ARE AFFILIATED TO THE WFTU?

④ WHAT ARE THE CONDITIONS OF ELIGIBILITY FOR AFFILIATION TO THE TUINC AND FEES FOR THE PURPOSE.

⑤ IF ANY CONSTITUTION HAS BEEN ADOPTED, CAN YOU KINDLY SEND ME ONE COPY ~~BY AIR~~ STRAIGHTWAY?

I REQUIRE ALL THESE URGENTLY FOR PURPOSE OF AFFILIATION OF OUR FEDERATION WHOSE ANNUAL DELEGATES' CONFERENCE IS DUE TO BE HELD WITHIN A FEW DAYS TIME. (FEDERATION OF MERCHANTILE EMPLOYEES' UNIONS, CALCUTTA).

WITH BEST REGARDS,

YOURS FRATEERNALLY,

A. SENGUPTA.

CAO INDIA STEAMSHIP CO LTD
21, OLD COURT HOUSE STREET
CALCUTTA-I.

27. 11. 59.

अन्तर्देशीय पत्र
INLAND LETTER
3 RPM
CALCUTTA



Com. K. G. Sivastava,

All India Trade Union Congress

4, Ashoka Road,

Delhi

तीसरा मोड़ Third fold

भेजने वाले का नाम और पता :- Sender's name and address :-

The Secretary,

Highly Technical Employees' Union

27, Ashoka Road,

(New - 11)

Del - 23.

इस पत्र के अन्दर कुछ न रखिये

NO ENCLOSURES ALLOWED

To open cut here

24 DEC 1959



Hooghly Jute Mills
Employers' Union,
Line No. 11,
77, Garden Reach Rd.,
Calcutta - 23.
23/12/59

Com. K. G. Binwastara,

Yesterday we have sent Rs 24/-
(Twenty-four) for T.M.O. for our affiliation
fee etc.

You are aware that verification
has already started and our date has been fixed
for 29th Dec 59. This Union was
affiliated to INTUC previously. Only
this year we have applied and
we have been informed that it has
been accepted by you.

So please arrange for
immediate sending of AFFILIATION
CERTIFICATE and the receipt. So
that we can produce the
same to the verification officer.

Our membership for the year
1958-59 is 606.

Hope you will kindly do the
needful.
Yours faithfully,

Comradely Yours,
Kashinath Lunka
Secretary.

Address

Hooghly Jute Mills' Employers' Union,
Line No. 11,
77, Garden Reach Road,
Calcutta - 23.

R.No. 336

24.12.59

To
The Secretary,
B..P.T.U.C.
249, Bow Bazar Street,
Calcutta - 12.

Sir,

We the undersigned workers of the Sen Raleigh Industries and members of the S.R.E.U. and supporters of B.P.T.U.C. beg to lay the following few facts for your favourable action and for the betterment, for the reconstruction of our Union which has fallen in Great Calamity.

The workers lost the faith upon the activities and the movements of the Secretary of the S.R.E.U. for his illogical and illegal works which at the same time hampering the working class interests and loosing the goodwill of the B.P.T.U.C. that has achieved by the long drawn struggle.

As a result of which now the workers dislike the Secretary and the leadership of the Union and it is transformed into fear in place of love and adoration. It is admitted that if the workers have to show any ~~and~~ hatred it fury must be always against the management, but here it is a very strange thing that the workers show their boredom and hatred always against the Secretary and the leadership of the S.R.E.U.

It is found in some cases that the Secretary of the S.R.E.U. himself try to discharge some those workers who criticise the ensuing policy. And thus there is no difference between Mr. N. Dihidar's ensuing policy and Mr. Nichal Jhon's policy of I.N.T.U.C. who is Champion for his debanchery, frouderly betraying and every thing which pollute workers interest. In this connection we enclose some points for an information in seriatim.

Under the circumstances, we hope that you will take up the case sympathetically and enquire about all these matters, so that the working class solidarity and the interest may serve properly which has been achieved through long drawn struggle and at the same time we beg to add that I.N.T.U.C. Union has been formed only for the missbehaviour and dictation of Mr. N. Dihidar's policy and his leadership. The membership of the I.N.T.U.C is increased day by day. This is alarming. Hope will treat it as a very urgent.

Thanking you,

Dated)
Asansol the)
9th Dec. '59.)

Yours faithfully,

Members of the Sen-Raleigh
Employees Union.

Copy to :-

1. Sri S.A. Dangey, General Secretary,
A.I.T.U.C. , 4 ASOKE Road, New Delhi.
2. M.D. Illius, M.P. -do-
3. Sri Joti Bose, M.L.A,
64A, Lower Circular Rd. Calcutta - 16.

Electrical Engineering Employees Union.

(Registered under the Indian Trade Unions Act. 1926)

REGD. NO. 3907

5 FEB 1959

M-81, Paharpur Road, Cal-24.

Ref. No.

Date 7. 1. 1959.

The General Manager,
Associated Electrical Industries Mfg. Private Ltd.,
1, Faratola Road,
Calcutta.

Dear Sir,

Sub: Recognition of the Union.

The Sixteenth session of the Indian Labour Conference held at Nainital in the month of May, 1958 has adopted unanimously the CODE OF DISCIPLINE and MODEL GRIEVANCE PROCEDURE.

As we agree to abide by the Code of Discipline which is also binding on you, we would claim for the recognition of our Union, the only Union in your concern, under the terms and conditions as stipulated in clause (vii) of item III (Management agree). We reproduce the relevant portion for your ready reference.

"III MANAGEMENT AGREE:

(vii) to recognise the Union in accordance with the criteria ('Annexure' 1) evolved at the 16th Session of the Indian Labour Conference held in May, '58

Annexure: CRITERIA FOR RECOGNITION OF UNION

1. Where there is more than one Union, a Union claiming recognition should have been functioning for at least one year after recognition. Where there is only one Union this would not apply.
2. The membership of the Union should cover at least 15 per cent of the workers in the establishment concerned. Membership would be counted only of those who had paid their subscriptions at least 3 months during the period of 6 months immediately preceding the reckoning.

(contd... 2)

Attya
Manan,
Sehar Chatterjee's not attending
Confere. ~~Present~~ etc

Electrical Engineering Employees Union.

(Registered under the Indian Trade Unions Act. 1926)

REGD. No. 3907

Ref. No.

Date 195 .

(2)

4. When a Union has been recognised, there should be no change in its position for a period of 2 years."

As a member of your Central Organisation, a party in the 16th Session of the Indian Labour Conference held in May, '58, you are obliged to abide by the code of Discipline as we are.

You are also requested to display the Code of Discipline in the manner stipulated in clause (iv) of item III (MANAGEMENT AGREEMENT) which reads as follows:-

"(iv) to display in conspicuous places in the undertaking the provisions of this code in the local languages)."

Please expedite the matter.

Yours faithfully,
For ELECTRICAL ENGINEERING EMPLOYEES UNION.

Phani Bagchi

(PHANI BAGCHI)
PRESIDENT.

- c.c. The General Secretary, A.I.T.U.C.,
4, Ashok Road, New Delhi.
2. Implementation Committee,
Government of India, Labour Ministry,
New Delhi.
3. The Labour Commissioner, Government of
West Bengal, Calcutta.

File

1/12

10 FEB 1959

Indian Statistical Institute Workers' Organisation

203, Barrackpore Trunk Road
Calcutta-35.

No.....

Dated..... 14 Feby. 1959.....

Hon'ble Shri S Dange, M.P.,
Parliament House,
New Delhi.

Dear Sir,

You are, perhaps, aware that the workers of the Indian Statistical Institute, numbering nearly 2000, are faced with the dismal prospects of termination of services with effect from 1 April 1959 and of worsened service conditions, in case of re-employment. You will, no doubt, appreciate that the workers cannot view this situation with equanimity. A Convention of I.S.I. workers was held on 7 and 8 February 1959 which was attended by more than 500 delegates representing all levels and departments in the Institute. A resolution voicing the opinion of the workers in this matter was adopted and approved in a general meeting of all workers of the Institute unanimously. A copy of the resolution (together with a copy of the Director's circular for reference) is enclosed.

The I.S.I. workers appeal to you to kindly use your good offices in eliminating the threat and restoring normal conditions and hope that they will receive your kind co-operation in this critical situation.

Yours faithfully,

Chitta Mitra

(Chitta Mitra)

Assistant Secretary.

Enclos : 2.

INDIAN STATISTICAL INSTITUTE WORKERS ORGANISATION

RESOLUTION

on

Proposed Termination of Services Notice and
I.S.I. - Government Relationship

Resolved that :

1.1 This Convention of workers of the Indian Statistical Institute, having fully considered the proposed move of the Institute authorities of issuing notices for termination of services to all its employees, and taking into view the useful services rendered by the Institute, which have won national and international recognition, and also the fact that there is no evidence to suggest that the Government has decided or desired to dispense with the services so long rendered by the Institute, or to discontinue financial assistance to it, is convinced that there is no reasonable ground for closing down the Institute. The circular issued by the Director of the Institute on 30 January 1959 does not also envisage any such eventuality. The proposal to give termination of services notice to all employees in this situation is thus absolutely uncalled for and unjustified.

1.2 This Convention also considers that the termination of services notice, as contemplated in the Director's circular, is a step towards abolition of time-scales of pay and introduction of increased arbitrariness in service conditions. This Convention strongly feels that this is a retrogressive move which runs counter to the progressive tradition of social legislations accepted by the country.

1.3 This Convention is also convinced that the contract service which is sought to be substituted for existing service conditions will create an insecure and unhealthy condition which will not be conducive to work of the type and quality expected of the Institute. This Convention registers its protest against the move to impose arbitrary system of contract service on nearly 2000 workers against their declared will.

1.4 This Convention, therefore, urges that the proposed move for termination of services and introduction of contract service be abandoned.

2.1 This Convention reiterates the deep concern of the ISI workers over the continued lack of stable relationship between the ISI and Government leading to the present situation. This Convention urges that steps be taken to enact legislation to establish ISI on a statutory basis as an Institution of National Importance and thus place it on a permanent and stable foundation.

2.2 This Convention, while appreciating that there may be a need for adapting the system of statutory audit to the requirements of a scientific organisation, feels that the question of the form of such audit remains a national issue bearing upon all scientific organisations, a solution of which should be sought through the Parliament.

2.3 This Convention is of the firm opinion that the issue of audit bears no relation to the question of service conditions and should not, by any means, stand in the way of security and stability of the Institute and its workers.

INDIAN STATISTICAL INSTITUTE

1.1 The Indian Statistical Institute is a scientific, non-profit-distributing, and non-government organization. The Institute has the responsibility of functioning as a scientific society for the promotion of statistical and associated sciences like other scientific societies.

1.2 The Institute has no intrinsic responsibility to undertake project and other work from or on behalf of Government or the private sector except when in the opinion of the Institute such work can be done with reasonable efficiency at a high scientific level.

1.3 Upto about 1951 or so the Institute used to accept project work on a contract basis. During the last five or six years the position, however, became somewhat confused owing to various proposals for special legislation for the Institute having been continually under consideration by the Government of India. Early in 1958 the Institute had agreed to a draft Bill which, however, was dropped by Government a little later. This made it necessary to formulate afresh the relation between Government and the Institute.

1.4 In the light of my experience of the work of the Institute in the early days I took the view that the required efficiency for project work can be attained by reverting to the system of business-like contracts for projects. As a result of recent negotiations, Government have agreed to place project work on a contract basis with effect from 1 April 1959.

1.5 Reorganisation of the work of the Institute has thus become necessary. The number of workers and pay and allowances of the staff would have to be determined by the type and volume of the project work and the amount of the contract grant. A time-scale (as in Government services) is not compatible with business-like contracts because there would be no guarantee of necessary funds being provided by Government indefinitely.

1.6 I have therefore recommended to the President and the Council of the Institute to give notice to the workers terminating their services on present conditions; and to determine future terms and conditions of service of the workers on business-like lines in accordance with actual needs and available resources.

2.1 There is no question of closing down the Institute. We are confident it would be possible to get a considerable volume of project work from Government on a contract basis.

2.2 There is also no difference of opinion regarding audit for contract grants as the audit would be done by the Institute's own auditor as usual.

2.3 The question of legislation rests entirely with Government and the Parliament and it is not possible for the Institute to take any action in this regard.

3.1 In case my recommendation is accepted by the Council and notice of termination of service is issued, our policy would be to try, as soon as possible, to appoint as many workers as possible on a contract basis with guarantee for continuity of service for purposes of leave and provident fund benefits for the period of contract service.

3.2 If there is any surplus staff in any particular type of work, our policy would be to give such staff special training, at the cost of the Institute, in such types of work for which there is some demand with a view to retain their services to the maximum possible extent.

4.1 I do not see any cause for alarm. When the project work of the Institute had to be conducted on the contract basis in the past, notice of termination of service had been served on more than one occasions. There was however no panic among the workers as they had confidence that the Institute would continue to have project work because of its efficiency. On the present occasion also our workers should realise that the real security of their service lies not on formal arrangements but on the efficiency of their own work.

4.2 The workers of the Institute would be able to help themselves and the Institute best by making a correct appreciation of the realities of the situation, by avoiding panic, by trying to prevent misleading reports being circulated, and by actively helping in a smooth reorganization of the work. I appeal for their cooperation on which I must rely heavily if I am to carry successfully the responsibility of guiding the work of the Institute.

Calcutta,
30 January 1959.

(P.C. Mahalanobis)

P.S. : In this connexion I should also like our workers kindly to read what I said about project work at the Anniversary Meeting on 15 December 1958, and the speech of Shri C.D. Deshmukh, President of the Institute, on the same occasion in the advance report which also is being circulated.

P.C. Mahalanobis

3 MAR 1959

Hindusthan Pilkington Employees' Union.

Regd. No. 3456

President :-

Sri Hrishikesh Banerjee

Secretary :-

Sri Niranjan Dihider

A S A N S O L

Ref. No. TUC(DP)

Dated 26/2/ 1959.

Com. K.G. Srivastava,
Secretary All India Trade Union Congress
New Delhi.

Dear Comrade,

I have gone through the report of Hindustan Pilkington Glass Works Tripartite Agreement as published in the T.U. record in its issue No. 7 d/- 5.2.59. Due to the publication of a portion of the agreement only, a lot of mis-understandings have been created among the workers and Comrades in T.U. Front. Due to the absence of other part of the agreement in T.U. record this publication is treated as distortion of the contents of the agreement.

In the last time while I was at Delhi, I myself in presence of Com. Bijoy Pal, as per your request gave the gist of the agreement to you *in writing*.

It is really not yet understood by me why that has not been published. I think that TU record should not have published the agreement in this way, while the original copy of the total agreement was shown to you personally and was explained thoroughly.

In the TU record the achievement of the Workers of Hindustan Pilkington Glass Works viz. -/2/- increment per day, B.5/- as increase in dearness allowance, introduction of the suitable production bonus scheme, introduction of annual bonus scheme, up-gradation of carriers etc. could not get any place, the reason of which is best known to you.

I strongly protest against this and request fresh publication.

With greetings,

Comradely yours,

Niranjan Dihider

154

3rd March, 1959

Dear Com. Dihider,

Your registered letter of 26th February, 1959.

When you met me in Delhi and we discussed the agreement, we had no policy of publishing the texts of agreements and as such the talks regarding not publishing the text of agreement dated 6.11.58 did not arise. It is however, true that you made out on my request a gist of the gains from the other agreement of October, 1958 for printing in TUR.

When the same was being sent to Press, General ~~Council~~ ^{Secretary} desired that the text and not the gist of the agreements should be printed.

As the text of the agreements were not available with us the gist prepared by you was held over.

Later after the Bangalore General Council Session when some texts of agreements were to be sent to the press and one of your matter was pending and the text of the agreement dated 6.11.58 only was available, it was printed.

While I fully agree that it would have been better to publish the two agreements together; I don't agree that agreements where we are found to sign unfavourable terms should not be printed. As regards the latter we have made clear our policy in the note on page 7 of the TUR dated March 5, 1959.

We are prepared rather I want to print the text of the other agreement also in full if you only send us a copy of the same at your earliest. We will give it up with the earlier publication, if you think it would help you.

From the letter of Com. Indrajit Gupte I get a feeling that comrades that are feeling that this printing is due to ~~some~~ ^{some} malice or prejudice. If this is correct, I want to assure you and other friends that there is no malice or prejudice in this affair against any union or comrades.

Please send the full text of the agreement.

Yours fraternally,

^{Handwritten: Haro Mar 2}
(K.G. SRIWASTAVA)
SECRETARY

Copy to Com. Indrajit Gupta, for information.

^{Handwritten: Haro Mar 3}
(K.G. SRIWASTAVA)
SECRETARY

links h

30 MAR 1959

OFFICE OF THE HINDUSTHAN PILKINGTON
EMPLOYEES' UNION.

154

Regd.No.3456.

A S A N S O L.

File

Ref.No.TUC(HP)

Dated 23/3/1959.

Com.K.G.Sriwastava,
Secretary,
A.I.T.U.C.
4, Ashok Road,
New Delhi.

Dear Comrade,

Received your letter of 3rd March/59, and the reminder thereof and noted the contents.

We made no agreement in the month of October/58 as mentioned in your letter of 3rd March/59. We made the agreement on 6-11-58 in two parts only and the same was kept with you for 3 days to get the copy typed for your office as I had no extra copy. Apart from the above, I also made out the gist of the gains through those agreements and also handed over to you for printing in TUR. As per the subsequent decision of the General Secretary you could not publish the gist, which I have come to know from your letter dated 3rd March/59. But I could not understand what led you not to publish the text of the part II of the agreement, copy of which is lying with your office. However, in this case the text of the agreement in question is a big one and also it will not be clear if the agreement of 1956 with necessary explanations are not sent together. At this stage it is not possible for this Union to send those for publication and also I don't think it wise to send the text of the agreement in question for publication as I apprehend that this may give another chance to create another round of misunderstanding amongst the workers and the Comrades in TU Front. If you are in a position to publish the gist as given to you while I was at Delhi and also which was mentioned in my previous letter to you, you may publish as you desired to link it up with the coming TU publication. If otherwise, please drop the matter.

With greetings.

Yours faithfully,

N. Singh
SECRETARY.

Copy to: Com.Hrishikesh Banerjee,
President, H.P.E.U. - together with the copy of the letter
of Com.K.G.Sriwastava.

Copy to: Com.Indrajit Gupta,
General Secretary,
B.P.T.U.C.



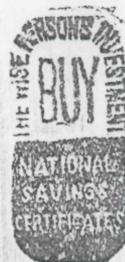
C.-3

154



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.



2159



Received here at _____ H. _____ M.

X SD CALCUTTA 24

AITUCONG NEW DELHI.

... VIOLATING CODE BHARAT WOOLFN CALCUTTA SUDDENLY DISCHARGE
518 PERMANENT WORKERS PLEA IMPORT RESTRICTION ON WOOLTOP ...

.. SECRETARY...

COPD AT 20.55

The sequence of entries at the beginning of this telegram is—class of telegram, time handed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram:

MGIFPAh.—121—30.4.57—91,370 Bks.

13 MAR 1959

Phone : PANIHATI 231

Bharat Woollen Mills (No. 2) Labour Union

(Affiliated to W. F. T. U. & A. I. T. U. C)

Regtd. No. 3271

BELGHORIA : 24 PARGANAS

President : JANAB MD. ISMAIL

Secretary : SAILEN BHATTACHERJEE

64, FEDER ROAD,
9th March, 1959.
Dated,.....1959.

The Hon'ble Minister of Labour,
Government of West Bengal,
Writers' Buildings,
Calcutta-1.

Dear Sir,

Subject:- Violation of the Code of Discipline and
and relevent provisions of the Industrial
Disputes Act by the Management of the
Bharat Woollen Mills Ltd.No.2, No.4, Shyama-
Proshad Mukherji Road, Belghoria, 24 Parganas

Ref:- Letter No.14270 dated 6th March, 1959 of
the management addressed to the Hon'ble
Labour Minister, copy to the President,
Bharat Woollen Mills Ltd. No.2.Labour Union
249, Bow Bazar Street, Calcutta-12.

1. While the Management in course of the letter under reference
have requested the Government to apply Section 10(3) of the Indus-
trial Disputes Act, 1947 following reference of the Dispute to
the first Industrial Tribunal, we have thought it necessary and
urgent to apprise the Government of our reaction.

2. Since the Company took unilateral action in defiance of the
Code of Discipline and relevent provisions of the Industrial
Disputes Act 1947, we in course of our letter addressed to Sri
S.N.Chatterji, Deputy Labour Commissioner, have already pointed
out that despite the fact that the Union is a formally recogni-
sed one, the Management did not even inform the Union, not to
speak of any consultation with the recognised Union in the matter
of retrenchment of such a large number of workmen and virtual
closure of two shifts in consequence, although the code of Dis-
cipline enjoins the Management not to take any unilateral action
in connection with any industrial matter.

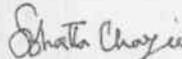
P.T.O.

3. The Notice of retrenchment issued to the workmen concerned is, firstly, undated, secondly, the notice which intimates the workmen that their services will not be required on and from the 11th February, 1959, was served on and was received by the workmen either on the 10th or after the 11th February, 1959. Besides this, the Management defied the tripartite recommendations of the Nainital Labour Conference that no shift working should be closed without two month's notice to the workers as well as to the Government. Neither to the workers nor to the Government the management have issued any such notice. Nor even have they intimated their intention of such heavy retrenchment.
4. Apart from such illegal, arbitrary and unilateral actions by the Management, the reasons in support and in justification of the retrenchment, are vague. The Management have not also laid before the Government or to the Union specific reasons on the basis of which the Union could reasonably consider the justifiability or otherwise, and to what extent, of the actions taken by the Management.
5. Despite this unilateral and arbitrary action of the Management, the Union has all along taken a conciliatory attitude, and in course of the letter dated 21st February, 1959 addressed to the Chairman, Board of Directors of the Company, (Copy forwarded to you) the Union put forward a number of specific proposals for settlement of the matter at issue. Although the Union is recognised one, the Management did not even acknowledge receipt of our letter not to speak of making their reaction known to us.
6. In the way the Company has moved since the beginning, the Union has reasons to believe that the Management by way of attributing some vague reasons, have the ultimate object of reducing the complement and introducing rationalisation by back door.
7. By referring the dispute to tribunal the Government we feel, have not taken into serious consideration the series of violations committed by the Management in respect of the Code of the Discipline and such other tripartite decisions of the Indian Labour Conference as are applicable in the matter at issue. While the Management found disposed to contravene all their obligations with impunity the Government have not taken

have not taken such actions as are called for to restrain such recalcitrant Management, but instead imposed adjudication on the workmen which means that at least during the ~~pendency~~ pendency and subject to the decision of the Tribunal, 188 workmen are out of employment due to and as a result of grossly illegal act on the part of the Management. It has, therefore, been evident that the Management who are guilty of deliberate contravention of the statute and tripartite decisions go scot free, but workmen are penalised by way of forced unemployment.

8. In the circumstances, if the Government are not disposed to take action against this Management (although firm action is called for) the Union will only hope that the Government will not invoke section 10(3) of the Industrial Disputes Act, 1947 and will not thereby further provoke the workers.

Yours faithfully,


Secretary.

Copy to:-

1. ✓ The General Secy. All India Trade Union Congress, New Delhi,
2. The Chairman First Industrial Tribunal, Calcutta,
3. Asst. Secy. Sri S.C. Mukherji, Labour Dept. Govt. of W. Bengal,
4. Sri S.N. Chatterji, Deputy Labour Commissioner, Govt. of West Bengal, Calcutta,
5. Asst. Labour Commissioner, Govt. of W. Bengal, Barrackpore,
6. The Chairman, Board of Directors, Bharat Woolen Mills Ltd., 11, Esplanade East, Calcutta.

MEMORANDUM OF SETTLEMENT

TUVS
Srinath
Jin 2 Park
878
40259

NAMES OF PARTIES:-

Representing Employer : Indian Oxygen Limited having its Registered office at 48/1 Diamond Harbour Road, Calcutta 27 (represented by Mr. R.G.C. Stephenson, Managing Director) hereinafter called the 'Company'.

A N D

Representing Workmen : Indoxco Workers' Union, Registered No.3743 having its Head Office at 129/A Circular Garden Reach Road, Calcutta - 23 (being representatives of the Company's 'workmen' employed by the Company at 48/1 Diamond Harbour Road, Calcutta 27, 5 Mayurbhanj Road, Calcutta 27, 138 Belliaghatta Road, Calcutta 15 Barrackpore Trunk Road, P.O. Khardah, 24 Parganas and Gopalpur, Grand Trunk Road (West), Asansol), hereinafter called the 'Union'.

SHORT RECITAL OF THE CASE :-

WHEREAS the Company and the Union have been in direct negotiations in the matters of (a) revision of pay scales of the Company's 'Workmen' represented by the 'Union' and implementation of the Award dated the 13th October 1958 of the Fifth Industrial Tribunal, West Bengal published in the Calcutta Gazette, Extraordinary dated November 5, 1958 at pages 5413 to 5454, (b) adoption of a Grievance Procedure and (c) recognition of the Union.

AND WHEREAS pursuant to such negotiations the parties have arrived at a settlement the parties execute these presents by their duly accredited and authorised representatives.

NOW IT IS AGREED BY AND BETWEEN THE PARTIES HERETO AS FOLLOWS:-

TERMS OF SETTLEMENT

- ARTICLE I : This Memorandum of Settlement shall be deemed to be a 'Settlement' as defined in Section 2(p) of the Industrial Disputes Act 1947.
- ARTICLE II : The pay scales of the various categories of 'Workmen' shall be revised with retrospective effect from 1/12/58

as per Schedule 'A' annexed hereto in the following manner :-

- (i) All those workmen whose present basic salary/wages is less than the minima of the revised gradings of their respective classifications shall get the minima of their revised gradings.
- (ii) All those workmen whose present basic salaries/wages are more than the minima of their revised gradings and do not coincide with any of the stages of the revised gradings shall get salaries/wages which will coincide with the next higher steps of their respective revised gradings.

To illustrate (i) and (ii) above the following examples are given :-

- (a) The wages of all mazdoors (MZ.2) who are at present getting less than Rs.35:00 p.m. (208 hours) shall be raised to Rs.35:00 p.m. in the revised MZ.2 grading - i.e. 35-1-40. Similarly the salary of all non-graduate clerks (CL.D) who are at present getting less than Rs.75:00 p.m. shall be raised to Rs.75:00 p.m. in the revised grading of Clerk 'B' - i.e. 75-5-100-7:50-130/EB-10-200.
- (b) The wages of a Cylinder Examiner who is at present getting Rs.41:00 p.m. (208 hours) in the existing CN.1 grading - 38-3-50 shall be raised to Rs.43:00 in the revised grading of Cylinder Examiner - i.e. 40-3-55-EB-3-67. Similarly the salary of a CL.D. Clerk who is at present getting a salary of Rs.77:00 p.m. in his existing grading 62-3-80-4-00 shall be raised to Rs.80:00 p.m. in the revised Clerk 'B' grade - i.e. 75-5-100-7:50-130/EB-10-200.
- (iii) Those stenographers whose present salaries are less than Rs.210:00 p.m. and are in the existing

OL. or JL. grades shall be fitted into the new stenographer (2nd) grade and those whose present salaries are Rs.210:00 or more p.m. shall be fitted into the new stenographer (1st) grade.

ARTICLE III : After revision of the present basic salary/wages as per Article II above the 'workmen' shall receive additional increments with effect from 1/12/58 in their revised scales as under :-

Those who have put in less than one year's service on 1/12/58 No increments

Those who have put in more than one year's service but less than three years service on 1/12/58 One increment

Those who have put in more than three years service on 1/12/58 Two increments

Those who have put in more than five years service in their present grades and classifications and the minima of whose revised grades are less than Rs.150:00 p.m. Three increments

Provided that no increments shall be given which will take a workman's basic salary/wage beyond the maximum of the revised grading of his existing classification.

ARTICLE IV : Revision of Gradings as per Article II above is deemed on the whole to be more favourable to the workmen than that laid down by the Award dated the 13th October 1958 referred to above and is accordingly agreed upon to operate in full satisfaction of the said Award and also of all commitments in this respect that the Company might have made in the past.

ARTICLE V : No industrial dispute in respect of grades and scales of wages shall be raised or pursued during a minimum

period of five years from the date of this Memorandum of Settlement.

ARTICLE VI : The 'Grievance Proceduro' as laid down in Schedule 'B' annexed hereto shall be followed as far as practicable for the purpose stated therein.

ARTICLE VII : The Company has already recognised the 'Union' in practice. It now agrees to extend its formal recognition to it. The Company and the Union both agree that they will endeavour to promote measures for securing and preserving amity and good relations.

DATED CALCUTTA THE1959

Handwritten mark resembling a question mark and the word "SAG" with a line pointing to the date field.

WITNESS

S. Banerjee
A. K. Chatterjee

(R.G.C. Stephenson)
For & On Behalf of Indian Oxygen Limited

WITNESS

Mr. Ray mukherjee
D. K. Neogi

(B. Roy Chowdhury)
General Secretary, Indoxco Workers' Union
Reg'd No.3743
For and on Behalf of the 'Workmen'

SB:FN

- Copy to (1) Joint Secretary, Labour Dept. Govt. of West Bengal
- (2) Labour Commissioner, Govt. of West Bengal
- (3) Asst. Labour Commissioner (South) Govt. of West Bengal.

BURNPUR & CALCUTTA(A) Office Staff

1. Assistant A.I	400-20-500
2. -do- A.II	300-20-400
3. Junior Assistant JA.	150-10-210/EB-15-345
4. Clerk (Graduate) CL.A.	85-7:50-130/EB-10-220
5. -do- (Non-Graduate) CL.B.	75-5-100-7:50-130/EB-10-200
6. N.C.R. Machine Operator NMO	100-7:50-130-10-180/EB-10-240
7. Stenographer (1st) SN.I	210-15-345
8. - do - (2nd) SN.II	120-10-210
9. Lady Staff LS.I	400-20-500
10. - do - LS.II	300-20-400
11. - do - LS.III	150-10-210/EB-15-300
12 Lady Receptionist & Telephone Operator OR.I	150-10-210/EB-15-270
13. Sales Assistant SA.	200-25-300-20-400/EB-20-500

NOTES:

1. The present JA.I to JA.IV Grades merge into the new JA. Grade.
2. The present LS.III and LS.II Grades merge into the new LS.II Grade and the present LS.I Grade is split into the new LS.I & LS.II Grades.
3. The present SA.I, II & III Grades merge into the new SA. Grade.
4. The present CL.D, B & A Grades merge into the new CL.B Grade.
5. The present CL.C Grade merges into the new CL.A. Grade.
6. If there is any stenographer who is drawing more than Rs.345:00 p.m. at present, he will continue in his present classification.
7. The Hollerith Operators who are Graduates will start on a basic salary of Rs.92:50 nP in CL.A Grade and those who are non-Graduates will start on a basic salary of Rs.85:00 p.m. in the CL.B. Grade.

BURNPUR & CALCUTTA (Cont'd)(b) Factory Staff : (i) Supervisory

1. Asst. Engineer AE.I	250-20-350/EB-20-450
2. Foreman FR.1	150-15-270/EB-20-350
3. Asst. Foreman FR.2	120-10-150

Factory Staff : (ii) Others

1. Blacksmith BL.1	62-3-80/EB-3-95
2. Carpenter (FY) CP.1	75-5-90/EB-5-120
3. Compressor Attendant CM.1	45-3-60/EB-3-72
4. Cylinder Examiner CN.1	40-3-55/EB-3-67
5. Cylinder Weigher CW.1	40-3-55/EB-3-67
6. Electrician EL.1	75-5-90/EB-5-120
7. Equipment Repairer EQ.1	75-5-90/EB-5-120
8. Erector ER.1	150-15-270/EB-20-350
9. Filler FL.1	40-3-55/EB-3-67
10. Fitter (1st) FT.1	75-5-90/EB-5-120
11. Fitter (2nd) FT.2	45-3-60/EB-3-72
12. Machinist (1st) MC.1	75-5-90/EB-5-120
13. Machinist (2nd) MC.2	45-3-60/EB-3-72
14. Mason MS.1	62-3-80/EB-3-95
15. Mazdoor (1st) MZ.1	40-2-50
16. Mazdoor (2nd) MZ.2	35-1-40
17. N ₂ O Operator NO.1	75-5-90/EB-5-120
18. Number Taker NT.1	40-3-55/EB-3-67
19. Plant Attendant PL.1	75-5-90/EB-5-120
20. Test Mistry TM.1	45-3-60/EB-3-72
21. Trade Apprentice TA.1	27-11-38-7-45

NOTES:

1. The existing grade of Assistant Fitter merges into the new grade of Fitter 2 and that of Assistant Engineer AE.I & AE.II into the new grade of Assistant Engineer AE.I.
2. The existing grades of Tinsmith and Chargehand which have become obsolete will be abolished.

BURNPUR & CALCUTTA (cont'd)(c) General Staff

1. Booking Sarkar BS.1	50-3-74
2. Carpenter (Stores) CP.2	55-3-70/EB-3-85
3. Cook (2nd) CK.2	40-1-50
4. Asst. Cook CK.3	35-1-40/EB-1:25-45
5. Delivery Man DL.1	50-3-74
6. Driver (Lorry) DR.1	65-3-95
7. Driver (Car) DR.2	60-3-90
8. Durwan DW.1	35-1-55
9. Gate Attendant GA.1	55-3-70/EB-3-85
10. Head Durwan HD.1	50-2-74
11. Mali ML.1	30-1-50
12. Masalchi ML.2	35-1-40-EB-1:25-45
13. Medical Equipment Repairer M.EQ.	100-5-150
14. Peon PN.1	30-1-50
15. Special Peon SP.1	35-2-55
16. Sweeper SW.1	30-1-50

ELECTRODE FACTORY(a) Office Staff

1. Assistant A.I	400-20-500
2. - do - A.II	300-20-400
3. Junior Assistant JA	150-10-210/EB-15-345
4. Clerk (Graduate) CL.A.	85-7:50-130/EB-10-220
5. Clerk (Non-Graduate) CL.B.	75-5-100-7:50-130/EB-10-200
6. N.C.R. Machine Operator NMO	100-7:50-130-10-180/EB-10-240
7. Stenographer (1st) SN.I	210-15-345
8. - do - (2nd) SN.II	120-10-210
9. Chemist C.1	300-20-400/EB-20-500
10. Asst. Chemist AC.1	210-15-285/EB-15-345
11. Laboratory Assistant LB.II	75-5-100-7:50-130/EB-10-180

NOTES:

See next page.

ELECTRODE FACTORY : Office Staff (Cont'd)NOTES:

1. The present J.A.I to J.A.IV Grades merge into the new J.A. Grade.
2. The present CL.D, B & A Grades merge into the new CL.B Grade.
3. The present CL.C Grade merges into the new CL.A Grade.
4. If there is any stenographer who is drawing more than Rs.345:00 p.m. at present he will continue in his present classification.
5. The Hollerith Operators who are Graduates will start on a basic salary of Rs.92:50 nP in CL.A Grade and those who are non-Graduates will start on a basic salary of Rs.85:00 p.m. in the CL.B. Grade.
6. Science Graduates who are already in the Grade of Laboratory Assistant (LB.II) and who may in future be appointed in this grade shall start on a minimum of Rs.85:00 p.m. in the revised grading and their annual incremental rate up to Rs.100:00 p.m. shall be Rs.7:50 as against Rs.5:00 of the revised gradings.

(b) Factory Staff : (i) Supervisory

1. Asst. Engineer A.E.I	250-20-350/EB-20-450
2. Foreman FR.1	150-15-270/EB-20-350
3. Asst. Foreman FR.2	120-10-150

(ii) Others

1. Checker (2nd)	40-2-50
2. Fitter (1st) FT.1	75-5-90/EB-5-120
3. Fitter (2nd) FT.2	45-3-60/EB-3-72
4. Machinist (1st) MC.1	75-5-90/EB-5-120
5. Machinist (2nd) MC.2	45-3-60/EB-3-72
6. Machine Attendant M.A.1	45-3-60/EB-3-72
7. Mazdoor (1st) MZ.1	40-2-50
8. Mazdoor (2nd) MZ.2	35-1-40
9. Packer/Trayer (1st) PK.1	40-2-50
10. Packer/Trayer (2nd) PK.2	37-1:25-47
11. Welder WL.1	75-5-90/EB-5-120

NOTES:

1. Those who are already in the grade of Welder (WL.1) shall continue to

ELECTRODE FACTORY : (ii) Others (Cont'd)

got an incremental rate of Rs.10:00 per annum in the revised grade, but in the case of all future appointments in this grade the incremental rate shall be Rs.5:00 per annum.

(c) General Staff

1. Booking Surkar BS.1	50-3-74
2. Carpenter CP.2	55-3-70/EB-3-85
3. Driver (Lorry) DR.1	65-3-95
4. - do - (Car) DR.2	60-3-90
5. Durwan DW.1	35-1-55
6. Mali ML.1	30-1-50
7. Peon PN.1	30-1-50
8. Special Peon SP.1	35-2-55
9. Sweeper SW.1	30-1-50

EQUIPMENT FACTORY(a) Office Staff

1. Assistant A.I	400-20-500
2. - do - A.II	300-20-400
3. Junior Assistant JA.	150-10-210/EB-15-345
4. Clerk (Graduate) CL.A.	85-7:50-130/EB-10-220
5. Clerk (Non-Graduate) CL.B.	75-5-100-7:50-130/EB-10-200
6. N.C.R. Machine Operator NMO	100-7:50-130-10-180/EB-10-240
7. Stenographer (1st) SN.I	210-15-345
8. Stenographer (2nd) SN.II	120-10-210

NOTES:

1. The present JA.I to JA.IV Grades merge into the new JA. Grade.
2. The present CL.D, B & A Grades merge into the new CL.B Grade.
3. The present CL.C Grade merges into the new CL.A Grade.
4. If there is any stenographer who is drawing more than Rs.345:00 p.m. at present he will continue in his present classification.

EQUIPMENT FACTORY (Cont'd)(b) Factory Staff : (i) Supervisory

1. Asst. Engineer A.E.I	250-20-350/EB-20-450
2. Foreman FR.1	150-15-270/EB-20-350
3. Asst. Foreman FR.2	120-10-150

(ii) Others

1. Checker (1st)	40-3-55/EB-3-67
2. Fitter (1st) FT.1	75-5-90/EB-5-120
3. Fitter (2nd) FT.2	45-3-60/EB-3-72
4. Inspector	75-5-90/EB-5-120
5. Machinist (1st) MC.1	75-5-90/EB-5-120
6. Machinist (2nd) MC.2	45-3-60/EB-3-72
7. Mazdoor (1st) MZ.1	40-2-50
8. Mazdoor (2nd) MZ.2	35-1-40
9. Trade Apprentice TA.1	27-11-38-7-45

NOTES:

1. The existing Grade of Assistant Fitter merges into the new grade of Fitter 2 and that of Assistant Engineer A.E.I & A.E.II into the new Grade of Assistant Engineer A.E.I.

(c) General Staff

1. Carpenter CP.2	55-3-70/EB-3-85
2. Durwan DW.1	35-1-55
3. Peon PN.1	30-1-50
4. Special Peon SP.1	35-2-55
5. Sweeper SW.1	30-1-50

HEAD OFFICE & CENTRAL STORES(a) Office Staff

1. Assistant A.I	400-20-500
2. Assistant A.II	300-20-400
3. Junior Assistant JA.	150-10-210/EB-15-345
4. Clerk (Graduate) CL.A	85-7:50-130/EB-10-220
5. Clerk (Non-Graduate) CL.B	75-5-100-7:50-130/EB-10-200
6. N.C.R. Machine Operator NMO	100-7:50-130-10-180/EB-10-240
7. Stenographer (1st) SN.I	210-15-345
8. - do - (2nd) SN.II	120-10-210
9. Lady Staff LS.I	400-20-500
10. - do - LS.II	300-20-400
11. - do - LS.III	150-10-210/EB-15-300
12. Lady Receptionist & Telephone Operator OR.I	150-10-210/EB-15-270
13. Sales Assistant SA.	200-25-300-20-400/EB-20-500
14. Chemist C.I	300-20-400/EB-20-500
15. Asst. Chemist AC.I	210-15-285/EB-15-345
16. Draughtsman D.I	250-20-350/EB-20-450
17. Asst. Draughtsman AD.I	120-10-200
18. Senior Welding Instructor SW.I	250-15-400/EB-20-500
19. Welding Instructor (1st) WI.I	150-15-270/EB-20-350
20. - do - (2nd) WI.2	120-10-150

NOTES:

1. The present JA.I to JA.IV Grades merge into the new JA. Grade.
2. The present LS.III and LS.II Grades merge into the new LS.II Grade, and the present LS.I Grade is split into the new LS.I & LS.II Grades.
3. The present SA.I, II & III Grades merge into the new SA. Grade.
4. The present CL.D, B & A Grades merge into the new CL.B. Grade.
5. The present CL.C Grade merges into the new CL.A. Grade.
6. The present Draughtsman's Grade D.I and Asst Draughtsman's Grade AD.I merge into the new Draughtsman's Grade D.I.
7. If there is any stenographer who is drawing more than Rs.345:00 p.m. at present he will continue in his present classification.
8. The Hollerith Operators who are Graduates will start on a basic salary

HEAD OFFICE & CENTRAL STORES (Cont'd)

of Rs.92:50 p.m. in CL.A Grade and those who are non-Graduates will start on a basic salary of Rs.85:00 p.m. in the CL.B Grade.

(b) E.C.W., ERECTION & L.O.X. STAFF : (i) Supervisory

1. Asst. Engineer AE.I	250-20-350/EB-20-450
2. Foreman FR.I	150-15-270/EB-20-350
3. Asst. Foreman FR.2	120-10-150

(ii) Others

1. Blaster B.2	75-5-90/EB-5-120
2. Electrician EL.I	75-5-90/EB-5-120
3. Erector ER.I	150-15-270/EB-20-350
4. Equipment Repairer EQ.I	75-5-90/EB-5-120
5. Filler FL.I	40-3-55/EB-3-67
6. Fitter (1st) FT.1	75-5-90/EB-5-120
7. Fitter (2nd) FT.2	45-3-60/EB-3-72
8. Improver IM.I	40-2-50
9. Mazdoor (1st) MZ.1	40-2-50
10. Mazdoor (2nd) MZ.2	35-1-40
11. Welder WL.I	75-5-90/EB-5-120

NOTES:

- The existing grade of Asst. Fitter merges into the new grade of Fitter 2, that of Erection Fitter I & II into the new grade of Fitter I, Erection Fitter III into the new Grade of Fitter II and the existing grades of Asst. Engineer AE.I & AE.II into the new grade of Asst. Engineer AE.I.
- Those who are already in the grade of Welder (WL.I) shall continue to get an incremental rate of Rs.10:00 per annum in the revised grade, but in the case of all future appointments in this grade the incremental rate shall be Rs.5:00 per annum.

HEAD OFFICE & CENTRAL STORES

(c) General Staff

1. Booking Sarkar BS.I	50-3-74
2. Carpenter (Stores) CP.2	55-3-70/EB-3-85
3. Cook (1st) CK.I	50-2-74
4. Driver (Lorry) DR.I	65-3-95
5. Driver (Car) DR.2	60-3-90
6. Jetty Sarkar JS.I	55-3-70/EB-3-85
7. Laboratory Attendant LB.I	55-3-70/EB-3-85
8. Peon PW.1	30-1-50
9. Special Peon SP.I	35-2-55
10. Sweeper SW.I	30-1-50

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April 18, 1959

General Secretary,
Bharat Woollen Mill Ltd Workers Union,
19/2 Russa Road (South) 3rd Lane,
Calcutta-33

Dear Comrade,

Please find below a copy of letter received from the Ministry of Labour & Employment, New Delhi (Letter No. E&I-12(69)/59/S/4(17) dated 14.4.59) with regard to the retrenchment in Bharat Woollen Mills Ltd.

"With reference to your letter No. 185(CC)/59 dated the 2nd April, 1959 on the above subject I am directed to say that the matter is under investigation of the State Government. It may be mentioned in this connection that the Government of West Bengal have already set up an Implementation Cell and a Tripartite Implementation Committee and in order to expedite the matter it might help if you contacted Shri S.N.Roy, Assistant Labour Commissioner, West Bengal who is the State Implementation Officer.

With greetings,

Yours fraternally,


Office Secretary.

June, 1, 1959

General Secretary,
Bharat Woolen Mill Workers' Union,
19/2, Russa Road (South) 3rd Lane,
Calcutta-33

Dear Comrade,

Please find below a copy of a letter from the Labour Ministry in connection with the retrenchment of workers in Bharat Woolen Mills.

" With further reference to this Ministry's letter of even number dated the 14th April 1959 on the subject mentioned above, I am directed to say that it is understood that as a result of efforts made by the State Government and by the parties themselves, a mutual settlement regarding retrenchment of workers was arrived at between the management and the Union. Both the parties have also agreed to settle all outstanding issues mutually. Nonetheless, the State Government has brought to the notice of the management the breach of the Code of Discipline on their part and has requested them to avoid violations of the Code of future."

With greetings,

Yours fraternally,

10/1/59
(K.G.Sriwastava)
Secretary

70

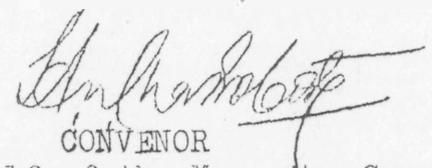
S. A. Dange M.P.
New Delhi.

Dear Sir,

A convention of the Shareholders of The Calcutta Tramways Employees' Co-operative Credit Society Ltd., has been arranged to be held on March 31st. 1959 to discuss problems and exchange views amongst members. This, we believe, will not only help to strengthen our Society but will go a long way in building Co-operative movements in our country.

I on behalf of all the members cordially invite you to the Convention and expect that you will extend your wholehearted support and co-operation in advancing a good cause.

See memo



CONVENOR

For & on behalf of the Managing Committee
The Calcutta Tramways Employees' Co-operative
Credit Society Ltd.

Dated, Calcutta.
The 27th February, 1959.

CJR.



C-3



1993



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

154

Received here at _____ H. _____ M.



O MK (1250) CALCUTTA 7 SECY W I T U C NEWDELHI

CALCUTTA TRAMWAYMEN STRONGLY PROTEST AGAINST KERALA OPPOSITION AND COMMUNAL PARTIES UNCONSTITUTIONAL MOVE TO OBTAIN INTERVENTION OF CENTRAL GOVERNMENT IN KERALA AFFAIRS STOP IN THE SACRED NAMES OF DEMOCTACY AND CONSTITUTION TRAMWAYMEN OPPOSE ANY SUCH INTERVENTION...CALCUTTA TAMWAY WORKERS UNION.....

The sequence of figures at the beginning of this telegram is—class of telegram, time headed in, serial number (in the case of foreign telegrams only), office of origin, date, service instructions (if any) and number of words.

This form must accompany any enquiry respecting this telegram

MGIFPAc.—1271—23-1 53—1,13,3 50 lks.

October 28, 1959

Calcutta Tramways Workers Union,
Calcutta

Dear Comrades,

This is with regard to the objection raised to verification of membership held for 1957-58.

Your contention that the union has a fully paid membership of 8,077 has been disputed by the CLC, who state that the verifying officer, on inspection of the counterfoils, cash and account books noted that 2700 workers had defaulted in payment of subscriptions during the period. This number was cut from your claim accordingly.

Will you be able to produce documentary proof to rebut the above contention of the CLC? Since a meeting to discuss our objections is to be held in the next week, you should reply by return post.

With greetings,

Yours fraternally,

ms
29/10
(K.G.Sriwastava)
Secretary

1574

टासके मजदूर-कर्मचारियों की

श्राम सभा

बेलिगटन रक्वायर, ४ दिसम्बर ५ बजे

हजारों की तादाद में शरीक होने के लिये

वर्कर्स यूनियन की अपील

ह
L
478

४९ दिनों तक हमने जो हड़ताल चलाई थी वह एक साल हो रही है।
 वर्कर्स यूनियन के चांदा था कि टांबुल के सामने एक मांग रखी जाय और
 एक 'घेरिस्टर' दिया जाय, कम से कम एक बयान पेश किया जाय लेकिन
 दुख की बात है कि इस पर दूसरे लोग राजी न हुए। यहां तक कि दस
 हजार मजदूर-कर्मचारियों की स्वार्थ रक्षा के लिये वे चेंबरमैन साहब के
 सामने भी एक बयान पेश करने पर राजी न हुए। उल्टे विक्षोभ दिखाकर
 कहने आ रहे हैं कि वे वर्कर्स यूनियन के साथ बातचीत करने के लिए एक
 जगह बैठने को भी तैयार नहीं हैं। इस तरह हमारी फुट को बढ़ा-चढ़ा कर
 बताने के बावजूद अधिकारी युनियनो तलब में साढ़े सात रुपये यानी
 साढ़े साढ़े सात रुपये बढ़ाने को मजबूर हुये हैं। इसके फलस्वरूप हम
 सभी को ही सिर्फ युनियनो तलब ही नहीं—बोनस, प्रविडेंट फंड, बहुती का
 सिंहाई भत्ता भी बढ़ेगा। जिस ग्रान्यूटी का नियम चालू करने के लिए
 पिछले दोस साल से हम लड़ाई करते आ रहे थे, ग्रान्यूटी का वह नियम चालू
 कराना! मुश्किल हुआ है। अगर हम में फूट न होती तो हमलोग और भी
 सुविधाएं हासिल कर सकते थे। लेकिन साइयां हमलोगों ने जो जीत
 हासिल की है, उसे ही लेकर चुप बैठे रहने से काम नहीं चलेगा। हड़ताल
 के दक्त फसल हुआ था कि स्टैंडिंग आर्डर बदलवाना होगा, हम सभी को
 साइस बक दिया जायेगा, कमेटी बनाकी जायेगी जिसके जरिये हमारे
 प्रतिनिधि कम की हालत, अभाव-अभियोग वगैरह के बारे में बातचीत
 करेंगे। वह साइस बंड या प्रोभांस कमेटी आज भी नहीं बनी है। यह
 बात आपलोग समितो है कि हमारी तैकरी की सुरक्षा के लिए यह बहुत

जल्द ही हैं। इसके अलावा गाड़ी के सामने सेलुल्येड का ढकन, ड्राइवर भाइयों के लिए गरम गंज, मिनियल स्टाफ के भाइयों के लिए गरम कोर्ट को समस्या, ओषर हेड का फुलपैट, पी. डब्लू विभाग का कंट्राक्ट लेबर, प्यून भाइयों की गरम पोशाक और छट्टी वगैरह बहुतेकसी हमारी मांगों बाकी पड़ी हैं। इंजीनियरिंग पी. डब्लू वगैरह विभागों में छट्टी का नियम और खाली जगहों में भर्ती का सवाल, रात के मजदूरों के लिए नाइट एलाउएंस, स्त्रीपरी के लिए पोशाक, आदि दूसरे बहुत-से सवालों पर हमारे अन्दर विशोभ जमा हुआ है। यह बात हम लोग भूल नहीं सकते कि तोनापुकुर की कैंटिन के कई आदमियों को सिर्फ ३०]-४०] देकर सालों से काम कराया जा रहा है। हेड आफिस, सब-स्टेशनों, या कारखाना सब जगह बहुत से ग्रेड और पोस्ट खाली पड़े हुए हैं। हम चाहते हैं कि इन सभी बातों का जल्दी फैसला हो। रुपये की कमी का बहाना बनाकर अधिकारी लम्बे समय से रेशनलाइजेशन, या काम का दबाव बढ़ाने की नीति काम में ला रहे हैं। इसलिए आज सभी मजदूर-कर्मचारियों को एक साथ मिलकर आवाज बुलंद करनी होगी—हमारी उचित मांगें मंजूर करनी होंगी। याद रखिये, कम्पनी आज भी हमारी यूनियन को मंजूर नहीं करती। हमारे बहुत से कर्मचारी और नेता आज भी छट्टाइ होकर बैठे हुए हैं। इसीलिये यूनियन आपलोगों से निधेदन करती है :—

४ डिसेम्बर शुक्रवार को आम सभा में काफी तादाद में शामिल होइये। जो १३ मांगें आज भी मंजूर नहीं हुई हैं, उन्हें तथा दूसरी विभागीय मांगों के समर्थन में एक होइये। शाम को ५ बजे बेलिगटन स्क्वायर में इकट्ठा होइये।

इन्क़ाब जिन्दाबाद !

लालभन्डा की जय !

ट्राम-मजदूर-कर्मचारियों की एकता जिन्दाबाद !

इति—

काली बनर्जी

ऐक्टिंग सेक्रेटरी

कलकत्ता ट्रामवे वर्कर्स यूनियन

0 DEC 1959

हर आदमी यूनियन के कोष में एक-एक रुपया दीजिये

भाइयो,

पिछली आम सभा में फैसला हुआ है कि हमलोग हर आदमी यूनियन के रिजर्व फंड में एक-एक रुपया दोगे। मजबूत रिजर्व फंड मालिक के जुल्मों और सरकार को जनविरोधी नीति के विरुद्ध लड़ाई की सफलता के लिए हमारी सबसे बड़ी गारंटी है। यह बात आप लोगों से छिपी नहीं है कि पिछले साल माचं महीने से युक्त कमेटी के नेतृत्व में जितनी सभाएं की गई हैं, जनता में जो पर्चेबाइ गये हैं तथा जो पोस्टर लगाये गये हैं उसका करीब-करीब सारा रुपया यूनियन के कोष से ही खर्च किया गया है। ४२ दिनों तक हड़ताल और उसके बाद एक साल तक जो ट्राइबूनल चला है उसका खर्च भी हमारे ही कोष से दिया गया है। सिर्फ यही नहीं, इसके अलावा भी जितने आन्दोलन हुए हैं उन सब में यूनियन ने हिस्सा लिया है और उनके लिए रुपये-पैसे भी खर्च करने पड़े हैं। इसके चलते हमारे कोष में जमा रुपये बहुत कम ही गये हैं। इस लिये आज ही हमें कोशिश करना होगी जिससे कि हम मजबूत रिजर्व फंड कायम कर सकें। कम्पनी को दिखा देना होगा कि अपनी बाकी मांग वसूल करने के लिये हम किस तरह कमर कसकर तैयार हैं।

हमने जितनी जीतें हासिल की हैं उन्हीं पर संतोष कर के बैठे नहीं रह सकते। दूसरी सभों मांगों को लिए भी यूनियन को आगे बढ़ना होगा। इसके लिए भी मजबूत कोष की जरूरत है। इस लिए हम आपने निवेदन करते हैं कि आप अपने संगठन को शक्तिशाली कीजिये। हर आदमी एक-

क रुपया यूनियन के कोष में जमा दीजिये । कम्पनी के अधिकारियों और सरकार को बता दें कि आप यूनियन को कितना प्यार करते हैं ताकि वे यूनियन को स्वीकार करने के लिए मजबूर हो जाय ।

- यूनियन को मंजूर कराने के लिए
- छंटाई नेताओं के काम के लिए
- अपनी मांगें हासिल करने के लिए यूनियन के फंड में एक-एक रुपया दीजिये ।

निवेदक—

महम्मद इसमाइल (सभापति)
कालो बनर्जी (ऐक्टिंग सेक्रेटरी)
कलकत्ता ट्रामवे वर्कर्स यूनियन

INDIAN OXYGEN LIMITED,GRIEVANCE PROCEDURE

1. The following Grievance Procedure is laid down by mutual agreement between Indian Oxygen Limited and Indoxco Workers' Union for the purpose of satisfactory handling of complaints affecting an individual employee or a small group of employees of a department/section in respect of their salary/wages payments, overtime, leave, transfer, promotion, seniority, work assignments, working conditions and interpretation of service agreement, but where the points at dispute are of general applicability or of considerable magnitude, they will fall outside the scope of this Grievance Procedure.
2. The Grievance Procedure is intended to supplement and not to supersede the existing provisions of the Industrial Disputes Act and other labour legislations.
3. An individual employee, or a small group of employees may avail of this Procedure on the receipt of an order causing a grievance.
4. The following Grievance Machinery will be set up in/Calcutta Branch, Head Office, Burnpur Branch, Electrode Factory and Equipment Factory for administering the Grievance Procedure.

(i) DEPARTMENTAL REPRESENTATIVE : Employees in each department (and where a department is too small in a group of departments) and each shift, shall elect from amongst themselves and for a period of not less than one year at a time, departmental representatives and forward the list of persons so elected, to the Management. All employees (permanent, probationers, apprentices and temporary) who have completed at least six months continuous service shall have the right to vote.

(ii) GRIEVANCE COMMITTEE : A Grievance Committee consisting of three representatives of the Management and three representatives of the Union shall be constituted at each of the units mentioned at the beginning of this paragraph 4.

5. (i) An aggrieved employee shall first present his grievance verbally in person to the person designated by Management for this purpose. An

answer shall be given within 48 hours of the presentation of complaint.

(ii) If the employee is not satisfied with the decision of this person or fails to receive an answer within the stipulated period, he shall, either in person or accompanied by his departmental representative, present his grievance to the Head of the Department designated by the Management for the purpose of handling grievances. (For this purpose, a fixed time shall be specified during which on any working day, an aggrieved worker could meet the Departmental Head for presentation of grievances). The Departmental Head shall give his answer within 3 days of the presentation of grievance. If action cannot be taken within that period, the reason for delay should be recorded.

(iii) If the decision of the Departmental Head is considered to be unsatisfactory by the aggrieved employee, he may request the forwarding of his grievance to the 'Grievance Committee' which shall make its recommendations to the Manager within 7 days of the employee's request. If the recommendations cannot be made within this time-limit, the reason for such delay should be recorded. Unanimous recommendations of the Grievance Committee shall be ordinarily implemented by the Management. In the event of a difference of opinion among the members of the Grievance Committee, the views of the members along with the relevant papers shall be placed before the Manager for final decision. In either case, the final decision of the Management shall be communicated to the employee concerned by the Manager or the Personnel Officer, if any, within 3 days from the receipt of the Grievance Committee's recommendations.

(iv) Should the decision from the Management be not forthcoming within the stipulated period or should it be considered by the employee to be unsatisfactory, he shall have the right to appeal to Management for expediting its decision or for a revision, as the case may be. In making this appeal, the employee, if he so desires, shall have the right to take a Union official along with him to facilitate discussions with Management. Management shall communicate their decision within a week of the workman's appeal.

- (v) If no agreement is still possible and the Union and the Management agree the grievance may be referred to voluntary arbitration within a week of the receipt by the employee of Management's decision. The Award of the Arbitrator appointed by mutual agreement between the Union and the Management on a dispute which is referred to him for voluntary arbitration shall be binding on the aggrieved employee and the Management.
- (vi) Where an employee has taken up a Grievance for redressal under this procedure, the formal conciliation machinery shall not intervene till all steps in the procedure are exhausted.
- (vii) A Grievance shall be presumed to assume the form of a dispute only when the final decision of the Management in respect of a grievance is not acceptable to the employee and from this stage the Union may take up the dispute with the top Management
- (viii) If a grievance arises out of an order given by Management, the said order shall be complied with before the workman concerned invokes the procedure laid down for redressal of grievance. If, however, there is a time lag between the issue of order and its compliance, the grievance procedure may immediately be invoked but the order nevertheless must be complied within the due date, even if all the steps in the grievance procedure have not been exhausted. It may, however, be advisable for the Management to await the findings of Grievance Procedure Machinery, if possible.
- (ix) Employee's representatives on the Grievance Committee shall have the right of access to any document connected with the inquiry maintained in the department and which may be necessary to understand the merit or otherwise of the employee's grievance. The Management's representatives shall have the right, however, to refuse to show any document or give any information which they consider to be of a confidential nature. Such confidential documents shall not be used against the workmen in the course of the grievance proceedings.
- (x) There shall be a time-limit within which an appeal shall be taken from one step to the other. For this purpose, the aggrieved employee shall, within 72 hours of the receipt of the decision at one stage

(or if no decision is received, on the expiry of the stipulated period), file his appeal with the authority at the next higher stage, should he feel inclined to appeal.

(xi) In calculating the various time intervals under the above clauses, holidays shall not be reckoned.

(xii) Management shall provide the necessary clerical and other assistance for the smooth functioning of the grievance machinery.

(xiii) If it is necessary for any employee to leave the department during working hours on call from the Labour/Personnel Officer or any other officer of the established grievance machinery, previous permission of his superior shall necessarily be obtained. Subject to this condition, the employee shall not suffer any loss in salary/wages for the work-time lost in this manner.

(xiv) If there be any complaint against any individual member of the staff, who is nominated by the Management to handle grievances at the lowest level, the employee may take up his grievance at the next higher stage i.e. at the level of Departmental Head.

(xv) In the case of any grievance arising out of discharge or dismissal of a workman, the above-mentioned procedure shall not apply. Instead a discharged or dismissed employee shall have the right to appeal to the dismissing authority within a week from the date of dismissal or discharge. At the time the appeal is heard, the employee may, if he so desires, be accompanied by an official of the Union.

ALL INDIA INDIAN OXYGEN & ACETYLENE EMPLOYEES' FEDERATION

Regd. No. 4057

11 MAY 1959

Prof. Y. D. SHARMA (DELHI),

PRESIDENT

SRI BENOY ROY CHOWDHURY (WEST BENGAL)

GENERAL SECRETARY

Head Office :

123A, CIRCULAR GARDEN BEACH ROAD,
CALCUTTA-23-

Camp :

36A, HALDERPARA ROAD, CALCUTTA-26

Ref. No. IOEF/.....

Dated the, 9th May, 19 59.

Page-2.

Shree S. A. Dange, M.P.
Shree Bhupesh Gupta, M.P.

The incident is a serious one. I would also request you to move the A.I.T.C.O. demanding an enquiry by Union Govt. in the matter. The should also direct the Bombay State

You have already been informed telegraphically by the undersigned about an explosion that took place in Bombay factory of Indian Oxygen Ltd. resulting in death of Swares Lawrence, a worker leader. The information in details was received from Sri G.V. Awati, Secretary of our Bombay Union.

The first explosion took place on the 5th May at the Hydrogen Compressor at the Tata Oil Mills Site at Hay Bunder Road, Sewree, Bombay - 15 of the Bombay Factory of Indian Oxygen. Swares Lawrence asked all workmen to go out of the factory and himself remained inside to put off the valves etc. After a few minutes another explosion took place and when workers rushed in they found Swares Lawrence lying seriously wounded. But unfortunately within 10 minutes time Lawrence succumbed to his injuries. This came as a rude shock to all. The Company's boss (Sri T.P.L. Sinha, the Production Manager) rushed by Air from Calcutta. On 6th May the Company declared Holiday in Bombay branch and held the funeral procession.

On 28th April also there was a fire at Calcutta branch in Dissolved Acetylene Plant resulting in a serious damage and 2 workmen were seriously injured and they are now in Hospital.

The Loksabha is closed but the Rajya Sabha is proceeding. I would request you to table question in Rajya Sabha.

WORKERS OF ALL LANDS UNITE

INDIA INDIAN OXYGEN & ACETYLENE EMPLOYEES' FEDERATION

Regd. No. 4057

Head Office :

~~429A, CIRCULAR GARDEN BEACH ROAD,
CALCUTTA-23~~

~~Camp:~~

36A, HALDERPARA ROAD, CALCUTTA-26

Prof. Y. D. SHARMA (DELHI),

PRESIDENT

SRI BENYOY ROY CHOWDHURY (WEST BENGAL)

GENERAL SECRETARY

Ref. No. IOEF/.....

Dated the, 19 ..

Page-2.

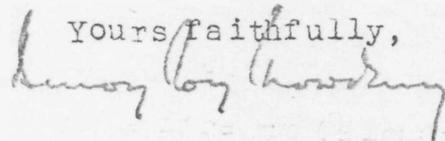
The incident is a serious one. I would also request you to move the A.I.T.U.C. demanding immediate enquiry by Union Govt. in the matter. The A.I.T.U.C. should also direct the Bombay State Committee to intervene into the matter and if the Bombay Assembly is on Session they can move the Bombay Govt. too. You can as well contact Sri G.V. Awati at Indian Oxygen Limited, Ghatkopur, Bombay-39.

The Federation has declared 12th May as a All India Mourning Day and have asked all employees all over India to abstain from work on the day.

Awaiting for your early reply stating steps you have taken in this connection.

Com. Y.D. Sharma, our President is now in Bombay and his address is Hotel Dilemar, Marine Drive, Bombay-1.

Yours faithfully,



General Secretary.

WORKERS

OF

ALL

LANDS

UNITE



C-3

USA



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.



9.5.51
C.I.

Received here at _____ H. _____ M.

X XH CALCUTTA 8 - 50 DANGE AITUC 4 ASOKROAD NEWDELHI ---

SERIOUS HYDROGEN COMPRESSOR BURSTING AT INDIAN OXYGEN BOMBAY

FACTORY RESULTING HEAVY DAMAGE AND INSTANTENIOUS DEATH OF

SWARES LAWRENCE BOMBAY UNION LEADER REQUEST QUESTION IN PARLIAMENT OR

RAJYASABHA DEMAND ENQUIRY AND DIRECT BOMBAY TUC INTERVENE

BENOY ROYCHOWDHURY GENERAL SECRETARY ALLINDIA INDIAN OXYGEN EMPLOYEES FEDERATION

The sequence of entries at the beginning of this telegram is - class of telegram, date, hour and minute (in the case of foreign telegrams only), office of origin, date, service destination, (if any) and number of words.

This form is to accompany any enquiry respecting this telegram

Garden Reach Textile Workers Union
Q 77, Altra Road,
Calcutta-24.

Dear Comrade Dange,

On behalf of the textile workers
of Garden Reach, our membership
and on my behalf let me greet
you on the occasion of MAYDAY
the day of solidarity of all
working people of all lands.

We wish you health and success
as the leader of working people
of India.

Yours fraternally,

Chun Sui.

Garden Reach Workshop Mazdoor & Staff Union

President : S. A. FAROOQUI, M.L.A.

Regd. No. 4350

General Secretary : KAMALAPATI ROY

1/1, Garden Reach Road, Calcutta-24

Ref. No.....Conf./GRW/59/146

Dated..... 8th May , 1959.

Com. S.A.Dange, M.P.
General Secretary,
ALL INDIA TRADE UNION CONGRESS,
4, Asoka Road,
New Delhi.

Dear Comrade,

This is a pleasure to inform you that the first Annual Conference of the union will be held on 30th and 31st May , 1959.

During the last one year 4000 shiprepairing workers of Garden Reach Workshop at Motiabruz, Calcutta, have fought relentless battle in defence of their rights and for extending it and on many occasions have achieved important gains.

This conference among other things, will express its ~~strong~~ support on the forthcoming Geneva Conference for a peaceful settlement of all international issues. It will also express its solidarity with the freedom struggle of Afro-Asian peoples against imperialists and colonialists.

We shall also pledge to fight for a better life, for realisation of living wages and trade union rights.

In this struggle we expect your help and advise by your august presence in this conference. If at all it is not possible to come in this conference personally, we expect a message from you, which will help and inspire us in our struggle in the coming days.

With revolutionary greetings,

Yours comradely,

Kamalapati Roy.

General Secretary.

24 DEC 1959

PHONE : 45-4092

Garden Reach Textile Workers' Union

REGD. NO. 463

(Affiliated to All India Trade Union Congress)

Q 77, AKRA ROAD : CALCUTTA - 24

Ref. No. G/VG/59/487

Date 22.12.1959.....

To

Shri G. L. Nanda,
Union Minister for Labour & Employment,
New Delhi.

Re: Publication of the decision of Wage Board for Cotton Textile Industry.

Sir,

We are gravely concerned over the above matter. Your goodself is aware that the Cotton Textile Wage Board, which has been set up for fixing the wages structure for the workmen of the Cotton Textile Industry took couple of years to come to their findings and we came to learn that the awaited report has been submitted to the Government.

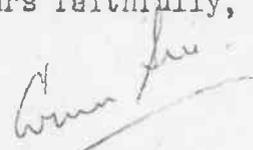
During the time the Employers are going ahead with a policy of increasing workload unilaterally, retrenchment and arbitrary retionalisation and further during these years the cost of living has gone up. The textile workers have thus become victim and worst of the above opolicy of the Employers and of high cost of living.

I have been authorised by the General Meeting of the Members of our Union held on 13th Decr., 1959 to urge upon you to see that the decision of the Wage Board of textile Industry is published immediately and the Employers are put to implement the decision to the advantage of the workmen and thus ensure Industrial peace and harmony.

Thanking you,

Yours faithfully,

c.c. to: General Secretary,
All India Trade Union Congress,
4, Ashoke Road,
New Delhi.


(ARUN SEN)
General Secretary.

The Policy of the Union is entirely changed :-

At first when this Union has been built up by the workers' full support and co-operation of the workers came unanimously to the Union's leadership, but now it is found there is no reliance upon the General Secretary and his leadership due to the following reasons :-

- a) There is no guaranty of service.
- b) Workers are charge-sheeted now and then.
- c) Warning letters and illegally harrasments coming anone and anone .
- d) Indifferent attitude of the Secretary to the workers interest.

a) 1) Discharge letters and re-appointment in new service:-

Some workers of night-shipt of the Enamelling Department were discharged before Puja and appointed in new service, the new policy of company preveling now. These workers did not get their payments in proper time on the actual date for the last few months and thus harrashed. They informed the Departmental Secretary as well as the Secretary of the Union and the management in several times. But no action was made by the both Union and ~~may~~ management. Approximately in the month of September one day in the morning, after completion of their night duty, they were waiting after their heavy toil for their payment, but it was invain. (It was told that they would be given ~~differentkly~~ defenetely on that date).

In the next month, the workers of the night shift informed the chargehand to call the foreman to settle the payment affairs. But we know that the foreman refused to come to meet the workers in the night.

Without finding no other alternatives, the workers of the nightshift make the tool down on protest for fulfilling the legal and legitimate demands. As a reasult of that they were dismissed. They are all old workers . It is regret to say that after fighting for legal and legitimate demands there was no protection against it by the Union, only they got the new service.

11) Discharged and re-appointment as a casual worker:-

Sri Sanatan Nath of ACC/Pedal ~~and~~ ~~max~~ Department appointed on 30.4.56.

He was advised by the Medical Officer of S.R.I. to take injection and medicine for chronic Blood dysentry on 19.6.59. On Sunday, the 20.6.59, he was examined by the Dr. N.K. Paramanik M.B. of ~~Sanctuary~~ Calcutta and advised to take complete rest during his treatment period and the doctor unfit him in his work.

Unfit certificate with Company's Medical Officer's prescription and an application had been sent under Certificate of posting on 21.6.59. He was absent in his duties since 22nd June '59 to 17th July 1959 when he was under treatment in Calcutta. When he came to join in his duty with fit certificate, company's Medical Officer allowed him to join in his duty. In the meantime without any information to him he was discharged from his duty. Hotherto company informed him that one ordinary letter after that his discharge letter had already send to his address. But he did not signed any letter from company. He was appointed as a new casual worker. He went to the Secretary of S.R.E.U and the secretary admitted ~~he returned back to his old service. The Secretary~~ his case as legal and hope was given to him that he would be returned back to his old service. The Secretary told him that their kind of haresment could not be beared by him and in this respect the secretary sent a letter

to the L.L.O. describing that he was illegally discharged. But ~~aff-~~the letter of Secretary was taken as light as air and the Company forced him to take the new service. He met again the Secretary ~~but he~~ told him, he had nothing to do as if the matter very little to him

Moreover, he did not get any Puja Bonus, though it is admitted that the case of (as it told before) workers of Enamelling Deptt. who were discharged and reappointed, got the Puja Bonus, we think this is nothing but the Secretary's whims and indifferent attitude.

b) Lining Deptt. :- As per agreement between the Union and the management the workers of the Lining Department maintain the condition of the 'Lining'. After the Puja vacatio. some special bicycles (which are sending to Burma) are making by the Company Specially. The company force the workers to make the Lining for better condition that done by them before. The workers of the Department have to work hard and to take more strain, naturally those hard work takes more time and thus working load increases like any thing, the production come down than the usual production and they failed to earn their production bonus.

As a result of which the workers were charge-sheeted and one of the 7 years old worker has been discharged.

2. Dis-Satisfaction upon the 950 scheme :- Before the introduction of 950 scheme every workers of S.R.I. earned Rs. 166/- (including Bonus) on 600 levels. But after the introduction of the 950 scheme it was agreed by the Union and the management that workers will earn only Rupees 169/- p.m. (But we know that Rupees 5/- D.A. has been increased by the Engineering Award.) In this connection we like to say we are forced by the Secretary and the management to produce 950 Production per day. It is also found that some workers, those opposed are charge-sheeted and threatened both by the Union Secretary and the management.

3. Corruption in the Union Policy :-

a) When the 950 Production scheme was started, it was declared by the Secretary and the management that the relatives of the workers will be appointed according to seniority. But it was found that the relatives and servants of some office bearers are appointed. Regret to say that the Secretary's ~~sdmxxx~~ declaration was totally faulse.

b) Promotion of the Workers to Setters and Chargehands :-

It was declared by the Secretary that the promotion of the workers will be according to the seniority and their efficiencies. But regret to say, that only favourit executive committee members and his beloved persons are promoted.

c) Transfers :- It is also found that transfer of the workers from one Section to other is going on. But it is only for his beloved persons. Not for the real and genuin case.

d) Accident :- Accident benefit and treatment will be enjoyed only for his favourable persons. ~~as Gpd. Nalanda Bhattacharya Asst. Secy. is enjoying. His regret to say that there are more workxxx workers as Smt. Kay and Ganda Ginson some of this Sec. who were seriously injured and still getting trouble, have not got any help from the Union.~~

4) No confidenc upon the leadership of General Secretary :-

Mr. Dihidar, the General Secretary try to show the dictetorship and his hillaric movement in every respect. Some of the members of the Executive body, ~~xxxxxx~~ and Departmental Secy. those who are the good workers and lovers of the Union

are compelled to submit the resignation letters. It is a mystery to the workers that why the builders and founders of the Union, like the following :

- 1) Sri Paritosh Chakraborty, (Asstt. Secy).
- 2) Sri Khitish Ch. Dey. -do-
- 3) Gouri Sankar Mukherjee. (Executive & Departmental Secy)
- 4) Sri Sukhamoy Mazumder (Executive)
- &
- 5) Sri Triloki Sribastab. (Asstt. Secy).

submitted the resignation letters. In this connection we like to mention that after any issue of the Union made by the Secretary, if any executive committee members or any other members make any argument or any kind of protest of the Secretary's views than it will not be tolerated by the Secretary and he will be condemned by his ill tongue and bitter words. We came to know once Sri Paritosh Chakraborty ~~xxx~~ Asstt. Secretary of the Union was ~~diven~~ out by the Secretary from one of the meeting as he opposed the Secretary's views. By the way we like to draw your kind attention to the fact that the Secretary's Dictatorship raised in such a position when Mr. Dinidar entered the Factory to any Department, every worker used to whisper themselves that Mr. "Ayub Khan" is coming". In this connection it is also known that in the early day of the union, when Mr. Benoy Chowdhury, M.L.A. was the President of the Sen-Raligh Employees Union, ~~why~~ ~~do~~ not want to accept the chair of the President for the next year, ~~although he has been selected unannouncedly~~. It is also a mystery.

Sri Paritosh Chakraborty and Khitish Ch. Dey Ex. Asst. Secretary of S.R.E.U. are the beloved to the workers, but it is also a mystery to us why they have submitted their resignation letters and the General Secretary ~~xxxx~~ always stands against their names.

In the time of the last conference, when the panel was submitted in the 1st Executive committee meeting by the General Secretary for the ensuing year the name of Sri Triloki Nath Sribastab unanimously ~~xxx~~ passed in the panel as a ~~x~~ vice-President of the Union. But when the panel was submitted before delegates conference of the S.R.E.U. his name was vanished by the ~~unknown-hand~~ from the panel. This is also a ~~xx~~ mystery to us. Though we know he is one of union builder and for the Union he has sacrificed many things. Till now he is beloved to the workers.

It is also a mystery to us that the name of Sri Sukhamoy Mazumder one of the Union builder has been omit from ~~Executive~~ Executive Committee panel. But we surprise to know, when we see that his name was given in the conference, which was not in the panel.

7 As a result of which Sri Sukhamoy Mazumder resigned from Executive Committee.

It is also a mystery to the members of S.R.E.U. that the details of Accounts of Every year is never placed on the Executive Committee body and to the workers. If any worker want to see the expenses of the years, he is threatened by the General Secretary. And the Secy. expenses money according to his own wish and whims. The net fund of the Union is never increasing than 10000/- Rs. ten thousands) although the subscription has increased from /8/- to Rs. 1/- and the membership has been increased from ~~Re-~~ 900 to 1800 approximately. His favorite boys always expenses money without any hesitation, About Money Matter there is a great imagination which one day will kindled the flame that is ready to consume our beloved Union.

In fine we would like to request you about one thing that the names of persons who signed in this petition must be kept in secret, as we describe the position of our ~~organisation~~ organisation through some points, which are the against of Mr. Dibirar and his policy, may trap us, which can be easily realised.

1. Rakinda Datta Bose.
2. Prarat. Kz. Chowdhury.
3. Ranjit Datta.
4. Sankar Choudhury.
5. Smit K. Ghatak.
6. Sankar Datta.
7. Samir Paul.
8. Aditya Majumdar.
9. Anubinda Mitra.
10. Malini R. Chatterjee.
11. Biswanath Sen.
12. Kanti Roy.
13. S.P. Bhattacharya.
- ~~14. S.P. Bhattacharya.~~
14. D.N. Bhattacharya.
15. Sankar Roy.
16. Arun Kanti Ghosh.
17. Anil Kumar Mukherjee.
18. Bhattacharya.
19. Arun Kumar Ghatak.
20. Sankar Roy.
21. Sankar Roy.
22. Sankar Roy.
23. Sankar Roy.
24. Malini Ranjan Ghosh.
25. Sankar Roy.
26. Jawahar Lal Goswami.
27. R.C.D.S.
28. Golinda Choudhury.
29. Ram Vilas Tewary.
30. Dipak Dasgupta.
31. Rama Bilash Roy.
32. R.N. Guha Thakurta.
33. Biswanath Choudhury.
34. Shyama Prada Mohan.
35. Sankar Roy.
36. Sankar Roy.

37. Kamalalal Das.
38. B.B. Choudhury.
39. A.K. Choudhury.
40. Hara Shan Choudhury.
41. Sub Sankar Das.
42. P. K. Tewary.
43. Anil Kumar Ghosh.
44. Sankar Roy.
45. Sankar Roy.
46. Ramkrishna Das.
47. H.S. Sen.
48. Arun Kumar Das.
49. Sankar Roy.
50. Malini R. Chatterjee.
51. S.K. Roy.
52. M. K. Ghosh.
53. Sankar Roy.
54. Sankar Roy.
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56. Sankar Roy.
57. Sankar Roy.
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61. Sankar Roy.
62. Sankar Roy.
63. Sankar Roy.
64. Sankar Roy.
65. Sankar Roy.
66. Sankar Roy.
67. Kamal Kanti Bhattacharya.
68. Sudhir Kumar Saha.
69. U.P. Paik.
70. B. Upadhyay.
71. H. Biswas.
72. A. Nayak.
73. S. Choudhury.
74. Tarapada Chatterjee.

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[Signature]

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Bellhouse

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Dyulabe Kinnore Hilleia

79

N. H. Khan

80

A. W. O. K. I. C.

81

G. S. S. S. S.

82

N. C. Chandhury

83

K. S. S. S. S.

84

A. S. S. S. S.

85

A. D. S.

86

K. S. S. S. S.

87

H. S. S. S. S.

88

S. S. S. S. S.

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P. S. S. S. S.

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S. S. S. S. S.

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[Signature]

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S. S. S. S. S.

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S. S. S. S. S.

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K. S. S. S. S.

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K. S. S. S. S.

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K. S. S. S. S.

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S. S. S. S. S.

- 98 Bijoy Chakravarty.
- 99 Sunil Kumar Das.
- 100 Himadri Seal
- 101 Shankar Lal Bose.
- 102 K. K. Mukherjee
- 103 Ranjit K. Das.
- 104 Kamal Lal Sen
- 105 Nismit Kumar, Calcutta
- 106 Kamal Lal Das
- 107 Sat Chidananda Ghosal.
- 108 Ranjan Lal Prasad
- 109 Gudi Ram Ray
- 110 Rajeshwari Pd Singh
- 111 Shyam Lal Sanyal
- 112 Phani Bala Sanyal
- 113 Swapan Mukherjee
- 114 Astoria K. Pauling.
- 115 J. N. Ghosh
- 116 V. N. Chatterjee
- 117 S. K. Ghosh
- 118 S. K. Ghosh
- 119 H. S. Ghosh
- 120 Ranen Sanyal.
- 121 S. K. Ghosh
- 122 Indira Devi Sanyal
- 123 Anil Kumar Bose
- 124 K. K. Ghosh
- 125 Byam Kesari Das
- 126 D. K. Ghosh

- 127 Hari Lal Chakravarty
- 128 J. K. Das S-1050,
- 129 S. K. Ghosh
- 130 S. K. Ghosh
- 131 S. K. Ghosh

132. Achil Gupta.
133. Ram Chandra.
134. B.K. Debraj
135. S.K. Das
136. C.K. Datta
137. N.P. Ray
138. S.N. Banerjee
139. K.S. Raychaudary
140. B. D. Ghosh
141. R. K. Ghosh.
142. A.
143. B. B. Chakravarti
144. B. B. Chakravarti
145. S. B. Chakravarti

146 Saha, Kumar Singh

147 Choudhary

148 Samantur Nath

149 R. Deraphin

150 Ashoke Bose

151 Gyoti Choudhary

152 Abinash Choudhary

153 Anun Das Gupta

154 Sirir Kumar Dasg

155 Sachin. Nandan. Goswami

156 Chimal Ch. Rawal

157 S. P. Misra

158 ~~Choudhary~~

159 ~~Choudhary~~

160 ~~Choudhary~~

161 ~~Choudhary~~

- | | | | |
|-----|-----------------------|------|----|
| 162 | Saraj Ghosh | Atal | 45 |
| 163 | Nam Antra Gupta | " | |
| 164 | Gopal Chatterjee | " | |
| 165 | Dilip Sarker | " | |
| 166 | Ashutosh Datta | " | |
| 167 | Haradhan Maji | " | |
| 168 | Sankar Datta | | |
| 169 | Ashim Kumar Seal | | |
| 170 | Sankar Datta | | |
| 171 | Prasenjit Ghosh | | |
| 172 | Sankar Datta | | |
| 173 | Jibon Sen Gupta | | |
| 174 | S. R. Chatterjee | | |
| 175 | K. Majumder | | |
| 176 | A. B. Ghosh | | |
| 177 | M. Ghosh | | |
| 178 | S. Ghosh | | |
| 179 | Mukherjee | | |
| 180 | S. Ghosh | | |
| 181 | Hirakal Roy | | |
| 182 | Sankar Datta | | |
| 183 | Sankar Datta | | |
| 184 | G. Mukherjee | | |
| 185 | K. Chatterjee | | |
| 186 | Sukumar Sarker | | |
| 187 | Chandran Prasad Ghosh | | |
| 188 | Paramal Chatterjee | | |
| 189 | A. Ghosh | | |
| 190 | Bardhan | | |

23 MAR 1959

Refractory & Ceramic Workers' Union.

(M/S BURN & CO. LTD.)

Regd. No. 1301

P. O. RANIGANJ.

(Burdwan) .

UNDER CERTIFICATE OF POSTING.

Dated 11.5.'59.

Ref RC/2.

To
The Works Manager,
M/S Burn & Co. Ltd.
Raniganj.

Dear Sir,

To our great alarm, we have come to know that production of magnesite products is going to be stopped in the Lalkoti Works and the machineries are going to be shifted to Salem.

We have been alarmed so much because the production of magnesite-products is very vital to the Lalkoti (Raniganj) Works both in respect of production and income, which will be clear from the following figures:-

In 1958, approximately 1100 tons of mag-bricks, 325 tons of mag-cements and 1500 tons of mag peas were produced.

In the 1st quarter of this year, approximately 200 tons mag. bricks, 1000 tons peas & dust and 30 tons mag-cements have been produced.

In 1958 the price of these products were as follows-

Mag.Bricks	Rs.838/-	per ton	& 10%
Mag.Pea	Rs.733/-	"	& 10%
Mag.Cement	Rs.758/-	"	& 10%

On the basis of the above price, the earning of Lalkoti Works, from these products exceeds three millions of rupees and in the first quarter of this year it will be about one million rupees or more.

Not only that. The stoppage will also seriously injure the interest of workers, in all its aspects. So this pernicious move should be abandoned forthwith both in the interest of the Industry and the workmen.

(P.T.O.)

154

20th May, 1959

General Secretary,
West Bengal Hospital Employees
Federation,
249 Bowbazar Street,
Calcutta-12

Dear Comrade,

Your letter dated May 15, 1959.

We have already written to the External Affairs Ministry regarding the TUI Conference of Public & Allied Employees.

Unless we know the names of the proposed delegates, whose nomination should also be endorsed by the West Bengal Trade Union Congress, and the arrangements of the passage money, further step in this direction is not possible.

So, please inform us about the names of the proposed delegates along with the approved of the West Bengal State TUC. Also, let us know how much money has been collected for the passage expenses.

With greetings,

Yours fraternally,


(K.G. Sriwastava)
Secretary

COPY

154

May 27, 1959

General Secretary,
Texmaco Workers Union,
49 Nimta Road, Belgharia
24 Parganas Dti, W. Bengal.

Dear Comrade,

We are surprised to learn from the Chief Labour Commissioner that your union failed to produce any papers to prove its affiliation with the AITUC when the verification officer visited your union office. Surely as a functioning union you should have been in a position to prove your bonafides.

Please let us know whether it is true that your union could not produce any papers which would have proved your affiliation in the AITUC and if so what were the circumstances which prevented the union from producing them.

An early reply is requested, so that we may take up the matter with the C.L.C. Meanwhile we have requested the CLC to send their men again to your union for verification of these facts. I am sure you will do the needful to prove your bonafide affiliation with the AITUC.

With greetings,

Yours fraternally,

W. G. Sriwastava
1959/27
(K.G.Sriwastava)
Secretary

copy to: W. Bengal STUC

True copy

M. M. C. Employees' Union.

U-M/33/59

May, 27, 1959

The Works Manager,
Machinery Manufacturers Corporation Limited,
P-61, Circular Garden Reach Road,
Calcutta -23.

Dear Sir,

Sub:- Apprehended Closure, Partial Closure
or Retrenchment.

Ref: Your letter No. MMC/U/59 dated 8th May'59

As far as para 2 of your above letter is concerned, we beg to state that any unilateral action of the Management against the interest of the workmen for what so ever reason will simply precipitate serious action. Past practices can not be eliminated in the name of adhering normal rules and statutory provisions. We would also reiterate that the Executive Committee was not convinced why the general position is bad and even if so why the general position can not be revived by allout attempt for securing spare parts and other orders.

As regards para 3 of your above letter we would request you to inform us where and how the normal production has not been maintained and there after we will investigate and let you know. In this connection we can not but remind you that in the recent period the Management has kept the Joint Production Committee completely defunct. Will you not agree that there was no procurement of heavy castings even at a lower rate for a considerable time and that there were no heavy raw castings in the yard? However, we will be glad if you please inform us about the stock position of heavy castings during the period in question. It will help to eliminate misunderstanding if any.

Yours faithfully,

Sd/- Phani Bagchi
General Secretary.

C. C. Sm. R. Dutta, Labour Officer
Govt. of West Bengal. *No. Action taken.*

True Copy

Machinery Manufacturers Corporation Ltd.

Our Ref. MMC/U/59

8th May, 1959.

The General Secretary,
MMC Employees' Union,
Calcutta.

Dear Sir,

Please refer to your letter ref: No.GM/30/59
dated 21. 4. 59.

First of all, we would reiterate what the undersigned and subsequently the Resident Director told the Executive Committee members of your Union on 2/3. 4. 59 and 7.4.59 respectively, viz., that the order book and general position of the Company is very bad, that the crisis which overtook this organisation last year still persists and that while the whole position is being reviewed, no decision as to what action to follow has yet been taken and that should closure or retrenchment is decided upon, normal rules and statutory provisions would not be departed from.

It is not understood what is the basis of your findings that the Management is reluctant about production. In fact, for some months now normal production is not being achieved and there is absolutely no justification for the same. As regards your comments on the absence of heavy castings, we would point out that the procurement of heavy castings at a lower rate should not tell upon production as these were in stock in adequate quantities and that our requirements of heavy castings for the next few months started flowing in so that the depleted stock may be replenished. It is also not understood as to how you have arrived at the conclusion that the Management has suspended all work on possible diversification of production.

Yours faithfully,
For Machinery Manufacturers Corporation Ltd

Sd. S.R. Chatterjee
Works Manager.

18 JUN 1959

PHONE : 45-4092

Paharpur Works Employees' Union

REGD. NO. 2902

WORKERS OF ALL LAND UNITE

G. E. C.

LONG LIVE REVOLUTION

M-81, PAHARPUR ROAD, CALCUTTA-24

(Affiliated with A. I. T. U. C.)

Ref. No Conf.

Dated the 16th, June 1959.

Comrade S. A. Dange,
General Secretary,
All India Trade Union Congress,
4, Asoka Road,
New Delhi.

Dear Comrade,

We on behalf of the membership of our Union welcome the decision of creating the "Building Fund" for the Head quarters of All India Trade Union Congress. Our Committee has resolved to raise the Fund from our membership. We hope to remit the same before the scheduled date and would sincerely wish that Comrade Dange would continue to lead the working class of India till the attainment of Socialism.

We have the pleasure to inform you that after having continued the stoutborn struggle against the Employer (The monopoly G.E.C. Magnet) we have scored a notable victory. The Employer has acceded to our main demand such as:

Contd.....

Paharpur Works Employees' Union

REGD. NO. 2902

WORKERS OF ALL LAND UNITE

G. E. C.

LONG LIVE REVOLUTION

M-81, PAHARPUR ROAD, CALCUTTA-24

(Affiliated with A. I. T. U. C.)

Ref. No

Dated 195 .

- 2 -

1. Taken back of dismissed leaders to work.
2. Recognised our Union.
3. Introduced the attendance Bonus scheme &
4. Scheme of gratuity. They have also agreed to modify the standing orders and from the grievence procedure in the light of the decisions of the ~~Indi~~ 16th Industrial Labour Conference.

We are going to held our 6th Annual Conference on 24th June and 4th July, 1959.

We would request you to please ^{send} us a message which would inspire us more in our task of uniting and fighting for the interest of workers.

With greeting,

Comradely yours,

P. Majumdar
(P. Majumdar)

Secretary.

*100
KFM*

Indian Malleable Castings Labour Union

(REGD No. 2524)

Office : HOLDING NO. 35, DEWANPARA LANE, BELGHURRIAH, (24 PARGANAS)

Affiliated with—World Federation Trade Union Congress, All India Trade Union Congress, Bengal Provincial Trade Union Congress and Federation of Metal Engineering Works.

President :

Secretary :

- 2 -

Ref. No.....

27 JUN 1959
Date.....195.....

foremost duty the need to maintain industrial relations for the interest of the entire society which should not in any way be bypassed.

4. That which some understandings and confidence the said representatives left the matter at the discretion of the Employers for voluntary recognition realising the appropriate sense of the matter and the gravity of the situation, in absence of its implementation.

5. That a year is already going to be over and again the 17th. Labour Conference is fast approaching & going to be constituted very soon. But after a lapse of such time our union has not been favoured with recognition inspite of its being single & strong Trade Union.

6. That we hope that the agreed intention of the representatives should not be ignored or neglected in such a way when we are all feeling so seriously for national interests.

We, however, request the favour of your early recognition comment in lieu of it and the steps and actions you are going to take in the matter to recognise our union officially.

Hope that your good senses will prevail upon this matter with prompt action and for which we will cordially thank you.

Awaiting a quick response,

C.C. To :- 1. The Hon'ble Union Labour
Minister, Govt. of India,
New Delhi.

Yours faithfully,

2. General Trade Union
Representatives.

Barikan
General Secretary

For



THE BENGAL CHAMBER OF COMMERCE & INDUSTRY

Post Box No. 280
Royal Exchange
Calcutta

29th April, 1959.

Telegraphic Address:
"BENCHAM"

154

Telephone :-
22-5201

(9 Lines

No. 3132.

The Labour Commissioner,
Government of West Bengal,
New Secretariat Building,
11th Floor,
CALCUTTA-1.

Dear Sir,

CODE FOR DISCIPLINE IN INDUSTRY

It is noted that at the fifth meeting of the State Evaluation Committee it was decided that the Labour Commissioner should approach employers' and employees' units at the factory/works level and ask them to signify their acceptance of the Code for Discipline in Industry. The Chamber has since received a number of enquiries in this connection from members having industrial interests and it is quite clear from these that although many of them consider the acceptance of the Code by both employers and unions to be desirable, they are unable to accept the Code in its original wording - especially as the basis of any bilateral agreement at the plant level - in view of the ambiguity of some of the clauses which can only give rise to misunderstandings and unnecessary disputes.

2. As you are aware, the Code was evolved at a top-level tripartite conference in an endeavour to lay down general principles to all industries and the detailed items of the Code and the actual wording in many cases may not therefore suit the conditions prevailing in every industry. The Chamber views the introduction of the Code as the first semi-positive move to improve the state of discipline in industry and since the Code was never meant to be the basis of any binding bilateral agreement at the unit level but rather as a Code of guiding principles, the Chamber has always considered that it is the spirit of the Code rather than its actual wording that is important. Since it now appears that attempts are being made to make this a rigid Code applicable at the plant level the Chamber has given further thought to this subject.

3. One of the main reason why a number of members are not prepared to accept the Code in its present form is that certain unions are already endeavouring to use the Code for their own purposes by interpreting the wording of certain items to suit their convenience. Members therefore apprehend that the acceptance of the Code in its present form can only lead to more disputes although this is clearly contrary to the very spirit of the Code.

4. The Chamber has given this matter its serious consideration and accordingly suggests that rather than have no Code at all, those items which are at present unacceptable to employers because of their being liable to misinterpretation and ambiguity as at present worded should be redrafted in a more suitable form so as to reduce the scope of any possible dispute. A precedent for amending the Code already exists in the amendments agreed to in the case of the Tea Plantation industry by the employers' and employees' representatives on the industrial Committee for Plantations and it is understood that it has been accepted in the case of the public Sector that the peculiar conditions obtaining on the Railways necessitate certain amendments to the Code. As already stated, the Chamber considers the idea behind the Code as worthy of support and therefore suggests that it is preferable to have an amended Code which would be acceptable to employers in West Bengal in general rather than not to have any Code at all. It may also be that in certain cases where the guiding principles laid down in the Code are mutually accepted by both the management and the union(s) concerned, some of the detailed items of the Code may again be suitably modified to suit conditions prevailing in the particular Industry or Unit as the case may be, in which event it would then be possible for the management and the union(s) concerned to sign a binding bilateral agreement if they so desire. The Chamber considers that this would be in keeping with the spirit of the Code and should therefore also be acceptable to the Labour Directorate.

5. The Chamber has accordingly redrafted those items of the Code where

the meaning is ambiguous and the wording liable to misinterpretation - and mistranslation when translated into the vernacular - and therefore likely to lead to unnecessary friction. As these alterations are intended to express more clearly the spirit behind the Code and are also necessary to give the Code a chance of working satisfactorily at plant level, the Chamber feels that none of them are such that objection could be taken to them by any Union genuinely accepting the spirit behind the Code. In this connection, the Chamber also suggests that the Code itself would be strengthened were greater stress to be laid on Standing Orders which have already been worked out in each case and agreed to by both parties. In the attached redraft of the Code, omissions have been indicated by a series of dots and insertions and amendments have been underlined. Along with the redrafted Code will be found a note explaining the reasons why the Chamber has suggested the more important amendments.

Attachments: *

Yours faithfully,

Sd/- W. D. BRYDEN
Secretary.

17 NOV 1959

ESTD



1954

Tanco Employees' Union

5, GANGADHAR BABU LANE, CALCUTTA-12.
Registration No. 3153

UV/59/58-59.

.....11 - 5.....1959.

Ref.

The General Secretary,
All India Trade Union Congress,
4, Ashoke Road,
New Delhi.

Dear Comrade,

Re: 16th Tripartite Conference.

We have gone through with keen interest the book "Sixteenth Tripartite" published by your organisation. We thank you very much for publishing such a good book on this important matter. Though the book is very much explanatory but some matters regarding Grievance Procedure are not clear to us and we shall thank you if you will kindly give us your views on them.

We think that the scope of Grievance Machinery is very wide as it can take up the matter of disputes like transfer, dismissal, etc., (vide page No.62, para 3 of the book under reference). If the aggrieved employee and/or Union wants to settle the disputes through Grievance Machinery the matter may ultimately be referred to the Board of Arbitrators and/or Umpire. But in page 69 of the above referred book, in Clause No.VI it is written "The Board of Arbitrators thus formed shall appoint an Umpire to whom....." It seems from this clause that the Umpire should be unanimously selected. But if the two members of the Board of Arbitrators cannot become unanimous in selecting Umpire then what would happen?

Again in para No.69 of your above referred book in clause No VII it is written "The decision of the Arbitrators Board/Umpire shall be final and binding on either party".

What does the word 'final' mean here? If the decision of the Arbitration Board/Umpire is not satisfactory to the aggrieved employee and/or Union whether the Union would be debarred from referring the matter of disputes to the Labour Commissioner for settlement once it is referred to the Grievance Machinery?

In this connection we wish to inform you that ours is the Union of Employees of the Tata Oil Mill Co.Ltd., Sales Office, Calcutta and our union is affiliated with the Federation of Mercantile Employees' Unions, Calcutta.

Any early reply will much be appreciated.

Yours comradely,

Man - wan
Secretary

11
May 13, 1959

Secretary,
Tomco Employees Union,
5 Gangadhar Babu Lane,
CALCUTTA-12

Sub:- 16th Tripartite Conference.

Dear Comrade,

Thank you for your letter of May 11th.

2. The grievance procedure is an agreement between the Union and the Management in each factory. What has been agreed in the Tripartite Conference is to give a model procedure. But in each factory the union and the management can have an agreed grievance procedure suiting their conditions.

Thus you will see that the grievance procedure is ^{not} no statutory status.

3. Normally and in most cases, given good will and understanding by both parties, it is expected that this procedure will run smoothly and so the clause and the decision of the arbitration board/umpire shall be final.

4. In case the grievance procedure does not work, certainly it is open to the union to move for the application of the ^{provisions} previous of the Industrial Dispute Act.

The whole Code of Discipline and the grievance procedure is drawn up with certain assumption and are still in the experimental stage. On the basis of the experience of its working, some changes may be necessary.

Since we publish the "16th Tripartite", we have brought out the following publications :-

1. "A Handbook of Tripartite Decision" Price Rs. 1.50
2. "A Question to Trade Unions on ESI, PF and Pension Scheme". Price Rs. 1.50.
3. " Crises and Workers" by S.A.Dange, Price Rs.2

With greetings,

Yours fraternally,

^{um}
(K.G.Sriwastava)
Secretary

1-4
May 16, 1959

The General Secretary,
Darjeeling Dist. Chia Kaman Mazdoor Union,
Chowk Bazar,
DARJEELING, West Bengal.

Dear Comrade,

We are glad to learn that the Darjeeling Dist. Chia Kaman Mazdoor Union is holding its 8th Annual Conference in the fourth week of May.

We send our warmest fraternal greetings and good wishes for the success of the conference and hope that the conference will be able to fulfil the tasks it has set before itself.

We further hope that you will utilize this opportunity for implementing one of the major decisions of the General Council Meeting held at Bangalore early this year, regarding the collection of Building Fund for the A.I.T.U.C. Please also let us know what has been done so far to collect the Fund and the future programme in this regard.

With greetings,

Yours fraternally,


(K.G. Sriwastava)
Secretary

Aluminium Mazdoor Union.

REGD NO. 2487

PRESIDENT :- COMRADE

GENERAL SECRETARY :- COMRADE ROBIN SEN.

Rishi Banerjee

Office :-
JAYKAY NAGAR
(Burdwan)

Dated 5th. June 1959

Ref. No. Res/K/1

The Chief Minister,
Govt of Kerala.,
Trivandrum.

The Prime Minister,
Govt of India.,
New Delhi.

Dear Sir,

Enclosed please find a true copy of resolution adopted at a General Meeting held under the auspices of Aluminium Mazdoor Union, Jaykay Nagar, Asansol, on 4.6.59 for your information and ~~proper~~ *prompt* action.

Yours faithfully,
FOR ALUMINIUM MAZDOOR UNION.,

Encls:- as above.

SECRETARY.

Secy.

custo
A. i. T. U
4. Asoka Road,
New-Delhi

8 JUN 1959

Aluminium Mazdoor Union.

REGD NO. 2487

PRESIDENT :- COMRADE

GENERAL SECRETARY :- COMRADE ROBIN SEN.

Office :-
JAY KAY NAGAR
(Burdwan)

Dated 195

154

Ref. No.

Resolution adopted in the General Meeting of the
Aluminium Mazdoor Union held on 4.6.59.

"This General Meeting of the workers employed at Aluminium Corporation of India Ltd., records its ~~strong~~ strongest protest against the recent development sponsored by the Congress, P.S.P. and Muslim League at Kerala against the Govt. This meeting also fully supports the Education Bill and Land Reforms Bill duly introduced in Kerala Assembly by the Govt. The Govt of Kerala is duly and legally constituted by the people of Kerala."

"Lastly this meeting urges upon the democratic people of India to come forward and stand solidly behind the Govt of Kerala and thereby foil the undemocratic game of the Congress and P.S.P. etc".

Rishi Banerjee
CHAIRMAN OF THE MEETING.

8/15

BENGAL PAPER MILL MAZDOOR UNION.

REGD. NO. 1039

President :-Comrade Jyoti Basu M. L. A.

General Secretary :-Comrade Rabln Sen.

Office :-

BALLAVPUR, RANIGANJ.

Ref. No.....

Dated.....195

Resolution adopted in the General Meeting of the
Bengal Paper Mill Mazdoor Union, held on 9.6.59.

"This general meeting of the Bengal Paper Mill Mazdoor Union records its strongest protest against the ~~the~~ recent development sponsored by the Congress, P.S.P. and Muslim League at Kerala against the Govt. This meeting also fully supports the Education Bill and Land Reforms Bill duly introduced in Keral Assembly by the Govt. The Govt of Kerala is duly and legally constituted by the people of Kerala".

"Lastly this meeting urges upon the democratic people of India to ~~come~~ forward and stand solidly behind the Govt of Kerala and thereby ~~fail~~ the underocratic game of the Congress, P.S.P. and Muslim League etc".

N. Banerji

CHAIRMAN OF THE MEETING.

18 JUN 1959

Aluminium Mazdoor Union.

REGD NO. 2487

PRESIDENT :- COMRADE

GENERAL SECRETARY :- COMRADE ROBIN SEN.

Office :-
JAY KAY NAGAR
(Burdwan)

154

Dated 195

Ref. No.

Resolution adopted in the General Meeting of the
Aluminium Mazdoor Union held on 4.6.59.

"This General Meeting of the workers employed at Aluminium Corporation of India Ltd., records its ~~stark~~ strongest protest against the recent development sponsored by the Congress, P.S.P. and Muslim League at Kerala against the Govt. This meeting also fully supports the Education Bill and Land Reforms Bill duly introduced in Kerala Assembly by the Govt. The Govt of Kerala is duly and legally constituted by the people of Kerala."

"Lastly this meeting urges upon the democratic people of India to come forward and stand solidly behind the Govt of Kerala and thereby foil the undemocratic game of the Congress and P.S.P. etc".

Rishi Banerjee
CHAIRMAN OF THE MEETING.

1000
8/10

13 NOV 1959

ALUMINIUM MAZDOOR UNION.

Regd. No. 2487.

President :-

Comrade Hrishi Banerjee

General Secretary—

Comrade Robin Sen

JAY KAY NAGAR

DT. BURDWAN.

Ref. No. AMU/80

154

Dated 10.11.59 195

To
The Secretary,
All India Trade Union Congress,
4, Ashoka Road,
New Delhi.

Under Certificate of Posting

Dear Sir,

The affiliation fee of the Union for the years
1958-1959 and 1959-1960 amounting to Rs.54.00 (for two years)

is being sent by m.o. Membership of our Union is 778 for 58/59

791 for 59/60. The amount consists of the following:

For 1958-1959	Aff: Fee.	Rs. 20.00
	WFTU: Fee.	Rs. 5.00
		Rs. 25.00

For 1959-1960	Affl: Fee.	Rs. 20.00
	WFTU: Fee.	Rs. 5.00
	TU: Record.	Rs. 4.00
		Rs. 29.00

Grand Total : ... Rs. 54.00 (Rs.fifty four only)

Please acknowledge receipt.

Yours Comrade,

R Banerjee

Assistant Secretary.

ALUMINIUM MAZDOOR UNION. 10.11.59

INDEC EMPLOYEES' UNION

REGD. NO. 3667

129A, CIRCULAR GARDEN REACH ROAD, KIDDERPORE, CALCUTTA-23

D WITH ALL INDIA TRADE UNION CONGRESS : FEDERATION OF METAL & ENGINEERING WORKERS' UNIONS

Date 13th August, 1959.

154

The General Secretary,
All India Trade Union Congress,
4, Ashoke Road,
New Delhi.

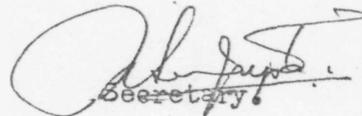
Dear Comrade,

We are sending herewith 6 true copies of resolutions which have been adopted in our last Annual Conference held on 4th July, 1959 and a copy of Annual Return for the year ended 1958-59 of our Union.

For your information and quick action we would like to draw your attention that we are not getting "Trade Union Records" fortnightly regularly since last year. But we have paid our subscriptions regularly, the last voucher No:28 dt. 3.4.59. So it will be very helpful to us if you please arrange to send us all the copies of Trade Union Records from the last year to our Factory Address (N.Sengupta, c/o: I.N.D.E.C., P61, Circular Garden Reach Road, Kidderpore, Calcutta.23.), by post. And a copy of "Sixteenth Tripartite" which has been published by A.I.T.U.C. may be sent by V.P.P. to the above address.

With greetings,

Yours fraternally,
For INDEC EMPLOYEES' UNION,


Secretary

Encs:

N.B. All future publications of A.I.T.U.C. may be sent to the above address.

INDEC EMPLOYEES' UNION

REGD. NO. 3667

129A, CIRCULAR GARDEN REACH ROAD, KIDDERPORE, CALCUTTA-23

REGISTERED WITH ALL INDIA TRADE UNION CONGRESS : FEDERATION OF METAL & ENGINEERING WORKERS' UNIONS

Date..... 195

RESOLUTION ON THE STRUGGLE OF THE M.M.C. WORKERS.

The unjustified and illegal retrenchment of 249 workers and employees on the 12th June, 1959 by the Management of the Machinery Manufacturers' Corporation had compelled the workers and employees of that concern to strike for indefinite period. Without considering whether this retrenchment was really unavoidable, or without endeavouring to find out any alternative way, and even without entering into any discussion with the recognised Union, the Management treacherously and with the ulterior motive of a conspiracy adopted this heinous method of retrenchment.

In spite of the repeated warnings of the Union since 1952 to adopt alternative types of production for the existence of the concern, the Management upto now has not taken any practical steps in this regard. We have been observing for the past years that the Management unnecessarily increased its expenses and helped the Factory to rot employing high-salaried Officers which was completely unnecessary. In this regard, the Union repeatedly warned the Management. But in spite of this the inevitable critical condition was created solely due to the utter irresponsibility and mismanagement of the affairs by the Management, - and now the Management wants to get rid of the crisis throwing the whole burden upon the innocent workers.

This Conference expresses its deep concern that on the one hand, when the industrialisation of the country through the successful completion of the Five Year Plan is the agenda of the day, the Management of the Machinery Manufacturers' Corporation, on the other hand, is throwing the concern to ruination with the ulterior motive of adopting unjust and illegal steps. This Conference urges upon the Government for immediate proper enquiry.

(Continued.....)

INDEC EMPLOYEES' UNION

REGD. NO. 3667

129A, CIRCULAR GARDEN REACH ROAD, KIDDERPORE, CALCUTTA-23

AFFILIATED WITH ALL INDIA TRADE UNION CONGRESS : FEDERATION OF METAL & ENGINEERING WORKERS' UNIONS

No.

Date..... 195

(2)

This Conference condemns the irresponsibility and the mismanagement of the pivots of this concern in their ~~management~~ ~~mis~~ management of the whole affair. It condemns the Management's unilateral decision to retrench the workers illegally without consulting the recognised Union because this is nothing but a flagrant violation of the Tripartite Agreement. This Conference also condemns the misuse of the Government money (Rs 89 lakhs) by the Management.

This Conference strongly demands the immediate reinstatement of the retrenched workers and employees and the solution of the crisis on equal terms through discussion with the Union.

Further, this Conference strongly believes that the nefarious anti-worker policy and the insidious attempts of the Management will be shattered to pieces before the steel-like unity of the workers and all the conspiracies will be terminated into grand failure in the long run.

This Conference declares that the workers and employees of our concern (Indian National Diesel Engine Co.) will not hesitate and waver for a single moment to fight shoulder to shoulder with the heroic workers of the Machinery Manufacturers' Corporation in their just struggle against the Management to fight to finish all their atrocious activities in the near future.

LONG LIVE THE REVOLUTIONARY STRUGGLE OF THE M.M.C. WORKERS.

Waman
President
4.7.59.

INDEC EMPLOYEES' UNION

REGD. NO. 3667

129A, CIRCULAR GARDEN REACH ROAD, KIDDERPORE, CALCUTTA-23

ATED WITH ALL INDIA TRADE UNION CONGRESS : FEDERATION OF METAL & ENGINEERING WORKERS' UNIONS

Date..... 195

RESOLUTION ON FOOD.

The conference observes with grave concern that the food situation in West Bengal is deteriorating day by day and this state is now on the verge of the acutest food crisis and famine. The present food crisis reminds us of the horrible Bengal Famine of 1943.

As a result of the strong food movements all over Bengal last year, the State Government assured the people that it would take initiative in unison with all parties and public opinions to solve the food problem. But the Government throwing to the wind all its assurances and discarding the co-operation of the people has been pursuing such a food policy which has aggravated the food problem and as the inevitable consequence of this the whole state has been submerged into the abyss of hunger, food scarcity and famine. The recent policy declaration of the Government itself has made it crystal clear that the Government's food policy has failed completely and the dishonest food dealers have fully disrupted the control and rationing system introduced by the Government.

This conference is of the opinion that formal withdrawal of Government control over food prices has opened wide the door of the black-marketers and food dealers to loot and plunder the people freely and without any obstacle. This conference demands the immediate adoption of a clear and well-planned food policy by the State Govt. in co-operation with the people and in unison with various parties and opinions to solve the food problems permanently. This conference demands that the Govt. should change its food policy immediately and distribute to people best quality rice at reasonable prices and maintain fully the present measures like test relief, agricultural loan etc. in rural areas.

In conclusion, this conference wants to remind the Government in unequivocal terms that people will not tolerate any more the obsolete food policy of the Government and the policy which plays with the lives of the people should immediately be stopped.

-----: oOo :-----

Waman
President
4.7.59

INDEC EMPLOYEES' UNION

REGD. NO. 3667

129A, CIRCULAR GARDEN REACH ROAD, KIDDERPORE, CALCUTTA-23

LIATED WITH ALL INDIA TRADE UNION CONGRESS : FEDERATION OF METAL & ENGINEERING WORKERS' UNIONS

Vo.

Date..... 195

RESOLUTION ON THE PRESENT SITUATION OF KERALA.

We are aware of the fact that this is for the first time in the history of ~~India~~ India a Leftist Democratic Government has been established in Kerala through the last General Election. This Government has already earned the whole-hearted support of the toiling masses and progressive peoples of India due to the practical steps it had undertaken during the last 26 months of its rule in the fields of agriculture, education, agrarian reforms and defending workers interests even remaining within the bounds of the present social structure inspite of the limitations of the parliamentary rule. The Kerala Government through the implementation of various constructive plans and projects has rejuvenated and resuscitated the people of Kerala and has aroused a sense of resurrection and urge for new life among the exploited humanity of India. For this, this Conference whole-heartedly greets the Democratic Government of Kerala and her great people.

But the dethroned leaders of the Congress, Proja Socialist Party and the Revolutionary Socialist Party of Kerala, in collusion with the bitterly communalist Nair Service Society and the Fathers of the Catholic Churches, are hatching anti-people conspiracies to overthrow this democratic Government of Kerala adopting hienious and diabolical methods and means with the ulterior motives of disrupting the constructiveworks of the Government of Kerala, in the name of defending democracy. This Conference firmly believes thzt in the face of united resistance of the progressive peoples all over India, all these insidious attempts to undo the achievements of the Kerala Government will inevitably be culminated into a colossal miscarraige.

This Conference strongly condemns the ways and means adopted by the reactionary cliques in contravention of the parliamentary principles to overthrow the Government of Kerala. This Conference ~~strongly~~ emphatically denounces the naked and most hated path of violence pursued by the reactionary groups there. This Conference also declares that the working class and the toiling masses of India are ever-ready to stand like a solid rock for the defence of the Government of Kerala against the forces of reaction and darkness.

This Conference expresses its deep concern for the indirect support and inspiration goven to the reactionary forces of Kerala by our Prime Minister Sri Nehru himself and the leaders of the Congress High Command, masquerading as the defenders of democracy to camouflage their ugly faces.

(Continued.....)

INDEC EMPLOYEES' UNION

REGD. NO. 3667

129A, CIRCULAR GARDEN REACH ROAD, KIDDERPORE, CALCUTTA-23

AFFILIATED WITH ALL INDIA TRADE UNION CONGRESS : FEDERATION OF METAL & ENGINEERING WORKERS' UNIONS

of No.

Date..... 195

(2)

This Conference strongly urges upon the Prime Minister Sri Nehru to take immediate practical steps to put an end to this reactionary movement which is going on in Kerala to overthrow the democratically elected Government there.

This Conference of ours declares that we ~~are~~ have every sympathy and support for the democratic Government of Kerala.

LONG LIVE THE WORKING PEOPLE OF KERALA.

LONG LIVE THE DEMOCRATIC GOVERNMENT OF KERALA.

W. D. Manik
President
4.7.59.

INDEC EMPLOYEES' UNION

REGD. NO. 3667

129A, CIRCULAR GARDEN REACH ROAD, KIDDERPORE, CALCUTTA-23

AFFILIATED WITH ALL INDIA TRADE UNION CONGRESS : FEDERATION OF METAL & ENGINEERING WORKERS' UNIONS

Ref. No.

Date..... 195

RESOLUTION ON TRADE UNION UNITY.

This conference believes that at this critical juncture the Unity of all the Trade Unions in various struggles and movements is essential and imperative and it is the bounden duty of every Trade Union to try & unceasingly for the strengthening of this Unity in every field of activity.

This conference whole-heartedly greets those brother workers who have built the unity and solidarity of the workers in the areas like Kidderpore, Dalhousie, Barrackpore, etc. This conference congratulates the Trade Union Unity which was built up last year through various struggles of the workers in different fields such as through the successful strike struggle of the Tram and Port-Dock Workers and the successful General Strike.

This conference firmly believes that the working class can come out successful in their struggle for existence, resisting the attacks of the exploiters if their Unity can be built up on ~~granite~~ granite foundation of Trade Union Unity and if they can make their unity as hard as steel. Working Class Unity, and only the working class unity, alone, has the potentiality and strength to ensure the success of the working class in their various struggles.

LONG LIVE TRADE UNION UNITY !

WORKERS OF THE WORLD - UNITE !

W. B. B. B.
President.
4.7.59.

INDEC EMPLOYEES' UNION

REGD. NO. 3667

129A, CIRCULAR GARDEN REACH ROAD, KIDDERPORE, CALCUTTA-23

AFFILIATED WITH ALL INDIA TRADE UNION CONGRESS : FEDERATION OF METAL & ENGINEERING WORKERS' UNIONS

Ref. No.

Date 195

RESOLUTION ON THE A.I.T.U.C BUILDING FUND.

This Conference wholeheartedly greets the call given by the General Council of the All India Trade Union Congress for the construction of its own Office Building. This Conference thinks that the All India Trade Union Congress must have its own Office Building if it wants to discharge successfully the responsibilities it has undertaken to lead the Indian working class and to guide the growing movement of the Indian workers to successful completion organising it in a correct way.

In the above context, This Conference declares that in accordance with the decision of the General Council we will try our utmost to contribute to the Building Fund of the All India Trade Union Congress on the occasion of the 61st birthday of its president Comrade S.A.Dange. This Conference appeals to all our brother workers and employees to contribute their utmost to put into practice the decision of the General Council for the Building Fund of the All India Trade Union Congress.

W. B. Mani
President.
4.7.59.

INDEC EMPLOYEES' UNION

REGD. NO. 3667

129A, CIRCULAR GARDEN REACH ROAD, KIDDERPORE, CALCUTTA-23

AFFILIATED WITH ALL INDIA TRADE UNION CONGRESS : FEDERATION OF METAL & ENGINEERING WORKERS' UNIONS

Ref. No.

Date..... 195

RESOLUTION ON ANNUAL INCREMENT.

This Conference firmly believes that Annual Increment is a natural and just demand of every worker. Yet, the working class and the toiling people, being compelled by the attitude of the proprietors and Management, find no other way but to snatch this demand from the recalcitrant hands of the proprietors every year. In our concern also in this way we have been getting this annual increment every year.

With deep regret this Conference declares that this year the workers of our concern have not yet got the benefit of annual increment. It is a fact that the Management has taken a dilatory attitude and procrastinatory tactics regarding our Charter of Demands which we submitted some four months before. In the same fashion the Management has been trying surreptitiously to evade the issue of annual increment for the last three months. Whereas the prices of the daily necessities have become sky-kissing growing day by day and as a result of this the cost of living of the workers has increased so much that now it has gone out of the control of the meagre income of the workers. In comparison with other years, the total production in our Factory increased considerably last year. Yet the Management is recalcitrant and completely indifferently regarding the annual increment. This Conference strongly condemns this attitude of the Management.

This Conference is of the firm belief that this indifferent and recalcitrant attitude of the Management regarding the annual increment is detrimental to the interests of the industry and fraught with grave danger and it directly goes against the basis of industrial peace and amity.

This Conference demands that the Management should immediately give up this tactics and attitude which deprive the workers of their annual increment, and agree to satisfy the workers giving them the annual increment this years as usual in the interest of the concern.

W. B. Banerjee
President.
4.7.59.

24 AUG 1959
SUR

ENAMEL WORKERS' UNION

(REGST'D. No.—3805)
(Affiliated with A. I. T. U. C.)

C/o. SRI S. K. GHOSE 15/B, JAGADISH NATH ROY LANE, CALCUTTA—6

President :

Sri S. K. GHOSE

Ref. No.

Dated the, 22. 8. 1959

154

The General Secretary,
Bengal National Trade Union Congress,
Calcutta.

Dear Sir,

I most regretfully have to inform you that some of the antiunionists of this union have applied for affiliation of the existing union with your organisation.

In this connection I have to advise you that this union is affiliated with A.I.T.U.C. and officially Sri S.K.Ghose is the President and Sri Biren Chakravarty is the General Secretary.

Further I hope to add that the Treasurer has been charged under Sec 408 I.P.C. (Breach of Trust) for defaultation of the union cash and the case is going on in the 5th C.P.M. court.

At this stage these people have formed a group and they have applied for the affiliation.

In the circumstances, I request the favour of your not considering their application favourably as this will hamper the Trade Union unity and will act adverse to the interest of the union.

At this ..contd..

SUR ENAMEL WORKERS' UNION

(REGSTD. No.—3805)
(Affiliated with A. I. T. U. C.)

C/o. SRI S. K. GHOSE 15/B, JAGADISH NATH ROY LANE, CALCUTTA—6

President :

Sri S. K. GHOSE

Ref. No.

Dated the, 195

-2-

At this opportunity I have to advise you that no Annual General Meeting could yet be held due to submission of Account Book and relevant documents before the Magistrate as exhibits. So if these anti-unionist group have shown any documents to you regarding Annual General Meeting is false and fake.

Yours faithfully,

Biren Rakshit

General Secretary.

Copy to the General Secretary
All India Trade Union Congress
4, Ashoke Road, ~~Calcutta~~ New Delhi

&
Bengal Provincial Trade Union Congress
248 249, Bowbazar St. Calcutta
with a request to take necessary
action in the matter.

5 OCT 1959

Coffee Board Labour Union

(REGD. No. 320)

Central Office : 107, Lower Circular Road, Calcutta-14

PRESIDENT :

SRI A. K. GOPALAN M.P.

VICE-PRESIDENTS :

PROF. HIREN MUKHERJEE M.P.
PROF. N.C. BHATTACHARYA M.A.LL.B, M.L.C
SRI K. SUBBARAO B.A (HONS) LLB.
SRI HARIPADA CHATTERJEE

GENERAL SECRETARY :

M. A. JAFFAR

TREASURER :

O. V. VELAYUDHA

Ref. No. CC 114/59.

Dated 30th September 1959 .

Sri K.G. Srivastava
Secretary, All India Trade
Union Congress
4 Ashoke Road
New Delhi.

Re: Affiliation fee and fees for
T.U. Record.

Dear Brother,

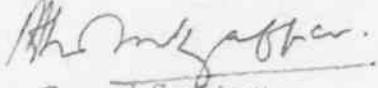
Understanding from our Vice-President Brother Haripada Chatterji that our affiliation fees are due since the last year, we are sending Rs 22/8/- as affiliation fee for 180 members for the two years and also Rs 6/- as subscription for T.U.Record.

Please acknowledge its receipt and start sending us T.U. Record with effect from the issues of the 14th July, 1959.

We are also collecting A.I.T.U.C. Building Fund which we will remit sometimes later.

Please send us AITUC Affiliation Certificate also.

With Trade Union Greetings,


General Secretary,
Coffee Board Labour Union

Burn Sramik Union.

REGD. NO.-3404

Head Office :—33/1, HAT LANE, HOWRAH.

Ref. No.

Dated the 12th October 1959.

The Secretary,
All India Trade Union Congress,
4, Ashok Road,
New Delhi.

Dear Comrade,

We are sending by W.O. the following amount
as affiliation fees, W.F.T.U. Levy and contribution for
T.U.R.

1. Affiliation fees for the year ending
31.3.58 (for the membership 3756)RS. 58.69
2. Affiliation fees for the year ending
31.3.59 (for the membership 4465)Rs. 69.77
3. Due W.F.T.U. Levy for the year ending
31.3.57Rs. 15.00
4. W.F.T.U. Levy for the year ending
31.3.58Rs. 20.00
5. W.F.T.U. Levy for the year ending
31.3.59Rs. 25.00
6. T.U.R contribution for 1959 & 1960Rs. 8.00

Total Rs. 196.46

Comradely Yours

Amar Rajwada

jt. Secretary.

(As amended by notification No. 2474 Com., Dt: the 9th August, 1939)

ANNUAL RETURN PRESCRIBED UNDER SECTION 28 OF THE INDIAN TRADE UNIONS ACT,
FOR THE YEAR ENDING ON 31. March 1959.
666-----

Name of Union: NANGI BATA RIKSHAY MAZDOOR UNION.
Registered Head Office: KASIMUDDIN ROAD NANGI, BATANAGAR. 24 PAR GS.
Number of certificate of Registration: 3950
Date of Registration: 20.12.56

1. Return to be made by Federations of Trade Unions.	:	(1) Number of unions affiliated at the beginning of the year:	
	:	(2) Number of unions joining during the year:	
	:	(3) Number of unions by which subscriptions due have been paid up in full:	
	:	(4) Number of unions disaffiliated during the year:	
	:	(4) Number of unions affiliated at the end of the year:	
II. Return to be made by individual Trade Unions.	:	(1) Number of members on books at the beginning of the year:	142
	:	(2) Number of members admitted during the year:	x
	:	(3) Together:	142
	:	(4) Number of members by whom subscription due have been paid up in full:	80
	:	(5) Number of members who left during the year (deduct):	62
	:	(6) Total number of members on books at the end of the year:	80
	:	(7) Males:	80
	:	(8) Females:	x
	:	(9) Number of members contributing to political fund:	x

A copy of the fulrs of the Trade Union corrected up to the date of despatch of this Return is appended. The alterations shown in the Rules have/have not been registered. no change

Dated the 27th June 1959

[Signature]

26 OCT 1959

MAYA ENGINEERING WORKERS' UNION

REGD. NO. 2633

19/2, RUSSA ROAD SOUTH 3rd LANE

CALCUTTA - 33

President : Sri Biren Mazumder

Gen. Secy. : Sri Panna Lal Dutta

Ref.....

Dated 21st Oct. 1959

To
The Office Secretary,
A.I.T.U.C.,
4, Asoke Road,
New Delhi.

Dear Comrade,

Please let us know our dues of Affiliation fees etc. for the year 1958-59 and 1959-60.

Our present membership is 250 and have paid our affiliation fees of the State T. U. C.

With Greetings

Fraternally yours,

General Secretary.

*I have th. 16.50 for
last year. PWG
10/12*

21 NOV 1959

DVC STAFF ASSOCIATION

CENTRAL SECRETARIAT
ANDERSON HOUSE, ALIPORE,
CALCUTTA-27

Reg No. 3941

Phone : 45-1765

Ref No. : SA/

Date... 14th November 1959.

To

The General Secretary
.....
All India Trade Union Congress
.....
4, Ashoke Road, New Delhi

Dear Sir,

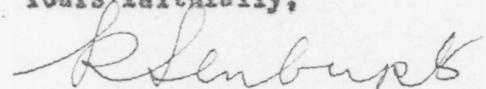
You would, perhaps, be glad to learn that the Fifth Annual General Conference of the D.V.C. Staff Association is going to be held on November 27, 28 and 29, 1959 at Hazaribagh Town. Shrikrishna Sinha, Chief Minister, Bihar, has kindly consented to inaugurate the Session.

The Damodar Valley Project being the first & biggest river valley project in this country and it being operative in an area extended from Gaya, Dalmianagar and Patna on the west and Calcutta to the East presents problems of personnel management of most vital and complicated nature.

So, we would request you to send your representative to attend the inaugural ceremony as an observers if however, it is not possible for you to send your representative to attend the session we shall be grateful to have a message of good will from you.

Thanking you,

Yours faithfully,



(S.R. Sen Gupta)
GENERAL SECRETARY.

November 24, 1959

General Secretary,
D.V.C. Staff Association,
Central Secretariat,
Anderson House,
Alipore,
Calcutta-27

Dear Friend,

Thank you for the invitation to fifth Annual General Conference of your Association to be held on November 27, 28 and 29 at Hazaribagh Town.

We take this occasion to greet your conference and through the delegates to all the employees of Damodhar Valley Corporation on behalf of All India Trade Union Congress.

We are confident that the conference will lead the employees in their day to day struggles for better living and working conditions.

We wish all success to the conference.

With warm greetings,

Yours fraternally,

K.G.
m/21
(K.G.Sriwastava)
Secretary

26 NOV 1959

The Regional Director (Food) Employees' Association

(Recognised by the Govt. of India)

EASTERN REGION

8, ESPLANADE EAST, CALCUTTA-1

Ref. No. RDFE/ASSN/CUL/59. Dated the 23rd Nov. 1959.

To
Shri S. A. Dange. M.P.
4, Asoka Road.
NEW DELHI.

Respected Sir,

The 1959 Annual Issue of our Magazine, "Harvest", is scheduled to be published by the first week of December, 1959. Our Association, which aims at the all-round development of the individual employee, takes care that their creative qualities get the proper scope to develop within the framework of its resources.

I am to request you to kindly send us your message and words of enthusiasm in our humble endeavour to focus the literary and other activities of the members of the staff. Your words will encourage us to carry on our modest venture.

Thank you, Sir,

Yours faithfully,


(K. K. BHATTACHARYYA).
SECRETARY (CULTURE).

THE REGIONAL DIRECTOR (FOOD) EMPLOYEES ASSOCIATION
S P E A K S

(Office : 8, Esplanade East,
Calcutta-1.)

Respected Sir/Madam,

We encroach upon your most valuable time with the request to take up the cause of three thousand employees of the Office of the Regional Director (Food), Eastern Region, Calcutta, under the Ministry of Food & Agriculture, Government of India. The employees, through their Association (duly recognised by the Government of India), have exhausted all normal and constitutional methods to get their sufferings removed. But the Government have not only been denying our legitimate rights and just causes but also creating wrongs and injustice. Individual employees are being penalised on flimsy grounds and their recognised Association warned for struggling against favouritism, nepotism and corruption.

We, therefore, solicit your help and co-operation in removing our distress, in establishing our rights and in rooting out nepotism and favouritism from this important department of food. Some of our grievances are as follows :-

1. PROLONGED DUTY HOURS : There were no fixed duty-hours in this department since its inception in 1943. The staff were to work from morn till night and some-times 24 hours at a stretch with no recess and no remuneration for extra hours. They got no Sundays - no holidays! The Employees' Association struggled against this injustice for a long time and as a result only in January, 1958, the Director General (Food), New Delhi, by a letter to the Association fixed the duty-hours of the employees as - "9 a.m. to 5 p.m. with one hour recess on all working days, excluding Sundays and holidays". But the duty-hours thus fixed is longer than the duty-hours prevalent in other "civil offices". In all civil offices there is a weekly half holiday and the total working hours in the week is 36 hours with 38½ hours confinement. But in this office there is no half-holiday facility and the duty hours have been fixed to 42 hours weekly ~~work~~ 48 hours confinement. Even the duty-hours thus fixed are not followed in practice and the employees are compelled to work beyond the scheduled hours and during the recess period.

2. NO OVER-TIME ALLOWANCE : The employees of this department have to work almost on every "Sunday, and holiday" for receipt and despatch of food grains/fertilisers by wagons. But they do not get any overtime allowance, whereas Central Government employees of other offices, such as, Commissioners for the Port of Calcutta, Railways and Customs, with whom these employees have to work, get overtime allowance. It requires to be specially mentioned here that the overtime allowance of Customs employees for their work on Sundays and holidays in connection with food movements is paid by the Food Department, though the employees of this very department are deprived of this benefit. This discrimination cannot be supported by any code of justice and the employees naturally resent against it.

3. TRANSPORT CONTRACTORS FAVOURED AT THE COST OF THE EMPLOYEES :

At the cost of their social, economical and religious life, the employees co-operate with the Authority by working frequently on Sundays and holidays for unavoidable movement of food grains/Fertilisers by wagons. The authorities, however, do not appreciate this co-operation/sacrifice of the staff and add to their sufferings by asking them to work on Sundays and holidays for the interest of Transport Contractors. According to the terms of Contract the Transport Contractors are to supply sufficient number of trucks for lifting food-grains/fertilisers from Docks to godowns on weekdays. But as a rule, they fail to do it. The shed-rent or wharfages that accrue due to this failure is to be realised from the Transport Contractors. Instead of doing this, the department fixes programme on Sundays and holiday (rent-free days) for lifting cargo from Docks to Central Government godowns and thus the Transport Contractors are saved from payment of considerable amount of shed-rents. Moreover, the work in all other department/organisations being suspended on Sundays/holidays, the Transport Contractors get an opportunity to hire sufficient number of trucks at cheaper rates on these days. Thus the local authorities help the Transport Contractors to be doubly benefitted. This is favouritism to Transport Contractors at the cost of the employees.

4. CONTRACTORS FAVOURED - BUT EMPLOYEES PENALISED

The Employees Association by several deputations and representations to the Authorities tried its level best to put a stop to this practice of favouritism to the Transport Contractors, but in vain ! At last the matter was brought to the notice of the Secretary (Food), New Delhi, in Association's letter No. RDFT/Assn/Pol/38 dated 16. 5. 1959 but neither was any reply received from him nor was the practice stopped. The Association had no other alternative than to take up a decision to refrain from working on Sundays and holidays on which programme was fixed for favouring Transport Contractors (though normal work on Sundays and holidays were attended by the employees). The employees were penalised for non-compliance with such order. Their promotion and annual increments were withheld for one to two years.

5. AGREEMENT NOT HONOURED

(a) In course of our struggle for fixation of duty-hours as prevalent in other civil offices of the Government of India, we entered into an agreement with the authorities (copy enclosed), but the authorities did not honour item Nos. 2, 4, 5, 6 and 7.

(b) It was only in March this year that the authorities seemed to agree to our stand and entered into an agreement with the Association. According to the terms of agreement the authorities were to withdraw charge-sheets and penalties, issued and imposed on employees, and to introduce half-holiday and over-time allowance and to fix up road-receipt programme, only in cases of emergency, on Sundays and holidays. The employees have been implementing their part of the agreement by attending to emergent road-receipt programmes from Docks on Sundays and holidays. But the authorities have dishonoured the agreement in as much as penalties have not been withdrawn but only modified to "Censure". The facilities of weekly half-holiday and overtime allowance have also not yet been introduced.

(c) Moreover, the authorities have been trying to crush the Employees Association in various ways, e.g., instead of implementing the agreement, entered into with the Employees Association, a letter of SEVERE WARNING has been issued to the Employees Association for its activities towards safe-guarding the interest of its members struggling against the policy of favouritism adopted by the authority. The individual employees have also been WARNED against following the directions of the Association (an Association duly recognised by the Govt. of India).

6. STATEMENT OF SHRI A. M. THOMAS, DEPUTY MINISTER (FOOD), IN THE 'LOK-SABHA' ON 20TH MARCH, 1959, - QUESTION NO. 1415

In this connection we feel it necessary to bring to your notice the following inaccuracy in the above statement, published on page 7387 of the "LOK-SABHA DEBATES" :-

QUESTIONS

ANSWERS.

CORRECT POSITION.

REMARKS OF THE ASSOCIATION.

Shri Halder :

Will the Minister of Food & Agriculture be pleased to state -

- a) Whether 2,000 employees of the Calcutta Office of the Regional Director (Food) Eastern Region, having stopped working on Sundays and other holidays since May 1958, and -
- b) if so, the reasons thereof ?

- a) Some of the employees of the Regional Director (Food), Calcutta, who were posted for duty at the Central Government godowns for receipt of food-grains from Docks on the 28th July 1958 (Holiday), 16th and 30th November 1958 (Sundays) did not report for duty.
- b) This was in protest against fixation of food-grain receipt programme on Sundays and holidays.

Employees did not report at the godowns on 4th January 1959 and 8th March, 1959 also.

This was in protest against favouritism to the Transport Contractors.

On 4th January 1959 employees were asked to attend. But they did not. The programme was subsequently cancelled. But the employees were charge-sheeted and penalised.

This will be proved by the fact that employees work on almost every Sundays and holidays without any protest for unavoidable receipt and issue of food-grains, vide TABLE I, enclosed hereto.

Shri Halder :

Have the Ministry of Food and Agriculture and the Indian Government given an assurance to the Employees Association that except on Sundays and holidays the working hours would be from 9 a.m. to 5 p.m.

The usual working hours are from 9 a.m. to 5 p.m. with one hour's break for lunch.

We give work to these employees on Sundays and holidays only when it becomes inevitable for the Regional Director of Food.

Duty hours are not followed technically and practically. One hour break is also not available to the employees.

Employees are asked to work on Sundays and holidays even when it is avoidable. This is either for -

- (a) favours to be shown to the Transport Contractors as indicated below, or
- (b) inefficiency or negligence of the authorities.

(a) will be proved by TABLE II Annexed hereto.

(b) To give an example - One shed of Mudra Godown was to be vacated on or before 31st July '59. Notice was received in the middle of June '59, but the Department made no arrangement.

QUESTIONS

ANSWERS

CORRECT POSITION

REMARKS OF THE ASSOCIATION.

When the programme on Sundays and closed holidays requires the posting of minimum staff required at the Docks for supervising the receipt and issue of food-grains. It is not done as a normal rule.

During the period from 20th May to 30th November '58 although there were forty closed holidays we requisitioned the staff only on three occasions.

- Shri Halder :

Were any charge framed against sixty persons who refused to work on Sundays and holidays ?

Explanations has been asked from 72 employees who were asked to report on that day.

Shri Warrior :

May I know whether - increase in wages is given for these holidays and Sundays on which they work and if so, how much ?

They will be given compensatory holidays and they can be absent on some other holidays.

Shri S. M. Banerjee :

May I know whether some of the employees had already made a request not to put them on duty on Sundays because they had some urgent work and yet they were charge-sheeted ?

No Sir.
This is not correct.

Employees working at Docks work round the clock. There is no Sunday and holiday. This is NORMAL.

The employees worked on almost every Sunday and holiday.

Explanations were asked for from 90 employees as follows :-

- 28th July '58 0
- 16th Nov. '58 0 61 employees.
- 30th Nov. '58 0
- 4th. Jany. '59 0 11 employees.
- 8th March '59 0 18 employees.

Actually they have to wait long for taking the compensatory holidays, as the work is heavy and the members of staff is insufficient. The employees suffer as the date on which he is to take compensatory holiday is uncertain and not to his convenience.

Actually the individual employee in all cases had given prior notice in writing that it would not be possible to work on these holidays. Still they were charge-sheeted and penalised.

Employees were at last asked to work on the 26th July, (Sunday). This could have been avoided if timely arrangement was made.

This will be proved by TABLE NO. I annexed hereto.

Allocation of duties on these days was for (a) wagon receipt/ despatch (b) Road receipt by trucks supplied by Transport Contractors.

Employees who were allotted for (b) only, were absent. Employees who were allotted for both (a) and (b), attended to (a), but abstained from (b). Yet they were considered 'ABSENT' AND 'PENALISED'.

TABLE I /ACTUALLY WORKED

TOTAL NUMBER OF SUNDAYS AND HOLIDAYS ON WHICH THE EMPLOYEES WERE ASKED TO WORK/ (BETWEEN 1ST.MAY 1958 and 31ST.DECEMBER 1958

Name of the GODOWN.	No.of Sundays/ Holidays between the period 1st. May '58 to 31st.December 1958.	No.of Sundays/ holidays on which employees were asked to work.	No.of Sundays/ holidays on which employees actually worked.	Number of Sundays/Holidays on which the employees abstained from work.	REMARKS
1. Jinjirapole	47	47	44	* ** 1 + 2 = 3	* The employees were absent as a PROTEST AGAINST FAVOURITISM shown by the Authorities to the Transport Contractors at the cost of the employees. They were penalised.
2. Brooklyn	47	47	44	* ** 1 + 2 = 3	* The employees were absent as a PROTEST AGAINST FAVOURITISM shown by the Authorities to the Transport Contractors at the cost of the employees. They were penalised.
3. Cossipore G.F.D.	47	39	38	* 1 = 1	** Employees were present for other work, but abstained from work as indicated under * above. They were charge-sheeted and penalised in some cases and warned in some cases. Shows discrimination.
4. Behala	47	19	16	* ** 1 + 2 = 3	** Employees were present for other work, but abstained from work as indicated under * above. They were charge-sheeted and penalised in some cases and warned in some cases. Shows discrimination.
5. Ramkrishnapur	47	17	17	*** 1 = 1 (Relates to January '59)	*** Employees were asked to come. They abstained for reasons as at * above. The Programme was subsequently treated as cancelled. Employees were neither charge-sheeted nor penalised.
6. Shalimar	47	14	13	* 1 = 1	*** Employees were asked to come. They abstained for reasons as at * above. The Programme was subsequently treated as cancelled. Employees were neither charge-sheeted nor penalised.
7. Mundra	26 (from 21.9.58 to 31.12.59)	8	8	* 1 = 1 *** * (Q) (relates to January '59)	*** Employees were asked to come. They abstained for reasons as at * above. The Programme was subsequently treated as cancelled. Employees were neither charge-sheeted nor penalised.
8. Clive.	47	4 (upto 27.3.59)	nil	*** * (Q) 2 + 1 + 1 = 4	(Q) Same as * * * but the employees concerned were penalised most arbitrarily.
9. Beliaghata	50 (opened on 18.8.58) (from August 1958 to March 1959)	21 (from August 1958 to March 1959)	20 (from August 1958 to March 1959)	*** 1 = 1 (relates to January '59)	(Q) Same as * * * but the employees concerned were penalised most arbitrarily.

PROGRAMME ON 28TH JULY 1958 WAS NOT INEVITABLE BUT AVOIDABLE AND MEANT ONLY FAVOURITISM TO TRANSPORT CONTRACTORS.

(a) Failure of TRANSPORT CONTRACTORS TO IMPLEMENT PROGRAMMES ON WEEK DAYS :

<u>A. Per S.S. "RIDERKERK" (FERTILISERS)</u>					
Date	Quantity discharged in Port Commissioners Shed in TONS	Quantity lifted from Port Commissioners Shed in TONS	Date upto which free time is available.	Date from which Shed-Rent begins.	Quantity which was under necessity to be lifted on 28.7.58.
24.7.58 (first date)	70	nil	28.7.58	29.7.58	0
25.7.58	253	nil	29.7.58	30.7.58	0
26.7.58	608	414	30.7.58	31.7.58	0

The Programme for lifting 800 tons of Fertilisers on 28.7.58 (HOLIDAY) could very conveniently have been drawn up for 29.7.58 or 26.7.58 or even for earlier date. To realise the position, the above figures may kindly be taken into consideration.

<u>B. Per S.S. "MOMBASSA" (Fertilisers) (NO PROGRAMME)</u>					
Date	Quantity discharged in Port Commissioners Shed in TONS	Quantity lifted from Port Commissioners Shed in TONS	Date upto which free time is available	Date from which Shed Rent begins.	Quantity which was under necessity to be lifted on 28.7.58.
24.7.58	386	nil	28.7.58	29.7.58	0
25.7.58	322	nil	29.7.58	30.7.58	0
26.7.58	530	495	30.7.58	31.7.58	0

From the Tables given above it may be seen that there were no Programme for lifting Fertilisers Ex. S.S. "RIDERKIRK" and S.S. "MOMBASSA" earlier than 26.7.58 and that there was no question of fixation of any Road Receipt Programme from Docks on 28.7.58, a GAZETTED HOLIDAY.

(b) DOCK POSITION SHOWING THAT WORK ON 28.7.58 WAS NOT INEVITABLE BUT AVOIDABLE.

Date	Quantity programmed IN TONS	Quantity implemented IN TONS	Date	Quantity programmed IN TONS	Quantity implemented IN TONS
21.7.58	2600	1308	29.7.58	1300	578
22.7.58	2600	1751	30.7.58	1400	792
23.7.58	2700	1609	31.7.58	600	452
24.7.58	3100	1569	1.8.58	1000	580
25.7.58	2500	1717	2.8.58	1000	598
26.7.58	1500	674	3.8.58	Nil	Nil
27.7.58	Nil	Nil	4.8.58	1000	529
28.7.58	1300	332	5.8.58	1000	430

7. OUR DEMANDS

To put in a nutshell our demands are as follows :-

- 1) The imposition of the penalties of "CENSURE" upon the employees was unjust and should be withdrawn without delay.
- 2) The employees thus penalised should be given their due promotion and annual increments with retrospective effects.
- 3) The facility of weekly half-holiday should be introduced in godowns and Docks with immediate effect.
- 4) The employees who are required to work beyond the prescribed hours of work and on Sundays and Holidays should be remunerated by the introduction of 'over-time allowance' as prevalent in other "commercial" "trading organisations" under the Government of India.
- 5) The employees should not be deprived of the benefit of Sundays and Holidays except in the interest of the department or under emergent circumstances. The practice of favouring the Transport Contractors at the cost of the employees should stop.
- 6) The letter of 'warning' issued in this connection to the Employees Association and the employees in general should be withdrawn immediately.

N.B. All of these demands, it may kindly be seen are JUST and clement and received moral support and official approval from the local authority (Regional Director (Food)(Eastern Region)Calcutta), when he entered into an agreement with the Association on these terms.

The Regional Director (Food) Employees' Association,
Eastern Region, 8, Esplanade East, Calcutta-1.

SANKRAIL CHATKAL MAZDOOR UNION

REGD. NO. 2283

P. O. SANKRAIL, DIST. HOWRAH.

President:

SHYAMA PRASANNA BHATTACHARYA, M.L.A.

Gen. Secretary:

GOBIN KARAR

Ref. No.

Dated, the 29. 12. 1959

V. URGENT.

To
Secretary,
R. I. T. U. C.
4, Hazrat Rd.
New Delhi.

Re: Affiliation for Sankrail Chatkal
Mazdoor Union

Dear Comrade,

I am sending Rs. 40/- by a single T. M. O. as
affiliation fees for the following unions:

1. Sankrail Chatkal Mazdoor Union (Regd. No. 2283)
Membership for 1958-59 - 558.
aff. fee - Rs. 15/-
2. Rajgange Chatkal Mazdoor Union - (Regd. No. 2773)
Membership for 1958-59 - 559.
aff. fee - Rs. 15/-
3. East India Empm. U. Union (Regd. No. 2679)
Membership for 1958-59 - 436.
aff. fee - Rs. 10/-

you are to send the receipts or aff. certificate
by express post in the name of above union
separately to the following address before 28.12.59.
I am to show all records before the V. Officer
on 29.12.59. So take it seriously.

Address:-

Govin Karar,
Mashila - P. O. vill
Howrah - Dist.
W. Bengal.

With regards,
Govin Karar
Gen. Secy.

R. No. 346
26.12.59

East India Corporation Mazdoor Union

REGD. NO. 2699

MOURIGRAM : P.O. ANDUL-MOURI : DIST. HOWRAH

PRESIDENT : MD. ELIAS

GEN. SECRETARY : GOBIN KARAR

Ref. No.

Dated, the 24. 12. 1957.

To
Secretary,
A.S. T.V.C.
1, Azoke Rd.,
New Delhi

V. URGENT.

(154)

Re: Affiliation of East India Corp.
M. Union

Dear comrade,

I have am sending Rs. 40/- as affiliation fee for the following Unions by T.M.S. at a time.

1. East India Corp. Mazdoor Union (Regd. no 2699)
- Membership - 436 - Rs. 10/-
(for 1958-59) aff. fee
2. Rajyunge Chakkal Mazdoor Union (Regd. no. 2772)
- Membership - 559 (for 1958-59)
aff. fee - Rs. 15/-
3. Saukrai Chakkal Mazdoor Union (Regd. no. 2283)
- Membership - 558 (for 1958-59)
aff. fee - Rs. 15/-

I send the total amount Rs. 40/- by a single T.M.S. But you are to send the receipts or aff. certificate by express post in the name of particular Unions separately to the following address. Our Union is to submit all records on 29.12.59 before verification officer. So you are to send the same before 28.12.59 so that we may submit them before the v. officer. Hope you will take it seriously.

Address:
- Gobin Karar,
vill. S.P.O. - Mashila
Dist. - Howrah.
W. Biniga.

With greetings,
Gobin Karar
Gen. Secy.

R. No. 365
24-12-57

Jay Shree Textiles Mazdoor Union.

RISHRA.

Regd. No. 3199

Ref. No. _____

Dated, December 24, 1959.

To

The General Secretary,
All India Trade Union Congress,
4, Asoke Road,
New Delhi.

Dear Friend,

Subject - Certificate ~~for~~ of Affiliation for Jay
Shree Textiles Mazdoor Union, Rishra.

We have sent the sum of Rupees Twenty (Rs 20.00 only) by T.P.O.
being the Affiliation Fee for Jay Shree Textiles Mazdoor Union, Regd. No. 3199,
23, Sarat Chandra Basu Lane, P.O. Rishra, Dt. Hooghly for 1958-59 against a total
membership of 220.

Please send us the Certificate by return post as all the
documents and papers of the Union have been called for by the Regional Labour
Commissioner, Central for inspection and verification.

Yours faithfully,

Jadugopal Sen.

Secretary,
Jay Shree Textiles Mazdoor Union, Rishra.

Dear Comrade Dange,

I have seen the petition of the workers of Sen Reliegh. As you know ~~r~~ very well, ~~that~~ the behaviour of Com. Dihidar has been all along so that the workers many times express their dissatisfaction against his behaviour. But many times they could not express their feeling in this way. Now ~~yo~~ for the first time the workers have come in this way. It is good that they have approached us instead of joining in I.N.T.U.C. So far the allegation of misbehaviour is concerned it is true ~~that~~ but some of the allegations regarding the new appointment etc., are not correct, because in many recognised unions these things always ~~always~~ happen. Another thing also should be remembered, ~~that, i.e~~ ~~is~~ the contribution of Dihidar to build up the union. The main reason of the grievances of the workers against Dihidar is the implementation of the 950 agreement. Although this agreement was signed after three years long discussion with the management but some workers are not at all satisfied with this agreement. Because one agreement cannot satisfy every single worker of the factory and this situation is fully utilised by the INTUC. And, the arrogant behaviour of Dihidar has been fuel to the fire, However we should immediately take up this matter and inform the workers concerned that the AITUC, BPTUC and Engineering Federation will make proper enquiry into this matter. Indrajit also should be told to go to Asansol and meet the leading workers and talk with them and he should report to you about this and his opinion in this respect.

The directors are coming to-day to Delhi to attend the development council meeting, if you think ~~me to~~ ^{should} meet them, I can do and have the full picture. They can also meet you if you want. Actually they had told me in Calcutta about their desire to meet you.

I am returning to Calcutta after attending the Administrative Committee at the end of this month. As soon as I shall return, I ~~shall~~ ^{will} go to Asansol.

With greetings,

Yours sincerely,

Sd/- Md. Elias

প্রত্যেকে একটা করে টাকা

ইউনিয়ন তহবিলে জমা দিন

বন্ধুগণ,

গত সাধারণ সভা থেকে সিদ্ধান্ত হয়েছে যে আমরা প্রত্যেকে একটা করে টাকা ইউনিয়নের রিসার্ভ ফাণ্ডে জমা দেবো। মজবুত রিসার্ভ ফাণ্ড হচ্ছে মালিকের জ্বলুম ও সরকারী জনবিবোধী নীতির বিরুদ্ধে সংগ্রামে মালিকের জ্বলুম আমাদের বড় গ্যাথাপ্টি। একথা আপনাদের অজানা নেই যে গত বৎসর মার্চ মাস থেকে শুরু কমিটির নেতৃত্বে যত সভা সমাবেশ করা হয়েছে, জনসাধারণের কাছেও যে পোষ্টার শ ইশতাহার দেওয়া হয়েছে তার প্রায় সমস্ত টাকা ইউনিয়ন তহবিল থেকে খরচা করা হয়েছে। ৪২দিন হরতাল আর তার পরের এক বৎসর ধরে যে ট্রাইবুনাল চলেছে—তার খরচাও আমাদের তহবিল থেকে গেছে। শুধু তাই নয়—এ ছাড়া যত আন্দোলন হয়েছে তার প্রতিটা ব্যাপারে ইউনিয়ন অংশ নিয়েছে এবং তার ফলে টাকা-পয়সাও ব্যয় করতে হয়েছে। যার বলে আমাদের মজুত তহবিলের টাকা অনেক কমে গেছে। সুতরাং আজই আমাদের চেষ্টা করতে হবে যাতে আমরা মজবুত রিসার্ভ ফাণ্ড গড়ে তুলতে পারি। কোম্পানীকে দেবিয়ে দিতে হবে আমাদের বাকী দাবী আদায়ের জ্বলুম আমরা কত দৃঢ় প্রতিজ্ঞ।

আমাদের যতটুকু জয় হয়েছে—তাই নিয়েই আমরা নিশ্চিতবে বসে থাকতে পারি না। অল্প সমস্ত দাবী নিয়েও ইউনিয়নকে অগ্রসর হতে হবে। এর

জন্মে ও সরকার মজবুত তহবিল। অতঃপর আমরা আশ্বাস করছি আপনাদের সংগঠনকে শক্তিশালী করণ। প্রত্যেকে একটা করে টাকা ইউনিয়ন ফাণ্ডে জমা করণ—কোম্পানীর কর্তৃপক্ষ আর সরকারকে জানিয়ে দিন—ইউনিয়নকে আপনারা কত ভালবাসেন যাতে ইউনিয়নকে যেনো নিতে তারা বাধ্য হয়।

- ওয়ার্কাস ইউনিয়নকে মানাবার জন্য
- ছাঁটাই নেতাদের কাজের জন্য
- নিজেদের দাবী আদায়ের জন্য

ইউনিয়ন তহবিলে এক টাকা করে জমা দিন।

নিবেদক :

মহম্মদ ইসমাইল (সভাপতি)

কালী ব্যানার্জী (একটিং সেক্রেটারী)

কলিকাতা ট্রামওয়ে ওয়ার্কাস ইউনিয়ন

ট্রামের শ্রমিক কর্মচারীদের সাধারণ সভা

ওয়াশিংটন স্কোয়ার, ৪ঠা ডিসেম্বর ৫ টায়

দলে দলে যোগ দিবার জন্ত

ওয়ার্কাস' ইউনিয়নের আহ্বান—

বন্ধুগণ,

৪২ দিন ধরে যে ধর্মঘট আমরা করেছিলাম তার এক পর্ক শেষ হ'তে চলেছে। ওয়ার্কাস' ইউনিয়ন চেয়েছিল যে ট্রাইবুনালের সামনে এক দাবী রাখা হোক আর একজন ব্যারিষ্টার দেওয়া হোক, অন্ততঃ একই বক্তব্য পেশ করা হোক কিন্তু দুঃখের বিষয় সেটাতে অচেরা রাজী হন নি। এমন কী তাঁরা দশ হাজার শ্রমিক কর্মচারীর স্বার্থরক্ষা করার জন্তে চেয়ারম্যান সাহেবের কাছেও এক বক্তব্য পেশ করতেও রাজী হন নি। উল্টে বিকোভ দেখিয়ে বলে এসেছেন যে তাঁরা ওয়ার্কাস' ইউনিয়নের সঙ্গে এক সঙ্গে আলোচনার সম্মতে পর্যন্ত প্রস্তুত নন। এইভাবে আমাদের অনৈক্য ফলাণ্ড করে জাহির করা সত্ত্বেও কর্তৃপক্ষ মূল বেতনে কমপক্ষে সাড়ে সাত টাকা অথবা শত করা সাড়ে সাত টাকা বাড়াতে বাধ্য হয়েছেন। এর ফলে আমাদের সকলেরই শুধু বুনিয়ারী বেতন নয়—বোনাস, প্রভিডেন্ট ফাণ্ড—অনেকের মার্গগীভাতাও বাড়বে। যে গ্র্যাচুইটীর নিয়ম চালু করার জন্তে গত বিশ বছর ধরে আমরা সংগ্রাম করে আসছিলাম, সেই গ্র্যাচুইটীর নিয়ম চালু করানো সম্ভব হয়েছে। যদি আমাদের মধ্যে অনৈক্য না থাকতো তাহলে আরও নিশ্চয়ই আমরা আদায় করতে পারতাম। কিন্তু ভাইসব, যে জয় আমাদের হয়েছে তাই নিয়ে চূপ করে বসে থাকলে চলবে না। ধর্মঘটের সময় স্থির হয়েছিল যে ষ্ট্যাণ্ডিং অর্ডার বদলানো হবে, আমাদের সকলকে সার্ভিস বুক দেওয়া হবে—কমিটি তৈরী হবে যার মধ্যে দিয়ে আমাদের প্রতিনিধিরা কাজের অবস্থা, অর্থাৎ-অভিযোগ ইত্যাদি নিয়ে আলোচনা করবেন। সেই সার্ভিস বোর্ড বা গীভ্যান্স কমিটি আজও হয় নি। একথা আপনারা জানেন আমাদের চাকরীর নিরাপত্তার জন্তে এগুলি একান্ত

জরুরী। এ ছাড়া গাড়ীর সামনে সেলুলয়েডের ঢাকা, ড্রাইভার ভাইদের
 জন্মে গরম গেঞ্জী, মিনিয়াল ষ্টাফ ভাইদের গরম কোটের সমস্যা, ওভার হেডের
 ফুলপ্যান্ট, পি ডব্লিউ বিভাগের কন্ট্রোল লেবার, পিওন ভাইদের গরম পোষাক
 আর ছুটী,—প্রভৃতি বহু দাবী আমাদের জমা হয়েছে। ইঞ্জিনিয়ারিং পি ডব্লিউ
 প্রভৃতি বিভাগের ছুটীর নিয়ম আর খালি জায়গা ভক্তির প্রশ্ন, রাত্রেয় শ্রমিকদের
 নাইট এ্যালউজ, সুইপারদের পোষাক, আন্তর্জাতিক বহু প্রশ্নে আমাদের মধ্যে
 বিক্ষোভ জন্মে আছে। একথা আমরা ভুলতে পারি না যে নোনাপুকুরের
 ক্যান্টিনের কয়েকজনকে মাত্র ৩০, ১৪০১ দিয়ে বছরের পর বছর কাজ করানো
 হচ্ছে। হেড অফিস, সাবস্টেশন বা কারখানা সর্বত্র বহু গ্রেড আর পোষ্ট
 খালি পড়ে রয়েছে। আমরা চাই এই সমস্ত বিষয়ে অবিলম্বে মীমাংসা করা
 হোক। টাকার অভাবের কথা বলে কর্তৃপক্ষ দীর্ঘ দিন ধরে 'রেশনালাইজেশন'
 বা কাজের চাপ বাড়ানোর নীতি নিয়েছেন—আজ সমস্ত শ্রমিক-কর্মচারী মিলে
 আওয়াজ তুলতে হবে—আমাদের ন্যায্য দাবী পূরণ করো। মনে রাখবেন
 কোম্পানী আজও আমাদের ইউনিয়নকে মানেন না। আমাদের বহু কর্মী ও
 নেতা আজও হাটাই হয়ে রয়েছেন। ইউনিয়ন সেকুলর আপনাদের কাছে
 আস্থান জানাচ্ছে—

৪ঠা ডিসেম্বর শুক্রবারের সাধারণ সভায় দলে দলে যোগ দিন।
 ১৩ দফা দাবীর যেগুলি এখনও আদায় হয় নি সেগুলি ও অন্যান্য
 বিভাগীয় দাবীর সমর্থনে এক্যবদ্ধ হোন। বেলা ৫ টায় ওয়েলিংটন
 স্কোয়ারে জমা হোন।

ইনক্রাস—জিন্দাবাদ

লাল ঝাণ্ডা কী—জয়

ট্রামের শ্রমিক-কর্মচারী এক্য—জিন্দাবাদ

ইতি—

কালি ব্যানার্জী

এ্যাক্টিং সেক্রেটারী

৩০/১১/৫১

কলিকাতা ট্রামওয়ে ওয়ার্কস ইউনিয়ন

মেটাল এণ্ড ইঞ্জিনিয়ারিং কারখানার শ্রমিকদের প্রতি আবেদন

ফেডারেশন অব মেটাল এণ্ড ইঞ্জিনিয়ারিং ওয়ার্কার্স ইউনিয়নের
তহবিলে প্রত্যেক শ্রমিকভাই একটাকা করিয়া দান করুন।

বন্ধুগণ,

পশ্চিম বাংলার ধাতু ও ইঞ্জিনিয়ারিং শিল্পের শ্রমিকগণ মালিকদের শোষণ ও সরকারী নিপেষণের বিরুদ্ধে বহু আন্দোলন ও বীরত্বপূর্ণ সংগ্রাম করিয়া শ্রমিক আন্দোলনের ইতিহাসে এক গৌরবোজ্জ্বল স্থান অধিকার করিয়া আছে। এই সমস্ত আন্দোলন ও কঠোর সংগ্রামে যেমন শ্রমিকদের নিজ নিজ ইউনিয়নের বলিষ্ঠ নেতৃত্বের অবিস্মরণীয় ভূমিকা রহিয়াছে তেমন ইহারই সঙ্গে সঙ্গে বিগত কয়েক বৎসর যাবৎ ফেডারেশন অব মেটাল এণ্ড ইঞ্জিনিয়ারিং ওয়ার্কার্স ইউনিয়ন ইহাদের পেছনে ব্যাপক গণসমর্থন সংগ্রহ করিয়া সংগ্রামের স্তরকে আরও উন্নত পর্যায়ে তুলিয়া শ্রমিক ঐক্যকে সংহত ও শক্তিশালী করিয়াছে।

ফেডারেশন শুধু ইউনিয়নগুলির আন্দোলন ও সংগ্রামকে সমর্থন করিয়াই ক্ষান্ত হয় নাই। বিগত কয়েক বৎসরের আন্দোলনের ফলে সারা পশ্চিম-বাংলার ধাতু ও ইঞ্জিনিয়ারিং শিল্পের শ্রমিকদের মধ্যে ব্যাপক গণজাগরণ সৃষ্টি করিয়া তাহাদের মধ্যে সৌভ্রাত্য বোধকে লোহদুট কঠিন ঐক্যে সংঘবদ্ধ করিয়াছে। আজ আর কোন ইঞ্জিনিয়ারিং বা মেটাল কারখানার শ্রমিকই নিজেকে তাহার কারখানার গণ্ডীর মধ্যে সীমাবদ্ধ মনে করেন না। তাহারা আজ নিজেকে কারখানাকে এই শিল্পের একটি ইউনিট বলিয়া মনে করেন বলিয়া তাহাদের আন্দোলন ও দাবী-দাওয়া শিল্পভিত্তিতেই বিচার করিয়া দেখেন।

ফেডারেশনের নেতৃত্বে গত কয়েক বৎসর যাবৎ শ্রমিকদের মূল দাবী আদায় করিবার জন্ত যে প্রবল আন্দোলন হয় তাহার ফলে সরকার শ্রমিকদের দাবী বিচার করিবার জন্ত ট্রাইবুনাল বসাইতে বাধ্য হয়। ট্রাইবুনালের রায় শ্রমিকদের কাছে সন্তোষজনক না হইলেও দীর্ঘকাল পরে ইঞ্জিনিয়ারিং শ্রমিকদের কিছু মূল দাবী কিছু, মূল বেতন ও মাগ্গীভাতা বৃদ্ধি হইয়াছে। যে দাবী এখনও পূর্ণ হয় নাই তাহার জন্য অবিচ্ছিন্নভাবে আন্দোলন করিয়া যাইতে হইবে। বিশেষতঃ শ্রমিকদের কাজের ভিত্তিতে শ্রেণীবিভাগ ও মজুরী নির্ধারণের জন্য বেতনবোর্ড বসাইবার জন্য প্রবল আন্দোলন চালাইতে হইবে এবং বিগত ট্রাইবুনালের রায়ের কিছু কিছু বিষয় ব্যাখ্যার জন্য আবার যে ট্রাইবুনাল বসিয়াছে সেখানেও আমাদের দাবী দৃঢ়তার সহিত উপস্থিত করিতে হইবে।

এতদিন পর্যন্ত আমাদের আন্দোলন প্রধানতঃ এই রাজ্যের মধ্যে সীমাবদ্ধ ছিল, কিন্তু জাতীয় উন্নয়ন পরিকল্পনার বৃদ্ধির সঙ্গে সঙ্গে আমাদের দেশের ধাতু ও ইঞ্জিনিয়ারিং শিল্পেরও খুব বিস্তার হইতেছে। সুতরাং সারা ভারতভিত্তিতে যদি আমাদের আন্দোলনকে ঐক্যবদ্ধ ও শক্তিশালী করা যায় তবে একদিকে যেমন উৎপাদন বৃদ্ধি করিয়া জাতীয় উন্নতির পথ প্রশস্ত করা যাইবে, তেমনই শ্রমিকদের হ্যাঁ দাবী আদায় করিবার জন্ত এক মহা-শক্তিশালী অস্ত্রও প্রস্তুত হইবে। ভারতের বিভিন্ন

অঞ্চলেই এই প্রয়োজন দীর্ঘকালযাবৎ অনুভূত হইয়া আসিতেছিল। তাই সম্প্রতি ভারতের বিভিন্ন রাজ্যের ধাতু ও ইঞ্জিনিয়ারিং শ্রমিকদের সংগঠনগুলির এক মিলিত সভায় স্থির হইয়াছে যে আগামী জুন মাসে কলিকাতায় সারা ভারত ধাতু ও ইঞ্জিনিয়ারিং শ্রমিকদের এক সম্মেলন করিয়া একটি কেন্দ্রীয় সংগঠন প্রতিষ্ঠা করা হইবে। সারাভারত সম্মেলনের জন্ম ইতিমধ্যেই প্রস্তুতি আরম্ভ হইয়া গিয়াছে। কিন্তু ইহা স্মরণ রাখা প্রয়োজন যে সারাভারত সম্মেলন করার গোঁরব পশ্চিমবাংলার উপর পড়ায় এই সম্মেলনকে সর্বপ্রকারে সাফাল্যমণ্ডিত করিবার প্রধান দায়িত্বও পশ্চিমবাংলার ধাতু ও ইঞ্জিনিয়ারিং শ্রমিকদেরই লইতে হইবে।

এই সম্মেলনে যোগদান করিবার জন্ম রাশিয়া, চীন, পূর্ব-জার্মানী, চেকোশ্লোভাকিয়া, রুমানিয়া, ফ্রান্স, ইটালী, ব্রিটেন প্রভৃতি দেশ হইতে আত্মমূলক প্রতিনিধিদের আমন্ত্রণ জানান হইয়াছে।

আপনারা জানেন যে ফেডারেশনের দৈনন্দিন কাজের জন্মও অনেক সময় অর্থের অভাব হয়। ফলে বহু আন্দোলনের পরিকল্পনা করিয়াও শেষ পর্যন্ত অর্থের অভাবে আন্দোলনের গতি ব্যাহত হইয়া পড়ে। ট্রাইবুনাল পরিচালনার জন্য বিভিন্ন ইউনিয়ন

যে অর্থ দিয়াছিলেন তাহা নিঃশেষ হইয়া গিয়াছে। ইহার উপর আবার ব্যাখ্যার জন্য ট্রাইবুনাল বসিয়াছে। সেই ট্রাইবুনাল পরিচালনাও অনেক খরচ আছে। সর্বোপরি সারাভারত সম্মেলনের যে বিরাট খরচ তাহা অবিলম্বে সংগ্রহ করিতে না পারিলে প্রস্তুতির কাজ আর অগ্রসর হইতে পারিবে না। ফলে আন্দোলনের অতি প্রয়োজনীয়—সারা ভারত সংগঠন গড়ার কাজও পড়িয়া থাকিবে। সারা ভারত সম্মেলনের পূর্বে পশ্চিম বাংলার ফেডারেশনের বাৎসরিক সম্মেলন আগামী ১৭ই মে ধার্য করা হইয়াছে।

এই অবস্থায় গত ২৮. ৪. ৫৯ তাং ফেডারেশনের ওয়ার্কিং কমিটির এক বর্ধিত সভায় ধাতু ও ইঞ্জিনিয়ারিং শ্রমিকদের কাছে এক আবেদনে বলা হইয়াছে যে, সারাভারত সম্মেলন ও ট্রাইবুনালের খরচ নির্বাহ ও ফেডারেশনের একটি স্থায়ী তহবিল গঠনের জন্য প্রত্যেক শ্রমিক মে মাসের প্রথম সপ্তাহে বেতন পাইয়াই কমপক্ষে ১% করিয়া ফেডারেশনের তহবিলে দান করিয়া নিজেদের শিল্পের কেন্দ্রীয় সংগঠনকে শক্তিশালী করিয়া তুলুন। আমরা বিশ্বাস করি শ্রমিকশ্রেণী ফেডারেশনের এই আহ্বানে সাজা দিয়া ফেডারেশন তহবিলকে পূর্ণ করিয়া তুলিবেন। ইতি—

তাং ৫. ৫. ৫৯

২৪৯-ডি, বহুবাজার স্ট্রীট
কলিকাতা—১২

মহানন্দ ইলিয়াস
সভাপতি

বিনীত—

ব্রজেন মুখার্জি
সাধারণ সম্পাদক,

ফেডারেশন অব মেটাল এণ্ড ইঞ্জিনিয়ারিং ওয়ার্কার্স ইউনিয়ন।

২৯-শে মে শুক্রবার ১৯৫৯, মেট্রোপোল হোটেল-
 সমিতির বহু সরকারী কর্মচারী সম্মিলিত কর্তৃক আহত সাংবাদিক
 সম্মেলনে উপস্থিত বিবরণী:-

১৯৫৯.৫.২৯

সত ৪টা মে ১৯৫৯ সমিতির বহু সরকারী কর্মচারী সম্মিলিত (সং: বঃ
 সীমিত) বিধান আদেশের (সং: সীমিত) সরকারী সীমিত অধিকাংশ
 সং: বঃ সরকার প্রত্যাহার কার্যক্রমে। সুদীর্ঘ ৩৮ বছর যাবৎ সমিতি
 এই সীমিত সাহায্য আসিতেছিল। সীমিত প্রত্যাহারের যে অল্পসংখ্য
 সরকার দিয়াছেন সেগুলি মোটামুটি এই:- ১) সরকারী কর্মচারী নন
 প্রকৃত ব্যক্তিদের সম্মিলিত কর্মকর্তা নিবন্ধন অর্থাৎ সম্মিলিত যে সকল
 কর্মীদের সরকার অর্থাৎ সরকার কর্মকর্তাদের সুযোগ না দিয়া বিনা কারণে
 অথবা ডিভিডেন্ড-সুশীল বিচারে বরখাস্ত করিয়াছেন তাঁহাদের
 কর্মকর্তা নিবন্ধন। ২) প্রকৃত্য স্মারক ১৫৩ ও স্মারক ১৫৩/১৫৩/১৫৩
 করা। ৩) সরকারের দ্বারা সম্মেলনে সীমিত প্রত্যাহার ব্যক্তিগত
 বর্নের। ৪) রাষ্ট্রপতি, উপরাষ্ট্রপতি, সম্মিলিত বহু বিভিন্ন কর্মকর্তা, লোকসভা,
 বিধান সভা ও বিধান পরিষদের সদস্যদের শুভেচ্ছা কামনা এবং
 সম্মেলনে অংশগ্রহণ করেন নো এবং সম্মেলনের প্রকৃত্য আবেদানে
 প্রকাশিত আশিষ্য হিসাবে বিধান সভার সদস্য সীমিত কর্মচারী
 সাহায্য উপস্থিতি ও বক্তৃতা দেওয়া ইত্যাদি।

সম্মিলিত সীমিত অধিকার ১৯৫৯ সালের ৪৭৫ সফ নং সরকারী আদেশ
 প্রাপ্ত সত বিবরণী উপস্থিত অল্পসংখ্যের জন্য বাকুয়ায় অনুষ্ঠিত ৩৮-তম
 বার্ষিক সম্মেলনের ৩০তম সপ্তকে সম্মিলিত সীমিত কর্ম প্রত্যাহার করা
 হইবে না তদ্বারা কারণ দর্শাইবার জন্য সং: বঃ সরকার ২৪ মে (সুশীল) সফ
 সত (সুশীল) সফ (সুশীল) সফ এই সতের উত্তরে সম্মিলিত সফ
 হইতে ২৩ মে (সুশীল) সফ সত (সুশীল) সফ (সুশীল) সফ সরকার
 প্রাপ্ত অধিক অল্পসংখ্যেরই মুক্তি দত্তা অস্তন করা হয় এবং ১৯৫০
 সালে সংবিধান বদলার পর বিলম্ব করিয়া কল্যাণবর্তী বর্ষে
 অল্পসংখ্যিক সফ সত প্রাপ্তিগত বিধ সরকারের নিজে কর্মচারীদের
 সম্মিলিত সীমিত "সীমিত" প্রকৃত্য তদুপায় অনবহন করিয়া বিচারে
 পুনর্বিবেচনার অনুসারী করা হয় কিন্তু পরিষদের বিচার সরকার
 কর্মচারীদের বস্ত্রের প্রকৃত্য তদুপায় সফ সফ সফ সফ সফ
 সফ সরকারী আদেশের অধিক বিচারে সত সত সত সত সত সত
 সফ ৪০৪ সফ সফ (সুশীল) সফ (সুশীল) সফ সীমিত প্রত্যাহার
 করিয়াছেন। অধিক আশিষ্য বিচারে ও ডিভিডেন্ড সতের উপর
 সীমিত করিয়া সরকার উক্ত সীমিত প্রকৃত্য করিয়াছেন।

ও আন্দোলনকে শুধি করা সম্ভব হয় না এই উদ্দেশ্যে পাব: অবস্থার আন্দোলন
 আর প্রকট-নতন কোনও দিশার পশ্চিমবঙ্গ সরকারী কর্মচারী সমিতির
 প্রীকৃতি প্রত্যাচারের প্রীকৃতি গ্রহণ করেছিলেন। পশ্চিমবঙ্গ সরকারী
 কর্মচারী সমিতির উপর এই আন্দোলনের প্রত্যাচারের কারণে কর্মচারীদের
 যুক্ত আন্দোলনের বৃহত্তম প্রত্যাচারিত শক্তি এই সমিতির হুবল করে
 পারিবারিক আন্দোলন করে যুক্ত আন্দোলনকে হুবল করা হয়েছিল
 এবং পরবর্তী কালে অন্যায়-সমিতির উপরও আক্রমণ সম্ভব হয়ে।
 এই কারণে আক্রমণ চানিয়ে কর্মচারীদের রাজ্যব্যাপী যুক্ত আন্দোলন
 কে পশ্চিমবঙ্গ সরকারি পরিচালিত দাবী পূরণের সম্ভাবনাত্মক
 করে।

ব্রিটিশ সাম্রাজ্যের আমলে কর্মচারী আন্দোলন উদ্ভূত হওয়া জন্য
 যদি এইজন-আক্রমণ করা হয়েছিল তবে আমলে প্রত্যেক বিদ্রোহ ও
 দুর্ভাগ্যে এইজন-এ কারণে ব্রিটিশ সাম্রাজ্যের উদ্দেশ্যের সাথে
 কর্মচারীদের দাবীনাওয়াও এইজন-এর ফলে হওয়া প্রকট প্রত্যাচারিত
 মিলেছিল। কিন্তু প্রত্যাচারী ব্রিটিশ সরকার ও যে তুলে অজ্ঞাত কর্মচারী-
 দের মৌলিক অধিকারের উপর আক্রমণ করেছিল দ্বিগুণ করেছিল আন্দোলন
 জাতীয় সরকার সেই আক্রমণ করেছিল ও দুর্ভাগ্যে হয় না। পশ্চিমবঙ্গ
 সরকার ও প্রীকার করেছিলেন যে ১৯৫৮ সালের পূর্বে পর্যন্ত
 কর্মচারীজন-এ অধিকার হ্রাস করেছিল জাতীয় সরকার কর্মচারী-
 দের সেই অধিকার ও ফলে করেছিল লেখা হলে। ১৯৫০ সালে
 প্রবর্তিত ১৯(ক) (খ) ও (গ) বিধায় মৌলিক অধিকার প্রীকার
 করার দাবীও সরকার কোনও করেছিল কর্মচারীদের সেই অধিকার
 ফলে করেছিল পারেন এবং আন্দোলন বিলিও পারি না। প্রকট ১৯৫৭
 সালের ১৮ ই জুন তারিখে কর্মচারী প্রত্যাচারীদের মধ্যে প্রকট প্রত্যাচার
 মুখ্যমন্ত্রী নির্দেশ করে প্রত্যাচারিত দিখাছিলেন যে-প্রবর্তিতের সাথে
 প্রকট প্রত্যাচারিত ৪৭৫ এফ নং-সর্বকার ও কোডার কালের পরিচালন
 প্রচলন করেছেন। কিন্তু পরিচালনের বিচার মুখ্যমন্ত্রীর উক্ত-প্রত্যাচারিত
 কার্যকরী ২৩ তারিখের প্রবর্তিত বিচারী উপায়-ও-নিষেধকারী
 কর্মচার প্রত্যাচারের প্রত্যাচার-প্রবর্তিতের মূল উদ্দেশ্যে প্রত্যাচারিত হইছে।

কর্মচারী সমিতির প্রীকৃতি প্রত্যাচার প্রবর্তিতের মৌলিক অধিকারের
 অধীকৃতিই নয় হইয়া কতৃপক্ষ কর্মচারীর অধিকার-এইকৃতি তিন-ও-
 দ্বিগুণ করেছিল প্রকট পশ্চিম-সাম্রাজ্য আমলে এবং হইয়া
 কালে প্রত্যাচারিত হইবে কর্মচারীদের মৌলিক ও উদ্দেশ্যের বাস্তব উপায়।
 আন্দোলন করে সমিতির প্রীকৃতি সরকার ও কর্মচারীর চরিত্র-প্রকট
 নির্ধারণের উদ্দেশ্যে প্রকট-উদ্দেশ্যের অধিকারের প্রকট-প্রবর্তিত-
 কর্মচারী সমিতির প্রীকৃতি হইয়া ব্রিটিশ-আন্দোলন সম্ভব। কিন্তু

کلکتہ ٹراموے ورکرس یونین کے ریزرو فنڈ میں ہر ہر آدمی

ایک ایک وسیع جمعہ دیکھئے

دوستو! گذشتہ عام میٹنگ میں یہ فیصلہ ہو چکا ہے کہ ہم لوگ فرداً فرداً ایک روپے ورکرس یونین کے ریزرو فنڈ میں جمع کریں۔ یہی ریزرو فنڈ کمپنی کے مظالم اور حکومت کی غلط پالیسی کے خلاف لڑائی میں کامیابی کی گارنٹی ہوگا۔ یہ تو آپ کو معلوم ہی ہے کہ مارچ ۱۹۳۷ء سے جو اسٹڈ کمیٹی کی رہنمائی میں میٹنگوں اور اشتہارات اور پوسٹرز وغیرہ کے تقریباً ساڑھے اسی اخراجات ہم لوگوں نے برداشت کئے ہیں ۲۴ نومبر کی ہڑتال اور بعد ازاں سال بھر جو ٹریڈ یونین میں اخراجات ہوئے وہ سارے کے سارے ہلوگوں ہی نے برداشت کئے ہیں۔ یہی نہیں بلکہ دیگر عوامی تحریکوں میں حصہ لینے کے سلسلے میں بھی ہلوگوں کو خرچ کرنا پڑا ہے۔ ظاہر ہے کہ ان اخراجات کی وجہ کر ریزرو فنڈ کمزور ہو گیا ہے۔ یاد رکھئے کہ اتنی لڑائیاں ریزرو فنڈ کے زوردار ہونے کی بدولت ہی ہوئی ہیں اور فتح بھی اسی فنڈ کے زوروں پر حاصل ہوئی ہے۔ آج سے ہی ہلوگوں کو کوشش بلینج کرنی ہوگی کہ ریزرو فنڈ اٹھانے میں پورنٹی کامیابی حاصل ہو۔ آج یہ عملہ سمجھے کہ اپنی بقید بانٹوں کے حاصل کرنے کے لئے ہلوگ پٹر جوش طور پر فنڈ اکٹھے کر رہے ہیں اور کمپنی سے مقابلے کے لئے تیار ہیں۔

بھائیو! ہلوگوں کو جو کچھ مل چکا ہے اسی پر قناعت کر کے بیٹھ رہنے سے کام نہ لے گا جو مانگیں ان تک حاصل نہ ہو سکی ہیں ان مانگوں کو حاصل کرنے کیلئے یونین مستحکم قدم بڑھانے کی اس لئے مضبوط تحویل کی اس قدر ضرورت ہے اس لئے یونین آپ سے ریزرو اپیل کرتی ہے کہ اپنی تنظیم کو مزید طاقتور بنائے۔ ہر فرد ایک روپیہ فی کس کے حساب سے یونین فنڈ میں جمع دیکھئے۔ کمپنی سے لڑا کر روشن طور پر دکھلا دیجئے کہ آپ لوگوں کو یونین جان کے برابر عزیز ہے اور ان لوگوں کو مجبور سمجھئے کہ یونین کو باقاعدہ تسلیم کیا جائے۔

المسلمین

- ورکرس یونین کو تسلیم کرنا ہوگا۔
- چھٹائی شدہ رہنماؤں کو کام دینا ہوگا
- تھاری مانگیں مانگی ہوں گی
- یونین فنڈ میں ایک روپیہ کر کے جمع کرو۔

محمد اسماعیل پیر سید سید
کلکتہ ٹراموے ورکرس یونین
کالی سبزی
ایڈنگ مسکری کلکتہ ٹراموے ورکرس یونین

بتاریخ ۱۷ دسمبر ۱۹۳۷ء

طرز امر و روز و ملازمین کا عام چارہ

ڈننگٹن اسکول ۲۳ ستمبر ۱۹۵۹ء

دوستو! یہاں لیس زون کی چرتاں جو ہلوگوں نے کی تھی اس طرفی کا یہاں مقدم پورا تمام پورا ہونے جا رہا ہے۔ ورس
 یونین چاہتی تھی کہ ٹریڈ یونین کے سامنے متحدہ مانگ ایک برس اور ایک ماہ پیش کی جائے مگر کوشش سے ایسا ہنوسکا جو کہ دوسری یونینوں
 پر تاحی ہونے لگی ہیں بلکہ دوسری یونینوں نے ان دنوں ہزار ہا امر و روز کو منقطع مانگو لگو جو میں سماج کے سامنے متحد طور پر پیش
 کر سکی جو تیز و تھکر دیا۔ اتنا ہی نہیں بلکہ دوسری یونینوں نے غصہ کیا ہے کہ ہمیں ہر کیا کہ وہ لوگ ڈاکٹر اس یونین کیسے ٹھیکہ کر سکا
 بجا بھی کر سکتے۔ اگر ملوگوں نے مزدور کی غیر نفاذی کا اظہار کیا مگر ہمیں سامنے سے سارے یہ سیکڑہ اور کم سے کم سارے سارے وہیہ کی
 ترقی بنیادی تھی ہمیں یہ نہ چھوڑنا چاہیے۔ اس سے پہلے ترقی کے نتیجے کے طور پر ہلوگوں کے ہر اوپر مفید خدا اور یونین کی امانت ہوا اور اس سے
 بھائیوں کا منہ کانی بھتہ بھی بڑھ گیا کھیلے ۲۰ برسوں سے جو ہلوگ گریجویٹ نے کی جلد جلد کرتے آہستہ آہستہ وہ آج کامیاب ہوئی۔ اور وہ
 یونین ہلوگوں کی ایسی ہی کو کر زنگریں تو ہلوگ اور بھی بہت ہی مانگو تھو پور کامیاب کر لیتے۔

مگر کیا نوب! جو بہت ہلوگوں کی موتی ہے صرف ہی کو لیکر خاموش بیٹھنے سے کام نہیں لیتا۔ آپ لوگوں کو یاد دلاؤ کہ ہر حال کے موقع پر کمپنی نے اس بات
 پر رضامندی کی ظاہر کی تھی کہ اس ٹرنڈ امر میں بھی ترمیم ہوگی۔ ہم بھوں کو سرورس یک دیا گیا اور کوشی بنا یا گیا جس کیلئے کے در پر ہلوگوں
 کے آگے حالات دو گونہ عیبت کو دور کر دیا مگر اسے نکلنے کے سلسلے میں کمپنی کی کسی گفت و شنید کریں گی وہ سرورس بوڈیا کریو اس
 کمپنی انٹیک وجود میں نہیں آتا ہے۔ یہ تو ہلوگ کہتے ہی میں کہ ہمہ گونی ملازمت کی پختگی کے لئے یہ چیزیں بہت ضروری ہیں۔ اسکے
 علاوہ بھی گاڑی کے سامنے سلولڈ لاکھ لاکھ کا، ڈراما اور ڈوگروم بھی میں ملانے میں بھائیوں کیلئے گرم کوٹ کا معاملہ اور میڈ ملازمین کیلئے
 نل پیٹ۔ پنا ڈیوڈی کے ٹھیکہ مزدور اپون کو گرم دیشاک و چھتی وغیرہ وغیرہ بہت ہی مانگیں ہلوگوں نے پیش کی تھیں۔ ڈینسنگ
 پی تو جو۔ ڈی وینڈر میا پنا کا قانون اور خانی جگہ پر بھرنی کا سوال۔ رات میں کام کرنا اور نوکوانٹ الاؤنس۔ سہوینڈر کو بوشاک
 اس طرح بہت ہی سوالات ہلوگوں کے سامنے بڑی اہمیت رکھتے ہیں۔ ہلوگ یہ بات نہیں سمجھ سکتے کہ ان کو کچھ کمپنی میں کچھ لوگوں کو
 محض تین چالیس سال پہلے دیکر پوسے میں کھنا باجا ہے۔ میڈ آفس سب سٹیشن اور کارخانہ تمام جگہوں میں بہت ہی ڈگری و چکیں خالی
 پڑا ہیں۔ ہلوگ چاہتے ہیں کہ ان باتوں کا تسلی بخش فیصلہ جلد از جلد ہو جائے۔

کمپنی بہت دنوں سے پوسے میں کی کمی کا غلا جیلد بہا ز دہی کر شٹا امر میں یا کام کا دباؤ بڑھانے کے لئے کا طریقہ اختیار کرتے
 ہوئی ہے۔ آج تمام امر و روز ملازمین متحد طور پر جہاں ساوا ز بند کریں کہ ہلوگوں کی جانز مانگو کو تسلیم کرنا پڑے گا۔ یاد رکھئے آج
 بھی کمپنی نے ہلوگوں کی یونین کو تسلیم نہیں کیا ہے۔ ہلوگوں کے بہت سے ہزار ہا مزدور ہتھیاری میں پوسے میں۔ ورس
 یونین اس لئے آپ لوگوں کو بھارتی ہے۔ ڈننگٹن اسکول میں اور دیگر شہر ہر روز جبکہ عام میٹنگ میں جو ق و حق شاندار
 حصہ لیتے۔ ۱۳۰ نکات مانگوں میں سے جو آئیک حاصل نہیں کی ہیں اور دیگر مانگوں کے مکمل طور پر حاصل کرنے کیلئے
 ناقابل شکست ایکانی پیدا کیجئے۔

انقلاب زندہ باد!
 لال جھڈے کی ہے!!
 شام مزدور و ملازم ایکانی زندہ باد!!
 کالی نرجی ایکنگ سکرٹیری
 کلکتہ ٹرانس ورس ڈاکٹر سہوینڈر