

Tamilnad Electricity Workers Federation

299

President:

V. G. Row, Bar-at-Law

S. Armuga Naicken Street,
Madras-2.

General Secretary:

S. C. Krishnan, B.A.

Ref.

Date 19/2

Dear Mr. Achuthan,
Regret the delay. If possible
publish this news in TVR.

Res. in
Yours fraternally,
S. C. Krishnan

Tamilnad Electricity Workers
Demand Bonus + Acceptance
of the CODE for Discipline

On ~~3~~ February³ 1960, Electricity
workers ^{belonging to} ~~of~~ ~~2~~ ~~of~~ Unions
affiliated to the Tamilnad Electricity
W. Federation have observed the
day as a Protest Day against
Non-implementation of the Voluntary
agreement entered into
between the Federation & the
Madras State Elec Board on 3-2-59.

The main demands are

- (1) Implement the agreement
- (2) Against Victimisation of
employee office-bearers of Federation
& affiliated Unions
- (3) For Bonus of 3 months Pay

In the years 1958 & 1959; and

(1) Acceptance of the Code of Discipline by the State Electrical Board.

The United rallies with processions of workers, clerks, store staff and last grade employees were held at Madras, Vellore, Melthur, Srirangapatna, Coimbatore, Tiruppur, Kumbakonam, Emerald and Bangalore.

More than 24 employee office-bearers of the 14 Unions affiliated to the Federation are under Transfer orders and the workers of Tamilnad are determined to see that this unfair labour practice is ~~is~~ by the state. The Board is reversed.

Section
See-See

19 MAR 1960

Madras Electricity Workers Union

சென்னை மின்சாரத் தொழிலாளர் சங்கம்

(Reg. No. 692 & Recognised)

(Affiliated to Tamilnad Electricity Workers Federation, All India Trade Union Congress & All India Federation of Electricity Employees)

President :

V. G. Row, Bar-at-Law.

Branch Offices :

UNION PREMISES

Head Office :

5. Arumuga Naicken Street,

General-Secretary :

S. C. Krishnan, B.A.,

157, Mount Road, Madras-2.

Basin Bridge Power House

MADRAS-12.

MADRAS-2.

Ref:

Dated 18. 3. 1960

Com. Raj Bahadur Gour M.P.,
Editor, Labour notes,
New Age, New Delhi.

FOR FAVOUR OF PUBLICATION

Com. K.G. Sriwastava,
T.U. Record, New Delhi.

Com. K.R. Ganesan, B.E.,
T.U. News, Madras.

Dear Com.,

The Electricity workmen of Tamilnad numbering over 40,000 organised under 14 different unions and united under the powerful banner of the Tamilnad Electricity Workers Federation led by Com. V.G. Row Bar-at-law, are to shortly serve notice of strike on the Madras State Electricity Board demanding fundamental T.U. Rights, acceptance of the Code, payment of Bonus and other demands.

The Kundah Hydro Electric Scheme which is the biggest Hydro-Electric project in the state (costing about 35 crores of rupees) is nearing completion and the first stage of the same is to be inaugurated by the Hon. Prime Minister on the 25th of March. A hasty and clumsy show is being put up by the Chief Engineer for Electricity to inaugurate the project ahead of schedule, so that he will hit the headlines and become ~~xxx~~ eligible for the Rs. 3500/- a month job of the Chairman of the Board for which he has been angling ever since the formation of the Board. The inauguration is arranged when there is no water to speak off to run the power house and thousands of ruppees are being spent, to bring adequate water to run the power house for a few hours when it is inaugurated by the prime Minister. There is another reason for such hasty action on the part of the Chief Engineer and that is to scuttle the Union led by Com. P.V. Giri, by throwing out thousands of workmen after the inauguration of the project by the prime Minister. This is being done purposely to circumvent the demands of seniority, project allowance and compensation voiced by the project union. There was a token strike on the 9th of March which is to be followed by a General Strike on the 21st by all the Kundah workmen. The strike which is to take place before the inauguration of the project is sure to be made use of to raise much dust from the prime Minister down to the last man as happened in the case of Jamahadpur and Bhilai and so it is necessary to put the case of the Electricity workmen in its proper perspective;;

Apart from the demands of seniority, project allowance and compensation of the Kundah workmen the ~~demands~~ ~~of~~ the important aspects of the present struggle are as follows:

The workmen demands that the Agreement entered into by the Madras State Electricity Board with the Tamilnad Electricity Workers Federation should be honoured and that 5000 N.W.R.

Madras Electricity Workers Union

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Dated _____ 196

. 2 .

workmen should be made permanent as stipulated in the agreement. But workmen are thrown out of employment without any respect of law or the agreement day in and day out. The agreement in this as well as other respects is more honoured in its breach than its implementation by the Board.

The Board refuses to recognise the Unions and the Federation with which it signed the agreement and refuses even elementary trade union rights like right for representation, holding of meetings etc. The very existence of the unions are questioned and acts of suppression are let loose against the workmen. Victimization of Union officials has become a cardinal policy of the Board.

The Board ~~is~~ refuses to sign the ^{much talked of} Code for Discipline and the Govt. looks on and says ~~that~~ that they cannot force any employer to sign the Code.

The workmen demand payment of 3 months Bonus for the year 58-59 and 59-60 out of the enormous profits earned by the Board. Unable to face the justness of the demand in the context of the Supreme Courts judgement which ~~has~~ has held that the Electricity Supply act does not stand in the way of payment of Bonus to Electricity workmen, the Board is resorting to various ways of Double-Book-keeping and manipulation of accounts.

The demands of ~~these~~ workmen for the extension of Employees provident fund and gratuity have time and again been denied without any valid grounds being shown for such denial.

The Federation which is the true representative of the workmen is denied representation in the ~~the~~ Consultative Council and the henchmen of the Board are appointed to represent the labour for no reason other than the fact that he belongs to the ruling party.

↑ ^{Since} The workmen are truly indignant over these injustices and they are uniting more and more in their determination to fight for their rights.

**

Dear Com:

Kindly publish the above news item in our publication.

yours fraternally,

S. Krishnan
SECRETARY.

If the workmen are to resort to direct action, it is only the Board and the Govt. which is responsible for it since the Board has refused to negotiate in settling these demands.

No.299/A/60
March 7, 1960

Com.M.K.Kunhiraman,
President,
Kerala Electricity Board Workers' Federation,
Badagara, Kerala

Dear Comrade,


We have received the copy of your representation to the Labour Commissioner, Kerala State, dated 29.2.60.

Since this should be taken up in the State level Evaluation and Implementation Committee, we are sure our Kerala State Committee will render necessary help to you in this connection. We note that a copy of your letter has been sent to Com.P.Balachandra Menon, General Secretary of our Kerala Committee.

We would however like to receive reports of developments from time to time on this subject for our study and reference.

With greetings,

Yours fraternally,


(K.G.Sriwastava)
Secretary

- 7 MAR 1960

1850

From

M.K. Kumbhiramkul,
President,
Kerala Electricity Board Workers' Federation,
10, Badagara.

To

The Labour Commissioner,
Kerala State,
Trivandrum.

Sir,

Sub:- Board of conciliation-Memorandum of settlement
dated 12-9-1959.

Ref:- G.O.No.30039/L.2/L&IAD dated Trivandrum 24th Sept.
1959, Kerala Gazette No.40 dated 13-10-1959.

1.The dispute between the N.M.R.workers under the Kerala State Electricity Board and the Kerala State Electricity Board was referred to a Conciliation Board under the Chairmanship of Sri Sankara Kurayam Iyer, Retired High Court Judge, by the Government of Kerala as per their notification No.27427/L.2/59/L&IAD dated 14-5-1959.

2.The Government have referred 53 issues before the Conciliation Board, out of which the Board arrived at a unanimous decision on 50 issues excepting 6th, 9th and 27th issues.

3.The decision of the Conciliation Board on the above 50 issues and the opinion on the points not agreed were signed and submitted to the Government by the Board on 12-9-1959 and the same has been published by the Government in Kerala Gazette No. 40 dated 13th October 1959 as Notification No.30039/L.2/59/L&IAD

4.But the Kerala State Electricity Board have not yet issued orders to implement the decisions of ^{many of} the above 50 issues wherein unanimous decisions were adopted by the Conciliation Board which includes the representatives of the Kerala State Electricity Board. also.

5.The Kerala State Electricity Board as per their order L.S. 27/59 dated 3/10-11-59 decided to implement the decision of the Conciliation Board in respect of 9 issues such as the sick-leave, age limit, wages to those working in higher categories, the conveyance facilities to the children of N.M.R.workers in Chithanapuram Division to go to school, special leave to attend meetings

of the federation, absorption of the H.M.R. drivers in the regular service, reinstatement of Sri Somn, equipments for protection, etc. As per another order No.L.S.27/59 dated 15-2-60, it has been decided by the Kerala State Electricity Board to implement the decisions of the Conciliation Board on three other issues more such as Family quarters, Uniforms and convening the club hall for the meetings of the union.

6. But in the same order as stated above, it has been stated that the Kerala State Electricity Board cannot accept the decisions of the Conciliation Board to give half the wages ~~as~~ as daily batta to H.M.R.workers who have to go above 5 miles for duty, to give necessary advance for relief to the workers or their dependents who become eligible for compensation as per the Workmen's Compensation Act due to accident and to give 20% extra wage to workers in night duty in project and hilly places.

7. The Kerala State Electricity Board have not so far taken any steps to give effect to the remaining 35 issues which have not been mentioned in the two orders mentioned above in para 5.

8. The decisions and recommendations of the Conciliation Board which was made unanimously wherein the representatives of the workers as well as the management are members, are binding upon both the parties and are liable to implement the same.

9. The attitudes adopted by the Kerala State Electricity Board in respect of the above issues are quite unjustifiable and are in violation of the Code of discipline adopted by the Tripartite Conference at Kainital.

10. I, therefore, request you to be pleased to take necessary immediate steps to get all the decisions and recommendations of the Conciliation Board on the above stated issues fully implemented by the Kerala State Electricity Board with retrospective effect.

11. The Conciliation Board had unanimously recommended to refer the issue No.4 before them (regarding ~~increasing allowance~~ increase in existing allowance and allowing certain other allowances) to refer the same for adjudication before the Trivandrum

Industrial Tribunal. I request you to take steps to refer this for adjudication also at an early date.

12. Copy of the Gazette notification containing the decision of the Conciliation Board and copy of the orders of the Kerala State Electricity Board are enclosed herewith.

13. We are also enclosing our scheme for a Contributory Provident Fund as stated in issue No. 7 and request to take necessary steps in this also.

Badagara,)
29-2-1960.)

Yours faithfully,



(M.K. Kunhiraman)

Copy to:-

1. Minister for Electricity, Kerala State, Trivandrum.
2. Labour Minister, Kerala State, Trivandrum.
3. Chairman, Kerala Electricity Board, Trivandrum.
4. Chief Engineer, K.S.E. Board, Trivandrum.
5. S. J. R. Sankara Narayana Iyer, Retired High Court Judge, Trivandrum.
6. Labour Liaison Officer, K.S.E. Board, Trivandrum.
7. Special Officer, Implementation and Evaluation of Awards, and Agreements, Trivandrum.
- ✓ 8. S. J. P. Balachandran Menon, M.L.A.
9. The Secretary, A.I.T.U.C., New Delhi.

m/29-2.

Kerala Gazette No. 49 dated 13th October 1959.

Part I.

Labour and Local Administration Department (Labour)

NOTIFICATION.

No. 3039/L2/59-1/LAD

Dated Trivandrum, 14th September 1959.

The report of the Board of Conciliation constituted by the Notification No. 27427/L2/59-1/LAD dated 14-5-59 in the dispute between the Kerala State Electricity Board and their workmen received by Government on 17-9-1959 is hereby published under section 17 of the Industrial Disputes Act, 1947 (Central Act XIV of 1947).

By order of the Governor,
P. Velayudhan Pillai,
Secretary.

BOARD OF CONCILIATION
in the dispute
between
Kerala State Electricity Board
and
Their U.M.R. Workers.

REPORT.

The Government of Kerala constituted a Board of Conciliation consisting of Sri P. Sankaranarayana Iyer, Retired High Court Judge as Chairman, and Sarvasree K. P. Kosalkum Das (Secretary, Kerala State Electricity Workers' Federation, Mantlancoode, Trivandrum), H. K. Kumbhiram (President, Electricity Workers' Federation, Padayara PO, Kozhikode District) A. O. Oomen, Chief Engineer and C. S. Indramulla Aiyar, Chief Construction Engineer as Members for the purpose of promoting the settlement of the Industrial Dispute between the Kerala State Electricity Board and their U.M.R. workers under order No. 27427/L2/59-1/LAD dated 14-5-1959. Subsequently, the Government nominated Sarvasree U. Chandu Pillai, Additional Chief Engineer (Operation) and V. Ranganathan, Additional Chief Engineer (Construction) as members in the places of Sarvasree A. O. Oomen and C. S. Indramulla Aiyar.

2. At first 30 issues were referred to the Board for conciliation as per order dated 14-5-1959. Subsequently, 27 further issues were referred to the Board for conciliation vide order No. 30303/L2/59-2/LAD dated 1-6-1959.

3. Under the original order, the period of appointment of the Board was two months. Later, that period was extended upto 14-2-1959.

4. After receipt of statements from the parties to the dispute and after preliminary discussion on the various issues, the Chairman and the Members who represent the Unions proceeded to Kottayam, Munnar, Alwaye, Kozhikode and Poringalkuthu for taking evidence from the representatives of the Electricity Board and the U.M.R. workers.

5. The Board sat for 21 days for taking evidence, discussion and for formulating the settlement.

6. The Board is happy to note an amicable settlement has been reached in respect of all the issues except portions of three issues, viz. 3, 9 and 27.

7. The Memorandum of Settlement in respect of the issues settled and the document in respect of portions of the issues not fully agreed to are enclosed herewith.

8. The Board takes this opportunity of expressing its feelings

Board and the representatives of the Unions for helping it with evidence and views helpful for reaching settlement. The Board will be failing in its duty if it does not mention the name of Sri K.H. Balasubramanian, Labour Liaison Officer of the Electricity Board, with gratitude, for helping the Board with useful suggestions throughout the period of the sittings.

- 1. P. Sankaranarayana Iyer,
(Retired High Court Judge)
Trivandrum. (Chairman) Sd/...
- 2. K.P. Kosalayam Das, Secretary,
Kerala State Electricity Workers' Federation, Muthanacode,
Trivandrum. (Member) Sd/---
- 3. K.K. Ambhiraman, President,
Kerala Electricity Workers' Federation, ~~Muthanacode~~ Padayara,
Kozhikode District. (Member) Sd/....
- 4. V. Chandu Iyer, Additional
Chief Engineer (Operation)
Kerala State Electricity Board,
Trivandrum. (Member) Sd/....
- 5. V. Sankaranathan, Additional
Chief Engineer (Construction)
Kerala State Electricity Board,
Trivandrum. (Member) Sd/.....

(True copy)

Trivandrum,
12th September 1970.

P. Sankaranarayana Iyer,
Chairman.

/True copy/

BOARD OF CONCILIATION

In the Dispute
between
Kerala State Electricity Board and
Their U.M.R. Workers.

MEMORANDUM OF SETTLEMENT.

The State Government constituted a Board of Conciliation, for settling the dispute between the Kerala State Electricity Board and the U.M.R. workers and referred to the Board 53 issues in all in two instalments. The Board was able to reach settlement on the following issues:

ISSUES

1. (This is given along with items 33 and 37).

2. The Kerala State Electricity Board has given directions to the subordinate officers for preparation of seniority list on Division basis. Such lists are prepared in all Divisions. There is complaint about the list from U.M.R. workers of some Divisions. The Executive Engineers of the Locality have promised to look into irregularities if any and rectify the same, in consultation with the Unions. The Labour Liaison Officer of the Board will help in the preparation of correct list. If there are complaints still, the Electricity Board should take final decisions on those complaints.

3. In view of the Board's statement, that it is prepared to accept the request for sick leave for such period as is recommended by the local Medical Officer, one of the demands met. Since there are some localities in the former Malabar area, where Government Doctors or Midwives are not available within a radius of 10 miles, a certificate from a Registered Medical Practitioner could be signed by the local Assistant Engineer, should be made sufficient for this purpose, if there is no Hospital within a radius of five miles. Since the Board has stated that Service Bells for individual worker are proposed to be maintained, leave cards are not necessary.

4. **Cost and other allowances:-** Steps may be taken for referral this issue to the Industrial Tribunal, Trivandrum, for adjudication, taking into consideration the present wage structure sanctioned by the Board, to take effect from 1-4-1950.

5. **Medical facilities:-** The Board has stated that injuries received by U.M.R. workers are properly attended to and that for injured workmen which occur during the course of employment, the Board takes up the responsibility for proper medical treatment. The provisions of the workmen's Compensation Act are given effect to in the case of such accidents. Snake bites also are promptly attended to. First aid boxes are being kept in Project and other areas and they will be kept in all other places where found necessary. In Rumbi area, medical facilities will be given. Steps are being taken to secure the services of Doctors even on payment of higher remuneration. In Chollayar area too, a Dispensary will be opened when the number of workers increases. The benefit of reimbursement of cost of medicine may be extended to U.M.R. workers also. According to an Order of the Board, free medical aid to the labourers engaged in all the projects and investigation works is sanctioned besides, this concession, being made applicable to the families of the men working in the Project. The above, meet the legitimate demand of the workers.

6. **Gratuity:-** At present the Board has sanctioned Retirement gratuity and gratuity when an U.M.R. worker dies in harness. The only other case that has to be considered is the case of old or infirm persons. In such cases, the Board could retrench such work by paying gratuity. U.M.R. workers who attained the age of 60

be re-branching on account of re-branching necessity.

7. Contributory Provident Fund:- The Kerala State Electricity Board agrees to contribute its share towards the Contributory Provident Fund provided a viable scheme is put forward by the Union representatives without heavy expenditure for additional staff. It is the view of the official representatives of this Board that the operation of the Provident Fund Scheme, proposed, may be arranged by the Electricity Board within saddling the executive staff with this work.

8. The Kerala State Electricity Board has agreed to pay them those who work in higher grades, the wages of the higher grades, during the period of that work. The workmen have agreed to accept the original scale at the time of their reversion.

9. To feel that the chances for promotion for the workers in the Stores are limited. For increasing their chances of promotion, we suggest the clubbing of the U.M.R. workers of the Stores Division with those of the Spunkulan Division, if the workers in these areas accept the suggestion. It may be noted that for promotion, the existing rules and practice will be followed.

10. The present system of contract on the Electrical side, applies only to certain types of works, like cable-laying, concreting of posts and maintenance of buildings. For such works, tenders may be called for and even 5% extra amount of the tendered amount can be spent if the U.M.R. workers will carry out the work within that amount. If payment can be given only limiting to this amount and not on daily wages structure. During this period, when the U.M.R. workers are engaged in such work, they will have no break of service and their lien will be maintained. As far as possible, the Department may try to carry out work departmentally. We do not suggest this arrangement in the case of project works.

11. It is agreed by the workers, that masons, carpenters and woodcutters should bring their tools. The Kuthanchos should bring poles, they, being provided with chain by the department. Implements for other workers are supplied by the department. Though there are complaints regarding want of adequate supply in some places, and inefficiency of the tools in other places, the local officers have agreed to supply regularly as far as possible and effect repairs to the tools supplied by the Kerala State Electricity Board, when necessary. There may be difficulties to get tools in time, on account of deficiency in markets and on account of the time taken for issuing final orders for supply. The workers on their side should appreciate these difficulties and the Board on their side, should expedite arrangement for early supply in the interest of efficiency.

12. Waiting list on a Section basis:- It is difficult to procure a waiting list on a Section basis. However, the department will give preference to those U.M.R. workers who had work before, and who are now without any work, when there is sufficient work and if they are available.

13. The demand of the workers is, that the Anakkal Workshop should be converted into a major workshop. It is stated that it is not possible to do so, since project areas change from place to place, near which workshops have to be started. Further, the work in the Anakkal workshop has come down in volume. The workers in the Anakkal workshop should be given suitable work in the newly started workshop, when they go out of work.

14. At present the Board has sanctioned family quarters in project areas, limiting the same to 10% of the number of workers. This percentage may be increased upto 15, in project areas, in respect of projects lasting for 5 or more years. This increase in percentage, may be effected as early as possible.

15. Demand for bonus is not accepted for the present. The workers

can reopen the question when they feel necessary.

16. This is not pressed.

17. No evidence is adduced. Hence no necessity to consider.

18. This is not possible. This will lead to unnecessary difficulties.

19. This is not pressed, since monument has been constructed.

20. Both the sides agree that there is no necessity to repair the sheds, in view of the fact that the bulk of the workers will be shifted from ~~bringalkuthu~~ bringalkuthu to Sholayar area in accommodation in the existing buildings at ~~bringalkuthu~~ bringalkuthu. The Executive Engineer (Civil and Electrical) will consider the feasibility of giving accommodation to workers in bringalkuthu in H.M. quarters.

21. Canteen:- Sri. Hanf. M. S. Executive Engineer, agreed to give the workers room, a portion of the furniture temporarily, etc. for running canteen. The workers agreed to pay rent, current and water charges and to abide by the rules. Regarding Sholayar, Sri. S. S. S. Executive Engineer, says, that the Canteen is running successfully and that he will give them all concessions, given normally, to Canteens. In project and investigation areas where workers want to start canteens, the department should give all facilities normally given to canteens.

22. At the time of the enquiry by the Board, in the Civil Division at bringalkuthu, it was found that sweepers and scavengers were doing work on Sundays also, but not in the Generation Division. Sri. K. S. S. says, that in some places, there is no sanitation work on Sundays, and that if in this area alone, this practice is introduced, there will be demand for sanitation work on Sundays in other places also. However the department will see that arrangements for sanitation are properly made.

23. It is stated that in bringalkuthu, the anti-malaria work is entrusted to the Public Health Department, that that department has appointed a Field Assistant to do the work there and that the Department under the Board supplies the men and material. There is complaint, that the Field Officer is not doing his work properly. If this is correct, the Electricity Board will please take up the matter with the Public Health Department and ask the Field Officer to do the work efficiently.

24. It is stated that in the Chithirapuram area, there are High Schools. It is found that there is a Primary school at ~~Neoncut~~ Neoncut, an Upper Primary School at Chithirapuram, a Primary School at Sengularam Dam site, a High School at Vellathuvai and a Primary school at Kallarkutty which will be upgraded. In such circumstances, the number of children in the Chithirapuram area, going to Munnar High School, will be limited. If there is space available in the conveyances run by the Department, the Department has absolutely no objection to take the children of the H.M.R. workers also on the same basis as the children of other employees of the Board. As a matter of fact, it is seen that some children of H.M.R. workers are being taken to Munnar, though there is no order for it. The Executive Engineers will do their utmost to see that accommodation is made available in the existing conveyances to take the H.M.R. workers' children also to the High School.

25. This refers to the supply of dress to workers in High Ranges. The union representatives state that their idea in requesting the Government to take the reference was to have the matter of dress for all the H.M.R. workers, considered by the ~~Madras~~ Conciliation Board and that therefore the question of giving dress to all the H.M.R. workers should be considered. The Chairman is of opinion that since the reference is to the workers in High Ranges, the issue should be confined to that area. Though a strict definition as to

what is meant by 'High Raincoats' is not easily available, it is found that cambrill is provided by the Electricity Board to H.M.R. workers in hilly ~~mountainous~~ areas. These areas may therefore be taken as High Raincoats, for the purpose of deciding this issue. The case of the unions is that these workers should be given two shirts also. In two Raincoats, with half sleeves, for an approximate value of Rs. 4/- are given, that will serve the purpose practically of shirts. The Board of Conciliation recommended the grant of Raincoats. It is learned that there is delay in the supply of dress to workers in many places. Of course, ~~delays~~ it is not due to indifference on the part of the department. To avoid delay and to enable the workers to get the dress in time, the Conciliation Board suggests to the Electricity Board that the workers get an amount necessary in lieu of the supply of dress in kind and they may be directed to purchase immediately and satisfy the authorities that they have purchased. This will avoid unnecessary complaint and unnecessary trouble and work for the Electricity Board.

26. According to an order of the Board, payment of wages has to be made to H.M.R. workers not later than the 7th of the month. The Board of Conciliation is satisfied that in some places the payment are not being made on the 7th and in some cases, it goes beyond the 17th of the month. Everywhere the Conciliation Board has found the officers very keen in making payment on the 7th itself, but on account of procedural difficulties, it has become difficult for the officers to make the payment on the due date. The Electricity Board will devise ways and means of enforcing the rule strictly without giving room for any complaint in future.

27. The evidence collected from various places shows that there is complaint regarding degrading of workers at the time of the revision. The first case to be considered is with regard to 'Fitters'. It is stated that before revision, there were 3 categories of Fitters, viz- Fitters, II Class Fitters and Assistant Fitters, the last two getting the same wages and the first, getting a little higher. The request is that those who were designated as 'Fitters' before revision, should be classified as I Class Fitters and should not be degraded as II class fitters. It is stated that some of the fitters are now included in the category of I class fitters, but not all, on the ground that they have no continuous work as I class fitters and that the classification of I class fitters is made according to the nature of the work. It is stated by the Department that whenever vacancy arises in the grade of I Class fitters, those who were designated fitters before revision ~~is~~ would be provided, if there is work for that class. But the contention of the union representatives is that all the workers designated as 'Fitters' before revision should automatically be classified as I class fitters. This is objected to by the Board representatives. Those who were designated as 'Fitters' will be taken as I class fitters whenever vacancy arises. This should engage the earnest attention of the Department.

The next class of workers said to have been degraded is the 'Khalasi'. The contention of the unions is that all those who are designated Khalasi before revision should be taken to the 'B' category and if that is not possible, atleast to 'D' category. There is some substance in this complaint and those who are designated 'Khalasi' before revision, may be fitted in the 'D' category, without retroactive effect.

The Executive Engineers concerned have promised to look into the cases of the two persons (O. Sreedharan and Surendranath) in the Kogilode Circle and redress their grievances. They are requested to expedite the disposal of this.

28. 47 & 48. The case of Chellappan who was a line cooly in the department and who is not out of employment, will be considered favourably by the department and he will be provided with work as early as possible, if he produces a certificate of good conduct from any officer of the Board under whom he has worked. He will be treated as

fresh recruit.

The case of Borm who was Special Inspector at Varizhal was considered by the Board of Conciliation. If he would apologise to the Department for his past conduct, he would be provided with work as early as possible and he will be treated as a fresh recruit from the date of his new engagement. But, however, he would be given the wages he was receiving at the time of his dismissal. Since the approval of the Board has been obtained for his dismissal, his case will be favourably considered by the Electricity Board. The above concession is recommended on the definite understanding that in case of any misunderstanding at work-places, the law will not be taken into the hands of the justice concerned. Such incidents, if any, will be reported immediately to the Department who will take necessary action.

Since the papers relating to the cases of Allar of Kumbha and Kunjan and Adhayan of Valthon have not been received yet, their cases are left to the arbitration of the Chairman of the Board of Conciliation. Both the parties agreed to this. The Electricity Board will please supply the Chairman of the Board of Conciliation with all the necessary records relating to their cases.

29. There are some cases pending in the various localities. The delay is not due to want of diligence on the part of the Departmental Officers. It is due, sometimes, to the fact that there is only one Commissioner for the whole State, under the Workmen's Compensation Act. The Executive Engineer in all places have monitored to expedite the disposal of pending cases. In order to mitigate the sufferings of the workmen due to delay, a sum not exceeding 50% of the compensation due may be paid to them as soon as it is found by the Department that he is entitled to get compensation. The Labour Liaison Officer of the Board will help expedite the disposal of cases.

30. The Board has sanctioned 7 days' special leave in a year to committee members of unions or associations of the employees of the Board, for attending meetings of the Executive Committee of the Union or Association, in addition to the extra special leave for attending the conference convened by the Board. (See Board's Order No. 61650, 25-9-50) According to the Board, it is not feasible to grant special leave to H.M.R. workers since there are 13 unions and that the commitment of this account financially and otherwise will be heavy. The union representatives contend that no discrimination should be made between their unions and the unions belonging to the Executive and Non-executive staff and that the right they claim is limited to the right that is now enjoyed by the above two unions. They say that they will be satisfied with the special leave to 17 members of the Federation of H.M.R. workers. This is accepted.

31. Since the other unions do not get T.A. this issue is not raised.

32. The principle is accepted by the Kerala State Electricity Board and orders have been passed. There are some workers who did not get gratuity. The Executive Engineer, Cholayar, who has with him the particulars necessary for the final disposal of this matter, has agreed to consider the cases immediately and make recommendations. The Board is requested to pass orders on the above recommendations.

33, 37 and 1. These issues are connected with each other. The demands of the workers are that recruitment through Employment Exchange should be discontinued and that H.M.R. workers should be absorbed in permanent posts of the following categories:

Watches:- It is recommended by the Board that 50% of the vacancies under the Electricity Board should be reserved for H.M.R. workers.

Watchmen:- Special consideration may be shown to H.M.R. workers, who possess the requisite qualification when watchmen are recruited.

Gardeners:- Special consideration may be shown to the H.M.R. workers when recruiting gardeners.

clerk:- Special consideration may be shown to H.M.R. workers now on the rolls, who possess the requisite qualification for recruitment as clerks.

34. iv) :- These H.M.R. drivers who were recruited before the formation of the Board and who have been continuously working as drivers would be confirmed. The H.M.R. drivers of the former Malabar area in respect of whom there was an arrangement, would be confirmed on the terms of that agreement. It is stated by the Board's representatives that recruitment has been made for the posts of drivers recently. The H.M.R. drivers with requisite qualification who have been put as drivers subsequent to 1-4-57 and who are now continuing as drivers and who may be replaced by new appointments will be given the work of drivers before new drivers are recruited by the Department. Those drivers possessing qualifications should be absorbed as drivers first, before further recruitment is made. The H.M.R. drivers who may have to be replaced on account of the recent recruitment will be given some other suitable work without affecting their emoluments adversely.

II Grade Overcoors (Tingnan):- The union representatives say that a class in V Form with 3 years experience should be made sufficient for direct recruitment of H.M.R. workers as II grade overcoors, as this sanction is said to have existed in the State. If this is not possible, atleast 25% of such places should be filled up with H.M.R. workers possessing the above qualification and 3 years experience. This is not agreed to by the representatives of the Electricity Board. The Board of Conciliation agree to leave this matter open for negotiation and decision at a future date, if the union representatives think it desirable to do so.

34. The Kerala State Electricity Board has agreed to pay double wages for works on paid holidays. If the worker is asked to do work on a Sunday, he is given a day off in the next week. This should satisfy the legitimate grievances of the workers.

35. After considering the rules regarding T.A. and D.A. for the H.M.R. of the Indian State and taking other circumstances into consideration, the Board may grant D.A. equivalent to 50% of the wages, if a worker goes beyond 5 miles and stays there for work, for more than one day, in which case, the question of the Department providing accommodation to such workers will not arise. For the purpose of T.A. the distance covered by the supervising employees may be taken as the criterion. In cases where T.A. in inadmissible accommodation to workers will be provided.

36. Moreover there are Clubs for the staff, permission may be granted for holding meetings of the union of H.M.R. workers. The Board may give direction to Club authorities to give permission for holding meetings, whenever possible.

37. 20% extra wages may be given to workers, during night duty, in projects and hilly areas. Reduction of hours of work cannot be considered.

38. The demands of the union representatives are to give (1) all welding assistants, goggles and gloves and (2) to give tunnel labourers, masks and steel helmets, as safety measures. This is conceded, provided the latter is available in India.

39. Power has been reinstated. No further action is necessary.

40. The Sholayar Division Executive Engineer has agreed to implement the decisions of the Kerala State Electricity Board quickly. He is requested to do so.

41. The Executive Engineer, Sholayar has stated that he would give work to these discharged workers in the Sholayar area, when more workers are found necessary.

43. This matter is left to the discretion of the controlling officer for their sympathetic view.

44. This is not pressed.

45. This matter need not be considered in view of the fact that the question of P.A. has been decided.

46. Boats are necessary for transporting transformers. The Executive Engineer Sri Mathew has told us that there is sanction this year for engaging boats and that he expects similar orders every year. The P. department should do its best for providing Williams in time. However if due to unforeseen difficulties, boats could not be provided, in time, the workers should appreciate these difficulties and refrain from making unnecessary complaints.

49. This is not pressed.

50. The Department says that no land is available for cultivation by workers. Hence the request cannot be granted.

51. The contention of the union is that workers who have put in a service between two to eight years should get two increments. It would not be proper to reopen it now, since wage revision was made recently.

52. There is no work in Gullikayam in the Springkuthu area. Hence this issue need not be considered. However, in project areas, runners may be stationed wherever necessary.

53. The union representatives want paid holidays to workers on the Anniversary of their Unions. The Board representatives state that no other union is given this privilege. This does not deserve consideration.

The representatives of the workers hereby agree that the workmen will not raise any further demand on the issues settled by this agreement for a period of two years.

It is agreed between the parties that any clarification or doubt or any dispute arising out of the issue covered by this Memorandum of settlement will be left to the decision of Sri R. Sankaranarayanan Iyer, Retired High Court Judge, Trivandrum which will be so final.

- Sri R. Sankaranarayanan Iyer,
(Retired High Court Judge),
Trivandrum. (Chairman) sd/.....
 - .. R. Kosalam Das, Secretary,
Kerala State Electricity Workers'
Federation, Muthiancode,
Trivandrum. (Member) sd/.....
 - .. K.L. Kambhiram, President, Elect-
ricity Workers' Federation,
Bodagan P.O., Kozhikode District. (Member) sd/.....
 - .. B. Chandu Pillai, Additional Chief
Engineer (Operation) Kerala State
Electricity Board, Trivandrum. (Member) sd/.....
 - .. V. Rangarathan, Additional Chief
Engineer (Construction) Kerala
State Electricity Board, Trivandrum. (Member) sd/.....
- (True copy)

Trivandrum,
13th September 1959.

R. Sankaranarayanan Iyer,
Chairman.

/True copy/

Kerala State Electricity Board.

Sub:- H.M.R.workers-Demands-Memorandum of settlement dated
12-9-1959.

ORDERS OF THE BOARD.

No.L.S. 27/59 dated 3/10-11-1959.

The Government of Kerala constituted a Board of Conciliation for settlement of the dispute between the Kerala State Electricity Board and its H.M.R.workers and referred to the Board of Conciliation 53 points of disputes for conciliation. The Board of Conciliation submitted its report to Government along with a Memorandum of settlement executed by the representatives of the Electricity Board and the H.M.R.workers.

The Kerala Stat. Electricity Board, at its meeting held on 26-10-1959 considered in detail the Memorandum of Settlement and are pleased to issue the following orders:-

(1).The H.M.R.workers under the Board will be granted sick leave, in excess of the 15 days permissible under existing orders, for such periods as is recommended by the Local Government Medical Officer. In areas where Government Doctors, Vaidyans or Compounders of the Board are not available within a radius of 16 miles from the locality, a certificate from a Registered Medical Practitioner countersigned by the Local Assistant Engineer will be deemed sufficient for the grant of sick leave. The sick leave sanctioned to the H.M.R.workers on the above basis in excess of 15 days in an year will be without any allowance. (The ~~22~~ 16 miles radius has since been changed to five miles).

(2).The Board is pleased to order that H.M.R.workers who are old and infirm will be retrenched after payment of an amount equivalent to retrenchment compensation. The Board is further pleased to order that workers who have attained the age of 60 will be retired on payment of compensation due to them as if such cases are cases of retrenchment.

(3).When workers of a certain category are asked to do work in a higher category, they will be paid wages of the higher category for the period. They will revert back to their original rates of wages at the time of their reversion to the former category.

(4).Children of the H.M.R.workers in the Chithirapuram area will be conveyed in the departmental conveyances, if there is space available, on the same terms applicable to the regular members of the staff.

(5).The workmen who were designated as Fitters prior to 1-4-1958 in the Munnar Civil Circle shall be taken into the Category of I class Fitters as and when vacancies arise. The H.M.R.workers who were designated as Malais before 1-4-58 and who are continuing in service will be fitted into the 'D' category. They will not, however, be entitled for any arrears of wages on this account.

(6).Special leave with wages for 7 days in a year will be granted to 17 H.M.R.workers, who are members of the Federation for attending the Executive Committee meetings of the Federation. The names of those workmen who will be entitled to this benefit will be communicated to the Chief Engineer by the President of the Federation.

(7).Those H.M.R.workers who were employed as drivers before the formation of the Electricity Board, i.e., 1-4-57, and who have been continuously working as drivers upto 12-9-1959 will be absorbed into the regular establishment.

The H.M.R.workers with requisite qualification who have been put to work as drivers subsequent to 1-4-1957 and who are continuing as such will be replaced by the candidates already recruited by the

Board for appointment as drivers and will be given other suitable employment without adversely affecting their emoluments. These workers will be absorbed as drivers in the regular establishment before the next recruitment of drivers is made by the Board.

(8). The recommendation made by the Board of Conciliation in regard to the re-employment of H.M.R. workers Somra, formerly of Varkalai Section is accepted. He will however be re-employed in the Trivandrum Division except Varkalai Section.

(9). The Chief Engineer is requested to take necessary action in regard to the supply of safety devices such as welding goggles, gloves, masks and steel helmets, etc. to workers engaged in construction works, wherever such safety devices are found necessary.

sd/...

Chairman.

To

1. The Chief Engineer, K.S.E. Board.
2. The Chief Accountant Officer, K.S.E. Board.

/True copy/

KERALA STATE ELECTRICITY BOARD

Sub:-Board of Conciliation-Memorandum of Settlement dated
12-9-1959.

ORDERS OF THE BOARD

L.S.No. 27/59 dated 15-2-1960.

The Board of Conciliation constituted by the Government in the matter of the demands referred by the H.M.R. workers submitted a report to the Government enclosing therein a Memorandum of Settlement that contained agreements on certain items and recommendations on the others. This Board had already passed orders (vide order No. L.S. 27/59 dated 3/10-11-1959) on such of those matters, which were explicitly agreed to and recorded as such in the Memorandum of Settlement. The recommendatory provisions contained in the Memorandum of Settlement have been under careful examination of the Board and the Board is pleased to issue the following orders.

1. Family quarters: The Board of Conciliation has recommended that the percentage of family quarters to the workers in the Projects may be increased to 15 from the existing 10% and that this increase may be effected as early as possible in respect of projects lasting for 5 or more years. The decision regarding construction of family quarters to the extent of 10% of the workmen was taken only recently and the actual construction on this basis is reported to be in progress. As such the Board feels that the question of increasing the percentage of family quarters to workmen in the Projects could be considered in due course.

2. Uniforms: The recommendation of the Board of Conciliation for the grant of two bandanas with half sleeves each to the H.M.R. workers will lie over for the present.

3. Workmen's Compensation: The Board regrets that it is not possible to accept the recommendation made by the Board of Conciliation in regard to the advance payment of compensation payable to the workmen under the Workmen's Compensation Act. The Board feels that since there is a statutory procedure for the payment of such compensation it cannot be relaxed. However, the officers concerned will bestow their personal attention in regard to such claims for compensation and see that payment is expedited.

4. T.A. and D.A. The Board of Conciliation had recommended that the H.M.R. workers may be granted D.A. equivalent to 50% of the wages of the workmen, if a worker goes beyond 5 miles and stays there for work, for more than one day. Under the existing orders of the Board, when H.M.R. workers are diverted for work outside radius of 5 miles they are entitled to actual bus fare, if no accommodation is provided at the workspot. The Board has, recently, further ordered that in case workers are transferred in between Section in one Division, they will be granted actual bus fare from their parent station to the station transferred. The Board feels that no further concession can be granted and that the recommendation made by the Conciliation Board in regard to the grant of D.A. cannot be sanctioned.

5. Use of Club building for holding meetings of Unions: The Board accepts the recommendation of the Conciliation Board, on this matter and order that permission will be granted for holding meetings of the Unions of H.M.R. workers in the building used as clubs by the regular establishment personnel, wherever possible.

6. Night duty: The Board of Conciliation has recommended that 20% extra wages may be given during night duty in the Projects and hilly areas. Even regular establishment personnel are not given any extra allowance for night duty. A concession in a particular area or category of workmen will have repercussions in other places and on other categories of employees. The Board therefore regrets that the recommendation of the Board of Conciliation cannot be accepted.

nd/.....
Chairman.

299

March 11, 1960

Secretary,
The South Madras Electricity
Workers Union,
Room No.8,
23-A Tennur High Road,
TIRUCHIRAPPALLI.

Dear Comrade,

Thanks for your letter of 3rd March. It was received by us late and being busy with other work, it is regretted we could not reply you earlier.

What is missing from the document is how the workers' representatives will be selected/elected. Will they be union's nominee or elected by all workers. We can agree to both the positions depending upon the local situation. And this is very important.

You agree to this constitution on experimental basis for one year and then review it in the light of experience gained, during this period.

With greetings,

Yours fraternally,

(K.G.Sriwastava)
Secretary

P.S. Com.Parvathi Krishnan
has left to-day for
Coimbatore and you can
consult her, if necessary,

S/Com:

X

Thank you very much for your letter of 3rd
month. I have read by us late &
being busy with other work, however
it is regretted we could not meet you
earlier.

What is missing from the
document is how the women who
be selected/elected, how they be
chosen women's nominees or elected
by all women. We can agree to both
the provisions depending upon the
local situation. And this is very
important.

You agree to this condition
on experimental basis for one year
& then ^{review} ~~revisit~~ it in the light of
experience gained, during this period.

With regards

Yours

P.S.
Com. Parvathi Kulkarni
has left to go for Committee
& you can contact her if necessary

5 MAR 1960



The South Madras Electricity Workers' Union

AFFILIATED TO THE A.I.T.U.C.

Registered No. 2430

PRESIDENT:
M. KALYANASUNDARAM M.L.A.

SECRETARY:
S. RAMASWAMY

ROOM NO. 8.
23-A, TENNUR HIGH ROAD,
TIRUCHIRAPPALLI-1.

Date 3-3-60.

To
The Secretary,
A.I.T.U.C., New Delhi.

Dear Comrade,

Re: Grievance procedure Committee -- your letter
dated 18-1-60.

With reference to the above, I enclose a copy of the draft of the bye-laws for the Grievance Committee as prepared by us. This has been culled out from the various publications of the A.I.T.U.C. with slight alterations wherever necessary to suit us. I would kindly request you to go through it and make marginal corrections wherever necessary, inclusive of the correction of the English language.

I am unable to contact Com. Parvathi Krishnan at Coimbatore, since she is also at Delhi. Since I have to place it before the Committee on or before the 10th March, I would request you to post the papers back to me on 7-3-60.

It is likely that the Management may agree to most of the clauses except one or two here and there. But Cl.15 has been specifically deleted by them.

We trust that you will also suggest in which clauses we can bring in the name of the Union.
Thank you.

Yours faithfully,

B.R. Venkatesan
SECRETARY.

*Shreech
ms
SD*

1) NAME: The name of the Committee shall be 'Grievance Procedure Committee', herein after referred to as the Committee.

2) OBJECTS:

1. To maintain proper discipline in Industrial Undertakings and cordial relationship between workers and employees so as to ensure ~~maximum~~ maximum efficiency in work in a wider national interest.
2. To provide expeditious redressal of individual complaints.
3. To promote satisfactory relations between employees and employers
4. To promote the civic and social interest of the staff and labour.
5. To supplement the existing statutory provisions and wherever practicable, make use of such machinery as is already provided for by legislation.
6. To promote & safeguard the rights & privileges of the staff & labour
7. To improve the service conditions and other facilities.
8. To strive to raise the standard of living of the workers, increase their efficiency in work etc.
("workers" means all those employed and working in the S.M.E.S.C.Ltd.)

This Grievance Machinery can be availed by the worker on receipt of the order causing the grievance. The operation of the order, however, need not be held up, till the grievance machinery is completely exhausted. Whatever possible attempts should be made to complete the grievance procedure between the time the order is passed and when it is acted upon.

3) TO MAKE THE MACHINERY SIMPLE AND EXPEDITIOUS

- a. As far as possible, grievances should be settled at the lowest levels possible.
- b. No matter shall ordinarily be taken up at more than two levels i.e. there should be only one appeal.
- c. Different types of grievances may be referred to appropriate authorities.
- d. A grievance must be redressed as expeditiously as possible and towards this end, the employer in consultation with the workers' representatives, should decide upon the time

(4)

GRIEVANCES.

Differeces between the management and the ~~individual~~ workers in respect of wages, leave, promotion, transfer, hours of work, overtime, seniority, work assignments, dismissals & discharges etc. affecting ^{warnings, working conditions interpretation of agreements,} any ~~seperate~~ ^{individual} worker or a ~~small group~~ of workers, would constitute grievance.

Where the points at dispute are of general applicability or of considerable magnitude, they will fall outside the scope of this Committee & shall be taken up by the Recognised Trade Union directly with the management. Grievances should be considered primarily with reference to the individual worker, and not with reference to any union of which he may or ^{may} not be a member, but the Union itself shall be brought within the scope of the machinery for administering the Grievance Procedure.

(5)

The Grievance Procedure Committee should satisfy the following criteria:

1. Full investigation
2. Settlement at the lowest level possible.
3. Easy steps for taking the grievance higher up for appeal.
4. A time limit at each step.
5. A terminal point in the procedure.
6. Arbitration as ^a the last resort
7. Machinery easy both to understand & operate.
8. Conformation with the existing legislations
9. Adequate compensation for loss in work, time spent in attending to their grievances.

OFFICERS OF THE COMMITTEE.

(b)

The Committee shall have a President and a Secretary. The Committee shall elect the President and the Secretary at its first meeting after the elections. The President shall be elected from amongst the representatives of the employers and the ~~SM~~ Secretary shall be

workers. The post of the President and Secretary as the case may be shall not be held by the representative of the Employer or worker for two consecutive terms.

TERM OF OFFICE.

7

The term of office of ^{the} workers' representatives on the Committee, other than those chosen to fill a temporary vacancy, shall be for one year for the present i.e. from 1st. Jan. to 31st Dec. of the year. This term may be extended if necessary ~~likewise~~ in consultation with the Recognised Trade Union, or by the Committee itself, as the case may be; ^{all} ~~All~~ them holding office till the next elections. ^{Similarly} ~~all~~ the representatives are eligible for the next re-election.

VACANCIES.

8

In the event of any vacancies of workers' representatives caused by
a. not attending ~~the~~ three consecutive meetings without the permission of the Committee
b. resignation or by death or ceasing to be an employee in the establishment or otherwise, his successor shall be elected & coopted by the workers' representatives of the Committee.

POWER TO COOPT.

9

The Committee shall have the right to coopt in a consultative capacity ~~x~~ persons employed in the establishment having particular or special knowledge of a matter under discussion. Such coopted member shall not be entitled to vote and shall be present at the meetings only for the period during which the particular question is before the Committee.

MEETINGS

10

The Committee may meet as often as necessary but not less often than once in a month.

The Employer shall provide accomodation for holding ^{the} meetings of the Committee. He shall also provide all necessary facilities for the Committee and to the members thereof, for carrying out the work of the Committee. The Committee shall ordinarily meet during the working hours of the Establishment or

of on any working day and the representative of the workmen shall be deemed to be on duty while attending the meeting. Ordinarily seven days ^{for all ordinary meetings} notice shall be given and three days ~~days~~ notice for special meetings. The meetings may be held at other places also besides that at Head Quarters, according to exigencies.

QUORUM

(11)

The quorum for a meeting will be six members of which the number of workers' representative shall be three. Subject to such resolutions as the Committee may from time to time pass, the officers of the Committee shall have the powers mentioned below.

Duties and responsibilities of the officers.

(12)

The President shall be the head of the Committee. He shall be referred to and his advice ^{sought} ~~taken~~ in all matters relating to the Committee. He shall preside over all the meetings of the Committee, preserve order and sign all minutes. In his absence, the members present will elect among themselves a President to conduct the day's meetings. On a written requisition from any three members of the Committee, of whom not less ^{two} ~~two~~ shall be the workers' representative, the President shall convene a special meeting of the Committee. (within a week of the receipt of such a requisition)

(The President shall have a general control over ~~x~~ the affairs of the Committee.)

SECRETARY.

(13)

The Secretary shall exercise general supervision & have executive control over the affairs of the Committee and shall be in charge of the office of the Committee and carry out the decisions of the Committee. He shall be responsible for
i) recording the minutes of the meetings of the Committee
ii) maintaining the relevant registers and records
iii) conducting all correspondence for and on behalf of the Committee.
iv) convening in consultation with the President ordinary and special meetings of the Committee

14

The Employer shall give all facilities to the Secretary to obtain all the necessary and required documents, maintained by the department regarding the point of issue in the meeting. The Employer will also give full facilities to him to do the functions of the Secretary, during working hours.

The Management shall provide the necessary clerical and other assistance for the smooth functioning of the Grievance Machinery.

The Committee shall have the power to alter, amend, add or cancel any of the byelaws of the Committee for the betterment & for the smooth running of the Committee; but all the members of the Committee shall be present for such meetings, and the decision of the majority shall be final.

DISSOLUTION OF THE COMMITTEE.

15

If all the members of the Committee resolve to dissolve the Committee in a meeting specially held for the purpose and there is concurrence ² from the recognised and registered Trade Union, this may be dissolved, ^{after} giving three months notice and wide publication to all the workers of the Establishment, in ~~the next meeting~~, taking into considerations the objections, if any.

X

GRIEVANCE PROCEDURE.

16

An aggrieved employee shall first present his grievance to his immediate superior in person/in writing. The answer shall be given within 24 hours

of the receipt of the complaint ~~is made~~.

If the worker is not satisfied with the decision of his superior or fails to receive an answer within the stipulated period, he shall either in person or through his departmental representative present his grievance to the Head of the Department.

(For this purpose a fixed time shall be specified during which on any working day, an aggrieved worker and or his departmental representative could meet the Departmental Head for presentation of grievances and such other purposes

The Head of the ^{Department shall give his} ~~Department shall give his~~ answer within two days of the presentation of the grievance. ~~xxxxxxxgrrkxxxxxxwaxkxx~~

If the decision of the Departmental Head is unsatisfactory, the aggrieved worker may request ^{forward} the forwarding of his ~~request~~ grievance to the 'Grievance Committee' which shall make its recommendations to the Managing Agents within 10 days of the request. If the recommendations cannot be made within the time limit, the reasons for such ^a delay should be recorded. Unanimous

^{The} recommendations of the ~~gri~~ Grievance Committee shall be implemented by the Management. ~~In the event of difference of opinion among~~ ^{if} the members of the Committee, ^{if} the matter shall be referred to the labour Commissioner for final decision.

are equally divided in.

(The decision of the majority of the members of the Committee shall be the recommendations of the Committee.) ~~In the event of difference of opinion in the Committee,~~ Before referring the dispute to the Labour Commissioner as per the agreement, the Recognised Trade Union, may take up this matter direct to the Management ^{negotiate} and come to a settlement. The time limit ^{for the negotiation} will be fixed by the Committee according to the cases. Even if no settlement is possible on that level, the matter shall ^{then} be referred to the Labour Commissioner by the Committee, as per the agreement.

and never more than 30 days in any case.

(17)

?
however, Where the workman is not satisfied with the final decision of the Management, he shall have the right to appeal to the Management for a revision. In making this appeal the workers' representative, if he so desires, shall have the right to take a Union official along with him to facilitate discussions with the Management. The Management shall communicate their decision

within a week the workman's representative shall

When the workman has taken up a grievance for redressal under this procedure, the formal conciliation machinery shall not interfere till all steps in this procedure are exhausted.

If a grievance arises out of an order given by the Management the said order shall be complied with before the workmen concerned invokes the procedure laid down for redressal of a grievance. If however, there is a time lag between the issue of the order and its compliance, the grievance procedure may immediately be invoked but the order nevertheless must be complied with 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 the Grievance Procedure Committee machinery.

18

Workers' representatives on the Grievance procedure Committee shall have the right of access to any document connected with the enquiry maintained in the department and which may be necessary to understand the merit or otherwise of the workers' grievances. The Management's representatives shall have the right to, 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.


19

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 workman shall have the right to appeal to the dismissing authority or of the Management within a week from the date of

is heard the workman ~~xxxxxx~~ may, if he so ~~ix~~ desires, be accompanied by an official of the Trade Union, to present the case and to plea for him. If the workman is not satisfied with the decision of the management, the case will be dealt with by the Committee as per the procedure

(20)

A grievance shall be presumed to assume the form of a dispute only when the final decision of the management in respect of the grievance is turned down by the worker.



Madras Electricity Workers Union

சென்னை மின்சாரத் தொழிலாளர் சங்கம்

(Reg. No. 692 & Recognised)

(Affiliated to Tamilnad Electricity Workers Federation, All India Trade Union Congress & All India Federation of Electricity Employees)

President :

V. G. Row, Bar-at-Law.

Branch Offices :

UNION PREMISES

Head Office :

5, Arumuga Naicken Street,

General-Secretary :

S. C. Krishnan, B.A.,

157, Mount Road, Madras-2.

Basin Bridge Power House

MADRAS-12.

MADRAS-2.

Ref:

Dated 26-4-1960. 196

TAMILNAD ELECTRICITY WORKERS FEDERATION.

To:

The Editor,

Dear Comrade,

Kindly publish the following news item in the weekly and oblige.

Thanking you,

Yours fraternally,

S. C. Krishnan
General Secretary.

News item.

In Madras:

STATE ELECTRICITY BOARD REFUSES TO CONCEDE THE DEMANDS OF WORKMEN; EFFORTS AT CONCILIATION DID NOT PRODUCE ANY RESULT - WORKERS TO GO ON INDEFENITE STRIKE.

---X---

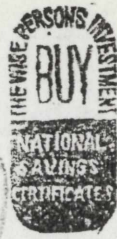
The conciliation proceedings taken up by the Commissioner for Labour, Madras, on the 19th, 20th and 22nd of April 60, consequent the notice of strike served by 12 Unions of electricitymen affiliated to the Tamilnad Electricity Workers Federation, on the Madras State Electricity Board, has failed to produce any results.

The Executive Committee of the Tamilnad Electricity Workers Federation, meeting immediately after the Conciliation, expressed its deep disappointment at the irresponsive attitude of the representatives of the Board, in not having agreed to set right victimisation or for full implementation of the bilateral agreement and for restoration of minimum Trade Union facilities. The Federation deplored that even the offer for ~~or~~ having entire matters referred to Arbitration made by the Unions and the Federation ~~has~~ has not been accepted.

The Executive regretted that even ^{there} ~~it~~ requested the acceptance of the Code for Discipline as early as ~~a~~ November 1958, the Board has during the conciliation on the strike notice, not taken a definite stand on the same. The Executive squarely placed the responsibility on the Madras State Electricity Board for the situation ~~xx~~ that has compelled the Unions to serve the strike notice and also for the failure of the conciliation, in such a vital Public Sector Industry.

However the meeting called upon the workmen to defer the proposed strike action on the 25th of April, since ~~xx~~ conciliation is ~~a~~ said to be pending under the law, but await the instructions from the General Secretary of the Federation. The ~~strike~~

The Executive Committee also greeted the determined struggle of the 10,000 workmen of the Kundha Hydro Electric Project, which the entered the 11th day, since its commencement on 15th and condemned the highly provocative arrest of the President of the National Project Workers Union and hundreds of workmen and the wanton interference by the Police in resorting to lathi-charge on innocent workmen including women. The Executive urged on the Government to concede the just demands of the Kundha Workmen in the interests of industrial peace in this vital public sector industry.



C-3

24 APR 1960



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.



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AITUON NEWDELHI.

.....KUNDAI STRUGGLE NINTH DAY DAY BELLA GOWBER HUNDRED WORKERS
ARRESTED LATHI CHARGED PREGNANT WOMEN IN HOSPITAL PRAY ADVISE MADURA
GOVERNMENT INTERVENTION.

UNIONS.

*Write to H. G. J. details
if we know the
names*

[GST] 1030HRS.

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.

27 APR 1960

AGRA ELECTRIC SUPPLY WORKERS' UNION

RECOGNISED AND REGISTERED, No. 292

Affiliated With The Indian National Trade Union Congress, Lucknow,
The U. P. Electric Workers' Federation, Lucknow.

POWER HOUSE WORKERS' CANTEEN,
SHAHID PARSHU RAM MARG.

Ref. No.

Agra 20.4.1960

The Honourable Minister for Labour and Employment,
Government of India,
New Delhi.

Sire,

We take privilege to submit respectfully
the demand for the appointment of a Wage Board in
Electricity Industry of U.P.

The copy of the resolution adopted in
our General Body Meeting concerning to the demand
is attached here with for your favour and kind
consideration.

Thanking you

We are
Sir,
Yours most obediently
for and on behalf of
the workmen

(Ikram Absani)
General Secretary

v.c. to The Editor
Trade Union Record
A.I.T.U.C.

4, Ashoka Road, New Delhi

Ikram Absani
Gen. Secy.

WAGE BOARD DEMANDED

By

ELECTRICITY WORKERS OF UTTAR PRADESH

MEMORANDUM

SUBMITTED TO THE

... GOVERNMENT

"The workers of the Electricity Undertakings of U.P. have met with keen interest and regret that almost all important industries excepting Power & Supply (Electricity) have been favoured with Wage Board. Though it was decided more than once and also as late as 20.2.56, in the meeting of the Central Labour Panel it was considered that all the important industries would have the Wage Board with immediate effect for settling wages on the lines of Bombay Wage Board formula and that there should be a progressive upward revision of the minimum wages. But we, the electric workers are not favoured with the same and nothing has been done so far for bringing about a change in the antiquated Wage Structure prevalent in this industry of U.P. for the past 12 years which undeniably need an immediate change commensurate with the increased cost of living etc. The payment of D.F.A. (Dear Food Allowance) so far allowed does not naturalise the increased cost of living.

Since, 1948, when the Ninkor Committee fixed the wages and granted Rs. 30/- as minimum for the Electric Workers of Uttar Pradesh, much water has flown under the bridge. The parent industry, upon which depends the life of the community, is ignored in as far as the welfare of the workers; who render such important service, is concerned. Their peaceful way of working has been treated as otherwise and their existence seems to be ignored for the very reason. The matter required an immediate attention for doing needful.

[Have been/

The Electricity Undertakings have a capacity to pay and can afford the increased wages without any fear of adverse effects. The concerns have earned huge profits. Electricity industry is an industry of monopolistic nature. It enjoys consideration and privileges of "Tax Relief" etc., which no industry in the country does. With the expansion of the industry, with the extension of supply and with the increase of demand for the usage of the Power or energy the workload and responsibilities etc have also been increased which the workmen are facing and bearing alone since the strength of the staff has not been increased parallel to increased workload.

All the circumstances including the "NEED" the "Paying Capacity"; the "Requirement of the national planning" and the "Social Justice" justly give rise to the demand for getting a Wage Board on State level without any loss of time on the following lines;

*With thanks
to Comrade
Dangay
Shree*

- a) A progressively rising standard of living.
- b) A fair share of the profit arising out of increased productivity.
- c) A greater share in the natural wealth by their labour.
- d) Wage differential on the basis of skill, experience and length of service.
- e) Full neutralisation in the rise of cost of living.
- f) Adequate quantum of bonus.
- g) Reduction of working hours of the workmen employed on hazardous jobs.

In view of the foregoing we press our demand and fervently hope that the Govt. will be pleased to apprise our just demand immediately, so that we may, like our brethren in other industry (Important Industry), be able to live a better life as social justice demands it.

Resolution passed on..... 1960

Shree Shree
Ikram

WAGE BOARD DEMANDED BY

THE WORKERS ENGAGED IN ELECTRICITY UNDERTAKINGS OF UTTAR PRADESH .

The workers of the Electricity undertakings of Uttar Pradesh have noted with keen interest and regret that ~~when~~ almost all important industries excepting Electricity (Power Supply) have been favoured with wage boards. Though it was decided more than once and also as late as on 20.2.56 in the meeting of the Central Labour Panel it was considered that all the important industries should have the Wage Boards with immediate effect for settling wages the lines of Bombay Wage Boards and that there should be a progressive upwards revision of the minimum wages.

But we the Bijali karamcharees are not favoured with the same and nothing has been done for bringing about a change in the antiquated Wage Structure prevalent in this industry of U.P. for the past 12 years which undisputedly need an immediate change commensurate with the increased cost of living etc. The payment of Dear Food Allowance so far allowed does not neutralize the increased cost of living.

Since, 1948, when the Hinkar Committee fixed the wages for the Electric workers and granted only Rs. 30/- as minimum much water has flown under the bridge. The parent industry upon which depends the life of the community is ignored in so far as the welfare of the workers, who render such important service, is concerned.

The Electricity Undertakings have a capacity to pay and can afford the increased wages without any fear of adversely affect. They have earned huge profits. Electricity (Power & Supply) is an industry of monopolistic nature. Its ^{considerations} and privileges of tax relief etc. which no industry in the country does.

With the expansion of the industry, with the extension of supply and with the increase of demand for the usage of the Power or energy the workload, responsibilities etc have also been increased which the workmen are bearing and facing ^{alone} since the strength of the staff has not been increased ~~along~~ parallel to increased workload.

All the circumstances including the "need" the paying capacity, the requirements of the national planning and social justice give rise to the demand for getting a Wage Board on State Level without any loss of time on the following lines;

- a) A progressively rising standard of living.
- b) A fair share of the profit arising out of increased productivity.
- c) A greater share in the national wealth by their labour.
- d) Wage differential on the basis of skill, experience length of service.
- f) Full neutralisation in the rise of cost of living.
- g) Adequate quantum of bonus.
- h) Reduction in working hours of the workmen employed on hazardous jobs.

In view of the foregoing, we fervently hope that the Government will be pleased to apprise our just demand immediately so that we may, like our brethren in other industries (important industries), be able to live a better life as social justice demands it.

Agra Electric Supply Workers' Union

For Favour of taking up
the matter,
Sd/-

Sd/-
General Secretary.
Chittola Road, Agra.

S. K. C. Nagesh Kumar III

299

MADRAS ELECTRICITY WORKERS UNION
(Regd. No. 692 and Recognised.)

(Affiliated to the TAMILNAD ELECTRICITY WORKERS FEDERATION.)

PRESIDENT:
V.G.ROW, BAR-AT-LAW.

The Resolution of the General Body of the Union held on
30-3-1960 is furnished below :-

"This General Body meeting of the Madras Electricity Workers Union decides to serve the strike notice as per Sec. 22(1) of the I.D.Act, 1947 on or before 5th April 1960 and under the guidance of the Tamilnad Elec. Workers Federation direct the members to resort to direct action to achieve the redressal of the following just and minimum demands and in defence of the legitimate trade union rights and against victimisation. Any five or more of the following members are duly elected to sign the strike notice as required under the rules.

D E M A N D S.

- I. Against victimisation of office-bearers of Federation, Unions and active members.
- II. For acceptance of the Code for Discipline and the Recognition of the Federation and the affiliated Unions.
- III. Implementation of the terms of the agreement dated 3.2.59.
- IV. Grant of 3 months pay as Bonus for the years ending 30.6.58 and 1959.
- V. Representation to the T.N.E.W.F. in the Madras State Electricity Consultative Council.
- VI. Integration of T.C.State Allottees, Ex.M.E.S.C.and other undertaking employees.
- VII. 12½% Special Pay allowance to Kundah Project Employees.
- VIII. Special Pay to T.L.C.workmen.
- IX. Acceptance of Provisions of M.S.E.Act to the clerical employees.
- X. Against the exemption sought for by Board for 9A of I.D.Act, 1947.
- XI. Restoration of T.U.facilities and service conditions prevailing as on 1.1.1958.
- XII. Against increase in workload to clerical employees & workmen.
- XIII. Reinstatement of workmen irregularly and illegally terminated.
- XIV. Grant of Dust Allowance to clerical and last grade employees in Basin Bridge Power House.
- XV. All orders in contravention of 9A to be revoked.
- XVI. Rent-free quarters to Essential Workers in Generation and Distribution.
- XVII. Abolition of the system of confidential reports and other obsolete restrictions.
- XVIII. Retention of P.C.A. for workmen on promotion and grant of H.R.A.to monthly paid watchmen w.e.f. 1949.

- XIX. Raising of age of superannuation to 58 and inclusion of workmen in the scale of Rs.36-2-50 as inferior.
- XX. Extension of E.P.F.Act benefits to all workmen in Distribution and construction without discrimination.
- XXI. Grant of Gratuity as Retirement Benefit.
- XXII. Payment of arrears of National and Festival Holidays.
- XXIII. Restoration of wage cut for 4.1.55 and 14.12.59.
- XXIV. Voluntary arbitration if the above demands are not granted.
- XXV. Setting up of Joint Standing Councils for redressal of demands at system levels.
- XXVI. Other demands furnished in Annexure 'B'.

NOTICE OF STRIKE UNDER SECTION 22(i) OF THE INDUSTRIAL DISPUTES ACT, 1947

Name of Union : MADRAS ELECTRICITY WORKERS UNION (Reg.No.692)

Address : No.5 Arumuga Naicken Street, Madras-2.

Dated the 5th day of April 1960.

To
The Chairman,
Madras State Electricity Board,
Madras.2.
(Name of the Employer).

Dear Sir,

In accordance with the provisions contained in sub-section (i) of Section 22 of the Industrial Disputes Act, 1947 we hereby give you notice that we propose to go on strike- The date of strike for the purpose of section 22.(i) (c) will be 25-4-1960 or any day thereafter.

A Statement giving particulars as required by Rule 59 of the Madras Industrial Rules, 1958 is enclosed.

- | | |
|------------------------|------------------------|
| 1. Sd. G. Lingappan | 6. Sd. P.Parthasarathy |
| 2. Sd. C. K. Rangan | 7. Sd. R.Gopaul. |
| 3. Si. B. Babu | 8. Sd. Madurai |
| 4. Sd. V.M.Arunachalam | 9. L.T.I.of Achamma |
| 5. Sd. Masilamani | 10. Si. P.M.Samy. |

Copy to:-

- 1. The Secretary, Madras State Electricity Board.
- 2. The Chief Engineer (Electricity), Madras State Electricity Board.
- 3. The Chief Distribution Engineer, Madras State Electricity Board.
- 4. The Chief Operation Engineer, Madras State Electricity Board.
- 5. The Superintending Engineers.
- 6. The Secretary to Government of Madras, Department of Industries, Labour and Co-operation, Madras-9.
- 7. The Commissioner of Labour, Madras.
- 8. The District Magistrates.
- 9. The Conciliation Officers.
- 10. The Tamilnad Electricity Workers Federation, (~~Five copies~~).

MADRAS ELECTRICITY WORKERS UNION
(Regd. No. 692).
(AFFILIATED TO TAMILNAD ELECTRICITY WORKERS FEDERATION).

THE STATEMENT GIVING PARTICULARS AS REQUIRED BY RULE 59 OF THE MADRAS
INDUSTRIAL DISPUTE RULES, 1958.

a. This is an industrial dispute between the M.S.E.B. constituted as per the provisions of Electricity (supplies) Act, 1948 with effect from 1-7-1957 and its employees: under M.E.S./Generation and M.E.S./Distribution represented by M.E.W.Union.

b. The subject matter of the dispute is the following demands of the electy.workmen that need urgent and immediate redressal. It can be seen from the demands that the agreement that has been entered into between the representatives of the M.S.E.B. and the workmen represented by the T.N.E.W.F. has not been implemented. What is more? Soon after the agreement the management and its officers have followed the deliberate policy of violating the terms and spirit of the agreement and have begun to indulge in acts of provocations particularly in the matter of victimising the office-bearers of the unions, the Federation and active members. The prevalent facilities have been taken away, suspended or altered both in the matter of trade union facilities and as well as the service condition of the employees. Normal channels of representations and redressal of the grievances have been either denied or converted into a farce. Regular periodical deputations that used to be accepted and recognised are now in post-agreement days denied. Attempts to resolve the conflicts and getting the demands redressed is browned upon and the employee-office-bearers (who constitute more than 85% of the unions or the State Council Membership of the Federation or the total number of protected workmen of all unions affiliated in the Federation) are discouraged, harassed and affected adversely by vindictive transfers and in some cases on alleged mistakes penalised by reversions and even summarily dismissed.

Disciplinary actions are initiated deliberately against active union members contrary to the normal procedure and summary memos, warnings final warnings and threats of dismissals are issued to weaken the disturb the collective bargaining capacity of the workers. Trade Unions are not recognised and the right to collective bargaining assured in the constitution is attempted to be defeated.

The representations from the unions and Federation and the resolutions of the General Body meeting, Executive meetings and conference are not replied for months on end and at the end of it summarily denied or the conventional red-tape reply as "still under consideration" are given. Interviews sought for are refused or interviews are granted and grievances are not redressed. Thus the grievances of the employees have accumulated all through the twelve months. Fresh inroads are made and in spite of the transitory regulations of the Board, serious and adverse alterations in the matter of service conditions are imposed.

The conciliation proceedings provided by machinery of the Government Labour Dept., is also not utilised and when the workmen or the unions take recourse to it, even that is taken as an affront to its authority and the attitude that has been followed by the representatives of the management has been one of hostility. The typical example of such an attitude and its refusal to be guided by the general recommendatory policies enunciated in the Code for Discipline in Industry has been the way in which the Board has filed a Writ Petition against the order in favour of the workmen with reference to the applicability of the statutory provisions of the Shops Act.

All the following demands have been not redressed and exemption

is taken by the opposite party to most of them. The demands are stated in page 1.

NOTE OF DEMANDS:

- a) 6000 workmen are likely to be affected by this dispute.
- b) Concurrently with the T.N.E.W.F. our Union has been representing these demands and pressing with the officers, heads of the Systems. C.E., or C.D.E., C.O.E., and the M.S.E.E. Till today none of our demands have been conceded.

Our efforts at conciliation proceedings have not met with success.

The representations made on our behalf and in pursuance of the above demands by the Federation since March 1959 have not been complied with. On basic issues the Board has pursued a negative approach or tactics and that lapse of time is concurrently only utilised by the officers to perpetrate acts of intimidation and penalisation of workmen and employee-office-bearers. On Feb.11, 1960 the Chairman of the Board who has fixed on appointment with the office-bearers of the Federation has gone back on the same. Similarly the representation to the Minister for Elec. and the Minister for Labour have also proved to be of no avail. As a typical illustration, we have been demanding since inauguration of the Federation that the representation to the united and representative body, representing the interests of the employees namely T.N.E.W.F. is to be given in the State Elec. Consultative Council. The report of the Negotiating Committee has stated that this matter should be taken into consideration favourably by Government. In the agreement reached on 3.2.59 Board agreed that Federation can take up the matter with the Govt. of Madras but on Feb.23, 1960 the Government have not given representation to the Federation but reappointed for current year also, the third year in succession thus going back on their declared aims in such matter. Thus the efforts of union and Federation have been till to date to avert the conflicts the Industrial strife and persistently demanded for the acceptance for the code of the discipline by the Board. The Board on the other hand and its officers have launched on the gravest acts of provocations against the workmen, unions and the Federation.

Hence in the above circumstances having exhausted all venues of appeals, representations and direct discussions we are constrained to issue notice of strike under Sec. 22(1) of the I.D. Act, 1947 and responsibility for the same and its consequences are entirely with the Madras State Elec. Board and the anti-democratic policies of the Government of Madras towards the Electricity Workmen.

- 1. Sd. G.Lingappan
- 2. Sd. C.K.Rangan
- 3. Sd. P.V.Babu
- 4. Sd. V.M.Arunachalam
- 5. Sd. Masilamani

- 6. Sd. P.Parthasarathy
- 7. Sd. R. Gopaul
- 8. Sd. P.Madurai
- 9. L.T.I. of Achamma
- 10. Sd. P.M.Samy

S.C. Krishnan
Sd. S.C. KRISHNAN
GENERAL SECRETARY.

MADRAS ELECTRICITY WORKERS' UNION
AFFILIATED TO THE TAMILNAD ELECTRICITY WORKERS' FEDERATION
No.5 Arumuga Naicken Street, Madras-2

ANNEXURE 'A'
NOTE OF DEMANDS.

(To be included at the end of the Statement accompanying the Notice of Strike).

I. Against Victimization of office-bearers of Federation and Unions and active members:-

Transfers of :-

- i/ Sri S. Neelakantan. Jt. Secy., TNEWF., Gen. Secy., MEEBU
- ii/ Sri M.A. Malick Ex-Vice President TNEWF and Ex-President, INEBASU
- iii/ Sri P. Nadhavan Treasurer, TNEWF & Asst. Secy., MEEBU.
- iv/ C.A. Ganapathy Vice-President. TNEWF & Genl. Secy MEEBU, Vellore.
- v/ Sri K. Ramaswamy Executive member, TNEWF., Vice-President. MEEBU., Papanasam.
- vi/ Sri P. Dhanaraj Jt. Secy., TNEWF., Gen. Secy., TNEBASU
- vii/ Sri K. Jagannathan Vice-President, TNEWF., President, TNEBASU
- viii/ Sri S. Ramaswamy Ex. Jt. Secy., TNEWF., Convenor, Standing Council, Kundah.
- ix/ Sri R. Viswanathan Reg. Sec., Emerald, TNEBASU
- x/ Sri K. Gopinathan Vice-President, MEEBU
- xi/ Sri Mani Protected worker, MEEBU.
- xii/ Sri L.S. Arumainayagam, State Council Member, TNEWF., Protected workmen, MEEBU.
- xiii/ Sri Ramachandran Branch members, MEEBU, Pykara.
- xiv/ Sri K.T.B. Nair)
- xv/ Sri G. Srinivasan) Emeralds Circle, TNEBASU
- xvi/ Sri K. Lokanathan)

Dismissals of :-

- xvii/ Sri K.K. Mani Protected workmen, MEEBU, Mettur.
- xviii/ Sri Gangadharan)
- xix/ Sri Natarajan) M.S.W. Union
- xx/ Sri A.S. Gopal Ex. Executive Member, M.S.W.U.

The Chairman, Negotiating Committee in his conclusions to the report submitted to the State of Madras has stated quoting from the Labour Appellate Tribunal of India (Special Bench) regarding the Banks at page 86 of the printed report as follows :-

" We trust that the rapidly changed relationship of employer and employee will be more generally recognised as indeed it has been recognised by many of the banks, so that their approach to the problems of dealing with the staff is inspired by a sympathetic understanding of their circumstances.... Employees must give a day's work for a fair day's wage. To do less would be to invite disaster either by removal for inefficiency or by a general lowering wages. THIS IS THE WRITING ON THE WALL FOR ALL TO SEE IN THE CONTEXT OF OUR COUNTRY'S PRESENT ECONOMIC SITUATION"

" It is hoped that in the future relationship between the Board and the workmen, the spirit underlying these observations, will be borne in mind for preservation of Industrial peace". These well meaning utterances of the Chairman, Negotiating Committee have fallen on deaf ears and it can be seen from the above list that 5 out of 11 office-bearers, ten out of about 25 executive members, of the Federation and more than 20 out of the protected workmen and are wilfully and vindictively harassed by transfers and the normal functioning of the Unions and the federation is attempted to be thwarted disrupted and the collective bargaining strength of the workmen weakened. There has been no parallel to this en-masse victimisation in all the previous ten years when most of the unions have been functioning singly or individually. Out of 21 cited

except for six, all the rest of 15 office-bearers there has been no cause or reason at all for the transfers except of their being office-bearers and association in the legitimate and normal Trade Union activity in connection with the redressal of demands,

As such we demand the cancellation of such vindictive orders of transfers, dismissals and too harsh punishment of the above and other such employees forthwith.

II. For acceptance of the Code for Discipline in Industry by the M.E.S.B. and recognition of the Federation and the affiliated Unions.

As early as November 1958 the Federation has adopted the Code and urged the Board for its acceptance. But unfortunately the Board while it has not given its concurrence to the same although it is bound by Sec.79 of the Electricity (Supply) Act, by the State Policy in matters of general policy, it has been doing or permitting its officers and members to do everything to violate the specific provisions regarding victimisations, unfair labour practice, unilateral alteration of service conditions all these twelve months since the agreement.

(b) Further the Federation and the Unions fulfill all the terms set out at the 10th Indian Labour Conference warranting recognition. But so far in spite of repeated representations and negotiations the Board has not accorded recognition and consequential benefits and rights.

(c) The grievance procedure has not been set up and even Works Committees have not been constituted under statutory provisions.

(d) Against the provisions of the Code Writ Petition has been filed by the Board against the Appellate Authority under Sec.51 of the M.S.B. Act.

We demand the withdrawal of such resorts to courts, and demand the grant of recognition of the Federation and Unions setting up of grievance procedure and signing of the Code for Discipline without further delay.

III. Implementation of the terms of agreement d/3.2.59 and rectification of aspects of non-implementation.

Rectification of pay as per the revised scales has so far not been given effect to (a) about 500 Nagarroil Allottees, Clerical Executive workmen, last grade and N.M.R. workmen. (b) about 150 Ex. MESC clerical employees, monthly paid Rotary and Central Breakdown workmen and watchmen. (c) about 350 South Arcot and other undertaking employees. As such even in the matter of revision of scales of pay the agreement has not been implemented.

Some of the employees have been taken over in 1947 and they are yet to be integrated and the State Allottees and other employees transferred and taken over in 1954 and 55 are yet to be integrated.

(ii) Several anomalies of (a) juniors getting more pay than seniors (b) new scales to such categories as are not shown in the annexure to the agreement like the cable jointers; (c) and other anomalies have so far not been looked into.

(iii) (a) even the meagre interim D.A. of Rs.5/- has not been given to certain workmen at Poonamallee and M.E.S. Sub division at Kundah; (b) The increase in pay to casual labourers and contingent staff have not been sanctioned. (c) 1000 N.M.R. senior workmen in Mettur have been discriminately treated and

segregation of D.A. and grant of benefit of D.A. given in 1957 and 58 are to be accorded to them; (d) grant of advances increments to 400 O.S.S. workmen integrated from Ex.M.E.S.C., daily paid based on their service from 1947.

(iv) The Night Shift Allowance has not been given to workmen working in the night shift, Such as the Distribution and Maintenance Staff in all systems and the watchmen in certain systems. Only a nominal number of regular shift workmen have been paid in M.E.S. Generation and other Systems and the bulk of the employees numbering more than 2500 are still denied the Special Allowance,

(v) 5000 workmen as per seniority either Statewise or Systemwise have not been made permanent or O.S.S. Nearly 50% of those integrated have been posted as Lascar II Grade and thus the purpose of agreement is defeated in so far as their emoluments and status are adversely affected. The very term in the agreement is further attempted to be negated by the unilateral introduction of "All-in-wages" and D.O. letters to liquidate the category called N.M.R.

(vi) No respect has been shown to the assurances before the Negotiating Committee in the matter of provision of Housing facilities to these essential workmen. After the agreement the number of essential services have increased due to transfers and increase in extensions. Adequate quarters are not provided. As such to all the eligible workmen pending provision of Rent Free Quarters and Free electricity 20% of pay or a minimum of Rs.20/- is to be granted to the workmen coverable as "Essential Services". → 20/-

(vii) Free uniforms have not been supplied and about 5000 workmen have been denied this benefit in spite of the agreement 1400 L.G.S. staff and 500 collection staff who are still to be given this benefit will make a minimum of 7000 workmen who are to benefit under this term but denied so far.

(viii) Mal-implementation of the term on "construction allowance" has taken place in two ways. One is that the O.S.S. who have been granted construction allowance have been adversely affected in Mettur System and the number of such workmen are directed to be restricted, consequent to the agreement, Secondly the work charged and the N.M.R. who are posted in the construction work either directly or from the Maintenance Works have not been sanctioned this construction allowance.

(ix) The 22 or more national and festival holidays are not being given to about 15,000 O.S.S. Workmen except in a few places. Neither double the wages are paid nor the compensatory holidays made available in full. Further the work charged workmen and the N.M.R. with over four years have not been given this benefit till today. As such this benefit is to be given in full and the arrears from 1.1.1959 is to be paid to all eligible workmen.

(x) Term No.12 of the agreement has not been implemented at all and the arrears w.e.f. 1.1.59 are to be paid.

(xi) The term under Transfer of workers is the most abused and violated term of the agreement. All the union activities and office-bearers so transferred are to be posted back to their original posts and wages granted to them and provision as has been made available to the P. & T. Employees Union should be extended to the employees under M.S.E.B. and the clause on protected workmen should be strictly adhered to by the Management.

(xii) Sri Gangadharan and Natarajan are to be reinstated with backwages.

(xiii) The cut in wages affected pending conciliation proceedings is to be restored.

(xiv) Other anomalies and inroads consequent to the agreement are to be set right.

IV. Bonus :- The Chairman, Negotiating Committee has stated in his recommendations at page 52 of the printed report states, "If the State Electricity Board is treated as a pure industrial concern and if the wage scales including Dearness Allowance as prevailing in other industrial concerns were to be copied, it goes without saying that any recommendations fall short of that scales". Even such recommendations as admitted by the Board Representatives amounted to about 2 crores. The agreement reached was said to have cost only 53 lakhs. As such admittedly the workmen are paid low wages much short of fair wages and even minimum wages as compared to the need based norms agreed to in the 15th and 16th Indian Labour Conferences.

Secondly, the Board is in sole monopoly of Electricity Generation in the State and is making huge profits and with the revision of Tariffs in October 1959 its financial position has definitely further improved.

As such on grounds of deferred wage and filling up the gap between the living wages and the actual wage the demand of 3 months pay as bonus for the year ending 30th June 1958 to all the workmen is very reasonable modest and just and must be conceded.

V. Representation to the TNEWF in the State Electricity Consultative Council (for the year 1960 under Sec.16(2) of the Electricity (Supply) Act, 1948.

(i) By the majority Report of the Negotiating Committee appointed by the Govt. of Madras it was specifically recommended that the Federation should be represented in the Council.

(ii) In the agreement the Board has accepted that the TNEWF should represent the same to the Government.

(iii) In the statement filed on behalf of the Board before the authority under Sec.51 of the M.S.E. Act it has been stated that the Federation represents the employees under the MSEB.

(iv) By the means set up and accepted in the 16th Labour Conference at Nainital, the TNEWF is the only United Federation of almost all the unions of Electricity men in the State of Madras and as such should be given adequate representation in the Council on behalf of the Electricity Labour urgently and without further delay.

VI. Integration of T.C. allottees and Ex.M.E.S.C. Undertaking Staff and grant of benefits with effect from 1.1.1959.

(a) The Nagarcoil Allottees from Kerala State including clerical, executive and N.M.R. employees are to be integrated and given the benefits from the date of transfer and promotions and other benefits extended to them.

(b) The Ex.M.E.S.C. daily paid as well as the monthly paid including clerical, last grade and workmen are to be integrated with effect from 29.8.1957 and the benefits correspondingly granted.

(c) The undertaking staff to other places are to be integrated in the corresponding posts and scales with effect from the date of the taking over by the Electricity Department or the Board.

(d) All the above workmen are to be given benefits under the agreement providing for suitable benefits under fitment, advance increment and such arrears paid to them in full.

VII. 12½% special Pay allowance to Kundah Project employees:

(a) All the N.M.R. workmen, clerical employees and the last grade staff are to be granted the benefit of the special pay without discrimination and with effect from the same date when the supervisory and executive staff were given.

(b) The work charged employees in Kundah and other places are to be integrated into OSS and fitted into suitable & corresponding time scales of pay.

VIII. Special pay to T.L.C. workmen without discrimination:

The special pay that is being paid to certain workmen and the J.Es., and S.Os. in certain sections of Towerline Construction causing inviolent discrimination is to be uniformly paid to all the workmen who are only small in number and the injustice removed from the date of sanction to the employees mentioned.

IX. Acceptance of the provisions of M.S.E. Act to the clerical and allied employees:-

All the accounting and clerical employees, Attenders and last grade staff, collection staff, store keeper staff and workmen in various stores sub divisions are to be treated as covered under the M.S.E. Act and the hours of work, overtime wages and other benefits granted with effect at least from 23.12.1959.

X. AGAINST EXEMPTION SOUGHT FOR BY THE BOARD FOR 9.A OF THE I.D. Act.

Contrary to the agreement and democratic and agreed principles of 16th Indian Labour Conference and the model Employment (Standing orders) act of 1947, the Board has recently sought this exemption solely with a view to legalise the illegal changes effected and the violations to the provisions of the Code. As such this exemption must not be granted and the Board directed not to press this application.

XI. RESTORATION OF T.U. FACILITIES SUCH AS HOLDING MEETINGS WITHIN DEPARTMENTAL PREMISES AND SERVICE CONDITIONS PREVAILING AS ON 1.1.58.

The prevalent Union facilities to workmen since 1953 that have been illegally and unilaterally taken away or suspended are to be restored. The conditions of services that have been altered adversely to the interests of employees are to be restored.

XII. AGAINST INCREASE IN WORK-LOAD TO CLERICAL EMPLOYEES & WORKMEN.

Contrary to the provisions of the Code for Discipline, and the statutory provisions of 9A of the I.D. Act, 1947 the norms and yardstick of work load to clerks as well as the workmen have been increased. Such orders are to be revoked pending framing of the regular rules in consultation with the Union and the Federation and the strength of the clerical employees and the O.S.S. workmen are to be increased by 2000 and 10000 respectively in the interest of efficiency of the work of the Board.

XIII. REINSTATEMENT OF WORKMEN IRREGULARLY AND ILLEGALLY TERMINATED:

The following workmen besides others who have been terminated irregularly and in contravention of the statutory provisions of the I.D. Act are to be reinstated with back wages.

- i/ Sri Rajabather, Mint Stores, 4 years of service.
- ii/ Sri Anantachari and 6 others. Civil Sub Division, 6 years of service
- iii/ Sri Chengla A.E./Mambalam Superannuated 14 years earlier.
- ix/ Sri Ramachandran, A/E/Tiruvellore, 4 years of service.
- xi/ Sri A.S.Gopalan, Welder, B.B. power house, above 7 years of service and others furnished in Ann. 'B'.

XIV. GRANT OF DUST ALLOWANCE TO CLERICAL AND LAST GRADE EMPLOYEES:

The discrimination that is being shown against about 120 clerical and last grade employees since 1956 in the matter of the grant of the occupational Allowances is to be ended and employees given the benefit with retrospective effect from 22.7.56.

XV. RETENTION OF PERSONAL COMPENSATORY ALLOWANCE OF WORKMEN ON PROMOTION AND GRANT OF H.R.A. TO MONTHLY PAID WATCHMEN W.E.F. 29.8.1949.

As per G.O.Ms.No.1299 dated 22.3.1957 the P.C.A. granted to the workmen is not to be absorbed in future increments. On promotion also this special pay is to remain as such. But in the case of more than 15 workmen in Power House and other places the P.C.A. has been reduced or absorbed fully in the promoted scale of pay and correspondingly the benefit of the promotion is either reduced or negated, in terms of emoluments. This unjust change is to be rectified and the loss so suffered is to be made good with effect from the date of promotion.

In the case of 14 Ex.MESC. monthly paid watchmen their old emoluments as company workmen was refixed as pay D.A. and P.C.A. As workmen on a par with the O.S.S. under the electricity Department, the H.R.A. has not been paid to them all the ten years since 1949, as such and because their service for the past ten years have not been accorded any revision of Scales or increments, the H.R.A. to which they have been eligible is to be granted to them.

XVI. RENT FREE QUARTERS AND FREE ELECTRICITY TO THE ESSENTIAL WORKERS:

The essential workmen in MES / Generation and Distribution have not been provided with rent free quarters and free electricity all these years, even in spite of categorical assurances, since January 1958. As such this benefit is to be granted and pending the same, compensatory cash allowance of 20% of the wages or Rs30/- whichever is less is to be paid to the eligible workmen numbering about 750 in generation and 500 in Distribution,

XVII. ABOLITION OF SYSTEM OF CONFIDENTIAL REPORTS AND OTHER OBSOLETE RESTRICTIONS:

The circumstances of origin for the confidential reports and such other obsolete restrictions were during the pre-independent period when mistrust and suspicion guided the relations between the executive and the ranks of employees in Government Departments. Since the advent of independence and framing of the democratic constitution of India their continuation has become recognised as unnecessary and harmful even for Governmental employees. Hence and more so as we are declared to be non-governmental employees, we demand that this system is to be abolished and put an end to and entirely new rules and regulations based on the democratic principles of industrial relations be framed forthwith.

XVIII. ALL ORDERS CONTRARY TO SEC.9A OF I.D. ACT 1947 TO BE REVOKED.

Contrary to the provisions of the agreement, the transitory regulations of the M.S.E.P., and the provisions of the Code for Discipline in Industry several orders have been issued altering the services conditions of the employees adversely. As such changes are unjust and contrary to law and has engendered industrial peace, they are to be revoked, and the work men who have suffered by such orders be suitably compensated.

XIX. RAISING THE AGE OF SUPERANNUATION TO 58 AND INCLUSION OF WORKMEN WITHIN THE TIME SCALE OF PAY 36-2-50.

In consonance with the recommendations of Tripartite Committee on Textiles and the Chairman, Negotiating Committee, the age of superannuation be raised to 58 and the workmen such as Helpers and Semi-skilled categories within 36-2-50 be classified as Inferior.

XX. EXTENSION OF E.P.F. SCHEME BENEFITS TO ALL WORKMEN WITH OVER ONE YEAR OF SERVICE:

The present discrimination shown to workmen in Distribution and construction sub-divisions be ended forthwith and the benefits of E.P.F. Act that are given to generation workers extended to the workmen in Distribution and Construction sub-divisions also, with effect from 1-1-1959 at least.

XXI. GRANT OF GRATUITY AT THE RATE OF ONE MONTH WAGES:

This question has been not included in the previous agreement with the assurance that detailed scheme would be worked out within 3 months of the date of agreement, As such an assurance has not been fulfilled, the gratuity scheme is to be accepted at the rate of one month wages (last drawn) to serviced workmen with over 5 years of service, forevery completed year of service.

XXII. PAYMENT OF ARREARS OF NATIONAL AND FESTIVAL HOLIDAYS:

More than 600 workmen in Power House and 500 in Distribution have not been paid for the National and Festival Holidays as accepted by the Chief Engineer for Electricity before the Commissioner for Labour on 9.1.1958. As such the arrears are to be paid to the workmen without further delay.

XXIII. RESTORATION OF WAGE CUT ILLEGALLY IMPOSED ON WORKMEN FOR 8-1-1958 and 14-12-1959.

* The wage cut has been imposed pending conciliation proceedings and contrary to law and as such the wage cut thus imposed is to be restored.

XXIV. DEMANDS NOT CONCEDED TO BE REFERRED TO ARBITRATION:

If any or all of the above demands are not conceded we demand that the Madras State Electricity Board should agree to refer the matters to VOLUNTARY ARBITRATION.

XXV. SETTING UP OF JOINT STANDING COUNCILS:

In the interests of Industrial peace and restoration of cordial relations between the workers and the management of the M.S.E. Board, we demand that Joint Standing Councils should be set up at least at the system levels with three representatives of the workmen and the Officers.

XXVI. Other demands as furnished in Annexure 'B' furnished separately.

S. C. Krishnan

Sd. S.C. KRISHNAN

FOR MADRAS ELECTRICITY WORKERS' UNION
5 Arumugha Naicken St., Madras--2.

No.299/A/60
April 22, 1960

Dear Com.Krishnan,

Your letter of 17th April giving the details of the developments. Thank you for the same.

I have passed on your letter to Shri S.M.Banerjee.

The address of Com.Roshanlal is:

Rajasthan Electricity and
Water Workers' Federation,
36-37 Sadulnagar,
BIKANER, Rajasthan.

With greetings,

Yours fraternally,

lmo
(K.G.Sriwastava)

Com.S.C.Krishnan,
Tamilnad Electricity Workers Federation,
Madras.

19 APR 1960

Tamilnad Electricity Workers Federation

President:
V. G. Row, Bar-at-Law
 Vice-President:
 K. Subramaniam, B.A., B.Sc.,
 C. A. Ganapathy
 K. Jagannathan
 M. A. Soundararajan

5, Annamalai Street,

Madras-2.

T'grams: ELECTRIFED.

General Secretary:
S. C. Krishnan, B.A.,
 Joint-Secretaries:
 B. Sowrirajan
 S. R. Neelakantan
 M. Kalyanasundaram
 P. Dhanaraj
 Treasurer:
 P. Madhavan

Date 17th April 60

Ref:

Dear Com.K.G.Srivastava,

Thank you very much for your letter. I was not in the Head quarters and hence the delay. I do not know if the Rajasthan Federation has gone into direct action by now. I have not even received intimation.

I am furnishing below our position and kindly advise in what manner co-ordination is possible. Kindly let me know urgent on this.

Here 12 Unions have served strike notices under sec. 22 of the I.O. Act more or less on the same lines as the copies of strike notices which I have sent you on 10th inst. The Conciliation (common) is posted for 19th instant before the State Conciliation officer, Assistant Commissioner for Labour and the report is likely to be sent by 25th. To comply with the legal provisions of the I.O. rules, we will not be going into action on 25th but give the government and the Board one week or 10 days time and definitely go into action by the first week of May. The strike will be by the entire workers in the State covering all the 11 systems, including the generation, distribution and construction workers. The main issue is victimisation by transfer of 15 of the employees-officers and breach of the agreement. We do not anticipate any early amicable settlement as the issues involve honest adherence to 16th tripartite by the Ministry and censure of top officials and tendencies for disruption that has been pursued by some of the Ministers.

We will be sending representation to Sri Lanka and central Power commission also and I would very much like to know if you can arrange to meet some of them also in this connection.

I am separately enclosing letter to Sri S.M.Banerjee which may kindly be arranged to be reached to him.

Rest later.

Handwritten signature/initials

Tamilnad Electricity Workers Federation

President:

V. G. Row, Bar-at-Law

Vice-President:

K. Subramaniam, B.A., B.Sc.,

C. A. Ganapathy

K. Jagannathan

M. A. Soundararajan

5, Annaga Nicken St.,

Madras-2.

Telegram: ELECTRIFIED.

General Secretary:

S. C. Krishnan, B.A.,

Joint-Secretaries:

R. Sowrirajan

S. R. Neelakantan

M. Kalyanasundaram

P. Dhanaraj

Treasurer:

P. Madhavan

Date 17th April 60.

Ref: AIT/3/60

Com. K.L. Narasimhan, M.F.,
Member, Andhra Pradesh State Electricity Consultative Council,
Bezwada.

The General Secretary,
Andhra Provincial Federation of Electricity Employees.
Bezwada.

Dear Comrade,

State Wide Strike by the Electricity workers
in Tamilnad.

You would have seen from the T.U. Record, that the 40,000 workers in Tamilnad, represented by the 12 Unions affiliated to the above united Trade Federation are going on strike on 25th instant or any day after against the breach of the agreement and violations of the Statutory Industrial Law, for Bonus and against victimisation of Union Office-bearers by transfers in a mass scale.

While we look forward to your fraternal solidarity and active help in our struggle, we are surprised to note that the State Electricity Board here in Madras is trying to utilise the thermal workers from Andhra to be co-erced through the State Electricity Board, Andhra to lend their services to break the just struggle of the workmen here.

Kindly therefore alert all the branches and particularly the branches where the Power is generated by thermal stations to be vigilant and not become a prey to this conspiracy.

Further we request you to be kind enough to furnish us the addresses of the Branch secretaries or the responsible representatives of the Thermal stations for further correspondence if necessary and kindly advise them on their fraternal duties.

We are sure you will do the needful at an early date and intimate to us of the success in your efforts.

As a member of the statutory council, we look forward to your active help and if possible raise the matter with the Hon. Minister for Labour, Sri Nanda and the authorities of the Central Power & water Commission, Darjeeling against such an attitude of the Madras Board which also is in the matter of policies governed commonly by the Central Government as well as the Power Commission. The enclosed pamphlet and one of the copies of the Strike notices will furnish to you the important demands and the nature of our struggle.

Awaiting to hear from you early.

Yours fraternally,

S. C. Krishnan.

General Secretary
(& Member, Gen. Council, AITUC)

Copy to:

Com. Sriwastava, Joint Secretary, AITUC.

Com. T. R. Ganesan, B.E., Secretary, State Committee.

Tamilnad Electricity Workers Federation

President:

V. G. Row, Bar-at-Law

Vice-President:

K. Subramaniam, B.A., B.Sc.,

C. A. Ganapathy

K. Jagannathan

M. A. Soundararajan

5, Annaga Nicken St.,

Madras-2.

Telegram: ELECTRIFIED.

General Secretary:

S. C. Krishnan, B.A.,

Joint-Secretaries:

R. Sowrirajan

S. R. Neelakantan

M. Kalyanasundaram

P. Dhanaraj

Treasurer:

P. Madhavan

Ref: AIT/2/60

Date 17th April 60

Com. S.M. Bangrjee, M.P.,
Confederation of Defect Employees Associations/

Dear Comrade,

We are seeking your fraternal co-operation on a matter of urgent importance and look forward to your timely help.

You may be aware that 12 Unions of Electricity Employees representing 40,000 workers rallied under an United Trade Federation have served Strike Notices under Sec.22(1) of the I.D.Act and propose to go on strike on 25th April or any day after for the demands, the main issues of which are against the victimisation of employees office-bearers of the Unions and the Federation by the State Electricity Board and against the anti-democratic policy of the Government and breach of the agreement and the Code for discipline in this public Sector industry and for Bonus. We learn that the State Electricity Board and perhaps with the connivance of the State Ministry are trying to rally the co-operation and the services of the personnel of the Military Engineering Service, Avadi and other centres, to break the strike.

Though we are aware that the personnel may not be able to refuse out-right such a kind of duties as individuals, yet we are sure that as an Association, they can take up an attitude that the duties do not involve such black-legging or breaking a strike of the public employees such as the electricity workers who are upholding the code for discipline and fighting against the breach of the agreement and against the violations of the statutory provisions of Industrial Law.

As such kindly advise if the centre can acquaint them with our request and who are the exact people whom we can approach in this connection, and whether we can have direct contact with them at this stage. Further details and copies of our demands and strike notices will be furnished to you on hearing from you. Please do your best and in time.

Yours fraternally,

Gram: 'Electricityfed'
TAMILAND ELECTRICITY WORKERS' FEDERATION
5, Arumuga Naicken St.,
M a d r a s-2.

13 APR 1960

Dt. 11th April 1960.

The Secretary,
A.I.T.U.C.,
New Delhi.

299

Dear Com,

Your letter dt. 9th en hand. Com. S.C.Krishnan has left Madras on tour for 4 days in connection with the preparation of "Strike" which is scheduled to commence on 25th inst. We hope you might have received a copy of Strike notice document sent by Com. S.C.K.

On return from tour, Com. S.C.K. will write a detailed letter to you on the question you have posed.

Yours fraternally,


11/4/60.
For General Secretary.

13 APR 1960

NOTICE OF STRIKE UNDER SEC.22(1) OF THE INDUSTRIAL DISPUTES ACT 1947

Name of Union: TAMILNAD ELECTRICITY BOARD ACCOUNTS SUBORDINATES UNION (REGD. NO. 2472).

Address: No.3 Lala Compound, North Masi Street, Madurai.

DATED THE FIFTH DAY OF APRIL 1960.

To

The Chairman,
Madras State Electricity Board,
Madras-9.

(Name of the Employer).

Dear Sir,

In accordance with the provisions contained in Sub-Section (1) of Section 22 of the Industrial Disputes Act, 1947, we hereby give you notice that we propose to go on strike. The date of strike for the purpose of Section 22 (1)(c) will be 25.4.1960 or any day thereafter.

A statement giving particulars as required by Rule 59 of the Madras Industrial Rules, 1958 is enclosed.

| | |
|---------------------------|---------------------------|
| Sd. 1. K.Jagannathan | Sd. 9. V.Vaidyanathan |
| " 2. P.Marimuthu | " 10. R.Santhana Krishnan |
| " 3. P. Dhanaraj | " 11. P. Anandan |
| " 4. S.N. Vadivelan | " 12. R. Viswanathan |
| " 5. M.D.Shanmugasundaram | " 13. R.Govindaswamy |
| " 6. S. Sundaresan | " 14. C. Sattanathan |
| " 7. K.V. Chinnan | " 15. Rajamoney |
| " 8. S.V. Angappan | " 16. R.Ramaranganathan |

Copy to:-

- I.1) The Secretary, Madras State Electricity Board.
 - 2) The Chief Engineer (Electricity) Madras State Electricity Board.
 - 3) The Chief Controller of Accounts, Madras State Electricity Board.
 - 4) The Chief Construction Engineer, Madras State Electricity Board.
 - 5) The Chief Distribution Engineer, Madras State Electricity Board.
 - 6) The Chief Operation Engineer, Madras State Electricity Board.
 - 7) All Superintending Engineers and Chief Accountants.
- II. The Secretary to Government of Madras, Dept. of I.L.& C., Madras.9
- III. The Commissioner of Labour, Madras.
- IV. All the District Magistrates of Madras State.
- V. All the Conciliation Officers, in the State of Madras.
- VI. Tamilnad Electricity Workers Federation (5 copies).

The STATEMENT GIVING PARTICULARS AS REQUIRED BY RULE 59 OF THE
MADRAS INDUSTRIAL DISPUTE RULES, 1958.

a. This is an industrial dispute between the Madras State Electricity Board constituted as per the provisions of Electricity (Supply) Act, 1948, with effect from 1.7.1957 and its employees; under the Madras State Electricity Board represented by Tamilnad Electricity Board Accounts Subordinates Union. This Union represents the employees (working as Lower Division Clerks, Upper Division Clerks, Typists, Steno-typists, Accountants, Senior Accountants, and Attenders) in all the Systems such as Pykara Electricity System, Papanasam Electricity System, Mettur Electricity System, Vellore Electricity system, Trichy Electricity System Erode Generation Circle, General Construction Circle, Kundah Circle, Emerald Circle and Sandynallah except Madras Electricity System/Generation, Madras Electricity System/Distribution and other Head Quarters office at Madras.

b. The subject matter of the dispute is the following demands of the electricity workmen that need urgent and immediate redressal. It can be seen from the demands that the agreement that has been entered into between the representatives of the Madras State Electricity Board and the workmen represented by the Tamilnad Electricity Workers Federation has not been implemented. What is more, soon after the agreement, the management and its officers have followed the deliberate policy of violating the terms and spirit of the agreement and have begun to indulge in acts of provocation particularly in the matter of victimising the office bearers of the Unions, the Federation and active members. The prevalent facilities have been taken away, suspended or altered both in the matter of trade-union facilities and as well as the service conditions of employees. Normal channels of representations and redressal of the grievances have been either denied or converted into a farce. Regular periodical deputations that used to be accepted and recognised are now in post-agreement days denied. Attempts to resolve the conflicts and getting the demands redressed is frowned upon and the employee-office-bearers (who constitute more than 85% of the unions or the State Council membership of the Federation) are discouraged, harassed and affected adversely by vindictive transfers and in some cases on alleged mistakes penalised by reversions and even summarily dismissed.

Disciplinary actions are initiated deliberately against active union members contrary to the normal procedure and summary memos, warnings, final warnings and threats of dismissals are issued to weaken and disrupt the collective bargaining strength. This right of collective bargaining that is enshrined in the constitution of India is being denied and attempted to be defeated.

The representations from the Unions and Federation and the resolutions of General Body meetings, Executive meetings and conferences are not replied for months on end and at the end of it, is summarily denied or the conventional red-tape reply as "still under consideration" are given. Interviews sought for are refused or interviews are granted and grievances are not redressed. Thus the grievances of the employees have accumulated all through the twelve months. Fresh inroads are made and in spite of the transitory regulations of the Board, serious and adverse alterations in the matter of service conditions are imposed.

The conciliation proceedings provided by machinery of the Government Labour Department is also not utilised and when the workmen or the unions take recourse to it, even that has been followed by the representatives of the management has been one of hostility. The typical example of such an attitude and its refusal to be guided by the general recommendatory policies, enunciated in the Code for Discipline in which the Board has filed a Writ-Petition against the order in favour of the workmen with reference to the applicability of the statutory provisions of the shops Act.

All the following demands have been not redressed and exemption is taken by the opposite party to most of them.

I. Against victimisation of office-bearers of Federation and Unions and active members.

- II. For acceptance of the Code for Discipline in Industry by Madras State Electricity Board.
- III. Against the malimplementation of the agreement d/3.2.59.
- IV. Bonus of three months pay for the years ending 30.6.58 & 59.
- V. Representation to Tamilnad Electricity Workers Federation in State Electricity Consultative Council.
- VI. Integration of Travancore-Cochin State allottees, South Arcot and other undertaking staff.
- VII. 12½% special Pay Allowance to Kundah Project employees.
- VIII. Special pay to I.L.C. workmen without discrimination.
- IX. Acceptance of the provisions of Madras Shops & Establishments Act to the clerical and allied employees.
- X. Against the exemption sought for by the Board from Sec.9.A of the Industrial Dispute Act, 1947.
- XI. Restoration of Trade Union facilities and other prevalent facilities.
- XII. Against increase in work-load.
- XIII. Reinstatement of Clerks terminated irregularly.
- XIV. Restoration of supervisory allowance to Upper Division Clerks, etc.
- XV. Appointment of J.A.as. to be stayed
- XVI. Rent free quarters and Free Electricity for Clerical Employees at Mettur Dam and other places.
- XVII. Abolition of System of confidential reports and other obsolete restrictions.
- XVIII. All orders contrary to Section 9(A) of the Industrial Disputes Act to be rescinded.
- XIX. Completion of probation of Sri Krishnamurthy and others whose period of probation has been illegally extended.
- XX. Reinstatement of Sri Raghavan typist and others illegally terminated contrary to the accepted principles of 'last come first go'.
- XXI. Other demands as furnished in Annexure 'B'.

NOTE ON DEMANDS- Furnished separately in Annexure 'A'.

c. About 3000 workmen are likely to be affected by this dispute.
 d. Concurrently with the Tamilnad Electricity Workers Federation our union has been representing these demands and pressing with the officers, heads of the systems, Chief Engineer, or Chief Distribution Engineer or Chief Operation Engineer and the Madras State Electricity Board. Till today none of our demands have been conceded.

Our efforts at conciliation proceedings have not met with success.

The representations made on our behalf and in pursuance of the above demands by the Federation since March 1959 have not been complied with. On basic issues the Board has pursued a negative approach or dilatory tactics and that lapse of time is concurrently utilised by the officers to perpetrate acts of intimidation and penalisation of workmen and employee-office-bearers. On Feb.11, 1960 the Chairman of the Board who has fixed an appointment with the office-bearers of the Federation has gone back on the same. Similarly the representation to the united ad representative body, representing the interests of the employees namely Tamilnad Electricity Workers Federation is to be given in the State Electricity Consultative Council. The report of the negotiating Committee has stated that this matter should be taken into consideration favourably by Government. In the agreement reached on 3-2-1959 the Board agreed that the Federation can take up the matter with Govt. of Madras but on 23.2.60 the Govt. have not given representation to Federation but reappointed same member for current year also, the third year in succession thus going back on their declared aims in such a matter. Thus the efforts of Union & Federation have been till todote to avert the conflicts and the industrial strife and persistently demanded for the acceptance for the code of the discipline by the Board. The Board and its officers on the other hand have launched on grave acts of provocation against the workmen, Unions and the Federation. Hence in the above circumstances having exhausted all venues of appeals representations and direct discussions, we are constrained to issue notice of strike under Sec.22(1) of the Industrial Disputes Act, 1947 and responsibility for the same and its consequences are entirely with the Madras State Elec. Board and the anti-democratic policies of the Govt. of Madras towards the Electricity Workmen.

Sd. K.V.Chinnan. Sd. Rajamani. Sd. R. Ramaranganathan Sd. R. Govindaswamy
 Sd. K. Jagannathan Sd. P. Dhanaraj
 GEN. SECRETARY

NOTE ON DEMANDS.

(To be included at the end of the Statement accompanying the Notice of Strike).

1. Against Victimization of office-bearers of Federation and Unions and active members.Transfers of :-

| | |
|-------------------------------|--|
| i/ Sri S.R. Neelakantan | Jt. Secy., TNEWF., Gen. Secy. MEEU. |
| ii/ Sri M.A. Malick | Ex. Vice-President, TNEWF and Ex. President, TNEBASU |
| iii/ Sri P. Mahadevan | Treasurer, TNEWF & Asst. Secy. MEEU. |
| iv/ Sri C.A. Ganapathy | Vice-President, TNEWF & Genl. Secry. MSEBEU, Vellore. |
| v/ Sri P. Phanaraj | Jt. Secy. TNEWF, Gen. Sect. TNEBASU |
| vi/ Sri K. Jagannathan | Vice-President, TNEWF, President; TNEBASU. |
| vii/ Sri K. Ramaswamy | Executive member TNEWF., Vice-President MSEBEU., Papanasam. |
| viii/ Sri S. Ramaswamy | Ex. Jt. Secy., TNEWF., Convenor, Standing Council, Kundah. |
| ix/ Sri R. Viswanathan | Reg. Secy., Emerald, TNEBASU. |
| x/ Sri K. Gopinathan | Vice-President, MEEU |
| xi/ Sri Mari | Protected Workmen, MEWU |
| xii/ Sri L.S. Arumainayagam | State Council Member, TNEWF., Protected workmen, MEWU. |
| xiii/ Sri Ramachandran | Branch Member, MEBEU., Pykara. |
| xiv/ Sri K.T.B. Nair) | |
| xv/ Sri G. Srinivasan) | |
| xvi/ Sri S. Loganathan) | Emerald Circle, TNEBASU. |
| xvii/ Sri R. Santhanakrishnan | Reg. Secy., TNEBASU, Vellore. |

DISMISSLS OF:

| | |
|------------------------|------------------------------------|
| xviii/ Sri K.K. Mani | Protected workmen, MEBEU., Mettur. |
| xix/ Sri Gengadharan) | |
| xx/ Sri Natarajan) | M.E.W. Union |
| xxi/ Sri A.S. Gopal | Ex. Executive Member, MEWU. |

DISCRIMINATORY PROCEEDINGS AGAINST:

| | |
|--|---|
| xxii/ Sri P. Parthasarathy and others | State Council Member, TNEWF and Vice- President, MEWU. |
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The Chairman, Negotiating Committee in his conclusions to the report submitted to the State of Madras has stated quoting from the Labour Appellate Tribunal of India (Special Bench) regarding the Banks at page 86 of the printed Report as follows :-

"We trust that the rapidly changed relationship of employer and employee will be more generally recognised as indeed it has been recognised by many of the banks, so that their approach to the problems of dealing with the staff is inspired by a sympathetic understanding of their circumstances., Employees must give a fair day's work for a fair day's wage. To do less would be to invite disaster either by removal for inefficiency or by a general lowering of wages. THIS IS THE WRITING ON THE WALL FOR ALL TO SEE IN THE CONTEXT OF OUR COUNTRY'S PRESENT ECONOMIC SITUATION".

"It is hoped that in the future relationship, between the Board and the workmen the spirit underlying these observations will be borne in mind for preservation of Industrial Peace". These well meaning utterances of the Chairman, Negotiating Committee have fallen on deaf ears and it can be seen from the above list that 5 out of 11 office-bearers, ten out of about 25 executive members of the Federation and more than 20 of the protected workmen are wilfully and vindictively harassed by transfers and the normal functioning of the Unions and the Federation is attempted to be thwarted disrupted and the collective bargaining strength of the workmen weakened. There has been no parallel to this en-masse victimisation in all the previous ten years when most of the Unions have been functioning singly or individually. Out of 21 cited except for six all the rest of 15 office-bearers there has been no cause or

reason at all for the transfers except of their being office-bearers and association in the legitimate and normal Trade Union activity in connection with the redressal of demands.

As such we demand the cancellation of such vindictive orders of transfer, dismissals and too harsh punishment of the above and other such employees forthwith.

II. FOR ACCEPTANCE OF THE CODE FOR DISCIPLINE IN INDUSTRY BY THE M.S.E.B. AND RECOGNITION OF THE FEDERATION AND THE AFFILIATED UNIONS.

As early as November 1958 the Federation has adopted the Code and urged the Board for its acceptance. But unfortunately the Board while it has not given its concurrence to the same though it is bound by Sec.79 of the Electricity (Supply) Act, by the State Policy in matters of general policy, it has been doing or permitting its officers and members to do everything to violate the specific provisions regarding victimisation, unfair labour practice, unilateral alteration of service conditions all these twelve months since the agreement.

(b) Further the Federation and the Unions fulfill all the norms set out at the 16th Indian Labour Conference warranting recognition. But so far in spite of repeated representations and negotiations the Board has not accorded Recognition and consequential benefits and benefits.

(c) The grievance procedure has not been set up and even Works Committees have not been constituted under statutory provisions.

(d) Against the provisions of the Code Writ petition has been filed by the Board against the Appellate Authority under Sec.51 of the M.S.E. Act.

We demand the withdrawal of such resorts to Courts, and demand the grant of recognition of the Federation and Unions, setting up of grievance procedure and signing of the Code for Discipline without further delay.

III. IMPLEMENTATION OF THE TERMS OF THE AGREEMENT DATED 3.2.59 AND RECTIFICATION OF ASPECTS OF MAL-IMPLEMENTATION.

(i) Refixation of Pay as per the revised scales has so far not been given effect to (a) about 500 Nagercoil Allottees, Clerical Executive workmen, last grade and N.M.R. workmen. (b) about 150 Ex.MESC Clerical employees, monthly paid Rotary and Central Break Down Workmen and Watchmen (c) about 350 South Arcot and other undertaking employees. As such even in the matter of revision of scales of pay the agreement has not been implemented.

Some of the employees have been taken over in 1947 and they are yet to be integrated and the State Allottees and other employees transferred and taken over in 1954 and 55 are yet to be integrated.

(ii) Several anomalies of (a) juniors getting more pay than seniors. (b) new scales to such categories are not shown in the annexure to the agreement like the Cable Jointers; (c) and other anomalies have so far not been looked into.

(iii) (a) Even the meagre interim D.A. of Rs.5/- has not been given to certain workmen at Poonamallee and M.E.S. sub division at Kundah; (b) The increase in pay to casual labourers and contingent staff have not been sanctioned (c) 1000 N.M.R. senior workmen in Mettur have been discriminatorily treated and segregation of D.A. and grant of benefit of B.A. given in 1957 and 58 are to be accorded to them.

(IV) The Night shift allowance has not been given to workmen working in the night shift, such as the Distribution and Maintenance staff in all systems and the Watchmen in certain systems. Only a nominal number of regular shift workmen have been paid in M.E.S.,

Generation and other Systems and the bulk of the employees number more than 2500 are still denied the Special Allowance.

(V) 5000 workmen as per Seniority either State wise or system wise have not been made permanent or O.S.S. Nearly 50% of those integrated have been posted as Lascar II Grade and thus the purpose of agreement is defeated in so far as their emoluments and status are adversely affected. The very term in the agreement is further attempted to be negated by the unilateral introduction of "All-In-Wages" and D.O. letters to liquidate the category called N.M.R.

(VI) No respect has been shown to the assurances before the Negotiating Committee in the matter of provision of Housing facilities to these essential workmen. After the agreement the number of workmen of essential services have increased due to transfers and increase in extensions. Adequate quarters are not provided. As such to all the eligible workmen, pending provisions of Rent Free Quarters and Free Electricity 20% of Pay or a minimum of Rs.20/- is to be granted to the workmen coverable as "Essential Services".

(vii) Free uniform have not been supplied and about 5000 workmen have been denied this benefit in spite of the agreement. 1400 L.G.S. staff and 500 collection staff who are still to be given this benefit will make a minimum of 7000 workmen who are to benefit under this term but denied so far.

(viii) Mal-implementation of the term on "Construction allowance" has taken place in two ways. One is that the O.S.S. who have been granted construction allowance have been adversely affected in Mettur System and the number of such workmen are directed to be restricted, consequent to the agreement. Secondly the work charged and the N.M.R. who are posted in the construction works either directly or from the Maintenance Works have not been sanctioned this construction allowance.

(ix) The 22 or more national and Festival Holidays are not being given to about 15000 O.S.S. workmen except in a few places. Neither double the wages are paid nor the compensatory holidays made available in full. Further the work charged workmen and the N.M.R. with over four years have not been given this benefit till today. As such this benefit is to be given in full and the arrears from 1.1.59 is to be paid to all eligible workmen.

(x) Term No.12 of the agreement has not been implemented at all and the arrears w.e.f. 1.1.59 are to be paid.

(xi) The term under Transfer of workers is the most abused and violated term of the agreement. All the union activities and office-bearers so transferred are to be posted back to their original posts and wages granted to them and provision as has been made available to the P & T employees Union should be extended to the employees under M.S.E.B., and the clause on protected workmen should be strictly respected by the management.

(xii) Sri Gangadharan and Natarajan are to be reinstated with back wages.

(xiii) The cut in wages effected pending conciliation proceedings is to be restored.

(xiv) Other anomalies and inroads consequent to the agreement are to be set right.

IV. BONUS: The Chairman, Negotiating Committee has stated in his recommendation at page 52 of the printed report, "If the State Electricity Board is treated as a pure industrial concern and if the wage scales including Dearness Allowance as prevailing in other industrial concerns were to be copied, it goes without saying that any recommendations fall short of that scales". Even such recommendations amounted to about 2 Crores. The agreement reached was said to have cost only 53 lakhs. As such admittedly the workmen are paid low wages

much short of fair wages and even minimum wages as compared to the need based norms agreed to in the 15th and 16th Indian Labour Conferences.

Secondly, the Board is in sole monopoly of Electricity Generation in the State and is making huge profits and with the revision of tariff in October 1959 its financial position has definitely further improved.

S As such on grounds of deferred wage and filling up the gap between the living wage and the actual wage the demand of 3 months pay as Bonus for the year ending 30th June 1958 and 1959 to all the workmen is very reasonable, modest, just and must be conceded.

V. REPRESENTATION TO THE TNEWF in the State ELECTRICITY CONSULTATIVE COUNCIL (FOR THE YEAR 1960 UNDER SEC.16(2) OF THE ELECTRICITY (SUPPLY) ACT, 1948.

i) By the majority Report of the Negotiating Committee appointed by the Government of Madras it was specifically recommended that the Federation should be represented in the Council.

ii) In the agreement the Board has accepted that the TNEWF should represent the same to the Government.

iii) In the statement filed on behalf of the Board before the authority under Sec.51 of the M.S.E. Act it has been stated that the Federation represents the employees under the M.S.E.B.

iv) By the norms set up and accepted in the 16th Labour Conference at Nainital, the TNEWF is the only United Federation of almost all the Unions of Electricitymen in the State of Madras and as such should be given adequate representations in the Council on behalf of the Electricity Labour urgently and without further delay.

VI. INTEGRATION OF NAGERCOIL ALLOTTEES AND UNDERTAKING STAFF AND GRANT OF BENEFITS WITH EFFECT FROM 1.1.1959.

a) Nagercoil Allottees from Kerala State including clerical executive and N.M.A. employees are also to be integrated and given the benefits from the date of transfer and promotions and other benefits extended to them.

b) The Ex.M.E.S.C. daily paid as well as the monthly paid including clerical last grade and workmen are to be integrated with effect from 29.8.1947 and the benefits correspondingly granted.

c) The undertaking staff in other places are to be integrated in the corresponding posts and scales with effect from the date of taking over by the Electricity Department or the Board.

d) All the above workmen are to be given benefits under the agreement providing for suitable benefits under fitment, advance increment and such arrears paid to them in full.

VII. 12th SPECIAL PAY ALLOWANCE TO KUNDIAH PROJECT EMPLOYEES:

a) All the N.M.A. workmen, clerical employees and the last grade staff are to be granted the benefit of the special pay without discrimination and with effect from the same date when the supervisory and executive staff were given.

b) The work-charged employees in Kundiah and other places are to be integrated into O.S.S. and fitted into suitable and corresponding time scales of pay.

VIII. Special Pay to T.L.C. Workmen without discrimination:-

The special pay that is being paid to certain workmen and the J.Es. and S.Os. in certain sections of Lowerline Construction causing invidious discriminations is to be uniformly paid to all the work who are only small in number and the injustice removed from the date of sanction to the employees mentioned.

IX. ACCEPTANCE OF THE PROVISIONS OF M.S.E. ACT TO THE CLERICAL AND ALLIED EMPLOYEES.

All the accounting and clerical employees Attenders and the last grade staff collection staff, store keeper, staff and workmen in various stores sub divisions are to be treated as covered under the M.S.E. Act and the hours of work overtime wages and other benefits granted with effect at least from 23.12.1959.

X. Against the exemption sought for by the Board of Section 9-A of the Industrial Disputes Act (1947).

XI. Restoration of Trade Union Facilities: right to hold meetings - within the premises and such other conditions of service that have been existing and prevailing on 1.4.58 and grant of union premises at divisional and system H.Ws. for the Union.

XII. UNILATERAL INCREASE IN WORKLOAD TO CLERICAL EMPLOYEES SHOULD BE WITHDRAWN AND INCREASE OF THEIR STRENGTH TO BE SANCTIONED:

In contravention of the terms of the agreement, the transitory regulations of the Board as well as the provisions of the third chapter of the Code for discipline in Industry, the workload of the Clerks in the Revenue Sections have been arbitrarily, unilaterally and unjustly raised from 450 to 600 bills and correspondingly the workload of other L.D.Cs, U.D.Cs., and Accountants and the Dy. Chief Accountants have been increased. This is causing hardship and harassment to the employees and this adverse change is affecting the efficiency of work in this public utility service.

The General extension and development of works by the Board has been more than two times of what it has been in the year 1955 and the strength of the employees has not been correspondingly increased. As such we demand that the unjust and illegal change in workload is to be withdrawn and the total strength of the clerical employees in the year 1958 has to be increased at least by 2000 in the interests of efficiency and for compliance with the provisions of the M.S.E. Act/1947.

XIII: REINSTATEMENT OF CLERKS TERMINATED IRREGULARLY SINCE THE DATE OF THE AGREEMENT:

More than 150 clerks have been terminated contrary to the Sec.41 of the M.S.E. Act and denied the reinstatement in spite of representations. At the same time in Dec. 1959 the Board has called for applications numbering about 600 clerks and typists for recruitment. As such steps constitute unfair labour practice we demand the reinstatement of all the -clerks who have put in more than 6 months service but terminated by the -officers under the Board urgently and with back wages. Any further recruitment should be made without prejudice to the employees who are at present in employment.

XIV. RESTORATION OF SUPERVISORY ALLOWANCE TO UDCs and COMPENSATORY HIGHER PAY FOR UDCs IN CASH SECTIONS AND THE GRADUATE CLERKS:

(a) The existing facility till the date of the agreement in the matter of the supervisory special allowance to UDCs has been illegally stopped in several systems and this adverse change effected unilaterally. This is causing hardship and discontent among the employees. As such this supervisory allowance is to be restored with effect from the date of such stoppage.

(b) The question of grant of special pay to the UDCs working in Cash Sections was agreed to be favourably considered by the representatives of the Board in the Negotiating Committee once the basic questions of pay scales and Dearness allowance was settled. It was on that basis that the Chairman and the Negotiating Committee have made a General recommendation that suitable special pay may be granted. As no steps in this direction have been taken so far and the nature of work of such UDCs involve greater responsibility and higher efficiency we demand that a minimum of Rs.20/- is to be granted as special pay for the U.D.Cs. in Cash sections.

(c) The graduate Clerks have been drawing the minimum pay of Rs51/- when the non-graduate clerk was fixed at Rs.45/- The difference in the minimum of pay was that equal to two increments. As such consequent to the agreement and revision of pay scales, we demand that the graduate clerks are to be re-fixed with minimum at Rs70/- and the arrears paid with effect from

XV. APPOINTMENT OF JUNIOR ADMINISTRATION ASSISTANT AND REDUCING THE POWERS OF THE DEPUTY CHIEF ACCOUNTANTS AND THE CHIEF ACCOUNTANTS ADVERSELY AFFECTING THE SERVICE CONDITIONS OF THE CLERICAL EMPLOYEES:

This arbitrary appointment of Junior Administrative Assistants is an illegal change effected contrary to Section 9-A of the Industrial Disputes Act 1947 and contrary to the assurance given by the Board that no adverse changes would be made at the time of the constitution of the Board. Further the change affects adversely and reduces the chances of promotions of 100s of employees among the UDCs and LDCs. As such we demand that this order is rescinded till the regular rules of the Board are framed in consultation with the Unions and the Federation.

XVI. RENT FREE QUARTERS AND FREE ELECTRICITY FOR THE CLERICAL EMPLOYEES AT METTUR DAM AND OTHER SIMILAR AREAS:

The Clerical employees alone are being discriminated by being charged with the rent for quarters and Electricity while other workmen have been granted the free Electricity and Rent Free Quarters benefits. As such we demand that this discrimination is to be put an end to and the benefits sanctioned to the employees with effect from 1.1.59.

XVII. THE ABOLITION OF SYSTEM OF CONFIDENTIAL REPORTS AND SIMILAR OBSOLETE RESTRICTIONS:- The circumstances of origin for the confidential reports and such other obsolete restrictions were during the alien regime when mistrust and suspicion guided the relations between the executive and the mass of employees in Govt. Depts., After the advent of the democratic constitution of the Indian Republic their continuation has become recognised as unnecessary and harmful even for Government employees. As the employees under the Board have been declared as non-Governmental employees and have begun to be governed by democratic principles of Industrial relations, we demand that this system which engenders malpractices, unfair labour practices and statutory violations, this System is to be abolished and put an end to and entirely new rules and regulations based on the provisions of Employment (Standing orders) Act be framed.

XVIII. ALL DIRECTIONS CONTRARY TO THE SEC.9-A THAT HAVE BEEN ISSUED SINCE THE AGREEMENT TO BE RESCINDED AND THE EMPLOYEES ADVERSELY AFFECTED TO BE COMPENSATED:

Contrary to the provisions of the agreement, the transitory provisions of the M.S.E.B. and Section 9-A of the I.D. Act, 1947 certain orders have been issued altering the service conditions governing the clerical employees. In the result, promotions are held up (Passing of Book-keeping for promotion of LDC or UDC) those employees who were in higher scales of pay have been reverted (Ex-Civil service department employees) and several anomalies created.

Hence we demand that such orders are rescinded and the employees so adversely affected be compensated by promotions and grant of difference of emoluments so suffered with effect from the date of such orders.

XIX. COMPLETION OF PROBATION OF SRI KRISHNAMURTHY AND OTHERS WHOSE PERIOD OF PROBATION HAS BEEN ILLEGALLY EXTENDED: - The period of probation of Sri Krishnamoorthy (Vellore) and others has been irregularly and unjustly extended after a satisfactory period of one year while the period of probation was very much less. As this constitutes unfair labour practice, we demand that such employees are to be given the benefits of completion of probation and corresponding benefits.

XX. REINSTATEMENT OF SRI RAGHAVAN, TYPIST (PAPANASAM) AND OTHERS ILLEGALLY TERMINATED CONTRARY TO THE ACCEPTED PRINCIPLES OF 'LAST COME, FIRST GO':--

Against the universally accepted principle of 'Last come, First go' and due to no fault of the employee and based on extraneous considerations, Sri Raghavan and others have been unjustly terminated from service. Hence we demand such employees are to be reinstated with full back wages.

XXI. OTHER DEMANDS AS FURNISHED IN ANNEXURE 'B'.

Sd. K. Jagannathan
President.

Sd. P. Dhanaraj,
General Secretary.

ANNEXURE "B".1. Grant of facilities under Employees Provident Fund Act, 1952 to the clerical employees in Distribution Systems and Projects as granted under Generation.

All the clerical employees are to be covered under the Employers Provident Fund Act, 1952 and the benefits granted without prejudice to their existing facilities. The discrimination to the employees in the Distribution Systems and other Circles that is at present being shown is to be rectified.

2. Gratuity and Retirement benefits.

The retirement age is to be raised to 58 to all the employees and the old age, service gratuity at the rate of one month pay (as last drawn) is to be sanctioned to all the employees w.e.f. 1-1-1959.

3. Rules of the Board to be based on employees standing orders Act and in consultation with the Union and the Federation.

The Rules in place of the transitory regulations that are pending since two years are to be framed in consonance with the principles laid down in the statute such as the employment standing orders Act and the observations of 18th Indian Labour Conference and such Rules are to be finalised in consultation with the Union and the Federation.

4. Recognition of the Union and the Federation:

As the Union and the Federation fulfills the norms set out in the Code for Discipline in industry the Union and the Federation are to be accorded Official Recognition and the benefits asked for in the Federation letter dated 2-10-59 such as special casual leave and protection to protected workmen are to be granted.

5. Against direct recruitment of U.D.Cs and the D.S.A.

Against the existing benefits and the principles of healthy and desirable promotion policy, the D.S.As are being recruited directly and against the interests of long serviced and efficient employees. Similar attempts for the recruitment of U.D.Cs. are being made. This is contrary to the interests of 1000s of serviced and experienced employees. As such this policy is to be revised and suitable promotion policy is to be evolved and the direct recruitment of D.S.As and U.D.Cs is to be given up.

6. Eligible Attenders to be promoted as Lower Division Clerks:

In spite of G.O.Ms.No.3575/58-2 d.18-7-58 the attenders with five years of regular service are not being promoted to L.D.Cs. As such the eligible attenders are to be promoted to L.D.C.

7. Exemption for Typists and U.D.Cs for promotions: The Typists with 5 years of regular service and more and who possess the Accounts test qualification are to be promoted to U.D.C even if they do not possess the minimum general education qualifications.

The upper Division Clerks with ten years of regular service and more are to be exempted from passing Accountancy Higher for promotion to the posts of Accountants.

8. Leave Reserve Vacancies to be provided for in the interests of efficiency.

In consonance with the statutory provisions of Madras Shops and Establishments Act, 1947 and the provisions of the Code for efficiency and workmen's welfare, leave vacancies upto a minimum of 10% are to be provided for to ensure the availing of leave benefits by the employees without prejudice to the efficiency of the work of the Board.

9. Warm clothing advance for employees in Kundah, Emerald Sandynaloh Circles and similar places:

The employees are to be given second advance as and when the first advance paid has been fully recovered from the employees. The present difficulties caused to the employees in the abovementioned circles are to be rectified.

10. POSTINGS OF THE CLERICAL EMPLOYEE PERSONAL UNDER THE MADRAS STATE ELECTRICITY BOARD.

(a) The staff under the Madras State Electricity Board in the Secretariat are to be the regular employees under the Board drawn from among the serviced and experienced personnel of the Head Quarters offices and the systems under the Board.

(b) Similarly the posts of the Superintendents and allied designations in the Head Quarters offices are to be thrown open to the systems also based on the common seniority.

(c) Confirmation of the services of all the employees at the end of a satisfactory period of service of Six Months and the regulation of service should be with effect from the date of joining of the employees.

(d) MEDICAL AND EDUCATIONAL FACILITIES:

(a) The Educational facilities for the year 1958-59 are to be granted and the amounts remitted by the Board Employees should be reimbursed.

(b) Medical Officers and Minimum medical facilities are to be provided for each system and circle and project area by the Board

12) (a) The limitation of 4 months for the grant of House Rent Allowance is to be removed and the benefit of the H.R.A. is to be six months.

(b) During the leave period the H.R.A. is to be disbursed along with the Pay and other allowance.

(c) During the leave period the pay last drawn is to be granted instead of the average pay.

K. JAGANNADHAN
The President.

F. DHANARAJ.
General Secretary.

- 7 APR 1960

RAJASTHAN
Elec. & Water Workers'
FEDERATION.

36-37 Sadulnagar,
Bikaner.

Dr B. U. Go

Dear Com. Srivastava

Hope you might have received a copy of our Tool Down Strike Notice and a Press Communiqué and hope you will find place and publish the same in TUK. There is no response from the authorities as yet and if and when there is any, I will keep you abreast with the developments.

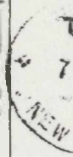
According to a news item in TUK dated 5.4.60, Tamilnad Federation is also reported to be thinking on

Direct Action: Payah is also reported to be going on these

lines. How proper it would be if you could arrange a meeting of leading comrades in electricity so that we may think to revolutionize the All India Federation. I am also writing to com. S.C. Krishnan directly. But you kindly get the date fixed, sooner the better.

Hoping to hear from you soon. As com. Dange coming for our STUC conference from 17th to 19th April at Udaipur. Yours, Comradely,

Dhal



पोस्ट कार्ड
POST CARD

केवल पता
ADDRESS ONLY



To,

Com. K.G. Srivastava,
Secretary

All India Trade Union Congress

4, Ashok Road,

New Delhi

RAJASTHAN ELECTRIC & WATER WORKERS' FEDERATION

(Press Communique)

A meeting of the Executive Committee of the Rajasthan Electric & Water Workers' Federation took place at Kishengarh (Ajmer) on 16th and 17th March, 1960 under the presidentship of Shri Narendra pal and the following decisions were taken.

(1) That one month's notice should be given to the Rajasthan State Electricity Board and the Additional Chief Engineer, Health (Water Works) Rajasthan for 4 Hours Foods Down Strike from 12 Noon to 4 P.M. on 25th April, '60 against the non-implementation of the demands recommended by the Demands Enquiry Committee and accepted by the Government in February, 1959 (the copy of the notice is enclosed).

The demands as recommended by the Demands Enquiry Committee include the demand of Filling up the vacant posts, Compensation of old work-charged services Fixation of employees employed between- 1-4-49 and 1-4-50, permanency and fixation of Water works employees, Leave Facilities, inclusion of Dearness Allowance for the purpose of Provident Fund Contributions, Framing of service conditions, ratification of Code of Discipline and Grievance procedure etc. etc.

It may be added that most of these demands are pending since 1956 when the Federation held its 4th Annual Conference at Bikaner inaugurated by Shri V.V. Giri. These demands were referred to a demands Enquiry Committee appointed by the Government of Rajasthan under the Chairmanship of the Chairman, Rajasthan State Electricity

Board and which included the representatives of Electricity Board, Water Works Department, Ministry of Finance, Ministry of Irrigation and power and the Worker's Federation. The Committee had submitted its Unanimous Report in October, '58 and the Government had communicated their acceptance in February 1959 but they have not yet been implemented by ~~the~~ the Electricity Board and the Water Works Department both. The Federation has since then made many attempts to get these demands implemented peacefully but to no avail. Hence the Federation has been compelled to resort to Direct Action.

It may be mentioned here that the Federation represents about ten thousand employees of the State Electricity Board and the Water Works Department of the Government of Rajasthan.

(2) That a demand day should be observed throughout the State on 13th April, 1960 so that the attention of the authorities may be drawn to our Demands.

(3) That the next Annual Session should be held at TONK from 15th to 17th May, 1960 when the progress of the demands especially after the tools Down Strike and its likely impact on the authorities as well as the Workers should be reviewed and the decision for further action should be taken.

The working committee also considered the budget of the Rajasthan State Electricity Board and were highly critical of the slow progress of the works, Faulty planning and execution, top heavy administration, lack of Funds for residential quarters for the workers and for labour welfare

It was of the view that the deficite budget of Rs. 11.75 lacs can be turned into that of surplus if proper vigilance is maintained and leakage in revenue is plugged for which they have sought the Co-operation of the authorities and if the expenditure on administration is kept in check.

It may be mentioned that an expenditure of Rs. 17lacs has been Added after the formation of the Board on the offices of the Board Secretariat and Chief Engineer where as there is a deficite of Rs. 11.75 Lacs only.

The Working Committee has decided to publish a detailed broucher on the Budget and has appointed a sub-Committee for preparing the draft of the same.

D/- 25.3.60
.....


GENERAL SECRETARY .

Annexure to the strike Notice u/s 22(1)
of the Industrial Dispute Act, 1947.

.....

The Rajasthan Electric & Water Workers' Federation' had submitted a charter of Demands in May, 1956 which was adopted in its 4th Annual Conference at Bikaner, but the Government did not pay any heed till May, 1957 when the Federation took the decision of general strike. The demands were then submitted to a Demands Enquiry Committee, which included, among others, the Chairman, Rajasthan State Electricity Board, who was also the Chairman of the committee and Shri K.N. Bhargava, the Additional Chief Engineer, Health (Water works), Jaipur as member. The committee was required to submit their report within three months, but it took about 1 $\frac{1}{2}$ year to complete its deliberations. The report was, however, submitted to the Government in October, 1958 and the Government further took four months in communicating their acceptance of the recommendations of the committee, which were unanimous and which also bore the signatures of two of their representatives viz. Deputy Secretary Irrigation & Power and Deputy Secretary Finance.

Although the majority of the demands of the Federation have been accepted by the Demands Enquiry Committee and the Government of Rajasthan about a year ago, they have not been implemented as yet by the Rajasthan State Electricity Board and the Water Works Department of the Rajasthan Government. We have been sending many reminders and representations, but to no avail. The Additional Chief Engineer, Health has at least been kind enough to reply to all our letters although our demands have ^{not} been implemented, but to our regret

the Rajasthan State Electricity Board, has not shown even the courtesy of acknowledging our letters. Every time we have met the authorities, we have been given the assurances that our demands will be implemented early, but they have never materialised and they have proved quite empty. One such meeting was held by the representatives of the Federation with the Chairman, Rajasthan State Electricity Board in the month of September, 1959 and they were assured that all the pending demands will be implemented very early, but, also, this promise, has also been respected in breach rather than its observance. This meeting itself was held with the Chairman, Electricity Board, on his desire that we should postpone direct action and sit and discuss the grievances and he will remove them early. It may be mentioned here that we had decided to organise the strike Ballot throughout the state in our meeting of the Executive Committee of the Federation, at Dholpur in the month of June, 1959 and a consolidated charter of Demands was prepared in that meeting and submitted to the authorities along with the communication of our decision of taking strike Ballot. But on the desire and assurances of the authorities, that they will implement the demands very early, we, in our meeting at Bikaner in the last week of July, 1959 postponed the decision of strike, and instead formed a Negotiation Cum-Action Committee, which held the meetings with the authorities and recommended postponement of the strike for the time-being.

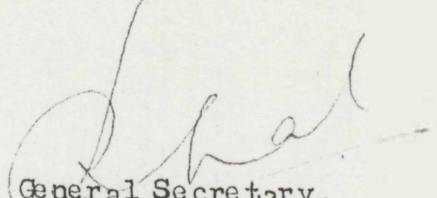
But, to our regret, the assurances given the committee have also not been carried out as mentioned above,

and we are left with no alternative, but to resort to direct action.

The Executive Committee of the Rajasthan Electric & Water Workers 'Federation', in its meeting dated 16th to 18th March, 1960 at Kishengarh, has therefore decided to give a call of Tool Down Strike from 12 Noon to 4 P.M. on 25th April 1960 to all its affiliated unions throughout Rajasthan against the non-implementation of our demands as contained in our consolidated charter of Demands (copy enclosed) submitted to the authorities on 2nd July, 1959 after the Dholpur meeting. Hence this Notice.

We, still earnestly request and hope that the authorities will implement our demands in time and avoid the direct action, which we have reluctantly taken recourse to as a last resort.

It is also earnestly hoped that the Authorities will not resort to victimisation of the workers who participate in the Tool Down Strike which is quite legal, bonafide and justified. But if they do so, we may also make it clear that the Tool Down Strike may turn into general strike for the indefinite period for which this notice will suffice.


General Secretary.
RAJASTHAN
Electric & Water Workers'
FEDERATION

CHARTER OF DEMANDS.

- (1) Implement the recommendations of the Demand Enquiry Committee which includes the following demands.
 - (i) P.F. should be deducted on the basis of basic wages and Dearness Allowance with effect from 18th May, 1958 and statement of accounts should be sent to the contributors at fixed intervals for verification and acceptance.
 - (ii) Payment should be made according to the revised grades of the R.P.S. and arrears should be paid early.
 - (iii) The cases of the employees who were employed between 14.49 & 14.50 for fixation be decided.
 - (iv) Standing orders should be framed early.
 - (v) Appointment of non-technical staff against technical posts should be rectified.
 - (vi) Service benefits for the old work charged service should be settled.
 - (vii) Vacant posts should be filled u-p for which committees should be formed which should include Federations representative.
 - (viii) Bonus in water works should be paid @ three months wages for the each year of 1956-57, 1957-88 and 1958-59.
 - (ix) Rent free accomodation should be provided.
 - (x) Electric connection of Tonk & Kishengarh employees should be restored without charging any disconnection and reconnection fee.
 - (xi) Earned leave should be allowed to be accumulated to 90 days.

- (xii) Uniforms should be given to all categories covered in terms of Factories Act, In addition, Helpers engaged on ash cleaning work who have worked continuously for two years should also be provided with uniforms.
 - (xiii) Those who were enjoying more than 10 National & Festival Holidays should be allowed to enjoy the same.
 - (xiv) The old services of Kishangarh and Tonk should be condoned and compensated.
 - (xv) Service Books should be maintained properly and regularly and leave books should be provided to the workers.
2. The benefit of Adhoc increase of Rs. 5/- in D.A. from 1.3.57 and 1.10.58 should be paid to Bikaner, Jodhpur and Ganganagar staff also.
 3. Excess of unitary Dearness Allowance over the unified Dearness Allowance in the case of Ministerial Staff of Bikaner Power House should have been treated as personal Dearness Allowance which should be done now retrospectively.
 4. Adhoc increase of Rs. 5/- in D.A. from 1.10.58 should be paid to all the staff except the "purely casual labour" only.
 5. Provision in the Budget of the Electricity Board for the Labour Welfare should be increased and adequate budget for Labour Welfare in Water Works should be sanctioned.

6. The fixation of Water works staff for the whole of Rajasthan should be completed.
7. The question of all privileges and facilities to the Hospital staff (Technical) which is pending due to intractability of transfer orders should be decided early.
8. Proper posts should be sanctioned for the staff of construction Divisions of the Electricity Board.
9. All the amenities and facilities as enjoyed by the other regular staff be given to the construction staff of the Electricity Board also.
10. Fixation of the staff of power houses taken over from the Private Licensees such as Sirahi, Sikar etc should be completed and their old claims due from the private companies should be settled before any disbursement is made to them. Adhoc increase of Rs. 5/- to Kuchaman P.H. staff should be given.
11. All the old claims pending before the formation of the Board should be finalised.
12. The question of post-poning Annual increment due to authorised leave of absence should be decided.
13. Arrangements should be made so that pension P.F. claims are settled after one month of the retirement of the incumbent.
14. The code of Discipline and Grievance procedure should be satisfied.
15. The meetings of the works committees should be regularised.

R Lal

11 APR 1960

(299)

MADRAS ELECTRICITY EMPLOYEES UNION
(REGD. No. 2502)
(Affiliated to the Tamilnad Electricity Workers Federation)

No. 5 Arumuga Naicken st., Mount Road, Madras 2.
Dated 5th April, 1960.

T.M.

RESOLUTION PASSED UNANIMOUSLY AT THE MEETING OF THE
GENERAL BODY OF THE MADRAS ELECTRICITY EMPLOYEES UNION,
HELD ON 4-4-60, UNDER THE PRESIDENSHIP OF SRI R. BABU-
SUNDARARAJ, PRESIDENT OF THE UNION, AT THE UNION PREMI-
SES AT No. 5 ARUMUGA NAICKEN STREET, MOUNT ROAD, MADRAS 2.

-x-

This General Body meeting of the Madras Electricity Employees Union, Regd.No. 2502, decides to serve the notice of strike as per section 22 (1) of the Industrial Disputes Act, 1947 on the Chairman, Madras State Electricity Board and other connected authorities, on or before 5th April, 1960 under the guidance of the Tamilnad Electricity Workers Federation and directs the members to resort to direct action to achieve the following just and minimum demands and in defence of the legitimate Trade Union rights, against victimisation and for Bonus. Any five or more of the following members are duly elected to sign the strike notice as required under the rules.

1. R. Babusundararaj
2. S. Murugesan
3. S.R. Neelakantan
4. D. Janakiraman
5. P. Madhava Pisharoty
6. R. Venkatraman
7. P.V. Balagopalan
8. T.S. Natarajan
9. P. Narayanan

DEMANDS:

1. Against victimisation
2. Restoration of Trade Union facilities, right to hold meetings within the office compound at 157 Mount Road, Basin Bridge Power House and other regional offices, permission to hang the Notice Board of the Union at the Canteen premises at 157 Mount Road, permission to collect subscription of the Union within the office at Basin Bridge Power House and such other ~~xxx~~ conditions that have been existing and prevailing on 1.1.1958 and grant of union premises at 157 Mount Road and Basin Bridge Power House.
3. Three months pay as Bonus for each of the years ending with 30th June, 1958 and 30th June, 1959.
4. Representation to the Tamilnad Electricity Workers Federation in the State Electricity Consultative Council for the year 1960.
5. For the acceptance of the Code for Discipline in Industry and the early constitution of suitable Grievance procedure in consultation with the Federation.

CONTINUED.

6. Grant of official recognition to the Madras Electricity Employees Union, the Tamilnad Electricity Workers Federation and other Unions affiliated to the Federation.
7. Implementation of the terms of the agreement dated 3.2.59 and rectification of aspects of malimplementation
8. Acceptance of the provisions of the Madras Shops and Establishments Act 1947 to the clerical and allied employees under the Board.
9. Against the exemption sought for by the Board of Section 9 (A) of the Industrial Disputes Act 1947.
10. For integration of Ex-M. E. S. C. employees and setting right the anomaly of non-payment of Madras House Allowance to Ex-M. L. S. C. accountants.
11. Payment of Dear Allowance to clerical and other employees in Basin Bridge Power House on a par with other other workmen.
12. Extension of Employees provident Fund to all the employees under the Board
13. Reducing the abnormal work-load heaped on the Revenue Billing clerks and revising the yard-stick for sanction of additional posts.
14. Revision of promotion policy
15. Confirmation of all the employees with more than six months of service and conversion of the regularised commerial assistants working as clerks in the Madras Electricity system as lower division clerks.
16. Reimbursement of the excess school fees paid by the Board employees during the year 1958-59.
17. Drawal of leave salary as pay last drawn or average pay whichever is higher.
18. Provision of two sets of uniforms of good-khaki per year to all the last grade staff
19. Payment of custody allowance to the staff working in the cash sections
20. Taking immediate steps for the provision of Housing facilities for the Board employees and staying the notice of vacation issued to the Board employees occupying Government quarters till such provision is made.
21. Stoppage of frequent transfers of the collection staff (Bill collectors) and the last Grade Staff
22. Scrapping the system of Confidential reports.
23. Against the appointment of Junior Assistant Administration in the system offices from the office of the Chief Engineer
24. Age of superannuation to be raised to 58 to all the employees under the Board.
25. Rules of the Board to be based on Employment Standing Orders Act and in consultation with the Union and Federation.
26. Leave Reserve vacancies to be provided for in the interests of efficiency.
27. Appointment of full time Medical Officer at 157 Mount Road and Basin Bridge power House.
28. Appointment of independent Labour liaison officer for settlement of disputes.

Sd. R. BABUSUNDARARAJ.

PRESIDENT OF THE MEETING.

NOTICE OF STRIKE UNDER SECTION 22 (1) OF THE INDUSTRIAL DISPUTES
ACT 1947

NAME OF UNION: MADRAS ELECTRICITY EMPLOYEES UNION
Regd. No. 2502
ADDRESS: No. 5 Arumugam Naicken street, Mount Road, Madras 2
DATED THE 5th DAY OF APRIL, 1960.

To:

THE CHAIRMAN,
Madras State Electricity Board,
Madras 9.

(Name of employer)

Dear Sir,

In accordance with the provisions contained in sub-section (1) of Section 22 of the Industrial Disputes Act, 1947, we hereby give you notice that we propose to go on strike. The date of strike for the purpose of section 22 (1) (c) will be 25-4-1960 or any day thereafter.

A statement giving particulars as required by rule 59 of the Madras Industrial Rules, 1958 is enclosed.

1. Sd. S. Murugesan
2. Sd. D. Janakiraman
3. Sd. P. Madhava Pisharoty
4. Sd. R. Venkatraman
5. Sd. T. S. Natarajan
6. Sd. P. Murayanan

Sd. R. Babusundaranraj
President
Sd. S.R. Neelakantan
General Secretary.

Copy to:

1. The Secretary, Madras State Electricity Board, Madras 9.
2. The Chief Engineer for Electricity, Madras State Electricity Board
3. The Chief Distribution Engineer, Madras State Electricity Board
4. The Chief Construction Engineer, Madras State Electricity Board
5. The Cooperation Engineer, Madras State Electricity Board
6. The Chief Controller of Accounts, Madras State Electricity Board
7. The Superintending Engineer/Dis., Madras Electricity System
8. The Superintending Engineer/Gen., Madras Electricity System
9. The Superintending Engineer/Technical Electrician, Madras 2.
10. The Superintending Engineer/Technical (Civil), Madras 2.
11. The Superintending Engineer/Investigation, Madras 2.
12. The Secretary, Department of Industries, Labour and Co-operation
Government of Madras, Madras 9.
13. The Commissioner of Labour, Chepauk, Madras 5.
14. The Commissioner of Police, Egmore, Madras 8.
15. The Conciliation Officers, First, Second and Third Circles,
Madras.
16. The Secretary, Tamilnad Electricity Workers Federation, Madras 2.

MADRAS ELECTRICITY EMPLOYEES UNION
(Regd.No. 2502)

(Affiliated to the Tamilnad Electricity Workers Federation)
No. 5 Arumuga Nalicker street, Mount Road, Madras 24

STATEMENT GIVING PARTICULARS AS REQUIRED BY RULE 59 OF THE MADRAS
INDUSTRIAL DISPUTE RULES 1958.

- x -

a) This is an Industrial Dispute between the Madras State Electricity Board constituted as per the provisions of Electricity (Supplies) Act, 1948 with effect from 1.7.1957 and its employees under the Chief Engineer for Electricity, Chief Controller of Accounts, Superintending Engineer/Distribution, Madras Electricity System, Superintending Engineer/Generation, Madras Electricity System, Superintending Engineer, Technical (Electrical), Superintending Engineer/Technical (Civil), Superintending Engineer, Investigation, represented by Madras Electricity Employees Union.

b) The subject matter of the dispute is the following demands of the electricity workmen that need urgent and immediate redressal. It can be seen from the demands, that the agreement that has been entered into between the representatives of the Madras State Electricity Board and the workmen represented by the Tamilnad Electricity Workers Federation has not been implemented. What is more, soon after the agreement the management and its officers have followed the deliberate policy of violating the terms and spirit of the agreement and have begun to indulge in acts of provocation particularly in the matter of victimising the office bearers of the Unions, the Federation and active members. The prevalent facilities have been taken away, suspended or altered both in the matter of Trade Union facilities and as well as the service conditions of employees. Normal channels of representations and redressal of grievances have been either denied or converted into a farce. Regular periodical deputations that used to be accepted and recognised are now in post-agreement days denied. Attempts to solve the conflicts and getting the demands redressed is frowned upon and the employee office bearers (whom constitute more than 85% of the Unions or the State Council Membership of the Federation or the total number of protected workmen of all unions affiliated in the Federation) are discouraged, harassed and affected adversely by vindictive transfers and in some cases on alleged mistakes penalised by reversions and even summary dismissal.

Disciplinary actions are initiated deliberately against active Union members, contrary to the normal procedure and summary memos, warnings, final warnings and threats of dismissal are issued to weaken and disturb the collective bargaining capacity of the workers. Trade Unions are not recognised and the right of collective bargaining assured in the Constitution is attempted to be defeated.

The representations from the Unions and Federation and resolutions of the General body meeting, executive meetings, and conferences are not replied for months on end and at the end of it summarily denied or the conventional red-tape reply as 'still under consideration' are given. Interviews sought for are refused or interviews are granted and grievances are not redressed. Thus the grievances of the employees have accumulated all through the twelve months. Fresh inroads are made and in spite of the transitory regulations of the Board, serious and adverse alterations in the matter of service conditions are imposed.

The conciliation proceedings provided by machinery of the Government Labour Department is also not utilised and when the workmen are the Unions take recourse to it, even that is taken

as an affront to its authority and the attitude that has been followed by the representatives of the management has been one of hostility. The typical example of such an attitude and its refusal to be guided by the general recommendatory policies enunciated in the Code for Discipline in industry has been the way in which the Board has filed a writ petition against the order in favour of the workmen with reference to the applicability of the statutory provisions of the Shops Act.

All the following demands have been not redressed and exception is taken by the opposite party to most of them.

THE DEMANDS ARE:-

1. Against victimisation (vide note on demand)
2. Restoration of Trade union facilities, right to hold meetings within the office compound at 157 Mount Road, Basin Bridge Power House and other regional offices, permission to hang the notice board of the Union at the canteen premises at 157 Mount Road, permission to collect subscription of the Union within the office at Basin Bridge Power House and such other conditions that have been existing and prevailing on 1.1.58, and grant of Union premises at 157 Mount Road and Basin Bridge Power House.
3. Three months pay as Bonus for each of the years ending with 30th June, 1958 and 30th June, 1959.
4. Representation to the Tamilnad Electricity Workers Federation in the State Electricity Consultative Council for the year 1960.
5. For the acceptance of the Code for discipline in industry and the early constitution of suitable grievance procedure in consultation with the Federation.
6. Grant of official recognition to the Madras Electricity Employees Union, the Tamilnad Electricity Workers Federation and other unions affiliated to the Federation.
7. Implementation of the terms of the agreement dated 3-2-59 and rectification of aspects of malimplementation (vide note)
8. Acceptance of the provisions of the Madras Shops and Establishments Act, 1947 to the clerical and allied employees under the Board.
9. Against the exemption sought for by the Board to section 9 (A) of the Industrial Disputes Act 1947.
10. For integration of Ex-M.E.S.C. employees and setting right the anomaly of non-payment of Madras House allowance to Ex-M.E.S.C. accountants.
11. Payment of Dust allowance to clerical and other employees in Basin Bridge Power House on a par with other workmen
12. Extension of Employees Provident Fund to all the employees under the Board.
13. Reducing the abnormal work load heaped on the revenue billing clerks and revising the yard stick for sanction of additional posts.
14. Revision of promotion policy (vide note on demands)
15. Confirmation of all the employees with more than six months of service and conversion of the regularized commercial assistants working as clerks in the Madras Electricity System as lower division clerks.
16. Reimbursement of the excess school fees paid by the Board employees during the year 1958-1959.
17. Drawal of leave salary as 'pay last drawn' or 'average pay' whichever is higher.
18. Provision of two sets of uniforms of good-khaki per year to all the last grade staff.
19. Payment of custody allowance to the staff working in the cash section
20. Taking immediate steps for the provision of housing facilities for the Board employees and staying the notice of vacation issued to the Board employees occupying Government quarters till such provision is made.

21. Stoppage of frequent transfers of Collection staff (Bill collectors) and the Last Grade Staff.
22. Scrapping the system of confidential reports.
23. Against the appointment of Junior Assistant Administration in the system offices from the Office of the Chief Engineer
24. Age of superannuation to be raised to 58 to all the employees under the Board.
25. Rules of the Board to be based on the Employment Standing Orders Act and in consultation with the Union and the Federation.
26. Leave reserve vacancies to be provided for in the interests of efficiency
27. Appointment of full time medical officer at 157 Mount road and Basin Bridge Power House.
28. Appointment of Independent Labour Liaison officer for settlement of disputes.

NOTE ON DEMANDS -- Furnished separately as annexure 'A'

- c) About 1500 workmen are likely to be affected by this dispute
- d) Concurrently with the Tamilnad Electricity Workers Federation our Union has been representing these demands and pressing with the officers, heads of systems, Chief Engineer for Electricity Chief Distribution Engineer, Chief Operation Engineer and the Madras State Electricity Board. Till to day none of the demands have been conceded.

Our efforts at conciliation proceedings have also not met with success.

The representations made on our behalf and in pursuance of the above demands by the Federation since March, 1958 have not been complied with. On basic issues the Board has pursued a negative approach or dilatory tactics and the lapse of ~~long~~ time is concurrently utilised by the officers to perpetrate acts of intimidation and penalisation of workmen and employee office bearers. On February 11th, 1960, the Chairman of the Board has fixed an appointment with the office bearers of the Federation and has gone back on the same. Similarly the representation to the Minister for Electricity and the Minister for Labour have also proved to be of no ~~avail~~ avail. As a typical illustration we have been demanding ever since the inauguration of the Federation that the representation to the united and representative body, representing the interests of the ~~max~~ employees namely the Tamilnad Electricity Workers Federation is to be given in the State Electricity Consultative Council. The report of the negotiating Committee has stated that this matter should be taken into consideration favourably by the Government. In the agreement reached on 3.2.59, the Board agreed that the Federation can take up the matter with the Government of Madras but on February 23rd 1960, the Government have reappointed the same member for the current year also, for the third year in succession and thus going back on their declared aim in such matters. Thus the efforts of the union and the Federation have been till to day to avert the conflicts and and industrial stir and to promote better industrial relations by the acceptance of the Code for Discipline in industry by the Board. The Board and its officers on the other hand have ~~launched~~ launched on the gravest acts of provocation against the workmen, unions and the federation. Hence in the above circumstances, having exhausted all avenues of appeals, representations and direct discussions, we are constrained to issue notice of strike under section 22 (1) of the Industrial Disputes Act 1947. The responsibility for the same and its consequences are entirely with the Madras State Electricity Board and the anti-democratic policies of the Government of Madras towards the electricity workmen.

1. Sd. S. Murugesan
2. Sd. D. Jannkiran
3. Sd. P. Madhava Pisharoty
4. Sd. R. Venkatraman
5. Sd. T.S. Natarajan
6. Sd. P. Narayanan. (Sd) R. Baburam

ANNEXURE 'A'
NOTE ON DEMANDS

1. Against victimisation of office bearers of Federation and Unions and active members:-

Transfers of:

- | | | | |
|------|-----------------------|-----|---|
| (1) | Sri S.R. Nee lakantan | -- | Joint Secretary, T.N.E.W.F. General Secretary, M.E.E.Union |
| (2) | Sri P. Madhavan | -- | Treasurer, T.N.E.W.F. Assistant Secretary, M.E.E.Union |
| (3) | Sri K. Gopinathan | -- | Vice President, M.E.E. Union |
| (4) | Sri K. Ramaswamy | --- | Executive Member, T.N.E.W.F. Vice president, M.S.E.B.Union, Papanasam |
| (5) | Sri C.A. Ganapathy | -- | Vice president T.N.E.W.F General Secy., M.S.E.B.U, Vellore |
| (6) | Sri P. Dhanraj | -- | Jt. Secry., T.N.E.W.F., Gen. Secy. T.N.E.B.A.S.Union, Madure |
| (7) | Sri K. Jagannathan | -- | Vice president, T.N.E.W.F., President, T.N.E.B.A.S.U., Emerald |
| (8) | Sri M.A. Malcik | -- | Former Vice President, T.N.E.W.F. Ex-president, T.N.E.B.A.S.U.Vellore |
| (9) | Sri S. Ramaswamy | -- | Ex- Joint Secry., T.N.E.W.F., Convenor, Standing Council, Kundah |
| (10) | Sri L. Arumainayagam | -- | Standing council member, T.N.E.W.F. protected workmen, M.E.W.U. |
| (11) | Sri Ramachandran | -- | Branch Member, M.E.B.U, Pykara |
| (12) | Sri Mari | -- | protected workmen, M.E.W.U.Madras |
| (13) | Sri K.T.B. Nair | } | Emerald circle T.N.E.B.A.S.U. |
| (14) | Sri G. Srinivasan | | |
| (15) | Sri K. Loganathan | | |
| (16) | Sri R. Viswanathan | | Regional Secy., Emerald A.S.U. |

Dismissals of

- | | | | |
|------|---------------|---|--|
| (17) | A.S. Gopalan | } | Active members, M.E.W.Union, Madras. |
| (18) | Gangadharan | | |
| (19) | Natarajan | | |
| (20) | Sri K.K. Mani | | Protected workmen, M.S.E.B.Union, Mettur. |

The Chairman, Negotiating Committee, in his conclusions in to the report submitted to the State of Madras, has stated quoting from the Labour Appellate Tribunal of India (Special Bench) regarding the Banks at page 86 of the printed report as follows. "

"We trust that the rapidly changed relationship of employer and employee will be more generally recognised as indeed it has been recognised by many of the banks, so that their approach to the problem of dealing with the staff is inspired by a sympathetic understanding of their circumstances Employees must give a fair days work for a fair days wage. To do less would be to invite disaster either by removal for inefficiency or by a general lowering wages. THIS IS THE WRITING ON THE WALL FOR ALL TO SEE IN THE CONTEXT OF OUR COUNTRY'S PRESENT ECONOMIC SITUATION".

"It is hoped that in the future relationship between the Board and the workmen, the spirit underlying these observations will be borne in mind for preservation of industrial peace." These well meaning utterances of the Chairman, Negotiating Committee have fallen on deaf ears, and it can be seen from the above list that five out of eleven office bearers and ten out

of about twenty five executive members of the Federation and more than 20 of the protected workmen are willfully and vindictively harassed by transfers and the normal functioning of the union and the federation is attempted to be thwarted, disrupted and the collective bargaining strength of the workmen weakened. There has been no parallel to this enmass victimisation in all the previous ten years when most of the unions have been functioning singly or individually. Out of the twenty cited, except for six all the rest are office bearers and there has been no cause or reason at all for their transfer except their being office bearers and their association in the legitimate and normal trade union activities in connection with the realisation of the demands. As such we demand the cancellation of such vindictive orders of transfer, dismissals and too harsh punishments of the above and other such employees forthwith.

2. Restoration of Trade Union facilities etc.

The minimum union facilities that have been in vogue and were available to the employees have unjustly and unilaterally been suspended by the management. These are to be restored immediately. The permission for holding meetings, which has been in vogue prior to the negotiating committee, the permission to have the notice board of the union at the canteen premises at 157 Mount Road and the permission to collect the subscription in the office at Basin Bridge Power House should be restored immediately. The representatives of the union should be permitted to meet the system and circle Superintending Engineers and other higher officers for discussion and amicable settlement of the day to day issues of the employees. The discrimination shown in respect of the Engineers Association and the Store Keepers Association to hold their meetings within the office should be stopped forthwith and such permission should be extended to the Madras Electricity Employees Union and the Madras Electricity Workers Union at Madras. A room should be provided for the Madras Electricity Employees Union within the Madras Electricity system office at 157 Mount Road compound as has been provided to the Electrical Engineers Association. Even the attempts of the union to popularise the spirit of the agreement reached between the workmen and the board through the notice board has been frowned upon and even the notice board of the union was removed without even intimating the union. This facility should be restored.

3. Three months Bonus for each of the years ending with 30th June, 1958 and 30th June, 1959.

The Chairman, Negotiating Committee in his recommendations states (vide page 52 of the printed report) "if the State Electricity Board is treated as a pure industrial concern and if the wage scales including dearness allowance as prevailing in other industries were to be copied, it goes without saying that my recommendations fall short of that scales." Even such recommendations as admitted by the Board representatives, amounted to about Rs. 2 crores. The agreement reached was said to have cost only Rs. 53 lakhs. As such, admittedly the workmen are paid wages much short of fair wages and even less than minimum wages as compared to the need based norms agreed to in the fifteenth and sixteenth Indian labour conferences.

Secondly, the Board is holding sole monopoly of electricity generation in the state and is making huge profits. With the revision of tariff in October, 1959 its financial position has definitely improved further.

As such on grounds of the prosperity of the Board and on the grounds of the filling up the gap between the living wage and the actual wage, the demand for three months wage as bonus for each of the years ending 30th June, 1958 and 30th June, 1959 to all the workmen is very reasonable, modest & just & must be conceded.

4. Representation to the Tamilnad Electricity Workers Federation in the State Electricity Consultative Council under section 16 (2) of the Electricity Supply Act, 1948:-

(1) By the majority report of the Negotiating Committee appointed by the Government of Madras, it was specifically recommended that the Federation should be represented in the council.

(2) In the agreement, the Board has accepted that the Tamilnad Electricity workers Federation should represent the same to the Government.

(3) In the statement filed on behalf of the Board, before the authority under section 51 of the Madras Shops and Establishments Act, it has been stated that the Federation represents the employees under the Board.

(4) By norms set up and accepted in the sixteenth labour conference, the Federation is the only united organisation, representing all most all the unions of electricity workmen in the state and as such should be given adequate representation in the council on behalf of the labour employed in the electricity without any further delay.

5. ACCEPTANCE OF THE CODE FOR DISCIPLINE IN INDUSTRY:

As early as November, 1958, the Federation had adopted the Code and urged the Board for its acceptance. But unfortunately the Board while it has not given its concurrence to the same, though it is bound by section 79 of the Electricity Supply Act, by the state policy in matters of general policy, it has been doing or permitting its officers and members to do everything to violate the specific provisions of the code regarding victimisation, unfair labour practice and unilateral alteration of service conditions all these twelve months since the agreement. Against the provisions of the code the board has filed a writ petition against the appellate authority under section 51 of the Shops and Establishments Act. In spite of repeated demands, the grievance procedure as enunciated under the code has not been set up and even works committees have not been constituted under statutory provisions. We demand the acceptance of the Code by the Board, constitution of suitable grievance procedure and withdrawal of such resort to courts.

6. GRANT OF OFFICIAL RECOGNITION TO THE MADRAS ELECTRICITY EMPLOYEES UNION AND THE TAMILNAD ELECTRICITY WORKERS FEDERATION AND OTHER UNIONS AFFILIATED TO THE FEDERATION:

The Madras Electricity Employees Union fulfills all the norms set out at the 16th Indian labour conference warranting recognition and as the successor to the Commercial staff association, which was a recognised body, the recognition of the Madras Electricity Employees Union has to be accorded to without delay. The Madras Electricity Employees Union is the only union of its kind representing the clerical, last grade and collection staff in the system, circle and headquarters offices under the Board in the city and has the overwhelming majority of the employees as members in its rolls. The Tamilnad Electricity workers Federation is the truly representative organisation of all electricity workmen in the state and to which is affiliated all unions of electricity workmen in the state. It was with the Tamilnad Electricity Workers Federation that the Board has entered into an agreement on 3.2.59. Hence it is demanded that the Madras Electricity Employees Union, the Tamilnad Electricity Workers Federation and the unions of electricity workmen affiliated to the Tamilnad Electricity Workers Federation should be granted official recognition.

7. FULL IMPLEMENTATION OF THE AGREEMENT DATED 3.2.59 and RECTIFICATION OF ASPECTS OF MALIMPLEMENTATION:

The following two anomalies of (1) Juniors getting more pay than seniors and (2) fixation of pay of graduate lower division clerks who were on service as on ~~31.12.58~~ 31.12.59 at Rs. 60/- instead of at Rs. 65/- require urgent rectification.

(a) Refixation of pay as per the revised scales to about 500 Nagercoil allottees and about 350 South Arcot and other undertaking employees. The agreement has not been properly implemented in respect of about 150 monthly paid rotary and central break down workmen in the Madras Electricity system.

(b) 5000 workmen borne under N.M.R. have not been converted into O.S.S. as required under the agreement. Nearly 50% of those converted into O.S.S. have been posted as linear J.C. and thus the purpose of agreement has been defeated in so far as their emoluments and status are concerned. The very term in the agreement is further attempted to be negated by the unilateral introduction of all in wages and by D.O. letters by higher officers to liquidate the category of N.M.R.

(c) The night shift allowance has not been given to the distribution and maintenance staff in all the systems and the watchmen in certain systems. The bulk of the employees numbering more than 2,500 are still denied the special allowance.

(d) No respect has been shown to the assurance before the Negotiating committee in the matter of provision of housing facilities to essential workmen. As such pending provision of rent free quarters and free electricity, 20% of pay or a sum of Rs. 20/- is to be granted to essential workmen.

(e) The provisions of the agreement in respect of uniform travelling allowance and leave facilities are not granted to N.M.R. workmen with four years of service. The provision in respect of national and festival holidays have not also been given effect to. As such these provisions are to be given effect with effect from 1.1.59. The workmen are to be given arrears of T.A. and compensation for the leave facilities and festival holidays denied to them.

(f) The term under transfer of workers is the most abused and violated terms of the agreement. The transfer of active workmen and office bearers of the union, is to be immediately stopped and the office bearers who have been transferred in violation of the agreement should be posted back to their original place of duty. The facility as is enjoyed by the P. U. Employees union in granting leave and other facilities and security against transfer to the employee office bearers of the Union should be extended to the Madras Electricity Employees Union.

(g) Sri Gangadharan and Nataraj are to be reinstated with back wages.

The above aspects of malimplementation in respect of juniors getting more pay than seniors, fixation of pay for graduate lower division clerks, interstate allottees and undertaking staff, permanency, night shift allowance, national and festival holidays, uniform T.A. and leave facilities, transfer of office bearers and reinstatement of Sri Gangadharan and Natarajan are to be rectified immediately.

CONTINUED.

8. ACCEPTANCE OF THE PROVISIONS OF THE MADRAS SHOPS AND ESTABLISHMENTS ACT:

The findings of the Commissioner for labour, regarding the applicability of the provisions of the Madras Shops and Establishments Act to their clerical and other allied employees under the Board should be accepted. The provision regarding over time allowance for over time work should be implemented without further delay.

9. AGAINST THE EXEMPTION SOUGHT FOR BY THE BOARD OF SECTION 9 (a) OF THE INDUSTRIAL DISPUTES ACT 1947.

The exemption sought for by the Board is not just or based on any accepted principles laid down at the Indian labour conference or the directive principles of State policy on Industrial relations. The Board has unilaterally and in violation of the Code for Discipline altered the conditions of service of 1500 employees and committed breach of agreement entered into and has sought this exemption to legalise such actions. As this application cannot invoke or attract sec.9(B) of the Industrial Disputes Act and such exemptions if granted would adversely affect the real extension of co-operation of tens of thousands of employees in this industry and thwart the development of power and its utility to the people, we demand that the application by the Board should be rejected.

10. FOR INTEGRATION OF EX-M.E.S.C. EMPLOYEES:-

The Ex-Madras Electric Supply Corporation employees who are supposed to be the only permanent employees in the Madras Electricity System are yet to be integrated with the other employees though it is thirteen years since the Ex-Madras Electric Supply Corporation was taken over by the Madras Government. Further the Government orders in G.O.No.4027 dt.25-9-1956 ordering the abolition of Special Cadre (i.e. Ex-M.E.S.C. Cadre) and permanent absorption of them with retrospective effect have not been given effect to and the Board's orders of relaxation in respect of qualification for purposes of promotion & for such Ex-M.E.S.C. employees who have completed forty years of age, have not also been implemented. Because of such non-integration the Ex-M.E.S.C. employees who are promoted as accountants are denied the benefits of Madras House Allowance and thus lose nearly Rs.25/- every month for which they would otherwise be eligible. They are also denied the benefits granted under the Madras Leave Rules and pension rules which are applicable to the employees under the Board are also not made applicable to them. The question of integration which has been pending for quite a long time should be given effect to immediately with retrospective effect and the anomalies mentioned above in respect of these employees should be rectified.

11. PAYMENT OF DUST ALLOWANCE TO CLERICAL AND OTHER EMPLOYEES IN THE BASIN BRIDGE POWER HOUSE:-

The Government of Madras order No.3231 dt.22-7-1956, by which the dust allowance was sanctioned to the Power House Workmen, specifically states that the allowance is admissible to all the employees in the Power house and the denial of this allowance to the clerical and last grade employees is a discrimination that has to be rectified.

12. EXTENSION OF E.P.F. TO ALL THE EMPLOYEES UNDER THE BOARD.

All the clerical employees are to be covered under the Employees Provident Fund Act 1952 and the benefits granted without prejudice to their existing facilities. The discrimination to the employees in the Distribution Systems and other Circles that is at present being shown is to be rectified.

13. REDUCING THE WORK-LOAD ON REVENUE BILLING CLERKS AND REVISING THE YEAR STICK FOR SANCTION OF ADDITIONAL POSTS:-

The increase from 450 Bills to 600 Bills in respect of Revenue Billing Clerks amounts to unilateral change in the service conditions and impose a heavier burden on the Billing Clerks. The work-load has to be restored, to its original level. A rational and scientific analysis of the work-load for the sanction of additional posts, keeping in view the ever increasing expansion in work.

14. REVISION OF PROMOTION POLICY:-

Promotion policy has to be modified so as to give further scope for promotion for the last Grade staff which they are denied at present, giving equal chances of promotion to the staff working in the System as well as the head-quarters offices to higher clerical posts without making it an exclusive preserve of any one office. The new and unilateral changes that have been brought in respect of promotions from L.D.Cs to U.D.Cs have also to be withdrawn. The creation of higher posts should be based on scientific norms and creation of higher posts should be in the ratio of 1:3:3. The following are to be implemented for the purpose of arriving at a rational promotion policy:

(a) Giving adequate chances of promotion to the last grade staff by creation of more posts of attenders, daffadars etc.

(b) Qualified and experienced peons and attenders are to be given chances of promotion as L.D.Cs. Reservation of atleast a minimum ~~xxx~~ percentage of vacancies for filling by such promotion

(c) Promotion of tugiasts as U.D.Cs on a par with L.D.Cs according to qualification and seniority without converting them as L.D.Cs.

(d) suitably revising the new rules requiring book-keeping qualification for promotion of L.D.Cs as U.D.Cs so that the existing incumbents may not be adversely affected.

(e) Reservation of atleast minimum number of higher posts in the Board secretariat to be filled up by promotion from system and headquarters offices.

(f) Observance of common seniority between system and head quarters offices for the purpose of promotion to the posts of Superintendents, Senior Superintendents, Junior Assistant Administration and Senior Assistant Administration-

(h) Filling up the new posts that to be created by the formation of the proposed pay and accounts office from system offices.

(i) Promotion of qualified served Board employees to the posts of D.C.A., C.As and C.C.As and stoppage of direct recruitment to such posts.

(j) Creation of higher posts in the ratio of 1 : 3 : 3 to give adequate chances of promotion to the vast number of employees in the lower category like U.D.Cs and L.D.Cs

(k) Conversion of qualified Bill collectors as Lower Division clerks after 3 years of service.

15. CONFIRMATION OF ALL EMPLOYEES WITH MORE THAN 6 MONTHS OF SERVICE:

Immediate orders are to be issued confirming all the last grade staff with more than six months of service. The anomaly of the clerical category officiating in higher posts for number of years without confirmation should be rectified and all the employees who have put in six months of service and more, should be confirmed in the posts they hold. The handful of commercial assistants who have been working as clerks for a number of years in the Madras Electricity system should be converted as L.D. Cs.

16. REIMBURSEMENT OF THE EXCESS SCHOOL FEES:

The excess school fees paid by the Board employees during the year 1958-59 due to belated receipt of Board's orders on full fee educational concessions should be re-imbursed.

17. DRAVAL OF LEAVE SALARY:

The real purpose of the employees going on leave due to sickness or other domestic difficulties is vitiated by drawal of leave salary as average pay resulting in loss in emoluments in most cases. This has to be offset by the drawal of leave salary as pay last drawn or average pay whichever is higher.

18. PROVISION OF TWO SETS OF UNIFORMS:

Even the provision in the agreement that those who have to come into contact with the public will be given uniforms have not been implemented in respect of last grade staff. The healthy practice of the private employers throughout the country in providing uniforms to bearers and messengers and last grade staff has to be introduced to the last grade staff under the board. This will help the last grade staff to a great extent in relieving their pecuniary hardship as well. The practice of dawali which is indecorous and inconvenient is to be done away with and the last grade staff should be provided with brass plated badges as is done in Banks.

19. Payment of custody allowance to the staff working in Cash section:-

The staff dealing in cash and who are attending to their jobs with greater risks both physically and financially should be adequately compensated. While the staff working in the cash sections are required to produce security, either in the form of cash or fidelity bonds, the payment of extra allowance for such security is not recognised. The staff working in Banks are paid separate and more remunerative scales of pay with lesser hours of working. Hence all the staff employed in Cash sections are to be paid a custody allowance of atleast Rs. 20/- uniformly.

20. PROVISION OF HOUSING FACILITIES:

The Madras State Electricity Board should take advantage of the Industrial Housing scheme and provide quarters for the clerical and other employees working under the Board. The House rent allowance which is paid to the employees is not adequate to compensate the abnormal increase in House rent and this reduces the pay packet of the employees to a considerable extent.

CONTINUED.

Due to the sprawling growth of the city, it has become impossible for the employees to get accommodation ~~in~~ in nearby areas and thus there are cases of employees who attend the offices at Mount Road, Madras from such distant places as Chingleput, Tambaram, Saidapet etc. resulting in considerable changes in transport alone. Hence it is the bounden duty of the Board to provide housing accommodation to its employees as is done by the private managements and the Reserve bank.

Before the provision of such accommodation, employees who are occupying Government quarters should not be asked to vacate their premises.

Pending provision of adequate housing facilities, all the employees in the Madras city should be paid a city compensatory allowance of Rs. 25/- each per month to compensate the abnormal rent and transport charges incurred by them.

21. STOPPAGE OF FREQUENT TRANSFERS OF COLLECTION STAFF etc.:

The low paid category of employees like the last grade staff and the bill collectors should not be transferred from one place to another against their will within three years.

22. THE SYSTEM OF KEEPING CONFIDENTIAL REPORTS TO BE SCRAPPED:

This system introduced by an alien Government in this country to perpetuate the subjugation of Indians to British domination and which has no place in a free country has to be scrapped forthwith. This system is now used against the trade union activity of the workmen and is used as lever to give vent to the personal prejudices of officers against individual employees and hence has to be stopped.

23. AGAINST THE APPOINTMENT OF JUNIOR ASSISTANT ADMINISTRATION:

The new system of appointment of Junior Assistant Administration in the system offices from among the staff of the Chief Engineer for Electricity to look after the Establishment and administration sections amounts to reducing the powers and control of the system chief accountants. Appointing such Junior administration assistants from the Chief Engineers office reduces the chances of promotion to the system employees in general. The appointment of J.A.As to be in charge of establishment and administration alone is ~~not~~ capable of being misused. Hence this new procedure should be stopped and the Dy. Chief Accountants may be made in charge of the Administration and Establishment as hitherto.

24. AGE OF SUPERANNUATION:

The raising the age of superannuation from 55 to 58 in respect of the clerical employees was agreed to even by the Negotiating Committee. The second pay commission also recommended the raise in the age of superannuation from 55 to 58 in respect of all workmen in the context of the improving level of national health, the necessity for the raise in the age of superannuation cannot be disputed. And hence the age of superannuation for all the Board employees may be fixed at 58.

25. RULES OF THE BOARD TO BE BASED ON EMPLOYMENT STANDING ORDERS:

The rules governing the Board employees are to be framed as required under the Standing orders act in place of the transitory regulations. The rules are to be framed as laid down in the statute and the observations of the 16th Indian labour conference. The delay in framing of the rules is contravention of the provision of the Electricity supply act and hence the framing of the rules are to be expedited in consultation with the Unions and the Federation. All orders passed adversely affecting the service conditions of the employees, pending framing of such rules are to be rescinded.

CONTD.

26. LEAVE RESERVE VACANCIES:

In consonance with the statutory provisions of the Madras Shops and Establishments act, 1947 and in the interests of the efficient running of the Board, leave vacancies upto a minimum of 10% are to be provided to ensure the availing of the leave benefits by the employees without prejudice to the efficiency of the Board.

27. APPOINTMENT OF FULL TIME MEDICAL OFFICERS:

Full time medical officers have to be appointed at Basin Bridge Power House and 157 Mount Road in consonance with the large number of employees, 3000 and 1500 respectively working at Basin bridge power house and 157 Mount Road to look after the ailments of the employees that require immediate attention since the part time medical officer is not always available. The dispensary attached should be provided with adequate drugs.

28. APPOINTMENT OF INDEPENDENT LABOUR LIASION OFFICERS:

The necessity for the appointment of an independent Labour liaison officer to deal with the ever increasing problem of workmen of such a vast establishment as that of the M.S.E.B. need not be stressed. The appointment of a Labour Liaison officer will help in direct negotiation on settlement of day to day problems and avoid litigation and industrial strife. Hence an independent Labour liaison officer with adequate powers should be appointed with immediate effect.

GENERAL SECRETARY.

5 APR 1960
Madras Electricity Workers Union

சென்னை மின்சாரத் தொழிலாளர் சங்கம்

(Reg. No. 692 & Recognised)

(Affiliated to Tamilnad Electricity Workers Federation, All India Trade Union Congress & All India Federation of Electricity Employees)

President :

V. G. Row, Bar-at-Law.

Branch Offices :

UNION PREMISES

Head Office :

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General-Secretary :

S. C. Krishnan, B.A.,

157, Mount Road, Madras-2.

Basin Bridge Power House

MADRAS-12.

MADRAS-2.

Ref:

Dated 1. 4. 60. 196

Dear Com. Sivakumar,

We are enclosing a note on the
struggle of the Electricity workers of Tamilnad -
This is in pursuance of a note sent by us
earlier since the strike by the Kundah workers
have been postponed in the meanwhile -
We shall be highly thankful for
giving wide coverage to the Elec. Struggle.
With greetings,

Yours Comradely
S. Prasad
In Secy -

Madras Electricity Workers Union

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ELECTRICITY WORKERS OF TAMILNAD RISE IN DEFENCE OF T.U. RIGHTS, AGAINST VICTIMISATION AND FOR BONUS.

40,000 Electricity workers serve strike notice:

The Electricity workmen of Tamilnad numbering over 40,000 organised under 14 different unions and united under the powerful banner of the Tamilnad Electricity Workers Federation led by Com. V.G. Row, Bar-at-law, have served notice of strike on the Madras State Electricity Board and connected authorities, demanding fundamental Trade Union rights, against victimisation, acceptance of the Code, payment of three months Bonus for the years 57-58 and 58-59 and other demands. The workmen are to go on strike on the 25th of April or on any day thereafter if their demands are not conceded by then.

The Board violates the Agreement:

The workmen demand that the Madras State Electricity Board should honour and implement the agreement entered into between the Board and the Federation and that ~~the~~ 5,000 N.M.R. workmen should be made permanent as stipulated in the agreement. But the workmen are thrown out of employment without any respect for law or the agreement day in and day out. In fact the Chief Engineer has instructed the officers that N.M.R. as a category should be liquidated. The agreement granted facility for collection of subscription at the work-spot, but this was unilaterally withdrawn. The agreement stipulated that the workmen who work for four hours between 10 P.M. and 6 A.M. shall be granted night shift allowance but this ~~is~~ is also sought to be circumvented by denying the same to Maintenance workmen and those on watch and ward duty. Thus the agreement in these as well as an other vital aspects is more honoured in its breach than its implementation by the Board.

Trade Union Facilities:

The Madras Electricity Workers Union, which is affiliated to the A.I.T.U.C. is the only recognised Union inside the Federation and the Board is refusing to recognise the other ^{to} Unions as well as the Federation. But even for the recognised Union, the Board refuses to grant permission to hold meetings in the workspot. The formation of the works Committee for such a big establishment as Basin Bridge Power House is still hanging fire ~~because~~ because of the refusal of the authorities to concede the minimum demands of the workmen. Traditional facilities that were enjoyed by the workmen, like the participation of Union representatives in the enquiry and disciplinary proceedings committee has unilaterally been suspended.

Victimisation:

"However any attempt to victimise an officer bearer by an unnecessary transfer will not be tolerated" is the clause

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of the Vice-presidents, two of the Joint Secretaries, ~~and~~ the Treasurer, an ex-vice-president and an ex-joint secretary of the Federation ~~and~~ are ~~a~~ only a few among the dozens of active workmen who have been reverted, transferred ~~and~~ charge sheeted and put to all sorts of harassment. On the 31st of March, the day following the decision of the Madras Electricity Workers Union to issue notice of strike, an active member of the Union was dismissed outright and this was done after surrounding the entire Power House with lorry loads of policemen, lest the workmen should launch into immediate protest action. In fact it was a calculated attempt on the part of the management to precipitate a strike by the Power House Workers so that repressive measures can be let loose on the workers.

Introduction of All-in-wages:

The Board has also violated the agreement ~~in~~ by introducing a system of all-in-wages for nearly 20,000 N.M.R. workmen, by which the workmen are paid a consolidated wage including Pay and D.A. and thus reducing them in status to that of casual workmen. This is done to offset the demand of the workmen for increased D.A. and permanency as per the agreement. While formerly the workmen were entitled for full D.A. for 26 days of work, the present system cuts into their D.A. and make them eligible for 26 days of work only.

Selection committee

Selection Committees have been constituted consisting entirely of officers and promotions are sought to be denied by this to active T.U. workmen.

No acceptance of the Code:

The Board refuses to sign the much talked of Code for Discipline in Industry. When the matter is referred to the Commission, he says that the Government is not competent to force any employer to sign the Code since it is not a statutory obligation-

BONUS DEMAND:

The workmen demand payment of three months bonus for the year ~~57-58~~ 57-58 and 58-59 out of the enormous profits earned by the Board. Unable to face the justness of the demand in the face of the rising prices and in the context of the judgement of the full bench of the Supreme Court which has held that the Electricity Supply Act does not stand in the way of payment of Bonus to Electricity workmen, the Board is resorting to various ways of Double-Book-keeping and manipulation of accounts.

No respect for law

The Board does not ~~has~~ show any respect for the legislation of the land and at every possible convenience tries to circumvent

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against the decision of the Commissioner for Labour that the Shops and Establishments Act is applicable to the Board employees. In the face of the persistent demand of the workmen that the Board should hasten with the work of framing of standing orders under the act and not change ~~at~~ the conditions of service of workmen, pending such framing, the Board is now attempting to get exemption from section 9-A of the Industrial Disputes act so that it can go ahead with its work ~~at~~ of curtailing the existing privileges of the workmen.

Blatant discrimination

The Board follows a policy of blatant discrimination between the workmen and clerical employees in respect of payment of project allowance to the clerical employees at Kundah and payment of Dust allowance to the staff at Basin Bridge Power House on the worn out plea that the later are not workmen.

E.P.F. and Gratuity

The demand of the workmen for the extension of the Employees Provident fund and gratuity have time and again been ~~has~~ denied without any valid grounds being shown for such denial.

Appointment of henchmen in the consultative council:

The Federation which is the true representative of the workmen is denied representation in the Consultative Council and the henchmen of ~~the~~ the Board are appointed to represent the labour for no ~~other~~ reason other than the fact that he belongs to the I.N.T.U.C.

OUTRAGE AT KUNDAH

But more than all these, it is the attitude of the Board and the Government about the sufferings of the Kundah workmen that has enraged the electricity workers all over Tamilnad.

The first stage of the Kundah Hydro Electric scheme (which is the biggest hydro-electric project in the stage costing about 35 crores of rupees) is supposed to have been completed and the Power House was inaugurated by ~~the~~ an Electricity worker in the presence of the Hon. Prime Minister, on the 25th of March. A hasty and clumsy show was put up by the Chief Engineer to inaugurate the Power House ahead of schedule, so that he can hit the headlines and become eligible for the Rs. 3500/- a month job of the Chairman of the Board for which he has been angling ever since the formation of the Board. The inauguration was arranged when there was no water to speak of in the reservoir to run the Power House and nearly a lakh of rupees was spent to pump ~~water~~ adequate water to run the Power House for a few hours when it is inaugurated. The Power House is now remaining idle though it has technically been inaugurated.

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Why this haste?

There is another reason for such hasty action on the part of the Chief Engineer and that is to scuttle the the efforts of the powerful union led by Com. P.V. Giri, for winning the demands of the workmen on seniority, project allowance, and compensation by throwing out thousands of workmen after the completion of the project. All the efforts of the workmen for an amicable settlement of the dispute proved futile and even the reports of two conciliations were kept in cold storage. So the workmen gave notice of strike and said that they will be forced to go on strike from the 21st of March if their demands are not met with by then.

Federation advised against strike in national interest:

Taking the national importance of the project into account, the Federation as well as Com. Kalyanasundaram, President of the T.N.T.U.C., ~~the workmen~~ advised the workmen to postpone the strike action, which they did. But neither the Board nor the Government are prepared to respond to this fine gesture on the part of workmen but are bent on repressing the workers.

Inauguration of the Power House by a worker - a hoax

Much was made of the inauguration of the Power House by a worker but by a carefully planned move the authorities transferred all most all the worker leaders from Kundah four days before the inauguration. The cold logic of it all was that the Government should get the much wanted vote ~~sk~~ catching publicity, by saying that a worker inaugurated the Power House, but the worker leaders cannot even remain at Kundah and witness the inauguration and hear the Prime Minister exhort them for further efforts.

Chief Engineer's Attitude cannot be changed says the Finance Minister:

When Com. Kalyanasundaram criticised the attitude of the Chief Engineer for Electricity for his anti-worker attitude, the otherwise sober Finance Minister came to ~~the~~ rescue of the Chief Engineer and declared that though he admitted the anti-worker attitude of the Chief Engineer, it is a moot question whether his attitude can be changed at his age. For ~~the~~ whatever it is worth he consoled the members by saying that it ~~is~~ is a practice with some people. But instead of using his energies to correct ~~the~~ Chief Engineer, he resorted to the ~~sk~~ usual slander of communists instigating the workers and thundered that he will wipe out the opposition, if it tried to utilise the grievances of the workers.

We can face the oppression with bare hands - M.K.

Replying to the Finance Minister Com. Kalyanasundaram demanded the Finance Minister, in a spirited speech to prove

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Dated 196

- 5 -

resort to direct action, com. Kalyanasundaram said that the workers and their leaders were not new to such threats. They have faced it in the past and ~~fact~~ ^{face} it in the future also ~~no~~ ^{can} ~~wait~~. In fact he continued that he is prepared to vote for more grants for more police and more ~~guns~~ ^{more} guns if the Govt. is to come forward with such a proposal and that the workmen can face the Government even then and succeed in their demands.

Situation in a nut shell:

The situation in a nut shell is that the Board violates its ~~own~~ ^{own} agreement. It does not have any respect for labour legislations. It does not accept the code of discipline and treats the reports and awards of the conciliation officers and the commissioner as scraps of ~~the~~ ^{the} paper. It deliberately provokes the workmen by victimisations and outright dismissals and even refuses to negotiate with the representatives of workmen for an amicable settlement. Such an attitude has left the workmen with no alternative other than direct action and they are uniting as never before in their determination to fight the injustices heaped on them.

The Board and the Government is responsible:

If the workmen are to resort to direct action, it is the Government and the Board alone that is responsible for the same.

199

April 8, 1960

Dear Com. Roshanlal,

Your letters. Thanks.

In the midst of the struggles, it will not be possible either for Com. Krishnan or others to leave their region for meeting of an all-India body which does not function. Neither will it be desirable.

In the struggle, please keep in touch with each other through exchange of Bulletins, etc.

However, I am writing to Com. Krishnan also.

With greetings,

Yours fraternally,

YMS

(K.G. Sriwastava)

299


April 9, 1960

Com.S.C.Krishnan,
Madras State Electricity Workers Federation,
Madras.

Dear Comrade,

Perhaps you are aware that the Rajasthan electricity workers have decided to serve strike notice. Your Federation is on a similar move, as we understand from reports. It has been suggested by Com.Roshan Lal of the Rajasthan Federation that in view of the common problems involved in these struggles, some sort of coordination between the State Federations would be advantageous. We are not clear as to the actual methods for realising the coordination but we hope you will give some thought to the matter.

Yours fraternally,


(K.G.Sriwastava)
Secretary

Tamilnad Electricity Workers Federation

President: **STANDING COUNCIL: METTUR DAM**
V. G. ROW, Bar-at-Law, M.L.C. *5, Arumuga Naicken Street.*

Gen. Secretary:
S. C. KRISHNAN, B. A.

299
MADRAS-2
Mettur Dam,
Date 11-5-1960.

To
The Honourable Minister for Labour,
Government of Madras, Madras.

The Honourable Minister for Electricity,
Gov. of Madras, Madras.

Sir,

Sub: PUBLIC MEETING held at Podujana
seva sangha maidan, Mettur Dam -
resolutions submission of.

WE enclose herewith true copy of reso-
lutions passed in the public meeting held at
Mettur Dam on 10-5-1960 for favour of Your
early action.

Thanking You, Sirs,

Yours faithfully,

[Signature]
CHAIRMAN.

Copy to Secretary, I. L. C. Dept., Madras
Copy to Chairman, State Elec. Board, Madras
Copy to Secretary, South Indian Mill-owners
Association, Coimbatore.
Copy to President, A. I. T. U. C. New Delhi
Copy to Secretary, T. T. U. C. Madras I.
Copy to Secretary, H. M. S. Singanellur, CHE.
Copy to Secretary, INT. U. C. Coimbatore.
Copy to Sri. Pakkiriswamy, Secretary, Labour
Union, Choolai, Madras.
Copy to President, Tamilnad Electricity Workers
Federation, Madras 2.

✓

TAMILNAD ELECTRICITY WORKERS FEDERATION
STANDING COUNCIL:METTUR DAM

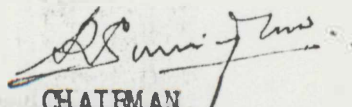
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1- This meeting views with grave concern the impending Strike move by the entire electricity workmen of Tamilnad, as a result of the unreasonable attitude of the Madras State Electricity Board towards their just and basic demands. This meeting also notes with disappointment of the conciliation initiated by the Labour Commissioner. As such this meeting urges upon the Government of Madras to make the State Electricity Board to concede all the just demands of the workmen or to compel the Board to agree to Voluntary Arbitration which is the directive policy of the State and Central Governments and to avert the impending Strike.

2- This meeting regrets to note that necessary steps have not been taken by the Government to implement the recommendations of the Textile Wage Board submitted long back. This meeting also condemns the attitude of the South Indian Millowners in not implementing the recommendations while the North Indian Millowners have accepted to implement the same. Hence this meeting urges upon the South Indian Mill owners to implement the recommendations immediately and to avert the impending crisis."

-o-o-o-o-o-o-o-o-

/ True Copy/


CHAIRMAN,
Standing Council, T.N.E.W.F.
Mettur Dam.

Vvn/

✓

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THE SALEM-ERODE ELECTRICITY DISTRIBUTION COMPANY LIMITED

16 MAY 1960 EMPLOYEES' UNION

(REGD. NO. 950)

Affiliated to: T. N. T. U. C., A. I. T. U. C., W. F. T. U. C., T. N. E. W. F.

President:
SRI G. SAMUEL, M. A.

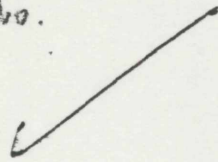
VENKAT RAO ROAD
SALEM - 1

Secretary:
SRI M. KALYANASUNDARAM

Date 4-5-1960.

NO. 39/2/60.

The Honourable Minister for
Iron and Steel,
Government of India,
New Delhi.



Respected Sir, Resolution on Steel plant

In the General Body meeting of this union held on 3-5-1960 under the leadership of Sri G. Samuel the following resolution was passed. Resolution: "The rich deposit of iron ore in the Salem District (Madras State) is bound to be of good variety by experts. The people of Salem got disappointed when they found that the long promised steel plant for Salem was not included in the second five year plan. This meeting resolves to request the Government of India to instal a steel plant in the public sector at Salem at least in the third five year plan period."

This resolution is forwarded for
your consideration.

yours faithfully

M. Kalyanasundaram
Secretary.

4/5/60 ✓

Com Jc. L. Narasimhan

MP

Electricity Employees Bulletin No. 1

WHAT THEN WE MUST DO?

MARCH '60

Issued by

MADRAS ELECTRICITY EMPLOYEES UNION

(Affiliated with the Tamilnad Electricity Workers' Federation)

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Mount Road, Madras-2.

Price 6 nP.

For Members only.

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What amount of soft and sweet assurances were given? Were we not assured that once the spirit of the Agreement is understood by the workmen and the Officers as well, a sense of give and take can be developed to the mutual advantage of both? But, alas, what a contrast in practice! Gone are the days of direct negotiations and settlement! All the hopes we had about the speedy disposal of the innumerable problems that pester the life and hamper the work of the Electricity Workmen, atleast after the appointment of a full-time Chairman, have been snattered on the bedrock of official intransigence and red-tape. The Chairman opines that the "Chief Engineer for Electricity is the head of the Department, that under his direction things are being done capably and that he can deliver the goods" (if he has the heart!). The Chief Engineer says he is a "hundred per-cent Engineer" and hence does not have the time to look into the grievances of the workmen. As for the Chief Operation and Distribution Engineers and the Superintending Engineers, they write to this soul less phenomenon Board and await its instructions. The much talked off and advertised Labour Liasion officer is perhaps yet in the making! As for the Electricity Minister, well, less said the better! It has become something like a Musical Chair game where the children go round and round and the workmen are at a loss to know who is responsible for what.

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"However any attempt to victimise an Office-bearer of the Union by an unnecessary transfer will not be tolerated" says the Agreement. But it is common knowledge that it is more honoured in its breach than its implementation. In fact victimisation of active Union workmen has become the essence of to-day's administration. Sri G. A. Ganapathy is the Secretary of the Vellore System Union and is the Vice-President of the Federation. Unfounded charges were foisted against him and he was reverted and transferred from Vellore to Acharapakkam. Sri K. Ramaswamy is the Vice-President of the Papanasam Union and State Executive Committee Member of the Federation. He was transferred to Trichy System under the personal instructions of the highest officers. Sri P. Dhanraj is the General Secretary of the Accounts Subordinates Union and the Joint Secretary of the Federation. He has been transferred from Madurai to Nagercoil. Sri Gnanasundaram is the Branch Secretary of Pykara System Union at Moyar and State Council Member of the Federation. He was transferred from Moyar and was posted to Mettur System, for organising and conducting the Demands Day at Moyar.

Transfer of the General Secretary and Assistant Secretary for the Fourth time

In fact the position in Madras is much worse than in other Systems. Suspension of innocent workmen for no fault other than their Union activity, has become the order of the day. False charges of theft are foisted against honest workmen and even after the matter is enquired into by a Magistrate Court and the workmen are acquitted as innocent, the Officers refuse to take them back to work. With the reduction of N.M.R. men that is carried on with a vengeance, the remaining workmen are given abnormal workload, as is done in the case of revenue billing clerks. Even if you murmur against it you are sacked. The members are aware that the General secretary and Assistant Secretary of the union Sri S. R. Neelakantan and Sri P. Madhavan, (Who are the Joint Secretary and the Treasurer of the Federation) are on transfer for the

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The Code for Discipline repeated from platforms all and sundry by the highest dignitaries, has just become another farce. It has become clear now that neither the Government, nor the Officers who implement Governments' decisions are serious of it and they are conniving with each other in maintaining a blissful state of indecision or quote parrotlike against the Labour only.

Representation in the Consultative Council

For the past two years, we have been demanding that the Federation should be represented in the Electricity Consultative Council. Even the Negotiating Committee recommended that we should take up the matter with the Government. The Government considered it and even discreet hints were thrown that this time the Federation will be represented in the Council. But when the final announcement came in the papers the same names have been repeated. We regret to find that Sri R. Gopal should have been appointed even after the general protest of the workmen against his behaviour in transgressing the inter-union code of conduct and starting a rival union against the policies of the Federation and the Nainital Labour Conference decisions.

The Board does not see any reason...

If on fundamental issues like Agreement, Trade Union facilities, victimisation, Code for Discipline and representation in the Consultative Council, the Board could not agree with us, they could have settled many of the long pending minor issues atleast in the self-interest of the Board and its rapid expansion. On the question of the integration of Ex-M. E. S. C. employees, on the question of payment of dust allowance to Power House employees, on the question of extension of Employees Provident Fund, on the question of provision of uniforms to the last grade staff and a host of other minor issues, the Board could have settled them then and there by direct negotiations. Our demand for an interview with the Chairman on these issues is yet to be complied with. We find that day by day the Board takes up a very casual attitude and replies age-old representations with an one sentence reply that "the Board does not see any reason to interfere in the matter".

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The Federation in its second Annual Conference, as early as September 1959, demanded that the Board should honour the Agreement, accept the Code, stop victimisation, grant elementary Trade Union rights, recognise Unions and the Federation, end the discrimination in respect of the representation for Labour in the Consultative Council and grant proper and adequate representation to the Federation *and last but not the least pay BONUS to the Electricity Workmen.*

Bonus - It is Our Right and Due

The question of payment of Bonus has come to be regarded as a live issue by the workmen throughout Tamilnad and processions, demonstrations and meetings were held throughout Tamilnad on the 3rd and 23rd of February demanding the payment of Bonus. The Supreme Court in its recent judgement on the appeal by the Electricity Supply Companies, has held that payment of Bonus to Electricity workmen is not contradictory to the provisions of the Electricity Supply Act. With the abnormal rise in prices which is competing with Supersonic rockets have reduced the real wages of the employees. Some days back we were dolefully informed that the cost of living index for the city has gone up by another seven points. We can be sure that this will go up still further by the policy of indirect taxation that is pursued by the powers that be. We are lead to understand that to defeat our claim for Bonus, usual jugglaries and different types of manipulations in the presentation of accounts are taking place and attempts are being made to reduce the enormous profits by increasing the depreciation and other 'special' reserves. But whatever is done, the truth cannot be hidden from the public for long and in the face of the increasing prices and the judgement of the Supreme Court, the Board is morally bound to pay Bonus.

Settling before February 29th

It is in such context as this that the Executive Committee of the Federation which met on 23-1-1960, reiterated these demands and demanded that the Board should come forward to settle these urgent and pressing issues before the 29th of February by direct negotiations.

But regrettably enough the Board has been maintaining an ominous silence on all these pressing demands and such indifference in the face of the mounting oppression is having its powerful impact on the workmen in general.

The limits of patience exhausted

The fight to uphold the agreement and in defence of just demands has begun in right earnest. The respected leaders of the Kundha workmen Sri J. Bella Gowder and Sri P. Vridhagiri, were on Hunger-Strike from the 7th of this month, against the policy of the Government and the Board in refusing to concede the just demands of the Kundha workmen, even though the first stage of the project is nearing completion and is to be inaugurated by the Prime Minister of the country on 25-3-'60. When their demands of seniority, 12½% Special Pay, Lay-off compensation etc., are yet to be complied with, thousands of workmen face the prospect of being thrown out of employment on the completion of the first stage. Thousands of workmen at Kundha are rallying behind their leaders and the workmen observed a complete token strike on 9th March. The entire workmen including the Clerical and other Accounting members are to go on strike from the 22nd of this month if their demands are not acceded to by then. The Vellore System Union has already given notice of strike and the workers are determined to go on strike on 21st of this month, protesting against the policy of victimisation which runs riot at Vellore.

Government Cannot Abdicate its Responsibility

We make bold to say here and now that the Government and its Labour policies are responsible for such a state of affairs. If only the Government had been serious in implementing its avowed Labour Policy, the reports of the two conciliations held in respect of the grievances of Kundha workmen would not have been kept in the cold storage and the Hunger-Strike could have been averted. If the Government had been serious about their professions of one Union in one Industry, they would have given representation to the Federation in the Consultative Council, instead of again appointing Sri Gopal, who has been appointed in the Consultative Council not because he represents the Labour employed in the Electricity. Again if they had been serious about the Code for Discipline, they would have directed the Board to accept the same, instead of conniving with the injustice perpetuated by the Board and its Officers in the name of discipline.

Is there Any Other Way Out ?

We have found that the Board feels sufficiently independent when it comes to the question of going on a writ against a decision of the Commissioner which favours the workmen, but just passes on the baby to the Government when it comes to the question of deciding anything in favour of the workmen. When the Chairman says that the Chief Engineer is capable of dealing with our demands, when the Chief Engineer refuses to talk to the representatives of the workmen, and in fact has refused to meet the General Secretary of the Federation for the past two years, when the Chief Operation and Distribution Engineers always await instructions from the Board, when the considered recommendations of the Conciliation Officers and the Commissioner of Labour are thrown to the winds as though the Board is not bound by the decisions of the Labour Department, what can we do except to seek the only constitutional venue left for us, namely, Direct Action ?

Time For Us To Face The Facts !

Yes friends. that is the only alternative that is left to us and we have to face the facts squarely. There is no use of limping behind, or stand piously with folded hands ! We have to shed our sense of complacency and our old attitudes. We are sure to get our just demands redressed. We are not asking for the moon. We just demand that the Board should abide by its own word of honour, respect the legislations of the land, move with the times and accept that the Unions and the Federation have come to stay and pay us BONUS which is legitimately due to us out of the surplus that has been accumulated out of our blood, sweat and toil.

Let Us Strengthen Our Unity & Prepare For The Just Struggle

So let us remind ourselves that our fight is not only against the policy of the Board, and its bureaucratic attitudes but against the anti-democratic labour policies of the Powers that control the Board as well. Let us unite, unite as one man and as never before, brush aside all our petty quarrels, strengthen more and more our unity, and prepare ourselves for the impending action that is to be launched throughout the state by all the forty thousand workmen. The Public are sure to come to our rescue because our prime motto has been and will continue to be to serve them better.

Remember that our cause is just and with unity and support from the public, we are invincible!

Long Live The Madras Electricity Employees Union!

Long Live The Tamilnad Electricity Workers Federation!

Long Live The Unity Of Electricity Workmen!

Our Cause Is Just!

United We Succeed!

Late News:

As we go to press, we understand that the Strike at Vellore in which the clerks, Last Grade Staff and the entire workmen participated was a cent-per-cent success. Friends Vellore has shown us the way. Let us now march with Greater determination in achieving our objectives.

AITUC.

Electricity Employees Bulletin No. 1

WHAT THEN WE MUST DO?

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| MARCH '60 |
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The fight to uphold the agreement and in defence of just demands has begun in right earnest. The respected leaders of the Kundha workmen Sri J. Bella Gowder and Sri P. Vridhagiri, were on Hunger-Strike from the 7th of this month, against the policy of the Government and the Board in refusing to concede the just demands of the Kundha workmen, even though the first stage of the project is nearing completion and is to be inaugurated by the Prime Minister of the country on 25-3-'60. When their demands of seniority, 12½% Special Pay, Lay-off compensation etc., are yet to be complied with, thousands of workmen face the prospect of being thrown out of employment on the completion of the first stage. Thousands of workmen at Kundha are rallying behind their leaders and the workmen observed a complete token strike on 9th March. The entire workmen including the Clerical and other Accounting members are to go on strike from the 22nd of this month if their demands are not acceded to by then. The Vellore System Union has already given notice of strike and the workers are determined to go on strike on 21st of this month, protesting against the policy of victimisation which runs riot at Vellore.

Government Cannot Abdicate its Responsibility

We make bold to say here and now that the Government and its Labour policies are responsible for such a state of affairs. If only the Government had been serious in implementing its avowed Labour Policy, the reports of the two conciliations held in respect of the grievances of Kundha workmen would not have been kept in the cold storage and the Hunger-Strike could have been averted. If the Government had been serious about their professions of one Union in one Industry, they would have given representation to the Federation in the Consultative Council, instead of again appointing Sri Gopal, who has been appointed in the Consultative Council not because he represents the Labour employed in the Electricity. Again if they had been serious about the Code for Discipline, they would have directed the Board to accept the same, instead of conniving with the injustice perpetuated by the Board and its Officers in the name of discipline.

Is there Any Other Way Out ?

We have found that the Board feels sufficiently independent when it comes to the question of going on a writ against a decision of the Commissioner which favours the workmen, but just passes on the baby to the Government when it comes to the question of deciding anything in favour of the workmen. When the Chairman says that the Chief Engineer is capable of dealing with our demands, when the Chief Engineer refuses to talk to the representatives of the workmen, and in fact has refused to meet the General Secretary of the Federation for the past two years, when the Chief Operation and Distribution Engineers always await instructions from the Board, when the considered recommendations of the Conciliation Officers and the Commissioner of Labour are thrown to the winds as though the Board is not bound by the decisions of the Labour Department, what can we do except to seek the only constitutional venue left for us, namely, Direct Action ?

Time For Us To Face The Facts!

Yes friends, that is the only alternative that is left to us and we have to face the facts squarely. There is no use of limping behind, or stand piously with folded hands! We have to shed our sense of complacency and our old attitudes. We are sure to get our just demands redressed. We are not asking for the moon. We just demand that the Board should abide by its own word of honour, respect the legislations of the land, move with the times and accept that the Unions and the Federation have come to stay and pay us BONUS which is legitimately due to us out of the surplus that has been accumulated out of our blood, sweat and toil.

Let Us Strengthen Our Unity & Prepare For The Just Struggle

So let us remind ourselves that our fight is not only against the policy of the Board, and its bureaucratic attitudes but against the anti-democratic labour policies of the Powers that control the Board as well. Let us unite, unite as one man and as never before, brush aside all our petty quarrels, strengthen more and more our unity, and prepare ourselves for the impending action that is to be launched throughout the state by all the forty thousand workmen. The Public are sure to come to our rescue because our prime motto has been and will continue to be to serve them better.

Remember that our cause is just and with unity and support from the public, we are invincible!

Long Live The Madras Electricity Employees Union!

Long Live The Tamilnad Electricity Workers Federation!

Long Live The Unity Of Electricity Workmen!

Our Cause Is Just!

United We Succeed!

Late News:

As we go to press, we understand that the Strike at Vellore in which the clerks, Last Grade Staff and the entire workmen participated was a cent-per-cent success. Friends Vellore has shown us the way. Let us now march with Greater determination in achieving our objectives.

EMPLOYEES' UNION

(REGD. NO. 950)

Affiliated to: T. N. T. U. C.; A. I. T. U. C., W. F. T. U. C.; T. N. E. W. F.

President:

Sri G. SAMUEL, M. A.,

Secretary:

Sri M. KALYANASUNDARAM

VENKAT RAO ROAD

SALEM - 1

Date 9. 6. 1960.

299
Letter to the Editor

The Editor,
Trade Union Record,
New Delhi

Sir,

Lots will be drawn; ~~not to award prize, but~~
to punish - ~~A Naval device!~~
the workers.

M/s. Octavins Steel & Co., Ltd are the Secretaries and Treasurers of the Salem-Erode Electricity Distribution Co., Ltd.,. It is alleged that a sum of Rs 16/- is missing from the company's petty cash funds kept by a worker at Salem office. The management describes it as theft and on one fine morning a circular was posted on the company's notice board stating that lots would be drawn against all the workers and that individual whose name was picked out would lose Rs 16/- from his bonus amount.

The very interesting point is that the workers cannot know of such a news of theft for the first time, only after seeing the circular. If the management has chosen the normal channel under law, they know, they will not probably fail to prove that there was any theft. Still they want to punish the unfortunate and innocent worker whose name may be drawn for the sin of working under these strange people.

The Octavins Steel & Co., Ltd should realize that they are living in 20th century and that the workers here are not damn fools.

~~Yours faithfully,~~

M. Kalyanasundaram

(M. KALYANASUNDARAM)

Secretary.

(Name of the union)

9. 6. 60

13 JUL 1960 RAJASTHAN ELECTRIC AND WATER WORKERS' FEDERATION.

36, Sadulnagar,
Bikaner.

No. ~~REWE~~REWF/ 2

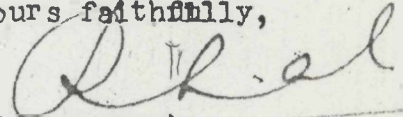
Dated 11 JUL 1960

To The Secy
AIR VC
4, Ashok Road, New Delhi,

Dear Sir,

I am herewith sending you the copies of the Resolutions passed in the 6th Conference of the Rajasthan Electric and Water Workers' Federation held at Tonk from 26th to 30th June, 1960 for favour of information and necessary action.

Yours faithfully,



(Roshan Lal)
General Secretary.

RAJASTHAN
Elec. & Water Workers'
FEDERATION.

RESOLUTION.

ON DEMAND CHARTER.

The 6th Annual Conferance of the Rajasthan Elec. & Water Workers' Federation, held at Tonk from 27th to 30th June, 1960, after reviewing the position of the last charter of demands, resolves to adopt the following charter of Demands unanimously:-

1. Part II of the Charter of Demands dated July 2, 1959 (Dholpur Meeting) should be accepted and implemented viz:-
 1. A representative of the Rajasthan Electric & Water Workers' Federation should be taken as a Member of the Rajasthan State Electricity Board.
 2. Our representation in the Electricity Consultative Council should be increased from one to two.
 3. Autonomour Board for the Water works should be formed and a representative of the Federation should be taken on it as a member
 4. Bonus of three months total emoluments should be given to the water works employees for the year 1956-57, to 1959-60 each.
 5. Bonus of one month's total emoluments should be given to the Employees of Electiricty Board, if the financial condition so justify. If not, one month's bonus should bepaid ex-gratia on the Dewali occasion.
 6. Dearness allownace should be based on the cost of living index Number and the dearness should be neutralized cent per cent.
 7. A ~~new~~ scheme of gratuity at the rate of one month's total emoluments for every completed year of service should be intorduced.
 8. Quarters for workers should be constructed under the subsidized Industrial Housing Scheme and allotted to the workers free of rent.
 9. Electricity and water should be supplied free to all the employees.
 10. Uniforms should be given to all the workers.
 11. The workers should be properly classified and the confusing and abnoxious terms, casual labour, daily labour, Muster roll labour, work charged labour etc. should be eliminated.
 12. All the employees of the Electricity Board who were in service on 1-7-57 should be made permanent.
 13. Night Allowance at the rate of 1½ times the ordinary wages should be paid to those who work in the night shift.

14. Additional 8 days special casual leave in a year should be granted for the meetings of the general council of the Rajasthan Electric and Water Workers' Federation.

15. The following scales of pay as newly revised should be further amended:-

Scale II from Rs.40-2-50-2-70- to Rs.50-3-80

Scale III from Rs.60-4-80-5-100- & 60-4-80-5-130 to Rs.60-4-80-5-100-EB-5-130. The condition of matriculation should be waived and matriculates and others should be given an education allowance of Rs.5/-p.m. in all scales.

Scale IV. from Rs.80-5-120-5-175 to Rs.80-5-120-EB-8-200 The grade of Meter Reader II should be upgraded to Meter Reader I.

2. The minimum wage should be fixed at Rs.80/-p.m. and the other grades should be fixed with proper wage differentials. Dearness Allowance should be linked with the cost of living Index Number.
3. Medical & Educational Facilities should be given as to other govt. employees including the P.W.D. employees.
4. Full compensation should be given for any accident arising out of and in the course of employment.
5. Project Allowance should be given at the rate of 25% of the pay to all the workers working on any project and construction work.
6. The continuity of service of Sikar Power House employees should be assured, and those who have been retrenched should be compensated.
7. The strength of all the water works should be fixed early and the fixation of Jodhpur water works should be completed.
8. The strength of Jaipur and Bikaner Hospitals (Technical staff transferred from the E.M.D.) should be sanctioned early and they should be given all the rights, privileges and facilities as to all other elec. & water workers.
9. The question of management of Kuchaman Power House should be decided early.
10. Arrangement should be made that there is no delay in payment to the workers on transfer to the construction works.
11. The casual & work charged workers of Helper II category are not being paid Rs.60/- p.m. as wages which is the minimum as agreed to by the demands Enquiry Committee. All such workers should be paid Rs.60/-p.m. as Minimum Wage.

RAJASTHAN ELEC. & WATER WORKERS' FEDERATION.

36, Sadulnagar, Bikaner.

Dated/- 11 JUL. 1960

No. REWF/1

To

The Registrar,
Trade Unions
Rajasthan, Jainpur.

Dear Sir,

The following have been elected as office bearers and members of the Executive Committee of the Federation by the 6th Conference which was held at Tonk from 27th to 30th June, 1960:-

1. President:- Shri Amer Dutt Nag. ✓
2. Vice Presidents: 1 Shri Bhai Bhagwan
2 Shri Narendra Pal.
3 Shri Abdul Hamid
4
5
3. General Secretary:- Shri Roshan Lal. ✓
4. Joint Secretaries:- 1. Shri Krishan Kant
2. Shri Mahabir Parshad
3. Shri Achal Singh
4. Shri Madan Lal Sharma.
5. Shri Ganpat Lal.
5. Organising Secretary:- Shri Fateh Singh.
6. Cashier:- Shri Misri Lal.
7. Members:-
 1. Shri Baljit Singh (Alwar)
 2. Shri Hari Shanker (Karauli)
 3. Shri Sri Ram (Sikar)
 4. Shri Ganesh Lal (Shahpura)
 5. Shri Govind Ram (Ganganagar)
Sushil
 6. Shri Ram Chander Joshi
 7. Shri Mohan Punamia (Pali)
 8. Shri Ram Lal (Bundi)
 9. Shri Pratap Singh (Dholpur)
 10. Shri Madan Lal (Bharatpur)
 11. Vacant.

(Roshan Lal)
General Secretary
Rajasthan Elec. & Water Workers'
Federation, Bikaner.

No. REWF/

Copy forwarded for information and necessary action

19 JUN 1960

RAJASTHAN ELECTRICAL & WATER WORKERS' FEDERATION.

PRESS COMMUNICATION.

6th
The ~~last~~ conference of the Rajasthan Elec. & Water Workers' Federation has successfully concluded. 68 delegates representing about the thousand workers of Electricity and Water Works of Rajasthan participated in the conference which lasted from 27th to 30th June, 1960 at Tonk.

The conference has unanimously demanded Rs.80/- p.m. as minimum wages for the lowest category of helper II and other grades to be fixed with proper wage differentials. The conference has also asked for linking the dearness allowance with the cost of living index number. The conference has felt that although it would have been quite legitimate for them to demand pay scales equal to Central Government employees and therefore demand Rs.125/-p.m. as minimum wage, yet, keeping the present difference of the two scales in view, between which there is a big gap, it would be quite practical and reasonable to demand Rs.80/- as minimum wage.

In a separate resolution, the Federation has fully and whole heartedly supported the demands of the Central Government employees and have assured them of their help and solidarity in their strike.

The other demands of the Federation are Medical and educational facilities, Project Allowance, uniforms, free electricity and more representation in the consultative council of the Electricity Board.

Their previous demands such as inclusion of D.A. in P.F. contribution, filling up of vacant posts, framing service conditions, compensation for work-charged service, more labour welfare budget, Housing and uniforms, which formed the subject matter of the Tool Down Strike Notice on 25th April, 1960, have almost been implemented.

The conference also elected their new office bearers and Com. Amar Dutt Nag and Com. Roshan Lal have been re-elected as President and General Secretary respectively.

R. Lal

3 - AUG 1960

RESOLUTION.

This conference of the Rajasthan Elec. & Water Workers' Federation wishes to express full whole hearted support to the Central Government Employees for their demands of Rs.125/- P.M. as minimum wage and the dearness allowance as per recommendation of 1st. Pay Commission etc. and assure them of their moral and material support in the impending strike if it ever takes place.

It calls upon all its affiliated unions to support and render every assistance to the Central Government Employees in their brave and heroic fight.

It urges upon the Central Government to avert the strike by according to the demands of their employees which are nothing ~~or~~ more and nothing ~~short~~ else than the decisions of the tripartite conference to which the Government is also a party.

[Signature]
General Secretary
RAJASTHAN
Elec. & Water Workers'
FEDERATION.

8

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November 28, 1960

Dear Com. Roshanlal,

If you have material on the subject, please arrange to send us a short note on the important developments in the electricity industry and TU movement.

We want this for a review being made for the 26th Session.

Please send the note before 10th December.

With greetings,

Yours fraternally,

KGS

(K.G. Sriwastava)

2 DEC 1960

THE INDIA ELECTRIC WORKMEN'S UNION

(REGD. No.2447)

582, DIAMOND HARBOUR ROAD, CALCUTTA-34.

(Affiliated with A. I. T. U. C.)

Ref. No.....

for T. U. C.
mo
yei

299

Date... 29th Novr. 1960.

Dear Comrade,

I am narrating here the heroic struggle of 2,000 workers of the India Electric Works Ltd., Calcutta which at last culminated in a stay-in-strike for 54 days against the machination of the employer to liquidate the company has gone unrecorded in the pages of the "Trade Union Record". I, therefore, describe here the state of affairs leading to the crisis of this industrial organisation which ultimately brought in its trail great disaster to the workers ~~and hence in turn their resistances are given here in a nut shell~~ for publishing it in the "Trade Union Record".

The India Electric Works Ltd., which is situated in the Southern Corner of Calcutta employing 2000 workers is the manufacturer of electric fans, Transformers, Dynamo, Motor and Railway equipments. This industry can be classified in the category of the light engineering industry. This is a pioneer fan manufacturing industry in India and it was established sometime in the year 1921. The company was started with a capital of - Rs. 2,25,000/- During the war, the company was extended enormously in order to cope with the war-time requirements and it acquired nearly 25 acres of land to extend its factory.

Although the company is a public limited one under the companies' Act, but almost all the shares were confined within the bounds of a particular family and as a result the whole company was one man's show. During the war, the company earned huge profits and it set apart a portion of it to distribute amongst the share holders as bonus shares to make the paid-up capital Rs. 9 lacs. But inspite of the enhancement of the capital, it was too inadequate comparing the volume of business it had to transact. Therefore, it took loan from the Bank by way of hypothecation and pledge. Upto 1952 the company earned huge profits varying from 7 to 9 lacs with a capital of Rs. 9 lacs. These are

contd....

THE INDIA ELECTRIC WORKMEN'S UNION

(REGD. No.2447)

582, DIAMOND HARBOUR ROAD, CALCUTTA-34.

(Affiliated with A. I. T. U. C.)

Ref. No.....

- 2 -

Date.....

all Balance-sheet figures and we have reasons to believe that the profits were higher but in order to evade the Income-tax and to satisfy their self-interest they showed fictitious expenses under various heads. In this way, the company was making headway, but the amenities of the workers were in no-way increased. There was not even a good canteen which required under the Factories Act. The company did not even appoint a Medical practitioner to give first-aid to the workers in case of any accident. Their sole object was to extract money from the industry without giving due share to the workers.

Being enticed with the profits of the fan manufacturing, they took-up the venture of for manufacturing Motor, Transformer Dynamo one by one without investing any further capital. In order to meet the requirements of the capital they borrowed money from the bank by way of pledging all the assets of the Company. The total loan in this way reached to the extent of Rs. 50 lacs.

The huge money advanced by the Bank to the Company were not properly utilised. The dishonesty and corruption of the high officers of the company who were the own men of the Managing Director made the position more disappointing. The result was that the company could not carry on the normal production and the crisis was evident in the industry. We sought the intervention of the Labour Commissioner, but he could not do anything as his power under the Industrial Dispute Act is limited. By this time the production came to a very low level and we drew the attention of the Union Commerce and Industry Minister but we were informed that the situation in the Company did not warrant to take any action as per the Industries(Development and Regulation) Act. We then approached the State Commerce and Industry Minister and he was kind enough to institute an enquiry. It revealed through the enquiry that utter mismanagement, corruption, dishonesty and nepotism have almost ruined the industry. As the powers under the

Contd....

THE INDIA ELECTRIC WORKMEN'S UNION

(REGD. No.2447)

582, DIAMOND HARBOUR ROAD, CALCUTTA-34.

(Affiliated with A. I. T. U. C.)

Ref. No.....

- 3 -

Date.....

under the Industries(Development and Regulation)Act are vested in the hands of the Central Government, the State Govt. recommended for taking over the management of this company. But despite the recommendation by the State Government, the Central Government did not act upon it until the matter was raised in the Parliament by Sm. Renu Chakraborty and Md. Illias.

The central Government at last sent a technical team to examine the working of the factory. The company understanding the implication of the enquiry transferred 51% of shares to the Poddars with the increase of the Paid-up capital by Rs.9 lacs.

The Poddars in collaboration with the past management managed to enhance the production. But soon intrigues between the two partners were evident and it soon came into such proportion that the due ~~xx~~ wages of the workers were not paid on the scheduled date i.e., 10.6.60. Being disgusted with the activity ~~the~~ of the management, the workers ~~would~~ staged stay-in-strike and the Union declared that the workers would not leave the factory premises until a guarantee is given as regards the efficient running of the factory. Various tactics were adopted by the employer to defeat the just cause of the workers, but unity and strength of the 2000 workers foiled all the attempts of the employer.

Due to public opinion and also the severe fight of the workers made the Government to come down to save the company from the impending disaster. At last the Central Government published an extraordinary gazette on 11.8.60 declaring that the Management of the India Electric Works Ltd., Calcutta, has been taken over by the Central Government as per 18A of the Industries(Development & Regulation)Act. The Central Government accepted our claim but at a very later stage and thereby the whole economic life of the workers has been allowed to be worsened and actually the workers' sufferings were of such extent that can not be described by mere words. The crux of the whole thing is that in the present set-up of our country the employer has found enough scope to play havoc with an industrial life. All these show the short comings of the Indian Companies Act, Industrial Dispute Act, Payment of Wages Act and the Industries(Development & Regulation) Act.

Contd....

THE INDIA ELECTRIC WORKMEN'S UNION

(REGD. No.2447)

582, DIAMOND HARBOUR ROAD, CALCUTTA-34.

(Affiliated with A. I. T. U. C.)

Ref. No.....

- 4 -

Date.....

In this connection what I have forgot to mention that the employer has even mis-spent the Provident Fund money of the employees to the extent of Rs. 20 lacs which is a penal offence as per the Employees Provident Act 1952.

After assumption of the power of the Management of the Company, the Government has been confronted with various problems, but inspite of this fact, the factory is smoothly running with the co-operation of the workers. This is a notable achievement gained by the workers and therefore they want to preserve it by any means.

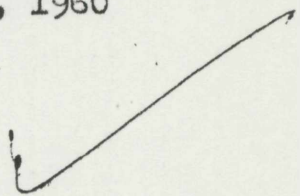
Yours sincerely,

Anadi Chakrabarti
Jt Secretary

Sri K. G. Srivastava,
Editor,
Trade Union Record,
Rani Jhansi Road,
New Delhi.

299

November 28, 1960



Dear Com.Krishnan,

Please arrange to send us a short note on the important developments in the TU movement of electricity employees, since our Ernakulam session.

Since this is required for the preparations for the 26th Session, please send your note before the 10th of December.

With greetings,

Yours fraternally,

(Handwritten initials)

(K.G.Sriwastava)

Com.S.C.Krishnan,
Madras

Tamilnad Electricity Workers Federation

President:
V. G. Row, Bar-at-Law

(Reg. No. 2970)

General Secretary:
S. C. Krishnan, B.A.,

Tgrams: ELECTRIFED.

PHONE: 83687

5. Arumuga Naicken St.,

Madras-2.

Ref:

297

Date: 29th Dec. 60

Sri T.R. Ganesan, B.A.,
General Secretary, T.N.T.U.C. c/o Rec. Committee,
26th Conference of the A.I.T.U.C.
13/21 Henga Konar Road, Coimbatore-1.

Dear Comrade,

Observers to the Conference-- intimation.

We acknowledge with thanks your kind invitation for our Federation to send either fraternal delegates or observers for the 26th conference of the A.I.T.U.C.

At the State executive meeting of our Federation, your kind invitation was read and after discussion we have decided to send the following Office-bearers of the Federation and the affiliated Unions as observers to the Conference. We hope and trust that you will extend your co-operation in enabling our ~~members~~ representatives to get the benefit of the valuable deliberations of the Conference.

Thanking you.

Yours fraternally,

S. C. Krishnan

List of representatives:

General Secretary.

1. Sri K. Subramaniam, B.A.B.Sc. Vice-president. (Pykara)
2. ,, C.A. Ganapathy (Vellore)
3. ,, K. Sowrirajan Joint Secretary (Mettur)
4. ,, T.R. Ranganathan Member, State Exec. (Trichy)
5. ,, S. Anantaraman (Papanasam)
6. ,, S.A. Neelakantan Joint Secretary (Madras)
7. ,, P. Dhanaraj (Papanasam)
8. ,, D. Janakiram Member, State Ex. (Madras)
9. ,, K. Ramasamy (Papanasam)
10. ,, S. Ramasamy (Kundah.)

Copy to:

The General Secretary, A.I.T.U.C.
The Chairman, Reception Committee, CBE.

Dear Com. K.G.S.

This is an independent federation. I think we can admit all the ten observers. I have only six are like to attend.

Yours truly
Jalansan

President:
V.G. Row Bar-at-law. (Registered No. 2970)

The Secretary,
Trade Unions of Electricity Workmen,

Dear Friend / Brother,

3rd Conference of the Tamilnad Electricity Workers
Federation at Tinnevely, South India on ~~11, 22nd~~ Jan 61

You may be aware that the Foundational Conference of the Federation, embracing all the registered Trade unions of Electricity Workmen (irrespective of affiliations) has been held in February 1958 and thus the United Trade Federation of the Electricity workmen covering those of the Field as well as Offices and working either in Construction sites, or Generation Plants, or Distribution Sub-Divisions was born. For one year the workmen through-out the ten systems under the State Electricity Board covering all the districts of this state and representing 40,000 workmen of this vital Public Utility Industry, conducted popular campaign to improving their service conditions and rallied the support of the rest of the Trade Unions besides all the Political Parties and democratic sections. Their United campaign resulted in signing of a bilateral agreement after the report of the Negotiating Committee was submitted. This resulted in about 14% rise in emoluments for the permanent workmen and permanancy for the one third the temporary workmen and some Trade Union facilities.

This agreement signed between the State Electricity Board and the Federation (such an agreement ~~is~~ has been the foremost in similar public Industries ~~is~~) has not been accepted or appreciated by the bureacracy and certain officers ~~in~~ who felt that the United Organisation of the workmen and the growing support of the people was a threat to their arbitrary power and obsolete ways of administration that has been continued since pre-independance days. A calculated move to defeat the strength of the workmen was launched in 1959 and early 1960 by victimisation of employee- Office-bearers of most of the affiliated Unions by transfers and other disciplinary measures even after the agreement was reached. Again the United fighting strength of the workmen and the support of the people compelled the State Government and the Electriciti Board to set right the victimisation partially in June 1960.

3. These two successive assertions of the United strength of the public sector workmen has unfortunately not shown the Bureacracy either the peaceful and democratic pursuit of the United Organisation of the workers nor the justness of the demands of the workmen. Having felt frustrated at their efforts to stifle the voice of workmen and failure to defeat their fighting strength, the bureacracy entrenched in this public Sector resorted to initiate ~~and~~ sponsor "Company Union" or "Yellow Union" and thus attempt to disrupt the United Federation, utilising the bad labour policy of the State Government.

4. Further the terms and spirit of the agreement that was to herald a new chapter in the industrial relations and the peaceful growth of this vital public utility industry are given the go-by. En masse victimisation by transfers and disciplinary proceedings and unfair labour practices are being resorted to since five months together with extensive resort to letting out the present works to contractors. Instead of making 7000 workmen out of the temporary strength of 22000 permanent, more than 5000 workmen have been thrown out of employment. Active members of the Trade Unions affiliated to the Federation are meted out discriminatory treatment and an atmosphere of terror unleashed particularly utilising the repressive policy of the State and Central Governments against the struggle of the All India Governmental employees.

5. It is against this back-ground of unfortunate developments in such a vital industry, (its importance to the prosperity of the people and industrialisation can be seen in-so-far as out of the State's third plan development target of 292 crores, 105 crores are ear-marked for the Electricity) that the third Conference of the Electricity workmen is scheduled to be held on 15 th and 16th of January 1961 at Tinnevely.

Besides chalking out the ways and means for defending the existing privileges and for achieving demands on the Dearness Allowance and Bonus as a step towards the Fair Wages agreed to in the Tripartite Conferences of the Indian Labour Conferences, this Conference has to decide on the role and attitude of the Electricity Workmen towards the Third Five Year Plan Targets, formation of South Zonal Grid, Setting up of Atomic Plant and Heavy Electrical Plant in the State and better service to the people as well as the necessary steps to get the Electricity reach the people at a cheaper rate.

Hence we look forward to your participation in the Conference and fraternal message and your valuable suggestions.

Once again extending to you our cordial invitation and hoping to hear from you at your earliest convenience.

FOR Atomic Power Plant for Madras !

FOR Heavy Electrical Plant For Madras !

FOR Fair wages & Trade Union facilities !

AGAINST unfair labour practices & yellow Unions!

FOR Implementation of Tripartite Recommendations!

FOR Peaceful progress of the Industry, Cheaper power to the people and better efficiency of the Industry.

Long live the unity of the Electricity Workmen!.

Long live the ~~xxxxxx xxxxxx~~ ix Unity of the Toiling Workers!

Yours fraternally,

S. C. Kesavan

General Secretary.

Telegraphic Address:

ELECTRIFIED, MADRAS.

22/12/60

A