

Motor Transport Workers' Union

WEST BENGAL

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

Phone : 34-2044

REGISTERED (UNDER THE TRADE UNION ACT OF 1926) NO. 2684

249, BOWBAZAR STREET, CALCUTTA-12

Ref.

Date 6th February, 1958.

ANNUAL GENERAL CONFERENCE

To The General Secretary
All India Trade Union Congress

Dear Friend,

The Delegate Session of the Annual General Conference of the Motor Transport Workers' Union, West Bengal, will be held on Sunday the 16th February '58, at 11 a.m. at the INDIAN ASSOCIATION HALL, 62, Bowbazar Street, Calcutta - 12.

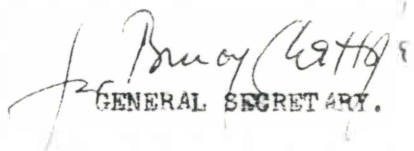
We cordially invite you to attend the Conference. Your presence or message will inspire us in our struggle ahead towards the betterment of working and living conditions.

We hope you would attend the Conference and strengthen our fraternity and solidarity.

Janab Md. Ismail will preside over the Conference.

With fraternal greetings,

Fraternally yours,

for 
GENERAL SECRETARY.

Motor Transport Workers' Union

WEST BENGAL

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

Phone : 34-2044

REGISTERED (UNDER THE TRADE UNION ACT OF 1926) NO. 2684

249, BOWBAZAR STREET, CALCUTTA-12

Ref. M.T.U.I.C. 58

Date 19 - 3 - 1958

To

Janab Abid Ali Zaffarbai,
Deputy Minister of
Labour.

Dear Sir,

Let me thank you for your move to include the Shops & Establishments Employees into Provident Fund Scheme. Further I like to draw your attention to the fact that Transport workers donot come under the Shops and Establishments Act. There is no legal provision for old age, for this section of our working people uptill now. I think it is need- less to point out their share in our national activity.

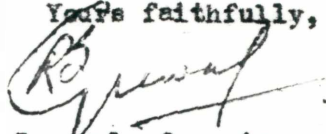
I, therefore, hope that along with Shops & Establishments Employees the transport workers would be covered by the Provident Fund Act after the proposed necessary amendment.

Expecting an early consideration and an intimation to that affect.

Thanking you,

COPY TO:

Sri S.A. Dange,
General Secretary,
All-India Trade Union Congress.

Yours faithfully,

General Secretary.

The General Secretary,
National Federation,
Road Transport Workers of India,
2114, Asaf Ali Road,
New Delhi.

The Calcutta Tramway Workers' Union.

Regd. No. 275

249, BOWBAZAR STREET, CALCUTTA-12.

President: Md. Ismail.

Secy: Dhiren Mazumder.

f. No. 44/58

Dated 25th March, 1958.

To
The Secretary,

All-India Trade Union Congress,

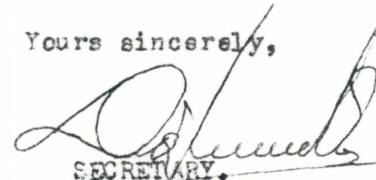
NEW DELHI.

Dear Brother,

We are glad to let you know that from the month of May '57, we have decided to bring out a Bulletin of our own carrying news of our movement in particular and the working class and its problems in general, thus removing a long-felt want. It will be in three languages i.e. Bengali, Hindi and Urdu. The first issue of our Bulletin goes to the press by the middle of April '58. We believe that your sympathy and support will be available readily in our venture. It is hoped that you will send us your good wishes so that it can be published in our very first issue.

With greetings to you all.

Yours sincerely,


SECRETARY.

1 25 3. 58

RAJYA SABHA

STARRED QUESTION NO. 166.

TO BE ANSWERED ON THE 5TH MAY, 1958.

LEGISLATION FOR MOTOR TRANSPORT WORKERS

(DR. R.B. GOUR:
*166. (SHRI M.P. BHARGAVA:
(SHRI P.N. RAJABHOJ:

Will the Minister of Labour and Employment be pleased to state:

(a) whether the Tripartite Committee appointed to examine draft legislation to regulate the working conditions of motor transport workers has submitted its report; and

(b) if so, whether Government will place a copy of the same on the Table of the House?

A N S W E R

SHRI ABID ALI (DEPUTY MINISTER FOR LABOUR)

(a) Yes.

(b) A summary is placed on the Table of the Sabha.

.....

Summary of the conclusions reached by the Tripartite
Committee referred to in reply to part (b) of Starred
Question No. 166 in the Rajya Sabha for 5.5.58.

....

1. Coverage.

(i) The legislation should be made applicable to motor transport undertakings engaged in the carriage of passengers and goods and also to private carriers and should bring within its scope all motor transport workers.

(ii) In the first instance only transport undertakings and private carriers employing 5 or more workers should be covered. There should be power to apply the legislation in the case of undertakings employing less than 5 persons.

(iii) Private vehicles for personal services including those used for transport of sick and injured persons etc. should be exempted from the scope of the legislation.

2. Working Hours.

(i) There was no agreement regarding the number of hours of work per day and per week.

(ii) The term 'hours of work' should include:-

(a) time spent in work done during the running time of the vehicle;

(b) time spent in subsidiary work; and

(c) periods of mere attendance at terminals of less than 15 minutes.

(iii) In order to allow for flexibility in operation the daily limit regarding hours of work may be exceeded by one hour.

Split duty should be permitted in special circumstances.

(iv) Prescribed hours of work should be permitted to be exceeded only in case of accidents, breakdown, dislocation of services, and interruption of traffic etc.

3. Rest Interval.

(i) A rest interval of at least half an hour after continuous work for five hours should be allowed.

(ii) There should be provision for reducing the duration of the rest interval and for increasing the hours of continuous work in exceptional circumstances;

(iii) The rest interval can be dispensed with where the working hours on any day do not exceed six.

(iv) There should be a period of rest of at least 9 consecutive hours between 'signing off' on one day and 'signing on' on the following day.

4. Spreadover.

There was no agreed conclusion regarding spreadover.

5. Overtime.

There was no agreement on this also.

6. Weekly Rest.

Provision should be made for:-

- (i) the grant of a weekly rest period of one calendar day;
- (ii) substituting the day of weekly rest provided that does not result in any worker working for more than 10 days consecutively; and
- (iii) the grant of compensatory rest in lieu of the rest within one month.

7. Welfare Facilities.

There should be provision for canteens, rest room and supply of uniforms.

8. Leave with wages, holidays etc.

Provision should be made for:-

- (i) 30 days leave with wages; and
- (ii) 6 days festival and national holidays.

9. Medical facilities.

Medical arrangements should be provided at all operating centres and regular bus stations. First aid boxes should be provided on the vehicles.

10. Night work and wages for Night work.

No provision need be made for any payment over the ordinary rates of wages in respect of work after 10 P.M. or before 6 A.M.

11. Retirement Benefits.

- (i) The benefits of provident fund should be extended to all motor transport workers.
- (ii) Gratuity where it is allowed in any form should continue.

12. Compensation of Employment Injuries.

No special provision need be made as the workers would be covered by Workmen's Compensation Act, 1923.

13. Special provisions for young persons.

- (i) Minimum age of employment. 15 years.
- (ii) Hours of work: Above 15 years and below 18 years - 6 hours per day inclusive of $\frac{1}{2}$ hour rest.

(iii) Medical Examination, & pre-employment examination for persons below the age of 18 years.

14. Payment of Wages.

The Payment of Wages Act should be made applicable to all transport workers.

15. Administration.

- (i) The State Government should administer the legislation and they should have rule making powers.
- (ii) The Central Government should have power to give directions wherever necessary.

16. General.

In view of the growing importance of the motor transport industry, Government should consider the appointment of a Commission to enquire into the working conditions, pay scales, health and work load of transport workers.

...

J.C.

Q. No.166

I M.P.BHARGAVA: May I know if any decision has been taken about the recommendations made by this committee?

SI ABID ALI: Not yet, Sir.

पा० ना० राजभोज : क्या मैं जान सकता हूँ कि मोटर ट्रांसपोर्ट का कौन कौन से स्टेट्स में राष्ट्रीयकरण हुआ है और कितना हुआ है ?

श्री आनंद अली : उसका इस सवाल से संबंध नहीं है, लेकिन फिर भी मैं बता देता हूँ। बम्बई, यू०पी० का कुछ हिस्सा, पंजाब, देहली, बंगाल और कई स्टेट्स में हुआ है।

समाप्त।

3rd ANNUAL CONFERENCE OF

Andhra Motor Transport Workers' Federation

RECEPTION COMMITTEE

Chairman :

J. JOSHI,

Advocate & Municipal Councillor.

Secretary :

V. Mallikharjuna Rao.

GUNTUR,

Date 27/5/58

To

Sri S. A. Dange M.P. President
National Federation of Road Transport
Workers of India. New Delhi.

Dear Sir/Comrade,

It has been decided to hold the Third Annual Conference of the Andhra Motor Transport Workers' Federation on 7th and 8th of June 1958 at Guntur, a very important centre for Road Transport of both passengers and goods.

This Federation is the only provincial Organisation for Road Transport (Private) workers in this State which enjoys the confidence of all the Road Transport Workers who are about 20,000 in number with affiliated unions in all the Districts.

This Conference is a very important one because this is taking place after a number of achievements by the Federation for the workers, like acceptance the Tripartite Committee recommendations by the State Government and the unconditional absorption of workers on the Bus Routes taken over by the State Road Transport Corporation in the Andhra Districts.

Of course, in spite of a number of such achievements still the workers face very many problems which remain unsolved, because 80% of the Vehicles are owned by single vehicle operators and because no legislation either by Central or State Government, has been brought about upto now fixing working hours, rest intervals and other service conditions.

Therefore I request you to participate in the Conference and make it a success by giving your valuable advice and guidance, failing which please kindly send a message.

Yours sincerely,

(Sd.) J. JOSHI.

के लिये है। कृपया स्वीकार करें।

(5) श्री. K.B. प्रतीक अहो है पत्रांक संख्या
है।

शेखर साहू - २)

अभिमान

अज्ञान (स्टे. मो. अज्ञान)
प्रतिवा - राजीवरा
अज्ञान - १४.४.४२

अभिमान (सि)
अभिमान
(अभिमान)



श्री. अ. श्री. श्री. श्री. श्री.

श्री. श्री. श्री. श्री. श्री.

श्री. श्री. श्री. श्री. श्री.

June 26, 1958

Organising Secretary,
Andhra Pradesh Road Transport
Employees' Union,
Iftekar Mansion,
Azamabad, HYDERABAD Dn.

Dear Comrade,

We thank you for your letter of 20th June and the resolution adopted by your union expressing solidarity with Jamshedpur workers.

We also acknowledge receipt of Rs.20/- as your contribution to the solidarity funds. Our receipt for the amount is enclosed.

We are glad to note that your union has issued a call to the road transport employees of Andhra Pradesh to contribute liberally to the fund in aid of Jamshedpur workers. We are sure the workers would respond enthusiastically and that you will send us larger amounts at an early date.

With greetings,

Yours fraternally,

K.G.S.
26/6
(K.G.Sriwastava)
Secretary

कमल मोटर मजदूर यूनियन, कमल

माननीय

श्री. S.A. डोगे.

4-32 शांति नगर

नई दिल्ली

विषय :- रौड ट्रांसपोर्ट कर्माचारियों के सम्बन्ध में कानून

मान्यवर,

रौड के निर्माण में रौड ट्रांसपोर्ट कर्माचारियों की वधि महत्वपूर्ण चुम्बकारी है। वौर उन ट्रांसपोर्ट कर्माचारियों की यह नीस करी का एक है कि, उन अपनी चुम्बकारियों की केवल कमान है यह कर ही नहीं बरिस करत में लापर भी निम्नते बाये है वौर उन चुम्बकारियों की निमाना उन देश के प्रति अपना कार्य सम्भरी है। किन्तु उनै रौड है कि, जिकरी नम्बीरता है उन कर्मे कर्यों की पूरा करी है तिसै बागलक है उती बाकि उती भी वधि केन्द्रिय सरकार वौर राज्य सरकार ने हमारे प्रति कर्मे कर्यों की पूरा करी में उपाधीनता बरही है।

बुकि हमारा उधीन महत्वपूर्ण होतै हुए वौर हमारी तादाथ वधि होतै हुए भी, ये हमारा हवा उधीन है किती, बास वौर पर बरिमी के तिसै काये गये नाबामफी रास्त फेरे काते फावरी का भी हम काय्या नहीं उठा तसै। हमारी नाकरी हो, हमारे बीकन हो, हमारे बर्यों की मुकरराष्ट की - खी हो गारन्टी ताकती रैड की हवा पर निर्भर है।

संसद में जिकर करी के प्रतिनिधियों ने रौड ट्रांसपोर्ट कर्माचारियों के सम्बन्ध में एक कानून बन मसौदा रत कर एक महत्वपूर्ण कार्य किया। वौर केन्द्रिय सरकार ने उस सम्बन्ध में एक कौटी का निर्माण किया यह भी सुधी की बात है। किन्तु सभी काधि नुबारी के बाप भी बाप कर यह मसौदा कानून की उरत नहीं है फाया उरत रैड है।

बाप, हमारे सम्बन्ध में स्वीकृता प्रस्ताव है जी कि बाफरी प्रकृति हवा का रत है - कसब सस्तर होतै रैडी ताता है वौर खी ताता के बाधार पर उन बाप है खुरीष करी है कि, उस सम्बन्ध में बाप सरकार है बागुह करे कि रौड ट्रांसपोर्ट कर्माचारियों के रिकों की रिफाकता के तिसै वधिलम्ब कानून काये।

बाफला

(Signature)

4 जन.

सिद्धी,
कमल मोटर मजदूर यूनियन,
कमल

कमल
दिनांक

जून, १९५६

Door Union

Calcutta Tramway Workers' Union

Regd. No. 275

249, Bowbazar Street, Calcutta-12

PRESIDENT : MD. ISMAIL

GEN. SECY : DHIREN MAZUMDER

Ref. No. 10.1.58

Dated . 30 . . 6 . . 1958.

To
The Secretary,
All-India Trade Union Congress,
New Delhi.

Dear Comrade,

This is to inform you that the Union organised two meetings exclusively on the issue of Algeria which were addressed by Com. Indrajit Gupta, General Secretary, BPTUC and Sri Kalyan Datta, Secretary, West Bengal Peace Council. We have decided to donate Rs. 25/= as token aid and to make collections from the workmen. We have written to Smt. Rameswary Nehru, who has kindly sent us some literature and requested her to inform whether old clothes if collected would be of help.

This is for your information.

Greetings,

c.c. to Sri Indrajit Gupta,
B.P.T.U.C.

Yours comradely,

Sri Kalyan Datta,
W.B. Peace Council.

Chandrupa
Secretary.

A.I.T.U.C. Patna
Received 3260 19/7/66 17.7.66
Revied.....

My dear K.S.

Many thanks for your letter of 14th July 1966, received yesterday.

The Working Committee has been postponed. is welcomed as physically it would not have been possible for me to attend it.

I have been advised by the doctor to be on bed for 3 weeks more - though I think I have improved a lot. However I shall have to abide by the instructions. I could not go to Jamshedpur - after my release and I am lying here - and in the meantime August 3rd has been fixed as Bihar Baidh - by the United front of 6 parties of Bihar. Bihar Govt. it appears is ready to its scheme of repression, mass

arrests etc and I am so unhappy that I may be taken to custody before I see my people at Jamshedpur. It appears it cannot be avoided - however I do not mind. I shall be ready to face the consequences.

I am sorry at heart that my remark in my previous letter has pained you so much. You know I write to you often and to Com. Dange and often and I do not feel shy to express my feelings and sentiments to you, which I consider, I must.

I would have been glad to retire from the office bearing post of A.I.T.U.C. and some new comrades should have been elected in my place. I continue line 1957 and how long should I continue this post - of course - which in practice is simply decessat and nothing else. I speak to you very

Please convey my good wishes to Bhaskarjee, Parthasarathi, K. S. Rao.

Operating.

1.	Transport Inspector	150	-250
2.	Labour Inspector	100	-200
3.	Asst. Transport Inspector	100	-200
4.	Station Master	80	-165
5.	Driver	50	-5-70-6-130
6.	Conductor	40	-120
7.	Attender Parcel & Lorry	35	-3-80

Mechanical Staff.

1.	Instructor	150	-300
2.	Foreman	150	-300
3.	Chargeman	125	-225
4.	Assistant Instructor	100	-200
5.	Labour Inspector	100	-200
6.	Assistant Chargeman	100	-200
7.	Vehicle Examiner	100	-200
	(One Vehicle Examiner for Nine schedule vehicles)		
8.	Mechanic I Grade	50	-5-70-6-130
9.	Fitter		do.
10.	Electrician		do.
11.	Blacksmith		do.
12.	Coach Builder		do.
13.	Painter		do.
14.	Mechinist		do.
15.	Moulder		do.
16.	Machineman		do.
17.	Welder		do.
18.	upholsterer		do.
19.	Vulcaniser		do.
20.	Tinker		do.
21.	Material Chaser		do.
22.	Draftsman		do.
23.	Tyre Inspector		do.
24.	Tyre Examiner		do.
25.	Mechanic II Grade	40	-120
26.	Assistant Fitter		do.
27.	Blacksmith		do.
28.	Coach Builder		do.
29.	Carpenter		do.
30.	Painter		do.
31.	Machinist		do.
32.	Assistant Moulder		do.
33.	Assistant Welder		do.
34.	Upholsterer		do.
35.	Vulcaniser		do.
36.	Tinker		do.
37.	Assistant Electrician		do.
38.	Assustant Tyre Inspector		do.
39.	Boiler Attender		do.
40.	Machinemen II Grade		do.
41.	Machineman III Grade		-25- 40-80
42.	Helper	35	-3-80
43.	Blacksmith III Grade	40	-80
44.	Coach Builder		do.
45.	Painter		do.

Contd.

45.	Painter	III Grade	40 - 50
46.	Electrician		do.
47.	Machineman		do.
48.	Upholsterer		do.
49.	Assistant Sergeant		do.
50.	Buffer		40 - 120
51.	Solutioner		do.
52.	Sticher		do.
53.	Cleaner		30-2-50
54.	Guards		do.
55.	Ticket Issuer		35-3-30
56.	Pump Operator		do.

KERALA STATE TRANSPORT EMPLOYEES' UNION CENTRAL OFFICE TRIVANDRUM

OTHER ALLOWANCES:

Dearness Allowance: For a basic pay of ~~Rs. 45~~ up to 45/- up to 42/- D.A.
For a basic pay above Rs. 45/- up to 55/- 45/- D.A.
For a basic pay above Rs. 55/- ~~up to~~ 47/- D.A.

Good Attendance Allowance: Rs. 5/- per mensem for all employees of the mechanical staff.

Night Stay Allowance: 50 N.P. per duty for the crew of vehicles engaged to stay in outside ~~ex~~ stations during nights.

Break down Allowance: 75 N.P. to the mechanical staff if the break down is attended at a distance of more than five miles from garage. ~~on the day they are not able to return to the garage on the same day they are entitled for a~~ *daily* allowance of Rs. 5/- each.

Driving Allowance: Monthly allowance of Rs. 5/- for drivers.

Security allowance: Rs. 5/- for per mensem to Conductors.

Mileage Allowance (batta) : 2.5 pies per mile except in city services and 3 pies in city services subject to a guaranteed minimum of Re. one per duty. In Ghat region the rate is 3.7 pies per mile.

Provident Fund: Eight and one third of the ~~basic~~ basic pay. In the case of non-pensionable employees an equal amount will be contributed by the Department.

Retirement Benefits: The following are the two systems of retirement benef.

1. Pension-cum-Provident Fund:

The qualifying service for full pension for drivers will be twenty years. All the other categories ~~xxxx~~ except staff in the inferior service twenty five years. Staff ~~xxxxxx~~ belonging to the inferior service thirty years.

2. Gratuity-cum-Contributory Provident Fund:

A gratuity not exceeding one months average salary for every completed year of service subject to a ~~xxxx~~ maximum of eighteen months. Average ~~xxxxxx~~ salary will be reckoned as the average ~~xxxxxx~~ monthly salary for the three years immediately preceding the date of retirement or discharge.

The minimum qualifying service for earning the ~~xx~~ right of ~~xxxxxx~~ gratuity will be five years.

Medical Aid: Free medical aid to all employees.

Leave facilities: Privilege leave.....30 days per year
Casual leave.....20 days per year
Sick leave ...Three years during the whole service.

Holidays : Twenty one chartered holidays for all employees except the members of the operating branch.

Off: One days weekly off for all employees.
(Except the Clerical Staff who are given Sunday as Holiday

Uniform: Two pairs per years/.

Working hours: Eight hours including spreadover. Half an hr each at both ends before and after the steering duty and an interval of half an ~~hour~~ employe will not have to work more than six and a half hours on steering duty.

Bonus: A guaranteed ~~minimum~~ minimum bonus of one month salary will be granted to all employees including the Gazetted Officers. ~~(xxxxxxxxxx)~~ ~~(xxxxxxxxxx)~~ On ~~Deferred Wage~~ ^{Deferred} Principle an additional bonus (Incentive bonus) will be granted according to the following formulae

1. Quarter months salary for an income up to eight and one third of the capital investment (percentage)
2. Half months salary for an income above 8 1/3 up to twelve and a half percent of the capital investment.
3. Three fourth of a months salary for an income above ~~12 1/2 %~~ 12 1/2 % and up to sixteen and two third percent of the Capital investment.
4. One months salary for an income above 16 2/3 of the capital investment.

pkb/4/10

AITH

GOVERNMENT OF KERALA.,

ABSTRACT.

State Transport Department - Gratuity or pension to the employees -
Referendum regarding - Orders passed.

Read: Again G.P.TA 7-9786/56/PW dated 10-6-57 and
2. Letter No. P1 II (c) 10967/57 Dated 9-11-57 from the Director
of Transport.

PUBLIC WORKS (TRANSPORT A) DEPARTMENT

Order R.Dis.21884/57/PW. Dated,

Trivandrum, 26-7-58
Sravama, 1880

In para 12 of the G.P. read above Government have sanctioned the non-pensionable employees of the State Transport Department on retirement being granted in addition to the contributory Provident Fund a gratuity amounting to one month's total salary per year of service, subject to a maximum of 18 months' average total salary. In the letter read as 2nd paper above, the Director of Transport has sought certain clarifications on the above orders.

2. Government now consider that in view of the continuance of two systems of retirement benefit viz., gratuity cum Provident Fund (contributory) and Pension cum non-contributory provident Fund and the consequent difficulties, it is now high time that the whole issue is reviewed. Government, therefore, issue the following orders in the matters:--

Only one system of retirement benefit either gratuity or pension will hereafter prevail in the State Transport Department. The employees will now have option to choose either of the two systems and Government will adopt that system which has the support of the majority of the employees. A free referendum will be arranged immediately in all the Districts of the Department including Workshop, Body Building Section and Boat Yard at Thevara for the purpose.

The following will be the features of the two systems benefits:-

I. Pension-cum-State Provident Fund.

a) Service for pension.

1) All employees excepting Drivers. As under the T.S.R. a qualifying service of 35 years in superior service or 30 years in inferior service will be required to earn full pension. If the qualifying service is below the prescribed minimum, proportionate pension only will be admissible.

2) Drivers - Service for pension.

The qualifying service for full pension for drivers will be fixed as 20 years in view of the rule that only persons with 7 years of service in heavy duty vehicles under private employers will be recruited as drivers in the Transport Department and having regard to the extra arduous nature of the job.

b) Interruptions Break of service caused by accident in the course of employment will not be treated as interruption unless the person is convicted by a court of law and sanctioned to a term of imprisonment.

c) Average Employments, will be calculated as defined in Art. 325 T.S.R. for superior service including drivers. In the case of inferior service average pay will be calculated according to Art. 321 T. S. R.

(Contd.....)

II. Gratuity-cum-contributory Provident fund.

a) Amount.

1) Minimum qualifying service for gratuity. The minimum qualifying service for earning the right for gratuity will be fixed as 5 years. Persons with lesser service will not be entitled to gratuity.

2. More than 5 years. A gratuity not exceeding one month's average salary for every completed year of service subject to a maximum of 18 months' average salary will be granted. Average salary will be reckoned as the average monthly salary for the 3 (three) years immediately proceeding the date of retirement or discharge. For purposes of calculation of gratuity, the term salary will include basic pay and dearness allowance only (other than special D. A.)

b. Service. Service from the date of appointment whether permanent, officiating or temporary and reserve, daily rated or contingent service will be counted for the purpose.

c. Interruption. Same as 1 (b) above.

This scheme will be given effect to from 1-4-1955.

In the case of non-pensionable employees who have already retired from service or would be retiring before the Referendum is made, their claims for gratuity will be settled on the basis of this scheme.

The Director of Transport is requested to take immediate action in the matter accordingly.

By order of the Governor.

Sd.

K.M. KUNJURAMA MENON,
Assistant Secretary.

To

The Director of Transport,
" Comptroller (through Finance Department)
" Finance Department (vide Fin. (RC) 3-38797/58/17-7-58)
"Private Secreto the Minister (Transport & Labour)
" TA2-Branch
"Stock File.

Forwarded/ By order,

Sd.

SUPERINTENDENT.



"State Transport Department - Revision of the scales of pay of the
Gazetted and Non-Gazetted staff - Orders issued.

Read:- Government Order (P) 150/58/Fin., dated 23-6-1958.

Proceedings.

In the Government Order read above, it has been ordered that orders in regard to the revision of scales of pay in respect of the Transport Department will issue separately.

2. Government are now pleased to issue the following orders in respect of the State Transport Department.

Revision of pay scales.

3. The scales of pay of the posts of Clerks, Typists etc. will be revised as shown in Annexure I- General - I (c) (d) of the Government Order read above.

4. The scales of pay of the other posts of the State Transport Department (Gazetted and Non-Gazetted) will be revised as shown in the Annexure of this Order.

5. These orders will take effect from 1-4-1958 except in the case of those categories who had received benefit of revision or increment last year in accordance with Government Proceedings TA.7-9786/56/PW., dated 10-6-1957 and TA.7-7181/57/PW., dated 27-8-57 and 28-8-57 in whose case the revised scales of pay will take effect from 1-7-1958.

6. The incremental rates of the revised scales of pay will be as shown in the list of revised scales given in the Annexure I of the Government Order read above except where otherwise stated.

7. The pay/salary of Officers and staff in the revised scales of pay will be fixed in the manner prescribed in Annexure II of the Government Order read above.

8. There will be no more calls of Reserve Driver and Conductor. All Drivers and Conductors irrespective of whether they are Reserve or not will get the revised scale."

Gazetted.

Name of Post.	Existing scale of pay.	Revised scale of pay.
1. Director	500-800	500-800
2. Mechanical Engineer	450-600	400-700
✓ 3. Financial Assistant	300-500	350-600
4. Personal Assistant	250-400	350-600
✓ 5. Water Transport Officer	250-400	300-500
✓ 6. Maintenance Engineer	250-400	300-500
✓ 7. Works Manager.	250-400	350-600
		Nomina- tiona according to senior- ity and qualification.
✓ 8. Motor Engineer:	250-400	300-500
✓ 9. Stores Officer.	250-400	250-500
✓ 10. Chief Accountant.	250-400	250-500
✓ 11. District Transport Officer	250-400	350-600
12. District Transport Officer		
I Grade	250-400	250-500
II Grade	200-300	250-500
13. Audit Superintendent.	200-300	200-350
14. Superintendent of Claims	200-300	200-350
15. Time Table Superintendent	200-300	200-350
16. Statistical Officer.	200-300	200-350
17. Labour Welfare Officer.	200-300	200-300

Non-Gazetted 1. Ministerial.

1. Head Accountant.	125-225	The revised scales of these posts will be fixed in accordance with the General pattern laid down in the G.O. dated 23-6-58 for which Director of Transport will forward proposals.
2. Manager (Mechanical Engineer's Office)	125-225	
3. Statistician	125-225	
4. Superintendent	125-200	
5. Head Clerk	125-200	
6. Head Accountant	125-200	
7. Internal Auditor	125-200	
8. Chief Storekeeper/Stock Verifier.	125-200	150-225
9. District Accountants, Works Accountants	80-150	125-225

IV. Water Transport.

1. Transport Inspector	150-250	150-250
2. Asst. Transport Inspector	80-150	80-150
3. Senior Mechanic	do.	do.
4. Mechanic	do.	80-150
5. Boat Master	50-120	40-120
	40-80	
6. Ticket Examiner	50-120	40-120
	40-80	
7. Driver	50-120	50-120
	40-80	
8. Syrainge	50-120	
	40-80	50-120
9. Mechanic	50-120	50-120
10. Turner	50-120	50-120
11. Mechanic	40-100	40-100
12. Helper	35-80	
	30-60	35-3-80
13. Oilman	35-60	35-60
14. Deckman	30-50	30-2-50
15. Watchman	30-50	30-2-50
16. Jotty Master	40-100	40-120

.....
Extract from G.O.(P)150/58/Fin., dated 23rd June 1958 of Finance Department.

ANNEXURE IGeneral.

Name of post	Existing scale	Revised scale	
	of pay.	of pay	
	2	3	
	Rs.	Rs.	
<u>I (c) Other Departments.</u>			
Head Clerk; Head Accountant, Upper Division Clerk; Accountant; Store-keeper; Asst. Storekeeper; Cashier.	80-150		80-180
Lower Division Clerk; Accountant; Cashier; Storekeeper; Asst. Store-keeper.	40-120		40-120
Upper Division Typist	80-150	***	80-180
Lower Division Typist	40-120	***	40-120

I (d) Posts common to all Departments.

Stenographer/Stenotypist	50---180 45---150	0 0	** 50-200
Duffadar	30---40		35-45
Mohee	25---35		35-45
Last Grade Employee	25-35.		30-40

.....
*Graduate will start on Rs.48/-

***Typist with Higher Qualifications will get an allowance of Rs.10 pm.

**Stenographer with higher qualifications will get an allowance of Rs.15/- p.m.

LIST OF REVISED SCALES OF PAY.GAZETTED.

1. 900-50-1200	9. 300-25-500
2. 850-50-1300	10. 250-25-500
3. 800-50-1000	11. 250-20-350-25-400
4. 700-50-900	12. 200-20-400
5. 600-50-900	13. 200-15-250-20-350.
6. 500-50-800	14. 200-10-240-15-300
7. 400-25-450-30-600-50-700	15. if 150-10-240-15-300-25-350.

Contd.....

- | | |
|-------------------------------|------------------------|
| 1. 150-10-240-15-300 | 13. 50-5-65-6-125. |
| 2. 150-10-250 | 14. 40-4-60-5-120. |
| 3. 125-10-225. | 15. 60-4-80-5-100. |
| 4. 80-8-120-10-160-12-225 | 16. 40-3-65-4-75-5-100 |
| 5. 125-7-200 | 17. 65-3-80. |
| 6. 100-7-160-10-200 | 18. 40-2-50-3-80. |
| 7. 90-8-130-10-200 | 19. 55-2-65 |
| 8. 50-5-60-6-90-8-130-10-200. | 20. 35-1-40-2-60 |
| 9. 80-6-110-7-180 | 21. 30-2-42-3-60 |
| 10. 80-5-120-7-165 | 22. 45-2-55 |
| 11. 80-5-120-6-150 | 23. 40-1-45 |
| 12. 50-4-90-5-120-6-150 | 24. 35-1-45 |

25-30-1-40

ANNEXURE II

Rules for fixation of pay and grant of advance increments.

1. The pay of an officer in the revised scale of pay shall be fixed first at the stage in the new scale next above his present pay in the old scale, whether it is a stage in the new scale or not. If his present pay is less than the minimum of the new scale, his pay shall be fixed at the minimum.

Note. The pay of an Officer on 1-4-1958 including the increment, if any accruing on that date shall be the present pay for the purpose of these rules. The word 'Pay' denotes 'Salary' also.

2. In the case of Non Gazetted Officers, after pay is fixed under Rule (1) advance increments shall be granted in the new scale as specified below.

For a service of less than 10 years.	nil
For a service of 10 years and more but less than 20 years.	One advance increment.
For a service of 20 years and more but less than 25 years.	Two advance increments.
For a service of 25 years and more.	Three advance increments.

Note: (i) The benefits of rules 1 and 2 will be given even in cases where the scale of pay of the post has not been revised, but which has been included in this scheme of revision shown as Annexure I.

(ii) a. Service in the same class of posts irrespective of grades shall count for advance increments, e.g. a clerk will count his service as clerk and a co-operative Inspector service as Co-operative Inspector.

b. Service means service qualifying for increments and includes service in a post or posts on fixed pay.

3. In cases in which the pay of an officer in a lower scale which he would have held but for his promotion to the higher scale happens to be equal to or higher than his pay in a higher scale Confirmation of an Officer in the higher post shall not be a bar for getting this benefit.

4. If an officer is on leave on 1-4-1958 his pay in the new scale shall be fixed at the stage in the new scale to which he would be entitled if he had rejoined duty on such date. The benefit of the revised pay will, however accrue only from the date on which the officer actually rejoins duty except in the case of an officer on privilege leave, maternity leave, or long leave preparatory to retirement.

5. The pay of an officer under suspension as penalty on 1-4-58 and of an Officer whose promotion/increments stand barred on 1-4-1958 or will be

on 1-4-1958 will be fixed applying these rules but the benefit of the revised pay will be allowed only on his rejoining duty or the expiry of the period of bar, as the case may be.

6. An officer whose pay is revised under the present scheme will be allowed to exercise option to remain in the existing scale whether it be substantive or officiating until such time as he considers it necessary.

7. A period of two months from the date of this order is fixed for the exercise of this option. An officer on leave shall be allowed to exercise this option within a period of one month from the date of return from leave. The power of accepting the option of all officers under them is delegated to the Heads of Departments.

8. The option once exercised shall be final. If an Officer does not exercise the option within the specified period it will be presumed that he has opted to have his pay fixed in the revised scale on 1-4-1958.

9. If an Officer opts to remain in the existing scale of pay for a specified period his pay on coming over to the revised scale will also be fixed in accordance with these rules.

10. Heads of Departments and offices will fix the pay of all Non-Gazetted Officers in accordance with these rules. In the case of Gazetted Officers, the drawal of revised salary will be authorised by the Comptroller on the basis of the existing nominations.

11. Arrear claims preferred in pursuance to these orders will be paid without preaudit in relaxation of Note 5 to the Article 100 Financial and Account code.

....

Undt. on R.Dis.6882/58 dated 15-7-1958/24-4-1880

Communicated to all Officers of the Department and Sections in this office for information and necessary action.

For Director of Transport.

Copy of Govt. Memorandum No. 37627/58-1/Fin dated 11th July 1958 of Finance Department.

Sub: Government orders on the Report of the Pay Revision Committee. Fixation of pay of Non Gazetted Officers.

Ref. 1. From the Travancore Cochin Non Gazetted Officers Federation Central Office, Trivandrum letter No.231 dated 10-7-1958.

2. G.P.(P) 150/58/Fin dated 23-6-1958.

It has been brought to the notice of the Government that certain Heads of Departments have doubts regarding the authority competent to fix the pay of Non-Gazetted Officers working under them according to the orders issued in the G.O. cited. The attention of all Heads of Departments and Offices are invited to Rule 10 of Annexure II of the G.O. cited and they are informed that heads of offices who are drawing officers for the establishment concerned are competent to fix the pay of all Non-Gazetted officer working under them in accordance with the rules laid down in the Annexure. As this authorisation was given to expedite the fixation of pay in the revised scales, Heads of Departments and offices are directed to follow the procedure.

Undt. on R.Dis.7312/58 dated 13-7-58/24-4-1880.

Copy to all officers and Sections in Head Office for guidance.

Sd. For Director of Transport

TRADE UNIONS INTERNATIONAL OF TRANSPORT, PORT AND FISHERY WORKERS
/T.D. of the WFTU/

7th session of the Administrative Committee

Draft

GENERAL RESOLUTION

1. The Administrative Committee of the Trade Unions International of Transport, Port and Fishery Workers met in Moscow from June 4 to 6, 1958. It assessed the work of the Secretariat in applying the decisions of the IInd International Trade Conference and the Fourth World Trade Union Congress and discussed the best ways to increase the part played by transport, port and fishery workers in the fight for peace.

2. The Administrative Committee believes that during this period the activities of the TUI have helped to strengthen unity and international solidarity among the workers of these industries and that they meet the requirements of the international situation and correspond to the tasks arising from the decisions of the IInd International Trade Conference and the Fourth Congress.

3. It notes with satisfaction that the demands formulated at these international trade union gatherings - for technical progress to be accompanied by social progress to ensure an even development of the transport industry and economy as a whole, national independence and peace - continue to correspond to the deep aspirations of the workers in our industries. They offer solid ground for united action both nationally and internationally. The struggles of an increasing number of trade unions /affiliated and otherwise/ and their declarations are in keeping with the decisions taken by our Conference and the Fourth Congress.

4. Our Administrative Committee therefore calls on all workers and trade unions in our industries to find the most appropriate way to coordinate their national and international struggles to obtain their most important common requirements.

It reaffirms that there is no valid reason why the defence of these common interests should not lead to more systematic national and international co-operation and again points out that, in the interest of the workers, no ideological difference should hamper their united action on common demands.

5. The Administrative Committee believes that the First World Trade Union Conference of Young Workers will greatly encourage the struggle for demands and help to unite and organise the workers. It calls on all trade unions in our industries to do all they can to make this important international gathering a success and ensure that a large number of young workers from our industries attend.

Handwritten notes: It also notes that the Secretariat has done a lot of work in applying the decisions of the IInd International Trade Conference and the Fourth World Trade Union Congress and discussed the best ways to increase the part played by transport, port and fishery workers in the fight for peace.

Handwritten notes: The Administrative Committee believes that during this period the activities of the TUI have helped to strengthen unity and international solidarity among the workers of these industries and that they meet the requirements of the international situation and correspond to the tasks arising from the decisions of the IInd International Trade Conference and the Fourth Congress.

Handwritten notes: It notes with satisfaction that the demands formulated at these international trade union gatherings - for technical progress to be accompanied by social progress to ensure an even development of the transport industry and economy as a whole, national independence and peace - continue to correspond to the deep aspirations of the workers in our industries. They offer solid ground for united action both nationally and internationally. The struggles of an increasing number of trade unions /affiliated and otherwise/ and their declarations are in keeping with the decisions taken by our Conference and the Fourth Congress.

Handwritten: WFTU

Handwritten: Therefore, it calls upon all its affiliated unions to increase their efforts to all our affiliated organizations to ensure that a large number of young workers from our industries attend.

X
6. The Administrative Committee is in agreement with the analysis of the international situation made at the 17th session of the WFTU Executive Committee which concluded that the preservation of peace was the decisive issue of the moment.

It hails the decision of the Soviet Government to end atomic tests unilaterally as an act of peace and a contribution to an international "détente".

7. It greets all workers and trade unions of our industries who, regardless of their affiliation, are taking action throughout the world to avert the threat of atomic war.

It calls on them to act together with all peace forces in the world:

- for the universal ending of atomic tests which threaten the lives and jobs of workers in our industries;
- for a ban on these weapons of mass destruction;
- for suspension of H-bomber patrols and removal of missile launching sites;
- against the atomic arming of the Bundeswehr;
- for the establishment of nuclear-free zones;
- for a Summit Meeting and the settling of all disputes by way of negotiation;
- for respect for the sovereignty and independence of the peoples fighting against colonialism;
- for more trade and cultural relations between all countries.

8. Aware of the need for unity between the working class and the rest of the population in the fight for peace, the Administrative Committee calls on the workers of our industries and their trade unions to support and attend the World Congress for Disarmament and International Co-operation, to be held by the World Council of Peace from July 16 to 22, 1958.

9. It recommends all affiliated organisations

- to conclude two-way and general trade union agreements on the question of defending peace,
- to increase the number of delegation exchanges among workers in our industries,
- to support every practical step favouring peace, regardless of its origin.

10. Noting that the policy of war preparations and mounting arms expenditure, while leading straight to the most terrible war has also become one of the biggest obstacles to the satisfaction of the workers' legitimate demands, the Administrative Committee invites transport, port and fishery workers to fight for a peace economy which would make it possible to raise wages, cut hours of work and improve social security systems.

अजमेर मोटर मजदूरों की संघर्ष समिति के जनरल का प्रेस

स्टेट मेन्ट

आज ता. १९-७-५८ से अजमेर मोटर मजदूर यूनियन के जनरल सेक्रेटरी साथी पुष्कर नारायण भूष-हड़ताल पर सुबह ८ बजे बैठे हैं।

यूनियन को मजबूर होकर यह कदम उठाना पड़ा है।

यह मजबूरी की स्थिति इस प्रकार है। स्टेटिंग आर्डर एक्ट १९४६ के अनुसार ओटोमोबाइल ट्रांसपोर्ट कम्पनी अजमेर और मजदूरों की स्वीकृति से स्टेटिंग आर्डर्स इस कम्पनी पर १९४९ में लागू किये गये। लेकिन कम्पनी ने आज तक कभी भी उनका पूरा पालन नहीं किया। यहाँ तक कि उन आर्डर्स को नोटिस बोर्ड पर लगाया तक नहीं, जो कि उक्त एक्ट के अनुसार एक जुर्र है। बल्कि कम्पनी ने उक्त स्टेटिंग आर्डर्स की लगभग प्रत्येक धारा का उल्लंघन किया है।

ये गैर कानूनी कार्यवहरी पिछले ९ साल से हो रही है परन्तु लेबर - डिपार्टमेंट ने, जिसकी जिम्मेदारी है यह देखने की कि अम-कानूनों का ठीक से पालन हो, इन्मनान की नींद सोता रहा है। जब कि उनके सामने कई बार इस प्रकार के प्रश्न आये थे, परन्तु हकीकत इस तरह की हो गई कि डिपार्टमेंट भूल ही गया कि स्टेटिंग आर्डर्स नाम की किसी चीज का इस कम्पनि से कोई लेना-देना भी है।

पिछली अप्रैल से यूनियन ने इस प्रश्न पर लेबर डिपार्टमेंट का बार बार ध्यान सिखा, परन्तु डिपार्टमेंट में किसी प्रकार की हरकत नहीं हुई। तब मजबूरन यूनियन को तय करना पड़ा कि सरकारी कानूनों और कम्पनी द्वारा स्वीकृत निर्णयों को अमल में लाने के लिये इन बेहोश अधिकारीयों व मालिकों को जगाने का आन्दोलन किया जाय।

१९-७-५८ को भूष हड़ताल का नोटिस दिया गया। कम्पनि ने तो उत्तर देना भी गवारा नहीं किया। लेबर आफिसर साहब ने १७-७-५८ को सिर्फ इतनी सुचना दी कि उन्होंने राजस्थान सरकार कम्पनी के खिलाफ मुकदमा दायर करने की इजाजत मांगी है।

इस स्थिति में हमने यह आन्दोलन शुरू किया है। हमारी मांगें हैं कि स्टेटिंग आर्डर्स पर उपरोक्त कम्पनी अमल करे और स्टेटिंग आर्डर्स को धंग करने के अपराध में कम्पनी को सजा दिलाई जाये।

यह सरकार के लिये शर्मनाम और देश के लिये दुर्भाग्य की बात है कि कानूनों पर अमल में लाने के लिये मजदूरों को आन्दोलन करना पड़े - पर हकीकत ऐसी ही है। अतः सभी मजदूरों, मजदूर संगठनों, प्रजातन्त्र में विश्वास करनेवाले और आम नागरिकों से अपील है किजाती है कि इस न्यायोचित आन्दोलन का समर्थन करें व सहयोग दें - ताकि सरकार को व कम्पनी को मजबूर किया जा सके कि यूनियन की न्यायोचित मांगें स्वीकार करें।

जब तक उपरोक्त मांगें स्वीकार नहीं हो जाती यह आन्दोलन जारी रहेगा, इस विश्वास के साथ ही प्रत्येक न्यायोचित व्यक्ति हमारा समर्थन करेगा।

उम्मीद है कि सरकार व कम्पनी हमारे औद्योगिक को शीघ्र स्वीकार करेगी।

२२/७/५८

S. K. K. K.

१९/७

क. क. क.



Hissar District Transport Workers Union,

282

(Affiliated to the National Federation of Road Transport Workers of India)

Regd. No. 34

NAGORI GATE,
HISSAR.

Ref. No. _____

Dated 23.7.1958

FIFTH ANNUAL CONFERENCE OF HISSAR DISTT. TRANSPORT WORKERS UNION, HISSAR.

p Trade Union Record.

Fifth Annual meeting of the Hissar District Transport Workers Union, Hissar was held on the 22nd July, 1958 under the Presidentship of Comrade Sachpal Singh. All the Labours Union of the Distt. sent their observers in the Conference, who also spoke to the audience for some time. The President Comrade Sachpal Singh submitted 57-58 annual report which was unanimously passed by the workers.

Following were elected as the office-bearers for the next year :-

- President Comrade Sachpal Singh
- Vice-Presidents: Giridhara Singh, Surjit Singh, Birbal
- Genl. Secretary: Sohan Singh
- Joint-Secretaries: Tek Chand Gupta, Bansi Dhar
- Cashier: Surat Singh
- Propaganda Secy: Nand Lal

Besides this a working committee consisting of 25 members in all was brought into existence.

Meeting also adopted the two following resolutions :-

First resolution condemned the American armed intervention in the affair of ~~West Asia~~ Middle East and appealed to the Big Four persons of the World to resolve the dispute by calling a summit conference.

Second resolution expressed sorrow at the death of Shri Chakkam Chatiar and conveyed its sympathies to the relations of the deceased.

Tek Chand
Secretary.

TUR

State Transport Department --- Payment of Bonus to the staff of the Department for 1957-58--Orders passed.

PUBLIC WORKS DEPARTMENT. (TRANSPORT-4)

G.O.(S) 715

Dated Trivandrum, the 18th August 1958.

27th Pravara 1300.

Again Government Proceedings T(A)7-9786/56/PW dated 24th August 1957.

2. From the Director of Transport - Letter No. 41-5159/58 dated 5th August 1958.

ORDER.

The Director of Transport has forwarded the proforma Profit and Loss Account and Balance Sheets of the Road and Water Transport Section of the State Transport Department for the year 1957-58.

2. The Director of Transport has taken credit for Rs.2,63,743.22 on account of interest on the Depreciation Reserve Fund of the Road Transport for the current year and Rs. 6,643.84 for the Water Transport Section as sundry in-come for the same year. The Director of Transport has also taken credit for Rs. 5,00,000 as the earned in-come of the current year as arrears of revenue relating to postal mail subsidy due to the State Transport Department from the Postal Department with effect from 1951-52.

3. The Director of Transport has also pointed out on advice of the Comptroller, the necessity to take credit for a sum of Rs.2,37,669.58 representing the stock balance held in the District Stores as on 31-1-1958 as these can not be treated as final charge under working expenses.

4. ~~The total profit of the Department (both Road and Water Transport sections) for the year 1957-58 is reported to come to Rs.25,76,398.23 which work up to 10.3% of the Government~~

4. The Director of transport has included the entire special Dearness Allowances under working expenses. The question whether a portion of the amount could be recovered from the Government of India is a question that has to be decided later.

5. The total profit of the Department (both Road and Water Transport Sections) for the year 1957-58 is reported to come to Rs.25,76,398.23 in which work up to 10.3% of the Government Capital of Rs250 Lakhs. The calculations are subject to audit by the Comptroller.

6. According to the principles laid down on the Government Proceedings T(A)7-9786/56/PW dated 24th August 1957, Bonus has to be paid to the non-Gazetted employees of the State Transport Department at 12 1/2% of the annual effective salary for 1957-58. The Director of Transport has reported that the sum of Rs.25,000 is required for the purpose, the expenditure being debited to "LV1 A (a) Road Transport - Working Expenses - 1 Director - General Charges - Bonus" and "(b) Water Transport - 1 Director - General Charges - Bonus."

7. The Director of Transport, therefore requests sanction for

(P.T.O.)

for including the Special Dearness Allowance sanctioned from 1-3-1957 in the effective salary as on 1-4-1957 in the and for the disbursement of the Bonus at the usual rates as was done in 1956-57.

8. Interest on depreciation fund will be considered as an income ~~not~~ according to well accepted accounting practice. Guaranteed bonus will be considered as part of the working expenses. The Government Proceedings read above also did not take this as part of working Expenses. The Industrial Relation Board which is discussing about the formulae for the bonus has not treated the guaranteed bonus as working expenses. Subsidy from the Government of India for meeting the expenditure under Special Dearness Allowance will form part of income as proposed by the Director of Transport in as such as it goes to help the Department for lowering the expenses under the establishment. Arrears of mail portage due from the postal Department will also be taken credit of as income as proposed by the Director of Transport .

9. In the circumstances stated above and having regard to the fact that the year 1957-58 has earned more than the previous year the same percentage of bonus namely 12 1/2 % will be declared and paid to the employees of the State Transport Department under the same terms and conditions as in the last year.

BY ORDER OF THE GOVERNOR

SD/

ASST. SECRETARY

To
The Director of Transport .
The Comptroller . (through the Finance Department).
The Finance Department .
The General Secretary, Kerala State Transport Employee's Union.
The Private Secretary to the Minister of Transport & Labour .
The Director of Public Relations (with six copies.)

September 25, 1958

General Secretary,
Garhwal Transport Workers' Union,
Kotdwara.

Dear Comrade,

We have heard the report of your struggle for (1) setting up of Works Committee, (2) re-instatement of Shri Dharmanand, and (3) Payment of Wages by the Company instead of individual motor owners.

Regarding setting up of Works Committee, through which all your grievances can be moved, we have written to the Union Labour Minister since these Committees have been abolished for some time by the U.P. State Government throughout Uttar Pradesh. In a meeting with the Union Labour Minister on 19th September, I personally brought the fact before him. He has promised to do the needful for reviving Works Committees in Uttar Pradesh.

For the settlement of grievances like discharge, dismissal and such other individual cases, the Union Government has recently decided to set up Grievance Committee in each establishment. I am sure, in due course, this will be set up. Meanwhile, conciliation and adjudication proceedings should be availed of for this purpose.

Comrades, the unity of the workers - which means cent per cent membership of the Union and their moving on the guidance of the Union in defence of their rights - is the only guarantee for the betterment of the service and living conditions.

I am sure you will review your decision to strike for the other grievances and utilise at first the above procedures. Strike is our last weapon and not the first.

With warmest greetings,

Yours fraternally,

(K.G.Sriwastava)
Secretary

36

282

NATIONAL FEDERATION OF STATE TRANSPORT EMPLOYEES OF INDIA.
NATIONAL FEDERATION OF ROAD TRANSPORT WORKERS OF INDIA.

4th Floor,
3/A, Asaf Ali Road,

Circular: Conf.(57)III, Dated, New Delhi, the 25th October, 1957.

TO : 1. OFFICE BEARERS/MEMBERS OF WORKING COMMITTEES OF BOTH FEDERATIONS,
2. GENERAL SECRETARIES OF ALL THE UNITS OF BOTH THE FEDERATIONS.

Subject: 1. Change in the provisional programme for the conferences.
2. Publicity to the conference.

Dear comrades,

We hope you must have been busy with the preparations for the Second National Conferences of the two Federations to be held at Jodhpur from the 17th November, 1957. It will be a matter of joy if the units keep the Central Office informed about the activities at their ends.

In this circular, we are to inform that due to the fixation of the inaugural ceremony of the Conferences on the 17th November, at 7-30 P.M., it becomes incumbent on all the participants to reach Jodhpur by the afternoon on the 17th, so that they can be present at the function. All the units should note this change and act accordingly.

Secondly, as already informed, we are enclosing herewith a few copies of EKTA, the regular monthly organ of the D.T.S. Workers' Union. This issue is the supplement issued with a view to popularising the ensuing conferences. The issue also contains an appeal in Hindi and Urdu. Also you will find enclosed here a few copies of the said Appeal in English. All these papers should be distributed in the workers of the road transport undertakings by the units within their limits, and if required, reproductions should also be had, so that the news of the conference can reach the remotest possible corner of the country. This will greatly help in the preparations for the conferences.

Units and particularly their Secretaries are requested to please see that the proforma enclosed with the Circular No. II is definitely sent in this office by the 30th October, 1957, and the balances remitted without delay, so that no delegate may be devoid of the participation in the conference. This will also help the Central Office in performing its responsibilities to the high expectations worth the National Organisation. We hope the units and office bearers will fully co-operate with us in this respect.

With greetings,

Fraternally yours,

Chatterji
SECRETARY,

CO-ORDINATING COMMITTEE,
National Federations of Road Transport
Workers (Public and Private Sectors)

RB.

36

Kerala State
Transport Employees' Union

PHONE: 3150

CENTRAL OFFICE
TRIVANDRUM 1

4-10-1958

No To
The Secretary,
A I T U C.

Dear Friend,

Appended here with is the revised pay scale of employees in the Kerala State Transport. This is the second revision since the present Communist Ministry came into office.

Details of the benefits besides the pay are also entitled. Hope it would be of some use to you. In return we expect you may kindly take the pain to give us similar details regarding your establishment so as to enable us to study our relative position.

This information would be published in our fortnightly journal " THE TRANSPORT " .

An early reply is awaited.

Fraternally Yours,

Jos. O. V. Jaysh
K.V. Surendranath,
GENERAL SECRETARY.

PKB/10

The terms of agreement dated 31-5-58 & 28-1-58

Demand No. 5. The management agrees to enforce the labour enactments in so far as they are legally applicable to the service. The management also agrees to form the Works Committee within a month's time.

Demand No.13. The Leave due will ordinarily be allowed subject exigencies of service.

Demand No.24. The workers who are honourably acquitted, will be reinstated and will be given full pay for the period of suspension. The cases of those who are acquitted as a result of benefit of doubt, can be proceeded with departmentally.

Demand No.25. No workers will be asked to work against a higher post without being paid for it when so required except for training purposes which shall not exceed six months. Similarly no cleaner will be asked to work as a chowkidar to jeopardise his interest for future promotion. It was, however, agreed that under extra ordinary circumstances some reshuffling of duty for a temporary period could take place.

Demand.no.26. The management agrees to employ chowkidars for watch and ward at the different stations. The management further agrees that it will not be the responsibility of the running staff to look after the vehicle before the assumption of duty and after handing over charge on completion of duty hours.

Demand No.27. The management agrees that the no worker of the running staff shall be penalised for any mechanical defect for which the worker concerned is not responsible.

Annexure I

1) Yes

ii) a) Pepsu Road Transport Corporation, Patiala.

b) The settlement was arrived at through the intervention of the State Labour Department and came into force on 28-1-58 & 31-5-58.

c) Conditions of service.

iii) a) nil b) nil c) The only reason for not implementing the agreement is to victimise the workers. and

iv) The relations will be strained and labour unrest is sure to flare up.

v) The agreement should be implemented without any further delay

17 NOV 1958

Phone No. 149

WORKERS UNITE

Hissar Distt. Transport Workers Union

(Affiliated to the National Federation of Road Transport Workers.)

Regd: No: 34

Ref: No. _____

The Director,
Pb. Vety. Deptt. Simsa.

NAGORI GATE
HISSAR
Dated 14th November, 58

Subject:- Strike in Hissar Livestock Farm

Sir,

I want to draw your kind attention towards the general strike going on in Hissar Cattle Farm, since 8th instant.

I came to know this fact also that the Kargachari Mandal Cattle Farm Hissar which is a representative Union of the workers is in correspondence with your department since 1953-54. In the Month of August, 1958, the Union Representatives were persuaded to go to Chandigarh and request the Minister and Development Director for acceptance of their demands.

They met them, they were promised in connection with some demands but that promise was not fulfilled and the workers were pressed to decide for general strike.

The strike is complete and successful. In spite of all kinds of tactics, the authorities failed to demoralise them or create any sort of rift in them. The authorities also threatened the plot-holders and others in any way connected with the Farm for work. But they got disappoointing reply.

Phone No. 149

WORKERS UNITE

Hissar Distt. Transport Workers Union

(Affiliated to the National Federation of Road Transport Workers.)

Regd: No: 34

NAGORI GATE
HISSAR

Ref: No. _____

-2-

Dated 14.11.58.

The Farm is suffering heavy losses cattle are dying daily. Crop is damaged. Milking is not done properly. I feel that if this state of affair is allowed to continue for some time more it will be a great loss for the Nation.

It is, therefore, requested that immediate steps should be taken for settlement of workers demands. It will be better if you kindly visit Hissar, see things yourself and settle the matter at the spot.

Yours faithfully,

Tuk ch...
Genl. Secretary.

Copies to :-

1. Labour Inspector, Hissar.
2. Labour Officer, Bhiwani
3. Labour Commissioner, Ambala Cantt.
4. Supdt. Cattle Farm, Hissar
5. Deputy Commissioner, Hissar.
6. A.I. U. C. New Delhi
7. P. T. U. C. Jullundur.
8. Labour Minister, Pb. Chandi garh
9. Development Minister -do-
10. Chief Minister -do-
11. Governor Punjab, -do-
12. Labour Minister, New Delhi
13. Development Minister -do-
14. Prime Minister, New Delhi
15. Home Minister -do-

1.57/58 ✓

24 NOV 1958

PEPSU ROAD TRANSPORT CORPORATION WORKER UNION

REGISTERED THE TRADE UNION ACT.

NEAR BUS STAND, PATIALA.

No. 314/PRTGWU

Dated Nov 22, 58

The Chairman of Labour Awards, agreements
implementation Committee and Labour Commissioner,
Punjab, Ambala Cantt;

Sub:-Non-implementation of the agreement.

Dear Sir,

Please find appended herewith the terms of settlement and the annexure I for your information and necessary action.

Yours faithfully,

(Karnail Singh)
President.

Encl. No., 317/PRTGWU
Dated: 22-11-58

Copies are forwarded to:-

1. Sh. Darbara Singh, M.L.A. Jullundur.
2. Sh. Satish Loomba, Jullundur.
3. The Secretary, All India Trade Union Congress
New Delhi.

With the similar request.

K.S. Singh
(Karnail Singh)
President.

COME ONE! COME ALL!!

SUCCESS OF CONFERENCES

IS THE SUCCESS OF

Road Transport Workers of India

★ **Long Live the Unity of Road Transport Workers**

★ **Long Live the Unity of Working men**

TOWARDS

THE

2ND NATIONAL CONFERENCES

OF

**National Federation of State Transport
Employees of India**

AND

National Federation of Road Transport Workers of India

JODHPUR—18TH, 19TH & 20TH NOV. 1957

AN APPEAL

TO

STRENGTHEN THE STRUGGLE FOR

- ★ **REDUCED WORKING HOURS**
- ★ **CONSTITUTION OF WAGE BOARD**
- ★ **CONSTITUTION OF ENQUIRY COMMISSION**
- ★ **SECURITY AGAINST UNEMPLOYMENT AND VICTIMISATION**
- ★ **UNIFORM LEGISLATION FOR ROAD TRANSPORT WORKERS**
- ★ **TRADE UNION RIGHTS**

COORDINATING COMMITTEE

National Federations of Road Transport Workers,

(Private and State Sectors)

Dated 20th October 1957.

Dear Brothers,

It was in the year 1955, when the Transport Workers of India fulfilled a great need of the time, by organising themselves on a National pattern. It was a landmark in the history of the Trade Union movement of the country. In March 1955 and then in November 1955, the workers employed in both the State and Private Sectors formed themselves into their National Federations, respectively known as the National Federation of State Transport Employees of India and the National Federation of Road Transport Workers of India.

It is a matter of great joy that the two Federations during the short period and meagre resources at their disposal, have played no less significant role so far so that the Government of India could not ignore the rising strength of the 4 lacs strong workers, and had to accord recognition to these Federations.

The Federations have been confronted with two fold task—of organising the workers of the industry spread over from one corner to the other, and of fighting for the demands to improve working and service conditions of the road transport workers.

The main demand of the workers had been for a Uniform Legislation to regulate their service conditions, including reduced working hours and amendment in the British made and outdated Motor Vehicles Act, 1939.

The Transport Workers of the country won a significant victory in the shape of the Government having agreed to bring about a Uniform legislation to regulate the conditions of service of workers in this essential enterprise. The Government of India appointed an experts Committee representing the employees, employers and the Government to discuss and give opinion on the draft legislation for the Road Transport Workers, as introduced in the Lok Sabha by Shri A. K. Galpalan, M.P.

It was a matter of pleasure that almost all sections in the Parliament supported the move, and that was a further evidence of the justness of the cause for which the Road Transport Workers have been striving for long. Shri Satish Chatterjee, the General Secretary of National Federation of Road Transport Workers of India represented both the Federations on the said Committee. The Committee is expected to give its report very shortly.

Besides the above the problems of the Transport Industry and its workers were raised in the Parliament by different persons on different occasions, when various aspects of the issues were discussed. This too helped to much extent in bringing about a change in the attitude of not only the Government but the employers as well, towards the workers and their demands.

All these activities acted as incentive to the struggle launched by the Road Transport Workers in various parts of the country. New Unions were organised and brought under the banner of the respective Federations of the two sectors. At present 16 Unions of the Transport Workers of the State Sector are on the membership of that Federations, and the Private Sector Federation is also having on its role more than one hundred Unions/Associations of road transport workers spread over throughout the country. We are further receiving new applications for affiliation.

It is in this back ground that the second Annual Conferences of both the Federations are going to be held at Jodhpur on 18th, 19th and 20th November, 1957.

Brothers, it is needless to mention that the huge task of bettering the lot of the Transport Workers of the country is not an easy one, and it is time that the entire workers employed in road Transport Industry and their Unions in all parts of India should come forward to strengthen the unity and build a powerful united organisation of Road Transport Workers, and join their mite in this great and noble task. It is the unity and unity alone amongst the ranks of the workers undeterred by the affiliations, whatsoever they may be, which can lead the workers to further victories.

We take this opportunity to make to all the Transport Workers and their organisations including those who may not be affiliated to Federations, and those who have sympathy with the cause of the Road Transport Workers, disregard of their political and other affiliations, an appeal to participate in the above conference, that is going to decide about the future course of programme and action, and accord their fullest possible support, so that the conference may prove to the high expectations of the tens of thousands of the workers, who have till now been exploited, and denied a fair status in the society. Needless to mention that mere participation in the conference will not affect the affiliation of any one in any way. But on the other hand it will definitely add to the strength of the toiling Road Transport Workers, and expedite the process to win the following major demands of the workers of this essential but hither to neglected section of the society.

1. Reduction in the working hours.
2. Adhoc increase of 25% in the wages of all the employees.
3. Constitution of a Wage Board for the employees of the Road Transport Industry.
4. Setting up of an Enquiry Commission for the Road Transport Industry.
5. Security against unemployment and victimisation.
6. Uniform Legislation for Road Transport Workers.
7. Amendment in the Motor Vehicles Act.

NOTE—The Conference will be attended by many dignitaries including the members of Parliament belonging to all shades, and Trade Union Leaders from all over the Country.

Present:

Representing employers:

- 1. Shri C.T. Raman Nambiar
 - 2. Shri M. Raghavan
 - 3. Shri K.K. Karunakaran.
- } Representing the Malabar Bus Owners' Association.

Representing workmen:

- 1. Shri P. Balachandra Menon
 - 2. Shri Kallat Krishnan
 - 3. Shri K. Kumaran.
- } Representing the trade unions.

BRIEF RECITAL OF CASE.

Disputes have arisen between the management of the private motor service operating in the Kozhikode, Palghat and Cannanore Districts and their workmen, represented by the following unions, viz., the Malabar Motor Transport Employees' Union, Cannanore, the Kozhikode District ~~Motor Transport Workers'~~ Motor Transport Workers' Union, Kozhikode, and the District Transport Employees' Union, Palghat, about the Memorandum submitted by the above unions regarding revision of pay scales, fixation of working hours and a series of other demands. The employers and labour representatives expressed their desire to have uniform working conditions and amenities to the workers with a view to have ~~stabilisation~~ stabilisation of the industry. A conference of representatives of employers and workers in the Malabar area was held by the Labour Minister on 14-9-1958 at Ernakulam. At the conference the demands of the workers were ~~not~~ generally discussed and it was eventually decided that a committee consisting of the following persons should be constituted with the Labour Commissioner as chairman to go into the details of the demands:-

- 1. Shri C.T. Raman Nambiar
 - 2. ,, M. Raghavan
 - 3. ,, K.K. Karunakaran.
 - 4. ,, P. Balachandra Menon
 - 5. ,, Kallat Krishnan,
 - 6. ,, K. Kumaran.
- } Representing the Malabar Bus Owners' Association.
- } Representing the Unions.

The Committee accordingly held a conference at Kozhikode on 6-10-1958 and carried on discussions, but no finality was reached. Subsequently the Committee held a meeting at Ernakulam in the presence of the Labour Minister on 20-12-1958. After discussion, the following agreement has been arrived at :-

TERMS OF AGREEMENT.

1- PAY SCALES:- The pay scales of the operating staff and those in the workshops are revised and fixed as follows:-

- Drivers. ... Rs. 45-3-60-4-80
- Conductors. ... ~~Rs. 45-3-60-4-80~~ 45-3-35-2-45-4-05
- Checking Inspectors. ... Rs. 45-3-60-4-80
- Cleaners and other unskilled workers. ... 25-12-40.
- Mechanics and chief Fitters. ... 50-4-70-5-100-
- Electricians.)
- Blacksmiths.) ...
- Welders.)
- Painters.) ... 45-3-60-4-80.
- Turners.)
- Vulcanisers.)
- Carpenters)
- Tinkers.)
- Fitters.)
- Asst. Fitters.)
- Helpers/Fitter.)

/contd....

2. DEARNESS ALLOWANCE: The rate of dearness allowance is fixed as follows:-

For a pay upto Rs.30/-	..	D.A. Rs.25/-
For a pay from Rs.31/- to Rs.49/-	..	D.A. Rs.30/-.
For a pay of Rs.50/- and above.	..	D.A. Rs.35/-.

3. WEIGHTAGE:- One increment in the revised scale will be granted to the workers who have put in 5 years and above of service upto ten years and above of service. Such of those workers who have got increments in the pre-revision scales during the current financial years will be treated to have received one increment in the revised scale. In the case of workers who have been granted increments at rate lower than the incremental stages in the scales now fixed will get the difference if any.

(As there is a difference of opinion about the quantum of weightage, it was proposed to leave it to the Labour Minister to decide after referring to the notes of discussion which he had recorded).

4. BATTAs:- The existing rate of battas will be continued subject to a minimum of Rs.1-4-0, 1-8-0 and Rs.1-12-0 for cleaners, conductors and drivers respectively. Employees will not be eligible for the proportionate increase in the batta according to the working hours.

5. In effecting the fitment of workers in the new scales and in granting D.A. and batta, the management have undertaken that the over-all remuneration under the new dispensation will not fall below the existing over all emoluments.

6. WORKING HOURS:- The working hours of the employees will be fixed at nine hours per day limited to 54 hours a week. The interval from the start to the destination will be treated as over-all duty subject to the condition that any interval at the destination of 20 minutes and above at a stretch will be treated as rest time and that any interval of less than 20 minutes will be treated as duty hours. The interval between the sign on from the shed and the start of the first trip from the stand will nevertheless be treated as working hours. Likewise, after the last trip from the stand to the shed and sign off thereon will also be treated as working hours.

7. BONUS:- It is agreed that bonus will be paid according to the following schedule:-

No. of bonus owned by the management.	Percentage of bonus on annual total earnings (id., basic wage and D.A., excluding other allowance).
1 to 5	10
6 to 10	12½
11 to 15	15
16 and above.	17½

The above schedule is subject to the ratification by the Malabar Bus Owners' Association.

Bonus at the above schedule will be paid at the usual period, calculated for every financial year or calendar year as the case may be.

Salary, D.A. and batta, etc, as entered in this agreement shall take effect from 1-1-1959, but for the purpose of calculation of bonus that is to be declared after today the rate of bonus and the earned income shall be based on the provisions entered in this agreement.

8. LEAVE:- The workers will be granted the following leave:-
Festival Holidays. ... 7

/contd...

Sick leave on production of medical certificate .. 7

One day with wages for every twenty days of attendance excluding weekly off.

9. SECURITY OF SERVICE:- All employers who have put in a continuous service of one year will be treated as permanent except those engaged in work of a casual nature.

10. This agreement will be in force for a period of three years from 1-1-1959.

11. Any dispute arising about the interpretation of any of the clauses of this agreement will be referred to the Labour Commissioner and his decision shall be final.

Representatives of employers. 1. Sd/.....
2. Sd/.....
3. Sd/.....

Representatives of workmen. 1. Sd/.....
2. Sd/.....
3. Sd/.....

Sd/.....

Conciliation Officer
(Labour Commissioner)

Muvakulam, dated 20th December 1958.

/ True Copy /

vn/14-1.

M. R. B. Gann

P.O. No. 238 for 3/12/58

282

Statement showing progress in the implementation of the decisions contained in the Department of Transport Resolution No. 23-PLA(87)/58, dated 20th July, 1958.

Sl. No.	Points arising out of decisions.	Position
1.	Rationalisation of pay scales- Setting up of a committee for classification and categorisation of class III and class IV posts of Major Ports. <u>Vide</u> para 5 of the Resolution.	The Committee was set up in the Department of Transport Resolution No. 23-PLA(91)/58, dated the 23rd August, 1958 and is already engaged on its work.
2.	Examination of the possibility of evolving a system of payment by results to categories like tally clerks, shed staff, stackers, mobile crane drivers and wagon loaders (wherever they are provided by the ports) <u>vide</u> para 9 of the Resolution.	This applies mainly to the Ports of Bombay and Madras where piece-rate schemes are already in force for certain categories. The final report of the firm of efficiency experts who have been investigating the problem in respect of certain categories like mobile crane drivers in Bombay is still awaited. The decision taken in the Bombay case on the report of the experts will be considered for application to other ports.
3.	Introduction of a uniform nomenclature for the categories of shore labour at the ports <u>vide</u> para 11(a) of the Resolution.	Implemented.
4.	Review and refixation of strength of 'A' and 'B' category of workers for the 12 months' period ending the 31st May, 1958 <u>vide</u> para 11(b) (i) of the Resolution.	The review has been completed in Bombay and is in progress at the ports of Madras and Calcutta.
5.	Introduction of a system of rotation of 'A' and 'B' category of workers for x shifts on all days of week <u>vide</u> para 11(b)(ii) of the Resolution.	Will be implemented as soon as rule 23 of the Minimum Wages (Central) Rules is suitably revised. This is under active consideration by Govt.
6.	Wage rate of 'A', 'B' and 'C' category shore workers to be the same <u>vide</u> para 11(d) of the Resolution.	Implemented.

and
unloaders

Sl. No.	Points arising out of decisions.	Position.
7.	Payment of attendance money to 'A' and 'B' category workers at the revised rates specified in para 11(e) of the Resolution from 1-8-58.	Implemented.
8.	Adoption of a positive policy by Port Authorities for provision, according to a phased programme, of adequate medical and housing facilities for their employees as far as resources permit. Workers in 'B' category to be deemed as employees for this purpose <u>vide</u> para 11(f) of the Resolution.	This policy has been adopted by the Port Authorities. 'B' category workers will be deemed to be employees for provision of medical and housing facilities.
9.	Assumption of responsibility for handling of export cargo by Madras Port Trust <u>vide</u> para 12(a)(1) of the Resolution.	The Madras Port Trust Board have tentatively decided to take over the handling of export cargo other than ores, vegetable oils, molasses and other cargoes in bulk from the 1st April, 1959. The necessary amendments required to the Board's scale of Rates and other formalities are under consideration.
10.	Introduction in contracts awarded by the Port Authorities of the usual "fair wage clause" on the lines adopted by the Central Public Works Department <u>vide</u> para 12(b) of the Resolution.	Implemented by all the Major Port Authorities.
11.	A 'C' category worker should not be debarred from appointment to 'B' category if he has been continuously in 'C' category for three years and is otherwise eligible, on the ground that he is above a certain age unless his age is already above the age of retirement <u>vide</u> para 13 of the Resolution.	Implemented.
12.	Amendment of Provident Fund Rules in the light of the decisions contained in paras 15 and 19 of the Resolution.	Implemented already by the port authorities of Bombay, Cochin, Vizagapatam and Kandla. Madras Port Trust Board has already amended the rules in certain respects and is expected to complete the amendments soon. Proposals from the

Sl. No.	Points arising out of decisions.	Position.
		Calcutta Port Commissioners are expected shortly.
13.	<u>Betterment of the Contributory Provident Fund benefits</u> admissible to workers on the incentive piece rate scheme by the inclusion of "processing allowance" as pay for purpose of calculation of Provident Fund and Gratuity, <u>vide</u> para 18 of the Resolution.	This applies only to Bombay and Madras Port Trusts at present. Bombay Port Trust Board has already passed the necessary Resolution and Madras is having the matter under active consideration.
/ and another Trustee	14. Setting up of an Advisory Committee of Trustees consisting of the Chairman, a Labour Trustee / to advise on cases involving withholding of employer's contribution to the Provident Fund, ordinary and/or special, <u>vide</u> para 21 of the Resolution.	Implemented by Bombay Port Trust. Will be implemented by Port Authorities of Calcutta and Madras shortly.
15.	<u>Refixing the hours of work</u> under Minimum Wages Act for certain marine and intermittent categories of employees <u>vide</u> para 22 of the Resolution.	Under consideration by the Port Authorities.
16.	<u>Readjustment of the shift hours</u> in such a way as to ensure that as far as possible workers are not required to travel to or from the place of duty during the hours when public transport is not available <u>vide</u> para 23 of the Resolution.	Calcutta, Madras and Bombay Port Authorities has already examined the position. Other Port authorities are having the matter under consideration.
17.	Grant of a suitable monthly <u>compensatory allowance</u> to the workers of Bombay Port Trust working in Butcher Island <u>vide</u> para 24 of the Resolution.	The matter is under consideration by the Bombay Port Trust.
18.	Application of the decision given in Award of Labour Appellate Tribunal in appeal against award in reference No.(JT.CG)4 of 1954 to all the Major Ports so far as the hourly rate of wages for work on night shift is concerned <u>vide</u> para 26 of the Resolution.	Port authorities are already following this.
19.	(i) Introduction of the system of allowing the workers to enjoy recess, wherever admissible, at suitable periods. This should be near the middle of the shift hours as far as possible.	(i) Implemented.

Sl. No.	Points arising out of decisions.	Position.
	(ii) <u>Introduction of the system of recess in night shifts by the Calcutta Port Authority. vide para 27 of the Resolution.</u>	(ii) Under consideration by the Calcutta Port Commissioners.
20.	Adoption of the Bombay practice of payment of wages for the weekly off day when the work is done and for the substituted rest day <u>vide</u> para 29 of the Resolution.	Under consideration by the Port Authorities concerned.
21.	Review of the <u>system of payment of overtime</u> to the lower ranks of supervisory staff whose overtime work can be closely controlled by their superiors, with a view to see whether they could be given the benefit of overtime payment at double the ordinary rates of wages <u>vide</u> para 34 of the Resolution.	Under consideration by the Port Trusts Authorities.
22.	Payment of overtime at double the ordinary rate of wages by Cochin, Vizagapatam and Kandla Port Authorities to those categories which would have been covered by Minimum Wages Act if it had been applied to those ports on the same basis as in the Port Trusts, subject to special provision of suitable compensation for overtime for marine and intermittent categories as suggested in para 33 of the Resolution; and application of decision in para 34 to these three ports <u>vide</u> para 35 of the Resolution.	Under consideration by the Port Authorities of Cochin, Kandla and Vizagapatam.
23.	Examination of the feasibility of introducing in the ports the practice of treating an hour's work during certain hours of the night as equivalent to more than an hour's work during the day according to prescribed night co-efficients, as in the case of the Ports and Telegraphs Department <u>vide</u> para 36 of the Resolution.	Under consideration by the Port Authorities.

Sl. No.	Points arising out of decisions.	Position.
24.	Emoluments to include basic wage, Dearness Allowance, House rent Allowance and compensatory allowance for purpose of calculating overtime payment to workers covered by the Minimum Wages Act and Factories Act <u>vide</u> para 37 of the Resolution.	Implemented.
25.	Workers not to be booked for a second consecutive shift <u>vide</u> para 38 of the Resolution.	This is the general practice. ✓
26.	Hourly overtime rate for daily rated workers whose daily wages are determined by dividing the monthly wage by 26 should be $1/263$ of the monthly wage instead of $1/240$ <u>vide</u> para 39 of the Resolution.	Implemented.
27.	Disparities in leave benefits admissible to Class III and Class IV employees to be removed <u>vide</u> para 40 of the Resolution.	Implemented.
28.	Grant of a total of 21 days of <u>paid holidays</u> and casual leave taken together to workers <u>vide</u> para 43 of the Resolution.	Implemented by the Port Authorities of Calcutta, Bombay and Cochin. Other Port Authorities have been asked to expedite action.
29.	Payment for work done on holidays to be in accordance with the principle enunciated in the Award of the Labour Appellate Tribunal in the appeal against the decision in Reference No. (IT-CC) 4 of 1954 <u>vide</u> para 45 of the Resolution.	Under consideration by Port Authorities other than Bombay Port Trust. Bombay Port Trust are already following the Award.

a written

In reply to the question of ~~Dr. Raj Bahadur Gaur~~ ^{on 3rd Dec. 1958} the Minister for Transport and Communications, ~~on Dec. 3 1958~~ ^{to} had given a statement showing progress in the implementation of the decisions ^{on the part and back labour by} the Department of Transport solution dated 20th July 1958. The reply throws light on the government's slow machinery in implementing the decisions taken by its own department.

Out of 29 points arising out of decisions 12 are still under consideration by various authorities eventhough four and a half months have already been passed. These issues relate to the ~~rest of the~~ Provident Fund benefits, ~~refixing~~ the hours of work for certain categories, grant of suitable monthly compensatory allowance, introduction of system of recess in night shifts, ^{payment of} overtime, ^{at double the ordi. rate} paid holidays etc.

The statement further shows that only 8 decisions have, ~~been~~ so far been implemented which relate to the uniform nomenclature for the categories of shore labour, payment of attendance money, period of recess, hourly overtime rate, disparities in leave benefits etc.

Of ~~the~~ the remaining issues relating to a ~~system of~~ 2 were relating to the practice already existing before the decision was taken, and others were only partially implemented. It shows that Port authorities of Calcutta and Madras have not yet implemented the decision of setting up an Advisory Committee of Trustees to the Provident Fund. Even the decisions to amend the Provident Fund rules were not fully amended by Madras and Calcutta Port Trust Boards.

The All India ~~Port and Dock~~ workers' Federation ^{called off} its 10 day national general strike on June 25, 1958 following the assurance of Prime Minister Nehru that he would take "personal responsibility" to see that the legitimate demands of the workers were agreed to. However, many complaints are still pending without being paid proper attention by the Ministry of Transport and Communication. Can the port and dock workers expect quick action on the decisions taken by the department itself of Transport itself - or will the government keep quiet till the workers are forced to take ~~to~~ active direct action to ~~force~~ compel