

17 AUG 1959

NATIONAL FEDERATION OF METAL AND ENGINEERING WORKERS OF INDIA.

Bangalore  
Dated: 12th August '59.

Dear Brothers,

You are aware that "National Conference of Metal and Engineering Workers" of India was held at Calcutta on 10th, 11th & 13th July 1959.

For the first time in the history of the working class movement of our country, 950 delegates representing 6½ lakhs of Metal & Engineering Workers came together on a common platform to discuss about their working and living conditions, the specific problems of the workers and the Industry and to take decisions for the improvement of their working and living conditions. The Conference was inaugurated by Brother Jean Merrilier from France, General Secretary, International Federation of Metal and Engineering Workers and presided over by Shri S.A. Dange, M.F., Eight delegates from Bangalore participated in the Conference.

The Conference noted that while the profits and production in the Engineering Industry had increased, the wages had in no way increased to commensurate and morally and economically the workers were entitled to a better deal.

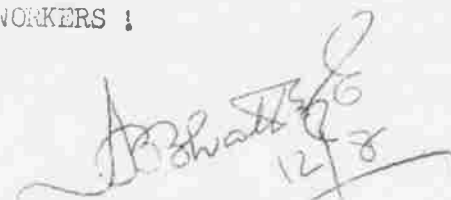
The Conference resolved to set up the National Federation of Metal and Engineering Workers of India and the constitution was adopted. And in accordance with the constitution, the Office-bearers and Executive Committee members were elected. And thus for the first time a central Organisation of the Metal and Engineering Workers of our country based on trade has come into being which unites all the Metal and Engineering Workers irrespective of their ideological, political or other affiliations.

Friends !, the newly elected Executive Committee of the Federation met after the conference and resolved to observe August 21st as "Engineering Workers Day" to urge upon the Central Government to constitute a Wage Board. And on 21st August, the entire engineering Workers of our country will be voicing forth a single demand-"for a Wage Board".

Here, in Bangalore a meeting of the representatives of Trade Unions from the Engineering and Metal Industry throughout our state, irrespective of affiliations to any Central Trade Union organisation is proposed to be held at the Office of the KPTUC, Arcot Srinivasachar Street, on Friday 21st August '59 at 6 p.m. to report on the Conference and to voice our demand for "Wage Board" etc.,

We cordially invite all Office-bearers and Executive Committee members of your Union to attend this meeting and participate in the deliberations, to demonstrate our solidarity and support behind the demand for Wage Board and to explore the possibilities of holding a State Conference of Engineering Workers.

\* LONG LIVE THE UNITY OF METAL AND ENGINEERING WORKERS !

  
For Vice-President,  
National Federation of Metal and  
Engineering Workers of India.

HINDUSTAN MACHINE TOOLS LTD.

PERS W-2,  
P/TA/W/No.1917,

14th July 1959,

The Secretary,  
HMT Employees' Association,  
Gr.No.A/21, HMT colony,  
Jalahalli P.O.  
Bangalore.

Dear Sir,

Sub:Election of Works Committee.

The term of the first HMT HM Works Committee expired on 5-5-1959. With a view to initiate formalities for the election of workers' representatives to the Works Committee, we would request you to furnish the following information as per rule 42 of the Industrial Disputes (Mysore) Rules, 1957 as amended from time to time.

- i) How many workmen are members of your Union.
- ii) How their membership is distributed among sections, shops or departments of the company.

Kindly let us have the above information by 16-8-1959.

Yours faithfully,  
For Hindustan Machine Tools Limited,

Sd/(D.Rajagopal)  
Personnel Manager-cum-town Administrator.

HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION.  
(Reg.No.120)

2/WK/16.

17th August 1959.

To .

The Personnel Manager, cum-  
Town Administrator,  
Hindustan Machine Tools Ltd,  
Jalahalli P.O.  
Bangalore.

Dear Sir,

Sub:Election of works committee.

With reference to your letter No.PERS:W-2 \* p/TA/M/No.  
1917 dated 14th July 1959, regarding the membership of our  
Association, we would like to state that these will be furnished  
by day or two.

We request you kindly to help up the same for few days.

Thanking you,

Yours faithfully,

Sd/-(A.B.Dhattacharjee)  
Secretary.

c.c. the Labour Commission for kind infn.

HINDUSTAN MACHINE TOOLS EMPLOYEES ASSOCIATION.

No.2/MK/16.

18th August 1959.

To

The Personnel Manager-cum-Town Administrator,  
Hindustan Machine Tools Ltd,  
Jalahalli P.O.  
Bangalore.

Sub:Election of works Committee.

Please refer to your letter No.FERS:M-2, P/TA/M/No.1917, dated 14th July '59, and letter of even No.2/MK/16, dated 17th August 1959, regarding the membership of our Union.

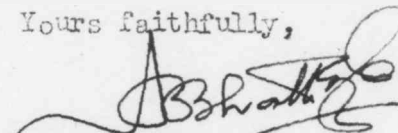
We herewith furnish below the details of our membership distributed in various sections and departments as on 31st March 1959.

<u>Section or Depts.</u>	<u>Nos. of members</u>	<u>Section or Depts.</u>	<u>Nos. of members</u>
1) Accounts	-- 76	14) Inspection	-- 107
2) Administration	-- 24	15) G.T.M's Office	-- 2
3) Purchase	-- 29	16) W.M.F's Office	-- 6
4) Personnel/T.A.	-- 12	17) Heat Treatment	-- 7
5) Transport	-- 25	18) Heavy Parts	-- 93
6) Security	-- 30	19) Material Testing	-- 11
7) Stores	-- 98	20) Small parts	-- 165
8) C.E.	-- 108	21) Production Planning	-- 59
9) Estate & Welfare Office-	3	22) Auxiliary	-- 209
10) Sales	-- 9	23) Training Centre	-- 70
11) P.P.R.O.	-- 2	24) Assembly	-- 253
12) Designs	-- 32	25) Tool Room	-- 85
13) Foundry	-- 1		
14) Electrical	-- 21	Total:	1537

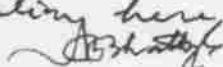
Here, we like to mention that in fact, our membership will be more than 1537, as there are some of our Receipt Books still out-standing with our Collectors. But you note the above membership for the purpose of Works Committee election.

Thanking you,

Yours faithfully,

  
(A.B. Bhattacharjee)  
Secretary.

c.c. to Sri M.S. Prishnan, C/o J.A. Dange, M.P., General Secretary, All India Trade Union Congress, No.4 Ashok Road, NEW DELHI, for information.

Com MSH I have submitted the above letter. This is real membership. Six books are outstanding with our Collectors. This month membership collection is very good. You need not be worried at all. My health is deteriorating. Undergoing treatment. You must all V.I.P's and a the the situation here. I am will show our strength. I have open letter. 

To GENERAL SECRETARY, A.P. J.V.C., NEW DELHI.

HINDUSTAN MACHINE TOOLS Ltd,

PERS.W-2/P/TA/W/No.2134.

20th August 1959,

The Secretary,  
Hindustan Machine Tools Assn.  
Cr. No.A/41, HMT colony,  
Jalahalli P.O.  
Bangalore.13.

Dear Sir,

Please refer to your letter No.2/WK/16 dated 17th August 1959 and letter No.2/WK/16 dated 18th August '59. The information required has not been furnished within the due date. Moreover, the particulars furnished in your letter are out-dated and it is regretted that it cannot be taken into consideration.

Yours faithfully,  
for HINDUSTAN MACHINE TOOLS LIMITED,

*We were expected to submit the membership within 14th or 18th. 15th was a holiday. on 17th I asked time/copy/ for one or two days and on 18th morning itself we have submitted the membership as on 31st March 1959. OH*

Sd/-(D.Rajagopal)

Personnel Manager-cum-Town Administrator.

*Other conditions in H.M.T. remains same.*

*ABZhatta  
21/8*

17 AUG 1959



266-A

## HINDUSTAN MACHINE TOOLS MAZDOOR UNION

Reg. No. 352

Bulletin No. 2

Friends,

We congratulate the workers of HMT in uniting themselves to protest against the dismissal of Sri C. S. Reddy. We do not know who is wrong, but we can't but protest the unceremonious dismissal of a Trade Union worker without giving him a chance to correct himself. Sri C. S. Reddy's case will have to be decided on merits and we, as a Union, are not prepared to encourage misbehaviour either by a Trade Union worker, whatever position he may occupy, or by the management although it may be in the public sector. But we do condemn the consequential factors such as posting a large police force with a view to inspire awe in the minds of peaceful workers, unless there has been violence to warrant the presence of police in such large numbers.

No management can maintain industrial harmony, much less steady production, by resorting to such methods. Demonstrations and mass protests are a normal feature of Trade Union activity as long as they are for a justifiable cause and absolutely peaceful.

To say that there should not be a demonstration for individual causes, as the Karmika Sangha has said in their Bulletin No. 8, is a negation of Trade Union responsibilities. Unions which are the handmaids of officers only can take such a stand. Individual issues are as much important for unions as collective issues as long as the former is not at the expense of the latter.

The Karmika Sangha has been treated very favourably by a particular Officer. Persons like Sri Jayaram Gownder in the Purchase Department, Sri T. B. Venkatesh, Sri B. N. Rama Rao, Sri S. Krishnamoorthy, and Sri C. V. Ramaswamy in the Accounts Department, Sri Mariappa in the PRO's Office, have an open licence to enroll members during working hours within the factory premises. The workers are aware of the past of these people.

This particular officer uses the Karmika Sangha against normal Trade Union activities and also against officers who differ with him. Provincialism and Communalism are the tools with which this particular Officer wants to rule this factory. Not satisfied with this, this particular officer uses the Security Department for his activities.

It is strange that nowhere in the Mysore State, in the Public Sector either of the State Government or the Central Government, the Security Department is controlled by the Personnel Department.

This Union is considering whether or not to implede itself as a party before the Industrial Tribunal regarding the pending disputes. We appeal to all workers whether they are members of the HMTEA or the Karmika Sangha to join this Union and strengthen our hands.

TO FIGHT AUTOCRACY, TO FIGHT DISCRIMINATION,  
TO FIGHT FOR THE DEMANDS OF WORKERS,  
JOIN THE HINDUSTAN MACHINE TOOLS  
MAZDOOR UNION.

*Vice Presidents :*

V. I. MATHEN  
B. ASWAT NARAYAN

*Secretaries :*

KHUSHIRAM  
SEN GUPTA

*and the Working Committee*

**'JAI HIND'**

12-8-1959.

P V P Nayudu,

A-12, HMT Estate,

Talaballi Po

Bangalore - 13

18<sup>th</sup> Aug. 1955.

Dear Shri. Krishna,

266A

I hope you are doing well in Delhi.  
Just a few minutes back we sent you a telegram  
as follows:-

"Nayudu's termination effective 16<sup>th</sup>  
July received today - better charge."

You would have seen this telegram  
and taken note of it for such action as you  
deem fit to take at that end.

The termination is based on three  
charges out of six. The charge of habitual  
absence is dropped. Others are :-

- 1) Passing remarks against superior officers,
- 2) Delay in submission of papers in reply  
of instructions given in writing to put up  
papers within 3 days of their receipt,
- 3) Suppression of office records,
- 4) Putting up misleading and incorrect  
notes in connection with office business.
- 5) Habitual negligence in work.

He will be paid a month's salary from 16<sup>th</sup> July  
1955.

Sd/- D. Rayappa.

The letter is in a memo form and is  
dated 17<sup>th</sup> Aug 1955. I received it only  
today morning i.e. 18<sup>th</sup> at 8-30 AM.

The circumstances under which the memo



is word you may very well see:

On 7th July the enquiry was over. On the same day the suspension was extended by four days from 7th. Till 12th nothing was heard. On 12th I reported for duty. I was asked not to wear my time card. The security did not allow me to go in. At 10.45 AM. I was given a letter from the Personnel Dept. that my suspension was again extended by four days from 12th. Till 17th nothing had come. ~~to~~ Today, I wanted to go to office. At 8.30 AM I was ~~to~~ delivered a letter terminating my services with effect from 16th July is the date of suspension.

From 7th to 11th N.D. was in Bangalore. They tried to avoid him. So, they did not present the report or their recommendations. On the 12th N.D. left for Delhi. Before he went, he made an order that during his absence Mr. Aselman - G.M. will "exercise the functions of the Managing Director". The report of the Committee was placed before the Mr. N.D. and his sanction to terminate has been obtained and ~~the~~ the termination letter was issued by the great D. Rajgopal. This is the trick played by Rajgopal. Here Mr. Aselman having been the Chairman of the enquiry Committee and having recommended my termination has ~~spoken~~

the final approving authority also. I have  
 with Mr. Punjappa to meet Shri. Nageshwara  
 Rao. Since Mr. Rao is gone to Mysore, we  
 could not meet. We met A.B.B. in his school  
 and decided to send a telegram and this  
 letter also to you. So that you may, if possible  
 see Shri. Rethulla who is still in Delhi  
 and acquaint him with the position and  
 also tell him how illegal it is that Mr.  
 Ashman himself did both the recommendation  
 issued and sanction for termination.

I would also like to know by return  
 post, if I should file a petition before  
 the Tribunal or if I can file a writ.  
 Please examine the position of filing a  
writ of any manner. We shall try and  
 create a sensation. I am also trying  
 to vacate my house in the colony so as  
 to be free to get letters and move freely.  
 As I am told that you would be longer  
 in Delhi, I would like to have your advice  
 in the matter. Did you see Nandaji.

With you all success in your endeavors  
 and come with glowing success. CPA is also  
 in Delhi and you can inform him also.

He is in Room nos. 30-161 -  
 Block no 5,  
 Shalimar Road (Delhi).  
 Write the representative

Best apt hearing from you.  
 With kind regards,  
 Yours sincerely  
 M. N. Srinivasan

# Hindustan Machine Tools Employees' Association

(Reg. No. 120)

President: M. S. KRISHNAN  
Secretary: A. B. BHATTACHARJEE

A 41, H.M.T., Colony.  
JALAHALLI, P. O.  
BANGALORE

Ref.

Date 15-8-59

To  
SHRI. S.A. DANGE M.P.  
GENERAL SECRETARY  
ALL INDIA TRADE UNION CONGRESS, NEW DELHI.

Dear Sir,

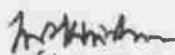
Enclosed is a copy of the Memorandum submitted by us to the Minister for Labour and the Minister for Industries (Shri. Manubhai Shah) about the situation in Hindustan Machine Tools Ltd, Bangalore.

From the memorandum you will appreciate that the situation is one which calls for immediate intervention by all those interested in Maintaining harmonious relationship between the employees and the Management. We request you, in the interests of the industry and the employees to help us by seeing that our just demands are conceded and the present attitude of the Management is changed for the better.

With greetings,

Yours faithfully,

Enclosed are also publications issued  
by us from time to time.  
M.K.

  
M.S. Krishnan  
PRESIDENT

MEMORANDUM ON SITUATION IN HINDUSTAN MACHINE TOOLS LTD.

The Hindustan Machine Tools Employees Association submitted a memorandum of 23 Demands on 7-1-59. Among the 23 demands submitted there are many important ones such as (i) enhancement of Basic Wages (ii) Central Government D.A. rates (iii) constitution of Wage Board for revision of Wage Scales (iv) Revision of Overall Production Bonus, and incentive bonus Schemes (v) Introduction of Gratuity Scheme (vi) House Rent Allowance to be granted and House rent for quarters constructed by the company to be reduced (vii) Enhancement of leave facilities (viii) Concessional Railway fare to employees and members of the family (ix) conditions of Service of Artisan Trainees to be changed including stipends and grades (x) construction of Office for the Union (xi) Sectional Allowances such as Officiating Allowance, Machine Allowance etc. These demands were submitted since it was desired by the Management that an overall settlement for a specific period was necessary from the point of view of the industry and the employees. We were also prepared for such an agreement for a period on the basis of the terms negotiated upon and settled. We had discussions with the Management on these demands on two occasions during the months of February and March 1959. During these discussions we could not make much headway. The Management proposed the following: (i) Increase in Basic Wage by Rs.5/- per month with corresponding increase to the rest of the employees: (ii) Revision of Overall Production Bonus Scheme so that workers get Rs.4/- extra per month (iii) 15 days earned leave (already existing) 15 days casual-cum-sick leave, 12 paid festival holidays (v) Union Office to be given near community centre (vi) Attendance Bonus to be enhanced from Rs.4/- to Rs.5/- per month (vii) Recruitment and promotion procedure to be discussed with union and modifications if any to be made (viii) Rs.1/- to be Batta for outside duty (ix) Uniforms only for Security and Drivers to be given (x) The Bond period for Artisan Trainees to be reduced to 3 years from 5 years and the quantum of recovery to be either the actual amount spent or the actual amount minus the amount assessed for the period of service put in. (xi) No agreement to be taken on promotion (xii) Rest Rooms to be constructed. However in regard to major questions like, Dearness Allowance, Gratuity, Night-shift allowance and other Sectional Allowances the Management was not prepared to consider them. Since what was offered was meagre and just those that had been granted to ITI employees by an award, and since on these terms the Management wanted a 2½ years agreement, the Union could not accept them. However we desired to explore possibilities of getting more and continued our negotiations. On the other side, since it was necessary to educate the employees we decided to conduct the "Demands Week" from April 20th to 26th 1959. The manner in which this was to be conducted was just to wear Badges during the week and meetings in different parts of the City. The object of conducting this week was explained in our Bulletin (enclosed) and it went off very peacefully without either affecting production or marring industrial relations. Even some of the officers of the company gave expression that the workers conducted themselves in a very disciplined manner and that it did not affect production. However the management changed its entire attitude to us after the demands' week.

In respect of the demands we tried to contact the Managing Director and ~~with~~ discuss the issues. However he was not prepared for any discussions. Instead he wanted us to talk to the three Senior Officers of the Company namely the Deputy General Technical Manager (Sri Patil.S.M.) The controller of Finance and Accounts (Dr.K.P.Fillai) and the Personnel Manager (Sri D.Rajagopal), since it was our intention to settle the matters we were ~~not~~ prepared to discuss with any one. However when we went for discussions with these three officers, the only thing they stated was that (1) that we should give a revised minimum list demands for a 2 year period of agreement (2) in the alternative they wanted us to agree for reference of our disputes for adjudication. They were not prepared to discuss each demand. They said that whatever we say will be forwarded to the Managing Director who in turn will place it before the Board of Directors. We could not see eye to eye with the Management. On this we stated that it would be in the interests of both parties and the industry if each demand is discussed and a common understanding arrived at the level of the Managing Management and employees even before it is submitted to the Board of Directors. We were not opposed to an agreement for any specific period. We however were opposed to reference of any dispute to the Industrial Tribunal since we thought that reference for adjudication could be thought off only if no settlement is arrived at here. Besides in an industry where the Scheme for workers participation in Management was being experimented we thought it not advisable to take recourse to litigation. This was also in consonance with the principles

announced by the Government of India. It would only strain relations affecting the Joint Council functioning. Despite all our efforts to convince the Management, they insisted on their own & unjust conditions. Later just prior to the M.D. leaving to Delhi in May 1959, we had an interview with him. He also insisted on a minimum list of demands for a 2 year agreement etc. We requested him to see that an interim relief of (1) Enhancement of Basic Wages by Rs.5/- (2) Rs.4/- per day Night Shift Allowance (3) 12 paid festival holidays be granted on the basis of the ITI Award and the discussions we had with the Management. We suggested that the rest could be negotiated and settled. Even here the Managing Director did not see eye to eye with us. But he said he would put our views to the Board. But in the meantime we also learnt that the Management had discussions with the Minister for Labour, Government of Mysore and brought pressure to refer some disputes to the Industrial Tribunal on the plea that there would be a strike etc, in the factory otherwise. It is unfortunate the Government of Mysore carried away by the wrong reports of the Management, did not discuss with the employees' Association, which had raised the demands, but straight away referred some disputes for adjudication. It is doubly regrettable in view of the fact that no conciliation proceedings had taken place in accordance with the provisions of the Industrial Disputes Act 1947, and only seven points of dispute (copy of reference enclosed) were referred to the Tribunal.

Even though we could not appreciate the manner in which certain disputes were referred for adjudication, we did not turn our faces away from negotiations with the Management. We took a realistic stand and the Executive Committee at its resolution dated 27-5-'59 (copy enclosed) decided to submit a minimum list of demands for a period of agreement for two years. We only wanted an assurance from the Management that such a list would not be used in the Tribunal against us as a record. It is painful the Management was not prepared to give even this assurance though such assurances are normally given by any Management desiring a negotiated settlement of disputes. Since no such assurance came, we tried to meet the Managing Director which could not be due to the attitude of the Management. We also tried to contact the Managing Director several times on phone etc, but could not succeed. There appeared to be a deliberate attempt on the one side to avoid discussions with us. On the other the Management began harassing the employees of which several instances could be given. Only a few are mentioned below:

(i) the office-bearers, Executive Committee members and active workers of the Union who had the freedom to represent grievances etc, were put under heavy restrictions. They are not, nor allowed to move about and carry on normal T.U. activities (ii) the watch and ward staff was called by the Security officer and asked to sign a declaration whether they are members of the union or not (iii) some supervisors who participated in the "Demands Week" were questioned as to why they participated. Recently an order has been passed by the Management prohibiting the supervisors from participating in Trade Union activities. This is a violation of the provisions of the Industrial Disputes Act 1947 as amended. (iv) Discriminatory actions against union activists amounting to victimisation have begun. For example, Shri S.K. Banerjee, Treasurer of the Union was the only one who was not promoted while all other colleagues of his were promoted as supervisors. Some officers openly told that he is denied promotion because he happens to be an office-bearer of the union and a member of the Joint Council of Management (v) even the phone in our union office was taken away surreptitiously (vi) Accommodation and Transport facilities for conducting the General Body meetings of the union which was all along being given are being denied, (On 7-6-59, 28-6-59) (vii) on one occasion thought the workers demonstrated peacefully against the attitude of the Management, the Reserve Police was called and they paraded in the factory area to frighten the workers.

Despite all this, after some time, we were told by the Controller of Finance that he had been authorised by the M.D. to negotiate with us. Without any hesitation, we agreed to the proposal and carried on our talks with the Controller of Finance. On the basis of our discussions with him we submitted our concrete proposals through our letters dated 5-6-59 and 8-6-59 for resolving all the outstanding disputes. We expected the Management to write to us about these proposals. But instead, without reference to us, the Board of Directors took certain decisions and announced them. They decided to (1) enhance basic wages by Rs.5/-

per month (2) ~~increase~~ grant 9 festival holidays with pay (3) grant Night shift allowance of Rs.4/- per day (4) increase by Rs.1 per month the attendance Bonus of Rs.4/- per month (5) ~~increase~~ revise the overall production Bonus.

Again, since these offers were beneficial to the employees to an extent the union accepted the offer and an interim award has been passed in terms of the above, thus settling three issues out of Court. Now there are 4 more issues pending adjudication and 15 demands which are yet to be settled.

As you will appreciate from the above, while the HMTEA has been consistently taking an extremely reasonable stand of negotiated settlement, and settled three issues out of court, the management has not yet seen reason in negotiating with us.

On the other hand during the past two months when the Managing Director was away in Europe, the position has further worsened and the Management has been continuing the acts of harassment etc, in full swing. To-day the position is such that workers, particularly active workers, are suspected even if they talk to each other in the factory casually. Secondly warning notices are being given to employees on the ground that they sold cinema Tickets in aid of the HMTEA, or was collecting union subscriptions etc. Victimization has begun in right royal fashion by the dismissal of Shri C.S.Reddy, Member of the Executive Committee of the Association on 7-8-'59. Further, in recent days, certain interested persons have chosen to form rival unions, under the names "HMT Karmika Sangha" and "HMT Mazdoor Union". These unions, it is reported, have the blessing and support of certain High officers of the company. While the officers of the "Karmika Sangha" etc, are allowed to freely move about, canvass for their union and slander us, we are not allowed to even talk to each other let alone move about. The feeling that the workers are under extremely heavy and unnecessary restrictions is growing and this has had repercussions which are not conducive to the interests of the employees or the industry.

All these actions of the management we are constrained to submit are in violation of the code of discipline which has been accepted by the Management and ourselves at the Conference of representatives of Managements and Employees in Public Sector Industries conducted by the Government of India in the month of January 1959. Besides we wish to state that the HMTEA wrote to the Management long back to recognize our union on the basis of the code of discipline. The Executive Committee as well as the General Body of members have accepted the code of discipline and have requested the Management to accept the code and recognize us. Unfortunately, this has not yet been done. It looks as though the Management is trying to smash the HMTEA by delaying recognition, forcing the employees to join the rival union by bringing pressure through some officers and ultimately recognize the rival union.

Another aspect of the situation is that some of the officers of the company are taking an active interest in helping the rival unions to come up. Thought it is not for us to speak against officers or decry them, we cannot keep silent over the numerous reports being received from the employees. We have received several complaints about the Personnel Manager, Sri D.Rajagopal, that he is conducting secret meetings of some employees and outsiders (some INTUC leaders) to form rival unions, that he is trying to force employees to join the rival union by calling them individually, etc, Further some employees are tempted with promises etc, in order that they may join the rival union. In all good faith we wrote about this to the Managing Director and requested him to set right things. Unfortunately we received a letter stating that we have made wild allegations and insinuations. However, even till to-day the position is not altered. In fact more and more employees have begun complaining about this officer and if no notice of it is taken, the situation may go out of control.

GRIEVANCE PROCEDURE:- The Management has introduced a grievance procedure and we have nominated sectional representatives etc. This grievance procedure was working for some time. However during the past two to three months it has almost come to a standstill. It appears foremen and others are giving scant respect for the grievances of the employees

taken up through the Sectional representatives. Thus grievances are mounting up and along with it the discontent among the employees.

While grievances are increasing the Management is also taking recourse to certain unjust actions under their disciplinary action procedure. It is to be noted that there are no certified standing orders in HMT. We have been demanding that the draft standing orders be submitted by the Management. Previously a draft had been submitted to the commissioner of Labour, Government of Mysore who was the certifying officer. Before this was taken up for discussion, the Central Government by a letter stated that the "Appropriate government" under the Industrial Employment standing orders Act is the Central Government and not the Mysore Government. Hence we represented this to the Regional Labour Commissioner (Central) Madras. However, till to-day no draft standing orders have been submitted. But, as stated, actions are being taken under the Management's own disciplinary action procedure.

FUNCTIONING OF JOINT COUNCIL OF MANAGEMENT<sup>Case</sup>:- The most important feature which should concern to all those who have the interests of the industry as well as that of the employees is that the Joint Council of Management has not been functioning since the past three months. As is known, this industry was the first Public Sector industry wherein the scheme for workers participation in Management was introduced in May 1958. An agreement was entered into with the HMTA for experimenting the scheme. We took it up quite seriously and it will not be an exaggeration to say that it has shown positive results during the last 8 months of its functioning. We were able to wipe out the losses to the extent of Rs.3000/- in the canteen, make profits, improve the working and living conditions of the canteen workers by doubling their wages, giving them uniforms and leave facilities and also improve generally the functioning of the Canteen. Similarly the losses in the Transport Department were reduced from about Rs.1,50,000 to Rs.80,000 by improved methods of work. By introducing amenity trips on Saturdays and Sundays, and by union volunteers going in the buses to collect the fare which was not being done previously, we not only helped the employees but augmented the funds of the department. Similarly by deciding to run four shifts instead of five without affecting production or working hours, we were able to help the workers as well as save a considerable amount on the expenses incurred on Transport. The Joint Council also fixed the holidays etc, for the year. A draft suggestion scheme has also been given to the Management. More than all, because of the Co-operation of the employees taken through the HMTA and because of the climate created by such co-operation-production boomed in these months and a record was created in January 1959, when 100 machines come out of the factory while only 31 were scheduled to come out, that too in 1961. This was also hailed and acclaimed by all including the Prime Minister and Parliament of our country. The HMT employees are justly proud of all that has been achieved. But it is extremely painful to see that this experiment is being wrecked by the Management by their attitude to the employees in recent days. The various aspects of the attitude of the Management to the Joint Council are mentioned below:

1) The facilities that had been given to joint council members to function the joint Council by attending to its work have been taken away. The Joint Council members are not allowed to move out of their places to do the work of the council.

2) Secretarial facilities which have to be given by the Management according to the agreement were not satisfactorily provided. For instance, it was decided to appoint a whole time secretary to the Joint Council as well as a personal Assistant to the Joint Secretaries. While no Secretary was appointed, the Management did not relieve an employee who had been selected for the post of P.A. to joint Secretaries because of their own internal conflicts. A part-time clerk had been provided for sometime. Even he has been taken away now. There was an office of the Joint Council for sometime. This also has been taken away. Thus there are no Secretarial facilities and the representatives of the employees are forced get the typing etc, done outside.

3) The various departments coming under the administrative responsibility of the Joint Council such as Canteen, Medical, Transport, Township, etc, had been allocated to two members-in-charge of each department one from the end of the management and the

other from the end of the workers. The understanding was that concurrence of Joint members-in-charge has to be taken in all matters of administration major and minor. As long as this was implemented it was working well. However in recent days no such concurrence is taken and the Management's representatives are acting on their own. Thus the very spirit of joint responsibility and workers participation is nullified.

4) While all the welfare activities come under the purview of the Joint Council which means that the joint Council is administratively responsible for all welfare measures, the Management grants facilities, funds etc, for some welfare activities without consulting the joint council thus giving room for conflict. For example without the knowledge of the joint council, the management has spent more than Rs.1500/- on the inauguration of the sports club. It has given buses of the company free of cost and other facilities to the social welfare society a private organisation. It has given permission for conducting Cinema shows, meetings of certain organisations etc. in the lunch shade which comes under the members-in-charge of canteen without their knowledge etc. It is least our intention to hamper the work of social organisations. ~~On the other hand we will be extremely happy if more and more social organisations come up.~~ On the other hand we will be extremely happy if more and more social organisations come up. But the manner in which the Management has given them facilities without taking the joint council into confidence is objectionable and not in consonance with the principles of functioning of the joint council itself.

5) It is stated that the agenda for each meeting have to be finalised by the Chairman and Vice-chairman of the Joint Council. While efforts to discuss with the vice-chairman were being made in the initial stages, it is not being done in recent days. The Chairman who is the management's representative himself fixed the agenda. Further the agenda items which the employees representatives wish to be included for discussion are also not included. We had requested them to let us know about (a) standing force which the management was contemplating to introduce in the factory (b) the change of layout of the factory (c) security restrictions which are newly introduced affecting all the employees etc. None of these items were included as agenda items though raised by us.

6) Even the manner and method of discussion in the Joint Council has changed recently. As an instance we can point out the suggestion scheme. In the earlier days, the Management desired that the Joint Council should prepare a suggestion scheme and implement it. The job of drafting, discussing and finalising it was left to the joint council. Accordingly this was done by the Joint-members-in-charge. Only on one clause there was a difference between the members-in-charge. However the draft was submitted to joint council for discussion. Some of the members had suggested written amendments. When it actually came up for finalisation recently, the Management's representatives stated that it was not within the competence of the Joint Council to suggest any scheme but only implement the scheme which the Management desires to. Thus the entire discussion on the suggestion scheme was sabotaged. The draft of the members-in-charge with the suggestions of members have been forwarded to the Management. Till now we do not know what has happened to the scheme. Apart from the fact that our labours have been in vain, we should point out that the very change in approach, regarding discussion about the scheme is itself repugnant to the spirit of workers participation in management.

7) The management is violating the agreement by not even convening the meetings of the Joint Council in accordance with the constitution of the Joint Council. According to the constitution the Joint Council has to meet at least once a month. It was not convened in the month of April 1959. After our insistence it was convened in the month of May 1959. Here again small mindedness was shown by convening the meeting not in the Board room where it was usually done, but in the Personnel Managers' Office. The workers representatives were prepared to go to any common office but not an individual officers room. Hence the meeting could not be conducted. It was convened on our request in June 1959. No meeting has been held in July 1959.

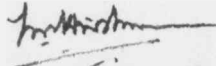


Since the situation is deteriorating the workers are getting restive and this has resulted in spontaneous demonstrations. Of course the union has intervened and seen to it that the situation does not go out of control. It is our earnest wish and endeavour to see that the industrial relations are not marred in HMT, that the production increases and the fair name which HMT has got till now is not blurred in any manner. We will try our level best to settle things without taking recourse to any action. However it is necessary that the causes which have given room for such a situation are removed at the earliest. Since our efforts at settling it with the management by discussions across the table have not fructified, we request you, in the name of the industry and the employees, to intervene immediately and use your good offices to see that:

- 1) The Harassment etc, of employees in the factory is stopped and Shri C.S.Reddy is reinstated.
- 2) The Hindustan Machine Tools Employees & Association is recognised.
- and 3) The 15 demands which are neither settled out of court nor referred to the industrial tribunal are settled by mutual negotiations.

Considering the urgency of the situation we hope you will do the needful at the earliest.

Thanking you,

  
(M.S.Krishnan)  
PRESIDENT.

22. VIII. 59.

HMT  
Bengal  
266-A  
Dear Com. Bhupesh, Gurki. ✓

From the Parliamentary papers we see that there is to be a discussion on the Annual Report of the Hindustan Machine Tools (Private) Limited for 1957-58 and 1958-59, raised by Com. K. T. K. Thangamani.

At present the situation vis-a-vis the union in HMT is rather complicated, or rather, critical. Relationship between the management and the workers has deteriorated during the past few months and attempts are being made to disrupt the union and create <sup>two</sup> as INTU unions <sup>has been recently formed</sup> there. Talks are <sup>on</sup> take place between the union rep

representatives and the Union Labour  
and Commerce and Industry Ministers.

At this moment to raise a discussion  
might prejudice these talks and  
stiffen the attitude of the Manage-  
ment and create further difficulties.

Even if one takes the stand that  
we, on our part, will steer clear of  
these issues, the Ministry, which in  
this case happens to be the  
employer also, will ~~not~~ probably  
try to utilise this opportunity  
to state their view, as the  
points are included in those

indicated for discussion. So I  
would request you to consider this  
matter in ~~your~~ <sup>the</sup> L.B. and see  
~~whether~~ <sup>if</sup> the discussion <sup>can</sup> ~~may~~ be

postponed for the time being, if possible  
during this session.

\* Apart from this, as far as  
I.M.I. is concerned, the history  
is such that it will not  
be possible to so easily to  
separate issues of increased  
production, diversification  
etc. without any reference to  
the workers' issues involved.  
~~This is a public sector industry~~  
~~which.~~

John Francis

(M.F.S)

# INDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION

Reg. No. 120.

Ident: M. S. KRISHNAN  
President: GEORGE JACOB  
Secretary: A. B. BHATTACHARJEE  
Secretary: K. M. MUNIYAPPA  
Secretary: S. K. BANERJEE

H. M. T. Colony,  
JALAHALLI, P. O.  
BANGALORE

Ref. 1/Press/16.

206-A

Date 15th Oct. 59.

To

The Secretary,  
All India Trade Union Congress,  
No. 4 Ashoka Road,  
NEW DELHI.

Dear Comrade,

This is to acknowledge the letter of Com. Atchuthan dated October 8, 1959 to hand. I am sorry I could not reply to earlier since I was not in station.

In regard to the Memorandum the Board of Directors have not communicated anything till now to us. The position has further worsened with the Management ~~active~~ actively helping the Rival Union, the HMT Karmika Sangha and trying to show discrimination against us. Recently our Assistant Secretary Sri K.M. Muniyappa who transferred from the Stores Section inside the factory ~~back~~ to the Civil Engineering Department outside the factory. This has been done with the intention of seeing that our office-bearers and active workers do not come into contact with the mass of workers.

After I came back from Delhi the Secretary and myself had met twice the Minister for Labour, Government of Mysore to discuss about the HMT situation on the basis of the Memorandum which we had submitted to the Labour Minister, Govt. of India (copy has been sent to you): He heard us patiently and stated that he would talk to the Managing Director and then get both parties together for discussions. Till now no meeting has been convened. We are again meeting him shortly.

In respect of recognition of our Union, the Assistant Commissioner of Labour, Govt. of Mysore, on instructions from the Government called for our records on 13-10-'59 to examine whether we fulfill the criteria for recognition. We submitted all the records and it looks as though he is satisfied, he will send his report to the Minister and then we have to wait for any future action on their part.

As stated in our memorandum, whereas our people are not allowed to move about, the Rival Union leaders are allowed to roam anywhere and enroll members etc, inside the factory during working hours. Our written protests have been of no ~~avail~~ avail. We have not yet taken recourse to any further action.

On Sunday 4-10-'59 there was a clash between our members and that of the Rival Union. We had organised a meeting in the colony. The rival union also announced a meeting where they got Sri D. Venkatesh, General Secretary, State INTUC to speak. We had organised a procession where about 250 employees were present. The karmika Sangha got about 40 employees mostly the clerical staff and some hired goondas from the neighbouring villages. As the procession was going in the colony and met in opposite directions, it led to a clash. Our comrades averted a major clash and the meeting was conducted successfully. In their meeting there were about 50-60 persons and we were violently attacked by the INTUC leader. In fact they had come prepared with lathis to attack us. This did not ~~frustrate~~ *frustrate*. The workers are much agitated over this.

With greetings,

Yours fraternally,

*M. S. Krishnan*  
(M. S. Krishnan)

HMT

Bangalore, K  
Dated: 14-6-59

REPORT ON SITUATION IN HMT

This report is in continuation of my previous reported dated 25th May 1959. In

the light of the discussions we had, we passed a resolution in the Executive Committee stating that we desire a negotiated settlement and that we are prepared to submit a list of minimum demands, for a 2 year period agreement provided the Management does not raise the list as a record in the Tribunal and without prejudice to the claims of either party (copy of the resolution is enclosed). The Management did not react properly.

They have stated that our requests could not be conceded and that we are holding out a

While we were under the impression that the Management would not negotiate

further in view of their letter, another development took place which indirectly helped

us to some extent. About eight months back many employees of the charge-hand cadre

had been sent for test with a view to promote them. The Union was pressing the Management

to abrogate the decisions of such a test. Recently they abrogated the decisions. In

this, all other charge-hands excepting Mr. G. S. K. Banerjee, the Treasurer of our Union

were promoted as Supervisors. It was openly told that he could not be promoted since

he was connected with the Union and that he does not remain in his place which is supposed

to be a necessary quality of a supervisor. Since this was a clear act of discrimination

the workers of the tool room Section demonstrated spontaneously by going to the Managing

Director's Office asking for an interview. This was done during lunch interval and there

was no strike. The Officers came and tried to pacify the 400 workers. Since time was

up the workers went back to work leaving 5 representatives to speak. However the Manage-

ment has not reconsidered the issue. The M.D. has also concurred with the decision

against Mr. G. S. K. Banerjee.

This demonstration shocked up the Management. The Controller of Finance (CFA) who

had till now been isolated as pro-communist etc, took up courage and told the M.D. that

the situation is deteriorating and that negotiations with the Union had to be conducted.

He also stated that he believed that such a settlement was possible and offered to

negotiate with the Union if the M.D. permitted. The M.D. agreed to this and asked him

to do so confidentially. Accordingly negotiations with us were again started.

We submitted a list of Minimum demands (emposed) for a 2 year period agreement.  
 (The total recurring expense for this will be Rs.10 lakhs per year). The C.P.A. discussed  
 this with M.D. and on the basis of the proposals which he made, he wanted that we do not  
 give a long list of demands which may not go through the Board. He desired that we  
 concentrate on 5 or 6 main demands and he also expressed that many other smaller issues could  
 be settled by administrative action without being placed at the Board. However the M.D.  
 was not inclined to accept Night Shift Allowance and other sectional Allowances excepting  
 Night shift Allowance. It was also proposed that the Management would straight away  
 implement certain issues such as (a) Basic Wage enhancement by 2.5% with retrospective  
 effect (b) Night shift Allowance of Rs.4/- per day (c) 12 festival holidays and that an  
 agreement between the Union and Management could be entered into after introduction of  
 the Modified scheme of overall Production Bonus in about two or three months and implement-  
 ation of other minor demands administratively, within these three months. Since  
 we thought this will be a fair and reasonable settlement we gave further modified  
 proposals (to employees) on the basis of the Minimum list of demands. The recurring  
 expense was brought down from 10 lakhs to about 7 lakhs per year. This was given on  
 June 5th, while the Board was to meet on June 15th 1958. We expected to reply to our  
 consideration after the Board. We accepted this position since we thought that a fair  
 and reasonable settlement could be arrived at and the relationship which has been strained  
 during recent days could be restored.  
 However our calculations have not been fully correct, mostly due to the attitude  
 of the Management and the conspiracy of some officers against the Union. On the one  
 side while through one officer (C.P.A) was negotiating with us, on the other the Management  
 was taking recourse to actions which are extremely provocative.

- (1) Extreme restrictions have been put on the office-bearers and members of the Executive  
 Committee of the Union for moving in the ships and representing the grievances of the  
 employees. Security measures have been tightened a great lot and passes are given to  
 employees even to go to the clock room or latrine. Our Office-bearers are virtually  
 tied down to the table or machine and not allowed to move about.
- (2) The watch and ward staff were called by the Security officers and forced to give  
 declaration in writing whether they are members of the Union or not. We have addressed  
 a letter regarding this to the Management.

(3) Supervisors who are entitled to take part in F.I. activities as per the Act are

barred from participating as per an office order of the M.D. The Union has also addressed a letter regarding this.

(4) While Judges have been promoted as supervisors etc., Sri S. J. Srinivasan, Treasurer of the Union has been denied promotion. Even on representation, the M.D. has refused to reconsider the decision. Similarly the Vice-president Sri George Jacob has also

been discriminated against in the matter of promotions. Facilities for conducting the General body meetings, such as Transport and accommodation which was all along being given has been denied on two occasions.

(5) The phone in the Union Office has been removed surreptitiously, on the plea of repair etc.

(6) The Joint Council meeting was not conducted last month even though the constitution enjoins that it should be held once a month. On our representation, they fixed it this month. However it could not go through since the venue was changed first from Board room (where it was being held usually) to the Joint Council Office and then to the Personnel Managers' Office. Our members refused to attend the meeting in P.M.'s Office. They said, let it be held in any common room. Joint council is not functioning at present.

Despite all this provocation we pursued our efforts at negotiated settlement. I tried to contact about a dozen times the M.D. to have a discussion on all the above and remove misunderstandings if any. However he has not agreed to meet us. Similarly when Sri H.R. Pillay, Chairman of the Board of Directors came here for the Board meeting. We tried to contact him. He also regretted his inability to meet us. This we learn is deliberately done. It appears the Chairman had sent a telegram from Delhi stating that the Interview with the Union could be fixed on 9-6-59. However this was sabotaged on his coming here, due to adverse reports about us. Though either the M.D. or the Chairman met us, a decision has been taken about the demands at the recent meeting of the Board of Directors held on 10-6-59. Most of our proposals have been conceded excepting for overall Production Bonus of Rs. 10/- extra we have demanded, gratuity Scheme, 12 festival holidays. We have welcome this decision. No official communication is sent to us. It is done without reference to the Union.

Another important thing which has taken place for which some of the Officers, in particular, the Personnel Manager, is responsible is the formation of the rival Union at this time. The Personnel Manager has been conducting secret meetings in his office and his house engaging on the one hand our opponents, the INTU-pro-management group which was defeated in the last elections to the Union to form a rival Union. The first thing they did was to slander us by bringing handbills, stating that the Union was communist etc. etc. These people got the signatures of 20 workers and implicated themselves as third party in the Tribunal where our case is going on. Besides the P.M. and these people have hatched a conspiracy against us. Coming to know of our confidential proposals through the H.D. just a day prior to the Board of Directors meeting on 10-6-'59, they brought out a handbill accusing us of betraying, stating that they have given some demands to be granted as "Interim Relief" from a date earlier to what we have asked etc. On secretly coming to know of the decisions of the Board, even before the Board announced the decisions, the rival Union known as "HMT Karanika Singha" announced them early in the morning on 11-6-'59, and claimed it as a great victory for them. They have also been going round the factory trying to enroll members to their union. While these disruptors are allowed to go round freely, our active workers are not allowed. These slanders and conspiracy had not much effect on the workers, we brought out Bulletins exposing the game and the workers have seen through it. However we are now confronted with an INTU backed rival Union, which is also supported by the Personnel Manager, S. I. D. Rajagopal.

Thus on the one side the Managements, particularly the Managing Directors' attitude to us has changed and we have not come to the previous position in spite of our best efforts to do so, on the other the rival Union has been formed. From what we learn the decision to form a rival union, the attitude to us etc. have been decided by higher-ups at Delhi. It appears, after the "Demands Week" etc, which we conducted, the Minister for Industry and Commerce, and the Finance Minister, Mahabhai Shah and Morarji Deesai desire that a stiffer attitude be taken against us. We learn that reports have been sent by the local Govt, all the Security Department of the HMT to the Centre that the communists are extending their influence, conducting meetings, collecting funds for the party etc. Recently Sri Morarji Deesai and Lal Bahadur Shastri were in Bangalore, rival group met them and all sorts of false allegations against us have been made. Besides, since the both HMT



Bharat Electronics are situated in Bangalore North Taluk, which comes under the Parliamentary constituency of Sri K. C. Reddy, and where the communist party gave a stiff fight, at the last elections, it appears he has also been taking keen interest in seeing that a rival union is formed. It looks as though enormous pressure is being brought on the M.D. through various sources both local and at Delhi to see that the attitude to our Union is changed. The game ultimately seems to be to wait for some time, weaken our Union and then recognise the rival Union. Mr. Subramanian, through the M.D. by himself may not wish for such a situation, it looks as though he is forced to do so in order to retain his position. In the bargain the CFA has been much maligned etc. as pro-communist etc. though the fact is that he has nothing to do with us, and the only thing which impelled him to negotiate with us is his desire to settle the disputes in the interests of B.E. It appears all sorts of false reports about him have been sent to the Govt. of India and Ministers concerned and that it will be discussed at the Cabinet level.

Under these circumstances, what should be our attitude, approach and tactics?

We discussed about this recently and we have come to the following understandings-

(1) We should not get provoked by any of the extremely provocative behaviour of the Management. While we have to point out the issues on which discrimination and harassment is there, while we regret at the attitude of the Management to the Union, we do not frontally attack them and we make further efforts to settle the issues by negotiations.

(2) Though we know that the rival Union is being egged on by some officers and though we know that there is a conspiracy, we have to make a differentiated approach between the actions of some officers and that of the M.D. While we expose the tactics of the rival union and say that some officers are also supporting them, we do not put the entire Management with them. We regret the actions of the Management and we do not speak of it as an open conspiracy between the Management and the rival Union.

(3) Regarding the demands, we will meet the next hearing of the Tribunal, namely 19-6-59, what the Management's representatives state. We will urge upon implementation of whatever is decided without prejudice to what goes on in the tribunal. If this is accepted, the workers would have immediately got something and we could still carry on the case in the Tribunal regarding the rest. In view of the third party, also being

implied we think this is the safest course. If the Management does not agree to this and wants an agreement, we will consider that position in the E.C. and on those things where demands are satisfied fully we will submit a compromise petition. Best since what the Board has decided is on the basis of an award in the ITI case we may get more from this Tribunal more than what has been already awarded to the ITI workers.

If we have to continue our case in the Tribunal we intend appointing Sri V.G. Rao or Mohan Kumarangalam as our advocates.

(4) In spite of all the above, if we have to restore the original position, it may not be possible to do so at the level of the Management here. We feel that we must go on a deputation to Delhi to the Minister for Labour, Prime Minister etc, and explain to them our entire position through a Memorandum.

As you see from the above report, the situation is quite serious. The Congress Party here and interested persons including some Ministers and some Officers of the company are trying their best to see that we are provoked, that the Joint Council does not function etc, so that they can say that wherever AITUC men work, there no peace or industrial relations can exist and no constructive activity could be there. They wish to blame us as saboteurs of the first experiment of workers Participation in Management, in a Public Sector Industry. Since all this has a deep political implication, close attention and guidance in time is necessary from the AITUC. I request you to give us your advice at the earliest so that we could proceed further, in particular I would like you to tell us whether our coming to Delhi will be of use etc.

With greetings,

  
(M.S. Krishnan)

Enclosures:

- 1) List of Minimum Demands,
- 2) Letter further concrete proposals,
- 3) Bulletins, 11, 12, 13, 14, and 15,
- 4) copy of the Board's decision,
- 5) Handbills of the rival Union.

10 SEP 1959

Unity is Strength

PHONE : 56-3195 to 97.

TELEGRAM :--Care :--Shell

# GUN & SHELL FACTORY MAZDOOR UNION.

REGD No. 2401

( The Members of the Union Consist of the Employees of the Gun & Shell Factory Cossipore  
and Employees of the Inspectorate of Armament Cossipore Wing )

Recognised by the Government of India.  
Affiliated with All India Defence  
Employees Federation,

100/1, COSSIPORE ROAD  
P. O. Cossipore, Calcutta-2

Ref No.

Dated the 8th. Sept., 19 59

## TELEGRAM.

THE PRESIDENT OF INDIA

THE PRIME MINISTER

THE FINANCE MINISTER

NEW DELHI.

WE URGE IMMEDIATE PUBLICATION OF PAY  
COMMISSION REPORT SUPPLY COPY UNION AAA

Post copy forwarded in confirmation to:-

Shri Feroze Ghandhi, M.P.  
Shri Ila Pal Chowdhury, M.P.  
Shri C.A. Dange, M.P.  
" J.B. Kripalani, M.P.  
" S.M. Banerjee, M.P.  
" Nath Pai, M.P.  
" S.M. Joshi, M.P.

*(Signature)*  
(SANTHU SARKAR)  
GENERAL SECRETARY,  
MAZDOOR UNION,  
Gun & Shell Factory,  
Cossipore,  
Calcutta-2.

12 DEC 1959

C.-3

266-A



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

No.

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1838

0 LG B-ANGALORE K IO - - - - -

S A DANGE 4 ASHOKA ROAD ND--

... CLASH BETWEEN WORKERS ON 7TH OFFICE BEARERS ACTIVE WORKERS OF EMPLO  
ASSOCIATION SI X IN NUMBER BEATEN BY GOONDAS ASSOCIATION OFFICE RAI  
SIGN AND NOTICE BOARDS SNATCHED AWAY ONE BADLY INJURED CLASH ENGINEERED  
BY MANAGEMENT PERSONNEL MANAGER CONIVED ENRAGED WORKERS STAYED AWAY FROM  
WORK ON 8TH ASSOCIATION ADVISED THEM TO GET BACK DUTY RESUMED SITUATION  
HOWEVER TENSE PRAY- INTERVENTION STOP GOONDAISM SETTLE DISPUTES RESTORE  
PEACE ---- PRESIDENT HINDUSTAN MACHINE TOOLS BANGALORE - - - - -

18.20.

O.P.--

The sequence 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.

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INDIAN POSTS AND TELEGRAPHS DEPARTMENT

Received here at \_\_\_\_\_ No. \_\_\_\_\_

O MC BANGALORE 15 RS CTD 20 KRISHNAN PRESIDENT

BACHNEOODS UNION 4 ASHOK ROAD NEWDECHT

MANAGING DIRECTOR REACHED CLARTDGE HOTEL YESTERDAY

FOR WEEK = BHATTACHARJEE

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.

MGFFPa-1271-28-1-58-1,13,350 Bka.

RESOLUTIONS ADOPTED AT THE MEETING OF THE GENERAL BODY OF THE  
HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION, HELD ON 28TH JUNE 1959.

1. ON THE DEMAND MEMORANDUM AND PRESENT POSITION:- The Executive Committee of the H.M.T.E.A. considered the developments since its last meeting namely 27th May 1959 in respect of the Demand Memorandum. It took note of the fact that in the light of the decision of the previous Executive Committee meeting, and in pursuance of the discussions with the Controller of Finance who, it was stated, had been authorised by the Management to negotiate with us, a list of minimum demands was submitted on 5th June 1959. The minimum demands substantially reduced the claims of the workmen from Rs.34 lakhs to about Rs.10 lakhs per year and offered a reasonable basis for settlement of the outstanding disputes. However, in the light of further discussions and on the basis of the proposals made by the Management, further concrete proposals were submitted on 8-6-'59 by which on certain major issues the Board of Directors could take a decision and on other minor issues administrative action could be taken by the Management. It was expected that the Management would agree to these proposals and send us a communication to this effect. However it is a matter of deep regret that the Management has till now not communicated with the union about our proposals nor tried to arrive at a negotiated settlement on all outstanding issues, on the other hand the management has announced certain decisions of the Board of Directors, in respect of some of the demands. It is observed from the decisions that while in the case of Basic Wages, Night-shift Allowance, and Attendance Bonus it almost meets the proposals made by the Union, in the matter of festival holidays the management has not conceded what they had agreed to during discussions. It is also observed that nothing specific is said about the quantum of overall production Bonus. Further, the Executive Committee notes that no decision has been taken on the question of introduction, of a gratuity scheme or implementation of other minor issues like, House Rent, Officiating Allowance, Batta for outside duty, uniforms, rest rooms, agreement on promotion etc. etc. by the Management. While the Union and the employees have been taking an attitude of negotiations and negotiated settlement from the very beginning, have suggested concrete proposals and have been enormously patient, it is a matter of regret that the Management has not only not responded to the just and reasonable attitude, but has resorted to actions such as, restrictions on union Office-bearers, Executive Committee members, and active workers, removal of the phone surreptitiously from the Union Office, denying transport and accommodation facilities for the General Body meetings; discrimination against union office-bearers and active workers in the matter of promotion; not putting up union notices on the Union notice-boards, intimidation and coercion in the name of Security arrangements, illegally ordering the supervisors not to participate in Trade Union measures etc. The Executive Committee wishes to point out that because of this approach, attitude and actions of the Management, the HMTEA has come to the inevitable conclusion that the management is not desirous of negotiating with the union or arriving at a reasonable settlement of the demands. It further wishes to state that these actions of the management will not be conducive to better industrial relations. If continued, the situation is bound to deteriorate.

Despite all this, since the union is interested in the solution of problems and in the employees getting certain immediate benefits, the Executive Committee resolves that the three issues, namely basic Wages, Leave Facilities and Night Shift allowance which are at present pending before the industrial Tribunal be settled in terms of the proposals made by the Management through its notification dated 10-6-'59. It also resolves to carry on the Case in respect of the rest of the issues before the Tribunal. Since many other important demands are still not settled, and since the Management has neither shown any inclination to negotiate with the Union for a settlement on those demands nor communicated to them their position, the Executive Committee resolves to request the Minister for Labour, Government of Mysore to use his good offices to bring about an amicable settlement.

PTO

This meeting of the Executive urges upon the Management to put an end to its present attitude and take immediate action to:-

- 1) Remove the restrictions placed on active workers, Executive Committee members and office-bearers of the Union.
- 2) Restore the facilities provided to the union such as phone, accommodation and Transport facilities for the General Body meetings, notices to be put up on the notice boards etc.
- 3) Stop discrimination of union activities in the matter of promotion etc.
- 4) Withdraw the warning notice against Sri Gopalakrishna.
- 5) Modify Security and other restrictions in such a manner as not to create difficulties.
- 6) Withdraw the order banning supervisors from participating in Trade Union activities.
- 7) Negotiate with the union for settlement of outstanding disputes.

The Executive Committee wishes to point out that the above actions, if taken, will go a long way in creating a better atmosphere and cordial relations, between the management and the employees.

This meeting appeals to the employees to understand and appreciate the gravity of the situation, not to get provoked at the actions of the management and to stand as one man behind the IITM to win these just demands and to develop the industry.

  
(B. Bhattocharjee)  
Secretary.

30/6

11 DEC 1959

REG. NO. 120

# HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION

President: M. S. KRISHNAN  
 Vice President: GEORGE JACOB  
 Secretary: A. B. BHATTACHARJEE  
 Asst. Secretary: K. M. MUNIYAPPA  
 Treasurer: S. K. BANERJEE

1623, First Floor, Hindustan  
 MALESWARAM,  
 BANGALORE-3

265A

Date 8/12/1959.

Ref.

FOR FAVOUR OF PUBLICATION.

Mr. A. B. Bhattacharjee, Secretary, Hindustan Machine Tools Employees Association has issued the following statement.

The leaders of the H.M.T. Karmika Sangha with the help of hired goondas has let loose an orgy of violence-physical assault and terrorisation of workers and attack on their homes and hearths in the colony, since yesterday, with a view to smash the Hindustan Machine Tools Employees Association which enjoys the confidence and support of the overwhelming majority of workmen. Having failed in their attempt to break the solidarity of the workers and disrupt their ranks they have resorted to the ~~fix~~ foul game of gangsterism as a final resort.

It started with the organised bodily assault and causing serious injuries to Sri C.S. Reddy, a member of the Executive Committee at about 1.30 p.m. right in front of the Security Office on 7-12-'59 and thereafter it was followed up by a mob of Karmika Sangha leaders and hired goondas attacking the Hindustan Machine Tools Employees Association Office in the colony at about 6 p.m., assaulting and causing bodily injuries to the Vice-President of the Union Sri George Jacob and others who were at the office and then wrenching the sign Board and Notice Board of the Union Office and smashing windows and furniture inside.

Emboldened by the inaction and non-intervention of the police to check their above lawlessness and violence, the same gang has again indulged in series of continued and unabated attacks and assaults on the Hindustan Machine Tools Employees Association members and active workers as a result of which Messers. Gopalakrishna, B.C. Bhattacharjee, H.S. Doddaiiah and Sukuraman and a score of others have been attacked and assaulted by flourishing sticks and knives in the open. All this has affected the peace in the locality. Workers spontaneously stayed away from work on 8-12-'59, to protest against this goondaism.

In the interest of industrial peace and maintain law and order, which we urge upon the Government, and concerned authorities to immediately intervene and check the lawlessness and goondaism of the above gang and bring them to book, we appeal to the workers to remain calm and united and to attend to their work in the factory as usual and not to fall a prey to wanton provocation of disruptors and antisocial elements.

*A.B. Bhattacharjee*  
 (A. B. Bhattacharjee)  
 Secretary.

*See if this can be accommodated in this issue of P.O.R.*  
 Mr. 11/12/59



HINDUSTHAN MACHINE TOOLS EMPLOYEES'  
ASSOCIATION

Jalahalli, P.O., Bangalore Dist.

December 7, 1959

Friends,

You all are aware about the activities of Management stooges. You are also aware, when HMT Workers solidly stood to fight the Management to achieve their demands, observed "Demands Week" with mighty demonstrations and meetings; it was at that time when betrayers of the workers conspired to break the unity and split up the workers. With a view to do so they began to slander, abuse the HMTEA and its leaders. But when the stooges organised the Karmik Sangha they found they could perturb very few workers of HMT. That is why they have become desperate and resorted to direct goondaism. When they saw mighty processions have been organised under the flag of HMTEA and in large meeting at Chicklabagh, the HMT Management have been condemned; naturally the management stooges no more could limit themselves in barking alone, it started biting too, to safeguard its master, the Management of HMT.

To-day, at bright day-light, in the main gate of HMT (in front of security department), Com.C.S.Reddy with a view to meet some of ~~xxx~~ our active workers, was standing. At that time Karmik Sangha leaders M/s, Jayaram Gounder (Asst. Superintendent), V.M.Rangaswamy (Asst. Superintendent), S.V.Venkoba Rao, Nanjundaiah and others, surrounded him and asked him whether he gave slogan in the meeting held on yesterday that "Down with HMT Management". He ~~xxxx~~ bravely replied YES and that is why they began to beat Com.C.S.Reddy. This is a pre-planned work of Karmik Sangha, done with the help of hired goondas from the contractor.

You know Com.C.S.Reddy our Executive Committee member who has been victimised by the Management and it is HMT workers who contribute for his livelihood. Though Com.Reddy has been removed from the Factory he has not been demoralised, he is working with HMTEA with great enthusiasm. When Management failed, now it is their stooges wants to discourage the victimised workers by physical attack. It is not necessary for us to tell who is at their back.

In this evening at about 6 p.m. with goondas hired from the Contractors, the Karmika Sangha leaders M/s. G.R.N.Murthy S.V.Venkoba Rao, C.Mariyappa, Jayaram Gounder (Purchase) Swamy Kannan, Manikam, Ramamurthy, G.V.Krishna Rao, C.V. Ramaswamy, Govindappa (Assembly) Nanjunaappa, C.Gurappa (Training Centre) Swamy Kannan, Ramaiah (Electrical, Muni-krishnan, Shri Venkatesh (Contractor) and 50 outsiders (non-employees) entered into the Union office, took away our notice-boards, union sign boards, broken the windows of the union office and gate, Com.George Jacob our Vice-President ~~xx~~ has beaten in the office Premises, Com.C.S.Reddy and Com.George Jacob are under Medical Treatment. There is no cause of anxiety. Police came to the spot and brought the mob under control.

66-A  
Sri Md. Elias, M.P. Convener  
Preparatory Committee, NCMI,

The following resolution was passed at a meeting of the Executive Committee of the Hindustan Machine Tools Employees' Association held on 29th October 1959:-

"This meeting of the Executive Committee views with grave concern the Non-functioning of the Joint Council of Management since the past four months. It takes note of the fact that as long as the Joint Council was functioning namely for a period of 10 months since last September 1958 it has produced excellent results in the interests of the workers and the industry. Due to the unsisteded co-operation of the workers, the Canteen which was under losses since its inception turned the corner, the losses in the Transport Department were reduced and other increased amenities were given to the workers. Because of the climate of co-operation production also boomed. These achievements of the Joint Council have accepted and acclaimed by the Management both at the Public Sector Industries Conference held in New Delhi in January 1959 and the balancesheet of the company.-"

However it is a matter of deep regret that the management has changed its attitude since the last four months and the functioning of the Joint Council has come to a standstill. No meetings have been convened from the past four months, despite the insistence of the workers representatives; no discussions are taking place and the managements representatives have not taken the concurrence of the workers representatives in all such matters, which come under the administrative responsibility of the Joint Council. In fact decisions are taken by the management without even consulting the representatives of the workers. It is thus observed that the management has been consistantly violating the agreement which it has entered into with the HMTEA in respect of the Joint Council. This meeting is of the opinion that the change in attitude of the management is just because the HMTEA submitted certain legitimate and reasonable demands of the workers as far back as January 1959 and urged for them. Some of these demands are already being enjoyed by the workers in other Public Sector Industries in Bangalore.

Despite all these, the workers are vitally interested in functioning the Joint Council effectively and making it a success. The Executive Committee however opines that this could be achieved only if the management changes its attitude, and not mix up conceding the reasonable demands of the workers with that of functioning the Joint Council. The Management cannot be allowed to challenge the workers to sabotage the scheme for workers participation in Management under the plea that the workers have submitted their demands. While strongly protesting against this attitude of the management the Executive Committee urges upon the Government to immediately intervene and see that the Joint Council functions. If the Government does not intervene, it will only mean that the professions of the Government are contrary to practice and the working class of the country will begin to loose faith in such schemes.

The Non-functioning of the Joint Council is not only a matter which concerns the workers of HMT, but one which is of vital interest to the working class of people of our country. Therefore this meeting appeals to the working class and the people of our country to bring enough pressure upon the management and the Government so that the Scheme for Workers Participation in Management Functions effectively and the interests of the employees and the industry are safeguarded!

Bangalore,  
Dated: 2nd November 1959

(A. B. BHATTACHARJEE)

Secretary,

HINDUSTAN MACHINE TOOLS EMPLOYEES ASSOCIATION

66-A  
Sri M. Elias, V. S. Convener  
Preparatory Committee, HMTI,

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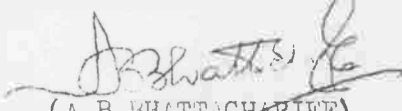
"This meeting of the Executive Committee views with grave concern the Non-functioning of the Joint Council of Management since the past four months. It takes note of the fact that as long as the Joint Council was functioning namely for a period of 10 months since last September 1958 it has produced excellent results in the interests of the workers and the industry. Due to the unsisteded co-operation of the workers, the Canteen which was under losses since its inception turned the corner, the losses in the Transport Department were reduced and other increased amenities were given to the workers. Because of the climate of co-operation production also boomed. These achievements of the Joint Council have accepted and acclaimed by the Management both at the Public Sector Industries Conference held in New Delhi in January 1959 and the balancesheet of the company.

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Bangalore,  
Dated: 2nd November 1959

  
(A. B. BHATTACHARJEE)

Secretary,

HINDUSTAN MACHINE TOOLS EMPLOYEES ASSOCIATION

23 OCT 1959

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266-A

FOR FAVOUR OF PUBLICATION

The following statement has been issued by Sri M.S.Krishnan, President, Hindustan Machine Tools Employees Association.

Since the past one year much is being heard about the Hindustan Machine Tools Ltd, about its development outstripping of the garget of production diversification of manufacture, and the cordial relations between the Management and Labour. Lot of publicity has also been given to the Scheme for Workers Participation in Management introduced for the first time in a public sector Industry. It was also hailed as a revolutionary step in the right direction.

The workers of HMT and their Trade Union, the HMT Employees Association took this experiment in all seriousness and with a patriotic zeal tried their level best to make the scheme a success. Because of our efforts we were able to wipe out the perpetual losses which was being incurred by the Management in the Canteen, make a substantial profit and improve the conditions of workers and that of the canteen. It was similarly possible to reduce the losses in the Transport Department, provide increased amenities to the workers and reduce pilferage, corruption etc. Due to the general climate of co-operation it was possible to contribute for in increasing production in the factory. The Joint Council was functioning effectively and serving the interests of the Industry and that of the employees. However it is a matter of deep regret that the Joint Council has not been functioning since the last five months. The reason for its non-functioning lies mainly on the Management and its attitude. During the last few months that is since June 1959 they have not convened the meetings of the Joint Council though it has to meet at least once in a month. They have been consistently violating the solemn agreement entered into with the Employees Association in several other ways. The understanding of concurrence of Joint Members in charge each department over which the Joint Council and administratively responsibility has been given a go-by. The managements representatives are taking action independently without even consulting the workers representatives. The little secretarial facilities that were there have been taken away. The workers representatives are place under heavy restrictions. Despite our desire to function the Joint Council and despite our repeated requests, we are sorry to state that the Management has not changed its attitude and tried to function the scheme.

On the other hand the Management has been violating the Agreement and the Code of Discipline to which they have subscribed at the public Sector Industries Conference held in January 1959 at Delhi. Victimisation and unjust dismissals of Trade Union officials and members have begun in right royal fashion. Several instances could be mentioned of which we wish to point out the open discrimination against Sri S.K.Banerjee, Ex-Treasurer of the Union in the matter of promotion and the dismissal Sri C.S.Reddy, Executive Committee member of the Association. The Management has been trying to curtail the Trade Union and democratic rights of the workers in a deliberate and calculated manner and they have been increasing the offensive against the workers day-by-day.

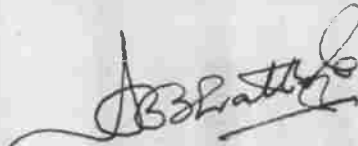
In this connection it has also to be mentioned, that though the Association took an extremely reasonable attitude regarding certain important demands of the workers submitted as far back as January 1959, and submitted concrete proposals for resolving all disputes amicably, the Management has not only not considered them but has taken an attitude of not discussing with the representatives of the workers. By their attitude they have created greater discontent among the workers.

It is most unfortunate that in this industry where there was only one Trade Union, there are now three. The Management has been supporting one of the Rival Unions which has the backing of the INTUC. The INTUC leaders who speak of Unity of the workers on one side are sowing seeds of disruption among the workers on the other and that too in an industry of this type where the scheme for workers participation in Management is being experimented. Preachings seems to be one and practice another as far as these leaders are concerned. The working class of our country have to be aware of such leaders and such anti-national tactics.

We wish to make it clear that this position has come about not only due to the general change in attitude of the Management but due to the deliberate and planned effort to sabotage all that was good in HMT, particularly the Labour Management relations by certain officers and reactionary vested interests. Afraid of sharing responsibility with the workers, afraid of their waning influence, afraid the growing democratic consciousness of the workers to put down corruption, discrimination and nepotism certain officers have been trying their level best from the beginning to sabotage the scheme for workers participation in the Management, as well as to mar good relations in the industry. In particular we have strong reasons to believe that the Personal Manager (Sri D.Rajagopal) of the HMT has a large share in this.

The workers have been extremely patient despite all these provocative actions by the management. In a clam and disciplined manner they have conducted themselves and all these affairs have been brought to the notice of the Govt. of India and Govt. of ~~Mysore~~ Mysore, about two months back. We are sorry to state that nothing effective till now has been done by the Government.

The situation is such that the interests of the industry the workers and the nation is at stake. It will be not only a matter of shame but an issue of the confidence of the workers being shaken in the preachings of the Govt. if the management is allowed to flout the agreements entered into and to sabotage the Joint Council. We appeal to the Govt. to intervene more effectively and see to it that the Joint Council is made function, victimisation and harassment put an end to, victimised employees reinstated and just demands of the workers are conceded. We also appeal to the working class and patriotic citizens of our country to consider the position dispassionately and to help in achieving our objective of defending and developing this premier National Industry.

  
(A. B. Bhattacharjee)

Bangalore, |  
Date: 20-10-59 |

SECRET  
INDUSTRIAL MACHINE TOOLS EMPLOYEES ASSOCIATION

HINDUSTAN MACHINE TOOLS EMPLOYEES ASSOCIATION.OUR APPEAL TO EMPLOYEES.CONDUCT THE " DEMANDS WEEK" IN A DISCIPLINED MANNER !CONTRIBUTE YOUR MAXIMUM TO UNION FUNDS!!

Friends,

You are aware the Executive Committee of the Association has decided to conduct the "Demands Week" from April 20th to 26th 1959. The programme is also known to you.

The Executive Committee has decided on this step after careful consideration and prolonged deliberations. At the outset we must point out that we are conducting this week to explain to the employees of the Public Sector Industries in particular, about our demands. It is not done either on the understanding that negotiations with the management have broken down, or that it has to break. We are vitally interested in settling the demands through negotiations. We will strive our level best to see that the negotiations which we are conducting at present end successfully. We wish to state clearly that conducting "Demands Week" is not to embarrass the Management, ~~It~~ is not even the workers on to the path of ~~the~~ struggle. Considering this we appeal to all employees to carry through the week in a disciplined manner. Let us not take to such actions which may lead to any clash with any one. Let us also discharge our tasks in the factory as usual and without any interference. Let us conduct ourselves in such a manner as to bring credit to the Union.

We are also happy to inform you that the Management has already passed orders regarding Pending Promotions and Artisan Trainees. Even the question of Artisan Trainees "C" who come under the category of Heat Treaters, Welder, Cutting Machine Operator etc, and the question of Trainees who joined earlier to 1-1-'58 has been settled due to the efforts of the Union. We are thankful to the Management for settling these issues, which were agitating the minds of one and all. In this connection, we have to make an appeal to all those who have got promotions etc, -Artisan Trainees and others- to help the Union which has stood by them and helped them. We appeal to every Trainee to pay a minimum of Rs.10/- towards the Union Funds. The money that we collect will be towards payment for the Duplicating Machine for which, we could not pay yet and towards strengthening the Union Funds. Contribute your maximum to the Union. Strengthen it to win your demands.

H.M.T.E.A. ZINDABAD !

WORKERS UNITY ZINDABAD ! !

*(A.B. Bhattacharjee)*  
Secretary.

20/4/59

N.B:- Please circulate among all your colleagues.

HINDUSTAN MACHINE TOOLS EMPLOYEES ASSOCIATION.

Dated:18th May '59.

- \* IMPLEMENT II PAY COMMISSION AWARD IN OUR INDUSTRIES !
- \* IMPROVE THE CONDITION OF ESI SCHEME ! !
- \* DOWN WITH DISRUPTORS ! ! !

Comrades,

The General Council of the Central Industries Employees Federation at its meeting held on 10th May 1959, has taken some very important decisions. The Council is strongly in agreement with the Executive of the Federation that the Award of the Second Pay Commission in regard to D.A. & Basic Wage shall be implemented to all the four industries, immediately after the announcement. When all the managements of Public Sector Industries in our country have fixed the D.A. in accordance with the decision of the 1st Pay Commission, what justification the Government of India have, to deny the same to us? Why such step-motherly behaviour with us, - the employees of Bangalore? About Central D.A. and Rs.40/- as Basic Wage our Management have stated that they are agreeable to pay these, provided all the other three Industries grant the same. We are aware that the Management of HAL, ITI & BEL have also taken the same attitude. This stand of our Managements makes all the more clear to us that there is no other alternative left for us except to unite the 20,000 employees of the four Industries and fight out the issues. That is why the General Council have decided to mobilise public opinion in support of our demands. A mass rally and public meeting will be held on June 14th 1959 wherein Parliament Members belonging to 4 Central Trade Unions will address. 20,000 employees will wear badges for the implementations of 2nd Pay Commission's Award.

All of us are the victims of ESI Scheme. Taking some of the serious defects of the scheme into consideration the Council urged upon the ESI authority and the Government (1) To improve the conditions and services of the dispensaries and hospitals (2) To change of evening working hours of the dispensaries from 6 p.m. to 8 p.m. (3) To reduce the Employees' contribution by 50% (4) To introduce Pannel System instead of service system etc. etc.

The General Council has given serious consideration on the unity of Employees in the Public Sector Industries and warned the employees to be on guard against disruptive elements. We reproduce below the resolution adopted in the meeting-in this regard.

"This meeting views with grave concern the recent activities of some persons in all these Industries and in particular some INTUC leaders. It expresses concern at the attempt to disrupt the unity of the heroic HAL workers by the formation of a rival union under the leadership of a Congress M.P. and INTUC leader Sri N.Keshava. Similarly in Bharat Electronics, it is reported that some INTUC leaders are trying to form a Union opposed to the one existing from the past 3 years and thus are trying to sow the seeds of discord".

PTO

"This meeting is of the opinion that it is possible to discharge the tasks to the nation, develop the industry and defend the interests of the workers only if we have one union in one industry. This becomes more necessary in the Public Sector Industries where the employees are called upon to play a special role and where the industry has to be defended from the attacks of the Private Sector. Under these circumstances this meeting condemns the activities of some of INTUC leaders and their followers. It also wishes to point out that the activities of these INTUC leaders are against the precepts preached by the Ministers and Congress leaders at the top".

"While this meeting urges upon the INTUC leaders to give up this policy of forming rival unions and appeals to them to join the existing unions and fight their way through in democratic manner, this meeting warns the employees against the disruptive activities of reactionary forces. It appeals to them not to give quarter to disruption, strengthen the existing recognised unions and stand solidly as one man to defend the interests of the industry and the nation".

The Council also decided to bring out a monthly journal.

The following resolution in support of OUR DEMANDS was passed:-

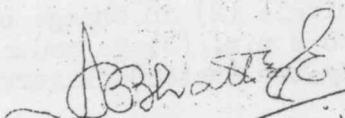
"This meeting takes note of the 23 DEMANDS SUBMITTED BY THE HMTEA to the Management on 7th January 1959 and the negotiations conducted by the Union. This meeting considers that the Demands are just and reasonable. While supporting the workers of HMT in their efforts to improve their conditions of living this meeting urges upon the management to arrive at a negotiated settlement with the HMTEA".

We call upon the employees to Rally round the Federation, strengthen it, fight disruption to achieve our common objectives.

\* H.M.T.E.A.-ZINDABAD !

\* C.I.E.F. - ZINDABAD !!

\* LONG LIVE WORKING CLASS UNITY !!!

  
(A.B. Bhattacharjee) 18/5  
Secretary.

N.B. Please circulate among your colleagues.



HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION

- \* DESPITE REFERENCE TO TRIBUNAL. WE ARE FOR NEGOTIATED SETTLEMENT:
- \* TAKE IMMEDIATE ACTION ON PENDING PROMOTIONS:
- \* OUR APPEAL TO EMPLOYEES-STR.NGTHEN UNION ORGANISATIONALLY & FINANCIALLY:

Comrades,

A new situation has arisen about the Demand Memorandum. Seven of our demands namely (1) Basic Pay of Rs.40 (Demand No.1) (2) Central D.A. rates (Demand No.3) (3) Officiating Allowance (Demand No.4) (4) House Rent and House Rent Allowance (Demand No.7) (5) Night Shift Allowance of As.4/- per day (Demand No.8) (6) Leave Facilities (Demand No.13) and (7) Batta for Duty outside (Demand No.15) have been referred to the one man Industrial Tribunal of Sri D.H.Chandrashekriah for adjudication by the Government of Mysore. Other important demands have not been referred. This reference to the Government has taken place not due to the insistence of the Union but due to the pressure of some vested interests.

Despite the fact that the Union has been making its best efforts to arrive at a settlement through mutual negotiations, despite the fact that the union expressly stated that it is better to avoid reference to the Tribunal in an industry of this type where the Scheme for Labour Participation in Management is being experimented, despite the intimation to the Assistant Commissioner of Labour, Government of Mysore to wait till they hear from us, this reference has taken place. This has also taken place though the Union suggested that, if all issues are not settled immediately, at least an "Interim relief" of (i) enhancement by Rs.5/- in Basic Wages, with retrospective effect from 1st October 1958 and with corresponding increase to all the rest of the employees (ii) Night Shift Allowance of As.4/- per day (iii) 12 paid festival holidays, be granted immediately and the rest be negotiated. It is a matter of deep regret that the Govt. of Mysore under the influences brought to by some interested party, has chosen to refer disputes for adjudication without fully realising the implications and effect it will have on industrial relations and on the scheme for Labour Participation in Management in this industry. It is further a matter of regret that a Management which is considered as "Progressive" should have thought fit to rush in post-haste to get somehow a reference to the Tribunal without exploring the possibilities of further negotiations with the Union, without discussing with the Union even the issues to be referred. We are of opinion that the situation did not warrant such a reference. However we wish to even now emphasise the desire of the Union to carry on further negotiations if the Management also responds, in order to arrive at a settlement. We appeal to the employees not to get perturbed over this reference. We are strong enough to face the Court and safeguard the interests of the employees if the Management wishes that way. We will not flinch from our duties to the employees at any cost.

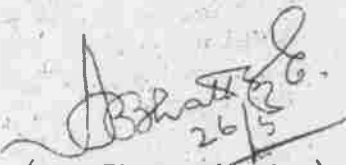
In this connection we are constrained to point out that the attitude of the Management is more and more unhelpful. On the one side, they speak of settling the issues and on the other they have rushed for reference. Similarly they have till to-day not settled the pending promotions of many employees who have been anxiously waiting since several months which has resulted in increased unrest.

/....contd.

They have also been stiffening their attitude to active workers of the Union. Efforts are made to inculcate fear in the minds of the Security Staff by asking them to declare whether they are members of the Union or not. Our Bulletins which have all along been put on the Notice Boards/are not being/ some of them put up in recent days. Such an attitude is not conducive to the interests of either the industry or that of the employees. The earlier they change it the better.

In the light of the new situation new and onerous tasks face the employees. Employees are enjoined to think how best to defend their interests as well as that of the industry. If these two twin tasks have to be carried through successfully, if the Demands submitted by us have to get settled it is incumbent that we must have a strong union and greater unity. It is not time for us now to waste our energies in fissiparous tendencies or slanderous propaganda. In view of the difficult situation facing us it is necessary for us to rally round the Banner of the Union as one man and strengthen it both organisationally and financially. The Union has taken a decision to conduct a Benefit Cinema show "Do Bhiga Zamin" on 17-6-'59 at 10-30 a.m. in New Opera Talkies, Civil Area in order to improve the financial position of the Union. You will appreciate that we will require funds and more funds in order to discharge our tasks properly, in order to fight out our case in the Court and to safeguard the interests of the employees. We appeal to one and all to purchase tickets for the benefit show and make it a success. We once again appeal to all employees to stand by the Union and strengthen it.

Date: 26-5-'59.  
Bangalore

  
(A.B. Bhattacharjee)  
Secretary.

HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION

Bangalore,  
Dated:3-6-'59.

- \* DONT FALL A PREY TO THE MACHINATIONS OF DISRUPTORS,
- \* DONT SIGN ON APPEALS SPONSORED BY INTERESTED PERSONS WITHOUT UNDERSTANDING IMPLICATIONS.

Comrades,

You are already aware of the Executive Committees' resolution on the reference of certain issues to the Tribunal and the attitude of the Union. We are making further efforts for negotiations with the Management.

In the meantime it is reported some interested persons and officers are taking recourse to actions which are extremely provocative and disruptive. It appears that employees are being asked why they have joined the Union, etc. etc. Unnecessary and extreme restrictions have been placed on the office-bearers and members of the Union inside the shops.

While harassment and intimidation have been gaining ground, we also observe attempts being made by certain persons to disrupt the unity of the employees and to harm the workers. It appears that efforts to collect signatures on some Memorandum is being made by some persons who are well known for their views. We wish to warn the employees that there is a likelihood of all such signatures being made use of against them and the union in the Industrial Tribunal. We appeal to all employees not to sign on such, memoranda. We appeal to them to stand by the Union and win their just demands.

HMTEA ZINDABAD !

*K.M. Muniyappa*  
(K.M. Muniyappa)  
Assistant Secretary.

BENEFIT SHOW IN AID OF  
H.M.T.E.A.

Bimal Roy's "DO BICHA ZAMIN" at New Opera.  
on 17-6-'59, at 10-30 A.M.

Rates of Admission: Rs.10, Rs.5, Rs.3, Rs.2, Re.1.  
BOOK YOUR TICKETS IN ADVANCE.

HINDUSTAN MACHINE TOOLS EMPLOYEES ASSOCIATION

- \* Don't Fall a prey to the machinations of disruptors!
- \* Strengthen the Association and win your demands!

Friends,

Recently two handbills have come out, one purported to be signed by some employees and another on behalf of a rival Union. Several allegations have been made against the Union and its office-bearers.

We do not intend to answer all the allegations in this bulletin to-day. Time will arise when we will reply. However some important accusations cannot go unchallenged. It has been stated in both the bulletins, that the Union has connived with the Management for reference of disputes to the Tribunal, and that the Union President has secretly written for such reference. It is common knowledge that the Union has all the while for negotiated settlement and opposed reference to Tribunal. Our previous bulletins will bear out the stand of the Union. We challenge these 'Gentlemen' to prove the so-called 'secret letter'. Now that reference has been made despite our wishes, we are trying to fight it out in the court, if necessary. However we have not blocked the doors for negotiations and we are trying for a negotiated settlement. In this connection we wish to state that the Union, in accordance with the unanimous decision of the Executive Committee has sent a list of minimum demands. We have also place certain concrete proposals for the settling of the disputes. We learn that our proposals will be placed before the Board of directors on 10.6.59.

In this connection we learn that some persons, who are sponsors of the rival Union are trying to enrol members to their union, giving all sorts of false promises, that they will settle the demands etc. These are nothing but mischievous propoganda intended to divide the unity of the workers and to deny them the just demands. Even supposing the Management grants some demands, it will not be due to these persons, but due to the solid unity of the employees of HMT and their Association. Since some of our issues are pending before the Industrial Tribunal, and since we are still negotiating, it will be the greatest betrayal of the interests of the workers if any quarter is given to disruptors. We appeal to all employees not to lend their ears to the slanderous propoganda carried on by interested persons. We appeal to them not to sign on any form or memorandum since such signing will only mean betraying our interests and cutting our own throats. We will let you know about other issues in due course.

*A. B. Bhattacharjee*  
10/6/59  
(A. B. Bhattacharjee)

Secretary,

Hindustan Machine Tools Employees Association

HINDUSTAN MACHINE TOOLS EMPLOYEES ASSOCIATION

Friends,

The game of the disruptors is out. Three bulletins have come out in two days. One of them is purported to be signed by some employees. And the other two are on behalf of the rival union. Several allegations have been made against the office-bearers as well as the HMTEA.

It is stated that the Union is "Communist" and that the President is indulging in Communist propaganda etc. Of course the President is a member of the Communist Party. But he has every right to belong to any party as everyone of us have. It is harmful to the unity of the workers if anyone brings his politics in the Union. May we ask these "Gentlemen" to point out a single instance where any office-bearer or member has made any propaganda for any political party on the platform of the Union? May we also emphatically state that the politics of any office-bearer or member of the executive committee has not come in the way of our unitedly working for the workers? Under these circumstances, will we be wrong if we point out, that it is not the Union that is bringing politics, but the persons who have brought bulletins in the name of the rival Union? It is they who are trying to divide the workers on the basis of politics. The HMTEA is an organisation of all workers irrespective of the caste, creed or community to which they belong and irrespective of the political faiths of the workers. It shall remain so in future also inspite of the slanderers.

And now coming to the demands of the employees and these "Gentlemen". It is common knowledge that the HMTEA submitted 23 demands after long discussions. It is common knowledge that the Union has been striving to get the demands settled by direct negotiations.

It is also common knowledge that the Union in the interests of a just settlement proposed that "Interim relief" on (a) Enhancement of basic wage by Rs:5/- (b) 13 paid festival holidays (c) Night shift allowance of Rs:25/- per day be granted immediately and the rest negotiated. It is also common knowledge that the Management, instead of conceding this, rushed to the Government of Mysore and got some demands referred to the Tribunal. It is again common knowledge that the Union has all along opposed reference to the Tribunal and stood for a negotiated settlement. In the face of all this, if some slanderers choose to say that it is the Union which desired reference to Tribunal, we have to only pity them. We also challenge these persons to produce the so-called "Secret Letter" written by the President. And imagine these great men criticising the Union for conducting the "Demands Week"! Is there any Trade Unionist or defender of the interests of the workers who condemns the Union for explaining the demands to the employees and mobilising them behind the Union? Still, here they are, the disruptors of the workers unity in HMT.

And again they have spoken about "gift promotions" etc, to office-bearers of the Union. We challenge them to prove this. It is a fact the Union fought for and got the promotion to the Secretary of the Union. This was not as a favour but as a matter of right. Is it not a fact that he had been demoted, his pay cut and he had been harassed for Trade Union activities? Is it wrong for the Union to have fought for and vindicated the rights of a victimised employee? Is it also not a fact that the Union which took up the case of the Secretary has similarly and tirelessly fought for the passing of orders in pending promotions? Why do these people forget conveniently the bulletins brought out by the Union wherein we have several times pressed for pending promotions being granted? Is it not a fact that it is the Union which fought for the promotions of Sri. B. Subbanna and reclassification of Artisan Trainees? In fact if employees have demonstrated for the promotion of Sri. S.K. Baneerjee, does it not show the justness of the demand that he should not be discriminated against in the matter of promotion? One expects the employees to be proud that a victimised Secretary has got some justice. Instead our friends have exhibited petty mindedness and prejudice.

These so called "Democrats" have spoken about Union accounts for 56-57 and 57-58. They have forgotten that the General Body passed the accounts for 56-57. They also hide that it is not the present office-bearers but the previous ones (among whom are some persons supporting the disruptive move) that are responsible for the 57-58 accounts. For the information of the employees, we wish to inform that the accounts of both 57-58 and 58-59 are going to be audited and will be placed shortly before the General body of members. Have these "Democrats" at any time asked any union officer about the accounts till now to clear his doubts? Instead of going to the Union Office and finding out facts, why do these persons slander the Union? Is it not obvious that it is meant only to smear mud and confuse the employees? Ours is an open book. Let any member of the Union come and inspect our accounts, if he wishes to.

It is also stated that the Joint Council is not functioning because of strife and that the Works Committee of the past was far better. We wish not to enter into polemics or controversy. Suffice it to bring to the notice of the employees the shady and dual role which some of the members of the Works Committee played during those days. We were vitally interested in functioning the Joint Council. We have concretely proved that the employees can manage things more efficiently some things if their co-operation is taken in a proper manner, if their rights are respected etc. We will further strive to see that the Joint Council functions properly.

We do not wish to answer every allegation and slander. But one thing stands out. The manner in which these bulletins have come out when we are negotiating with the Management about our demands, when some concrete proposals have been made by the Union for resolving the disputes amicably, when we are expecting to hear from the Management in a day or two, shows that there is a deliberate game and deep conspiracy of some interested persons to divide the ranks of the workers, weaken the strength of the Union and achieve their ulterior purposes. These "Gentlemen" seek to make out that they have placed the demands, that they will get something, that the HMTEA has not done anything etc. This is all made out at a time when everybody knows that the Board of Directors is meeting and considering the concrete proposals of the HMTEA. In-cidentally we are surprised at the manner our proposals which are normally to be kept confidential, till it is settled, has already leaked out to that ~~not~~ group of persons who are out to disrupt the unity of the employees. We know from where the information has leaked out. Without entering into other details, we only wish to say, once again that it is a deliberate and deep game. We wish to further state, that if any demands are conceded by the Management either with or without an agreement from us, it is not due to these persons or the rival stooge Union started yesterday. It is only due to the strength of the employees and their Union, the HMTEA. Let all the employees ponder over this conspiracy and not fall a prey to the machinations of stooges and disruptors. Let them not sign on any enrolment form or memorandum without understanding the implications. Let them cry a halt to the slanderers and their slanderous propaganda by showing them their proper places. Let them all stand by the HMTEA which has all along fought for them and is continuing to fight for them without fear or favour.

- \* Cry halt to disruptive tactics of stooges!
- \* Don't be carried away by malpropaganda and slanders!
- \* Unite under the banner of the HMTEA!

Date. 10-6-59  
Bangalore.

*A.B. Bhattacharjee*  
A.B. Bhattacharjee

Secretary.

HINDUSTAN MACHINE TOOLS EMPLOYEES ASSOCIATION.

- \* Defeat the conspiracy of disruptors
- \* Unite further to win the rest of the demands

Friends,

Early this morning a handbill of the stooge Union came out announcing that some demands have been conceded by the Management and that it was due to them. After this was distributed, later, the notice of the Management dated 10-6-'59 was also distributed. These two handbills contain almost identical matters regarding the demands we have submitted. The HMTEA has not yet officially been communicated about the decision of the Board. However we are happy to mention that most of the proposals we had made three days back to the Management have been conceded. Our proposal for Rs 5/- enhancement in basic pay, night shift allowance of Rs.4/- per day for all those who work beyond 7-30 P.M., attendance bonus of Rs 5/- have been complied with fully. We had asked for 12 festival holidays while 9 have been conceded. The proposal regarding the quantum of Overall Production Bonus is yet being considered by the Management. Still there are other demands which have to be implemented and which can be implemented through administrative action. We have not yet heard about these yet.

The granting of these demands is welcome-. But some questions arise which both the Management and the "Sangha" personalities have to answer. May we ask the Management as to how the decision of the Board has leaked to this gang of disruptors even before it was officially announced by the Management? May we ask them in all humility whether the employees will be far wrong if they conclude that the Management has colluded with these persons and announced the decisions of the Board even before the Board itself announced them?

Besides, these persons imagine that the employees are fools and that they will be misguided and join the "Sangha" giving up the HMTEA. How could any worker believe that a "Sangha" which was born day-before-yesterday, submitted its demands the next day, negotiated in the afternoon, got a decision in the night and announced it the next morning? How could anyone be taken in by this nefarious game? Is it not patent and obvious that all this is a conspiracy of selfish persons and opportunists to boost up a rival Union, weaken the strength of the HMTEA and achieve the ends of the Management. Let employees ponder over this matter and give a fitting reply to the disruptors.

The victory which has been won is not due to the Sangha, but due to the unity and strength of the workers of HMT. It is also a victory for the HMTEA which sponsored the demands, and has tirelessly fought to achieve the same during the last six months. However we have yet to achieve many other demands. Let us once again pledge not to give room to the disruptors and opportunists. Let all employees strengthen the HMTEA and march forward.

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URGENT GENERAL BODY MEETING

The urgent meeting of the General body of the HMTEA will be held on Sunday 14-6-'59 at 10 A.M. Place will be announced later.

**MUSTER STRONG AT THE MEETING AND DEFEAT THE GAME OF DISRUPTORS.**

Date. 11-6-'59

*K.M. Muniyappa*  
K.M. Muniyappa  
Asst. Secretary

HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION.

GIVE A FITTING REPLY TO DISRUPTORS  
BY MAKING THE BENEFIT CINEMA SHOW A THUMPING SUCCESS:

Friends,

The disruptors of the Unity of workers of H.M.T. are continuing their nefarious activities. They are, it appears, forcing employees to join the stooge Union. Their game is somehow to see that the H.M.T.E.A. is weakened and they achieve their black objectives.

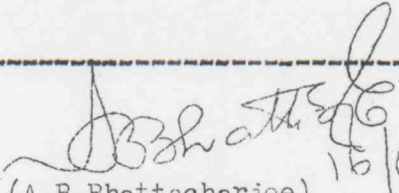
You all know the harm done to the employees by a rival Union. Both from the point of view of defending this national industry and developing it and from the point of view of defending the interests of the workers a rival union is harmful. It is criminal to have such a rival union in a industry where the Scheme for Workers Participation in Management has been introduced. It is doubly criminal since these "Gentlemen" who speak of democracy are not prepared to follow the democratic procedure of rectifying the mistakes, if any, of the existing Association, changing the leadership if necessary by means of elections etc.

Considering the danger to the interest of the workers and that of the industry, we urge upon the employees to stand by the Union and give a fitting reply to the disruptors. Give a fitting reply by not going to the rival Union. Give a fitting reply by joining the H.M.T.E.A. and also strengthening it in all ways. We are extremely happy that the Artisan Trainees who got their arrears recently have shown their confidence in us in an abundant measure by contributing liberally. We thank them wholeheartedly for this. In order to further strengthen our Union funds, since a case is in the Court and since we have several tasks to discharge to the employees, we are conducting a benefit-cinema show "DO BIGHA ZAMIN" on Wednesday, 17-6-59 at 10-30 A.M. at New Opera Talkies. Already many have purchased tickets for this show. This is not enough. We request many more to purchase so that the hall is packed to capacity. Let us show our confidence in the Union by purchasing the ticket for this cinema show. Let every body know that employees' confidence is not shaken because of their machinations. Every pie you pay will help to strengthen the Union. Every pie you pay will help to defend the interests of the employees. Every ticket you buy will help to fight the disruptors and strengthen the unity of the workers. Rush to the Benefit-show. Make it a resounding success.

ANNOUNCEMENT

It is hereby informed that the General Body Meeting due to be held on 17-6-'59 in the evening has been postponed. We will intimate a further date.

Dated: 16-6-'59. }  
Bangalore. }

  
(A.B. Bhattacharjee)  
SECRETARY.




BULLETIN No.17.

HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION.

Dated: 29-6-'59.

Friends,

All eyes of the employees have been on to-day's Tribunal Proceedings, since every one expects that there might be a settlement on some issues. As decided by the Executive Committee and the General Body Meetings of the HMTEA we agreed to the proposals of the Management as per their notification dated 10-6-'59 in final settlement of three issues, namely (i) Basic Wages (ii) Night Shift Allowance, and (iii) Leave Facilities. According to this and in terms of the offer made by the Management an interim award will be passed.

  
(George Jacob)  
Vice-President.

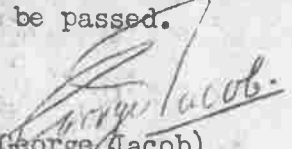
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(George Jacob)  
Vice-President.

HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION.

(Reg.No.120)

Dated:4th July 1959.

Friends,

We have already spoken to you about the decision in the Industrial Tribunal regarding the interim award on Basic Wages, Night Shift Allowance and Festival Holidays.

In regard to the above, again false allegations have been made by the so-called Sangha. They again seek to put the blame on HMTEA. All those employees who were present are witness to what happened. Is it not a fact that HMTEA stated that anything granted should be unconditional? Is it not a fact that we urged upon the Managements representatives to pay night shift Allowance with retrospective effect from 7-1-'59 and also settle only festival holidays and not the entire leave facilities? Every one knows that it was the Managements representative who could not see his way through to agree to our suggestions. Even now we urge upon the Management to concede to the genuine desire of the employees to pay Night Shift Allowance with effect from 7-1-'59 and 12 Festival Holidays.

These disruptors think that any stick is good to beat us with. But let them understand that what they are stating are just "Geobelian lies" and nothing else. We know that the employees are not at all carried away by mal-propaganda or slander. Let the employees know that even they called themselves as defenders of the workers interests, the "Sangha" is itself splited. Let them know that due to their quarrel a third union is also in the offing. It is said that "thieves fall apart". The same is the fate of the disruptors and the same disruptors are talking about the unity of workers.

H.M.T.E.A. ZINDABAD:

(K.M.Muniyappa)  
Asst. Secretary.

N.B:- Please circulate among all your colleagues.

Bulletin No.19.

HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION.  
(Reg.No.120)

Dated:9th July 1959.

FOIL THE PROVOCATIONS OF THE DISRUPTORS!

Friends,

Our Association has been consistently working for the interests of the employees in peaceful, constitutional and democratic manner. Out of the 7 demands referred to the Industrial Tribunal 3 demands have already been settled and the rest are pending settlement. Further we have decided to approach the State Labour Minister to decide about the rest of the 16 demands.

But at this very movement some persons are trying to disrupt the strong unity of workers. Some persons belonging to the rival organisation are reported to have attempted to assault Sri C.S.Reddy a member of our Executive Committee on 7-7-'59. It is a most reprehensible act and deserves to be condemned by all. It shows the utter bankruptcy of the rival union and their sorry-plight. It shows that having failed to win the confidence of the workers they are now resorting to physical attacks on the trusted leaders of the workers.

While strongly condemning such goonda attacks, we wish to warn them that it will only increase the confidence of the employees in the HMTEA and its leaders.

At the same time we appeal to the workers not to get provoked by such attacks. Let us face these provocations and attacks boldly and patiently. Let us defend the unity of the workers and strengthen our Association in the interest of the workers and the industry. That is the fittest reply to these disruptors.

H.M.T.E.A. ZINDABAD !

LONG LIVE WORKING CLASS UNITY ! !

*K.M.Muniyappa*  
(K.M.Muniyappa)  
Asst. Secretary.

Please circulate among all friends.

HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION.  
(Reg.No.120)

Dated:30-7-1959.

- \* RECOGNISE HMTEA.
- \* RESTORE FACILITIES TO UNION, STOP HARASSMENT.
- \* SETTLE PENDING DEMANDS.

Friends,

You are all aware of the three issues which have been settled in the Tribunal. We are happy you have already received the first instalment of arrears and the Second instalment is due. We learn it will be distributed shortly.

While some of the demands are settled there are still 4 issues which are pending adjudication and the rest about which no settlement has been arrived at. In the Tribunal, while we have already submitted our claims statement, the Management has taken time till August 3rd to file their counter statement. About the other unsettled issues the General Body has already decided to request the Minister for Labour, Government of Mysore to use his good offices to settle the issues. The Union is already moving in the matter.

The Joint Council of Management met on 30th June 1959. On that day the holidays for the coming six months were finalised. The Joint Members in charge of the suggestion Scheme had submitted a draft suggestion scheme which was forwarded to the Management for finalisation and implementation. Besides we have also urged upon the Management to see that Shift timings about which a decision was taken by the Joint Council long back is implemented. We have received a reply about this and we learn that shift timings will be changed shortly.

Recently, the Estimates Committee of the Parliament visited our factory. On their desire to meet representatives of HMTEA, Shri K.M.Muniyappa, our Assistant Secretary met them and appraised them of the situation in HMTEA, about our demands, Managements attitude etc.

In the meantime the attitude of the Management has been one which is not conducive to the development of healthy relations between the employees and the Management. Firstly the active workers of the union including Executive Committee members and Office-bearers are under many restrictions and it is learnt that some Managers and Officers of the Company behave in a very bad manner with these employees. On the other the facilities which had been given to HMTEA, Phone, Transport and accommodation for General Body meetings have been denied in recent days. Thirdly discrimination against Union Activists in the matter of promotions etc. is also observed. The case of Com.S.K.Banerjee, Treasurer is proof of the same. Not satisfied with this, the Management has issued warning notice to Sri Gopalakrishna on the allegation that he was selling Cinema tickets in aid of HMTEA. While such unhelpful and positively harmful actions are pursued on one side, on the other the rival unions which have sprung up like mushrooms have been carrying on nefarious activities. They are spreading all sorts of canards and slanders against the HMTEA. With the help of some officers they are forcibly taking signatures on some forms purported to be enrolment forms and are threatening those who do not sign. In particular we have received several reports from the Transport Department, P.R.O's Office, Horticultural, Accounts, Standards & Design Office, Stores, Incoming Inspection, Scraping in Assembly and Water Supply Departments that attempts are made for getting signatures forcibly for the rival union. It is also learnt that false promises of promotion and other temptations are being made to employees by some persons for joining the rival union. It is a matter of regret that while these activities which are highly detrimental to the interests of industrial peace and harmony are going on, the Management is just winking at them.

PTO.

The game is very clear. It is in order to weaken the strength of the workers and the HMTEA and achieve the ends of self-interested persons that all such things are taken recourse to.

The employees have to give a fitting reply to these machinations of opportunists and disruptors. Let us be clear that unless we fight against harassment, victimisation etc. and for recognition of the HMTEA, the interests of the employees will be jeopardised. In the interests of the industry, in the interests of the employees, we bring enough pressure on the Management to recognise HMTEA forthwith. Let the slogan, "Stop harassment" "Recognise the Union", "Settle Pending Demands" resound everywhere, so that the disruptors can be shown their place.

We also appeal to all employees not to get perturbed at the tactics or threats of the disruptors. Let us keep them at the distance at which they have to be kept.

Further we also appeal to all employees to make a drive for membership of HMTEA. Because it is only on the basis of the solid strength of the employees, through membership of HMTEA, can we win our just demands and win recognition. You are getting your arrears next month. We appeal to you in this month of August to start a full scale drive for membership of HMTEA.

ALL INTO THE HMTEA !

ALL FOR RECOGNITION OF HMTEA ! !

ALL FOR SETTLEMENT OF PENDING DEMANDS ! ! !

K. M. Muniyappa  
(K.M. Muniyappa)

Assistant Secretary.

HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION.  
(Reg.No.120)

Bangalore,  
Dated: 3-8-1959.

- \* ALL SUPPORT TO THE NATIONAL FEDERATION OF METAL AND ENGINEERING WORKERS OF INDIA!
- \* CELEBRATE AUGUST 21, AS "ENGINEERING WORKERS DAY" !!

Friends,

You are all aware that in accordance with the decision of the General Body three representatives, namely, Coms. M.S.Krishman, A.B.Dhattacharjee, and S.K.Banerjee, went to Calcutta to attend the National Conference of Engineering Workers held on, 10th, 11th, and 12th July 1959.

This Conference is unique and historic. To this conference came 950 delegates from all over the country. There were 8 representatives from Karnatak. It was presided over by Com.S.A.Dange, M.P., General Secretary of the AITUC. The Conference was inaugurated by Com.Jean Merrilier, from France, General Secretary, International Federation of Metal and Engineering Workers. Several Foreign Delegates from USSR, Korea, etc, could not attend due to denial of visas by the Government of India.

Inaugurating the Conference Com.Jean Merrilier spoke of the present position of the Engineering Workers in the capitalist and Socialist Countries. He stated that while in socialist countries the standard of living of Engineering Workers is improving, in the capitalist countries the workers are forced to face, retrenchment, wage cuts, unemployment etc. He appealed to the Engineering Workers of India to be united to fight against capitalist offensive, for defending the industry and the workers.

Com.S.A.Dange, in his presidential address lasting for more than 3 hours spoke of how the Engineering Industry is developing in the country, in the recent period with facts and figures. Welcoming this development of the Engineering Industry which is stressed in the II Five Year Plan, he pointed out the difference between socialist aid and capitalist aid and how the socialist aid is wholehearted. He desired that more such industries, particularly Heavy Engineering Industries in the Public Sector should develop. He appealed to the Engineering workers to strive for the defence of Public Sector Industries. Speaking about the conditions of workers, he stated that in Engineering Industry while the profits and production are increasing enormously the wages are in no way commensurate. He said morally and economically the Engineering Workers are entitled to a better deal and urged on Government to setup a "Wage Board" for the Engineering Industry. He appealed to the Engineering Workers to come together as one man to fight for the defence of the industry and also of the workers.

Com. M.Ilias, M.P., Convener of the Preparatory Committee submitted a report on the Engineering Industry, its growth and development, the workers conditions, attitude of Government, position of the Trade Union movement and appealed to the workers to unite. The report of the Convener was discussed by the Conference. Several delegates spoke on this report and gave rich material about their experiences in each place. It was decided by the Conference to amend the report by incorporating the suggestions of the delegates.

The Conference passed several resolutions pertaining to the industry and workers. The resolution on Wage Board urged upon the Government of India to immediately constitute a wage Board for the Engineering industry as accepted at the Nainital

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Tripartite Conference, to recommend proper Wage Scales and grades for the different classes of employees. By another resolution, the Conference pointed out the importance of the Public Sector Industries in the economy of the country, the attempt to sabotage or hamper its development by the Private Sector and appealed to the Engineering Workers to defend the Public Sector. A resolution on the Machine Tool Industry was passed which stated the important position of this industry, the obstacles in its development and the necessity to overcome them. Resolutions on Small Scale Engineering Industries, on Trade Union rights and Code of Discipline, on time and motion study, Productivity and rationalisation etc, were also passed by the Conference.

The draft constitution of the National Federation of Metal and Engineering workers of India was discussed and adopted.

In accordance with this constitution the Office-bearers and Executive Committee consisting in all 51 persons were elected. Com.S.A.Dange, was elected as President and Com.M.Ilias, as General Secretary. Among the representatives from Karnatak, Com. M.S.Rama Rao, President, Bangalore District Engineering Workers Union was elected as one of the Vice-Presidents, Com.M.S.Krishnan as one of the Secretaries and Coms. A.B.Bhattacharjee and Thrunal Rao (Amco Battery Employees Union) as Executive Committee Members. The newly elected Executive met after the Conference and resolved to celebrate August 21st 1959 as "Engineering Workers Day" to urge upon the Government to constitute a Wage Board. On this day the 6½ Lakh Engineering Workers will be mobilised all over the country to voice forth a single demand. In Bangalore also, let us join with the other Engineering Workers and demonstrate our solidarity, unity and support behind the demand for Wage Board. Let us strengthen the National Federation of Metal and Engineering Workers of India.

AND

LONG LIVE THE UNITY OF METAL/ENGINEERING WORKERS !

LONG LIVE N.F.M.E.W.I !!

*A.B. Bhattacharjee*  
(A.B. Bhattacharjee) 3/8  
Secretary.

HINDUSTAN MACHINE TOOLS EMPLOYEES ASSOCIATION  
(Reg.No.120)

- \* DOWN WITH UNJUST VICTIMISATION OF SHRI. C.S. REDDY !
- \*\* REINSTATE SHRI. C.S. REDDY !!
- \*\*\* STOP VICTIMISATION, HERASSMENT ETC. AGAINST ASSOCIATION ACTIVISTS.!!!
- \*\*\*\* ALL INFO HMTEA TO FIGHT VIC. IMISATION, TO WIN DEMANDS !!!!

Friends,

Com. C.S.Reddy a member of the executive committee of the Association has been dismissed today by the management on the allegation of disorderly behaviour and insubordination.

This high handed action of the management has come in the wake of the harassment, discrimination etc., that has been going on since the last two or three months. It has come in the wake of the extremely provocative, unjust, and authoritarian attitude of the management against the employees by giving warning notices, by parading the police inside and outside the factory etc. It has come in the wake of extreme restrictions against the workers in the factory, which has gone to the extent of not even allowing the workers to talk casually.

This action is an attempt not only to victimise leading workers of HMTEA but the game of the management to weaken the unity of the employees and to deny our just demands. We strongly condemn this action of victimisation of Com. C.S.Reddy. We strongly protest against the unjust activities of the management. We also wish to warn them that such unjust acts will not be tolerated by the employees. In the name of peace in the Industry we appeal to the management to withdraw the termination notice of Com. C.S.Reddy and take him back to work immediately.

The employees of IMT will neither be surprised by this action nor demoralised because it is the same old game of all managements repeated in IMT. We appeal to the employees not to get provoked at this action. The Association will do all its best for getting Shri C.S.Reddy reinstated. Let us strengthen the Association still further. Let us all march together as one man to fight against ~~the~~ unjust victimisation, harassment, discrimination etc. Let us also raise our protest by attending ~~the~~ in large numbers the meeting of the employees on Sunday the 9th August 1959 at 10 A.M. opposite the Association Office.

voice  
of

\*\* LONG LIVE HMTEA !!

\*\* LONG LIVE UNITY OF EMPLOYEES OF IMT !!



21 OCT 1959

BULLETIN No.25:

HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION.  
(Reg.No.120)

Date:15-10-'59,  
Jalahalli P.O.  
Bangalore.

Dear Friends,

The fight for recognition of the HMTEA, for winning the demands that have been submitted to the Management is being carried on by us increasingly. In respect of the demands, we had several discussions with the Minister for Labour, Government of Mysore. We have urged upon him to intervene and try to settle all outstanding disputes. We have also impressed on the Minister about the deteriorating position in HMT, the unfair labour practices of the Management and the violation of the Code of Discipline by the Management. Any Government with an unbiased outlook and with an understanding that industrial relations in Public Sector Industries should not be marred in the interests of the nation will intervene and try to iron out differences. We hope the Mysore Government will consider the serious position in HMT and do the needful in the interests of the employees.

Apart from discussing with the Minister, we have also submitted a lengthy memorandum on the situation in HMT to the Chairman, Board of Directors prior to the Board Meeting which was held on September 26, 1959. In this memorandum, apart from reiterating our demands, we have urged upon the Board to consider certain immediate proposals. We have asked for (1) Revision of Wage Structure of Clerks, Ditto-operators & Laneo Operators, Comptists, Drivers and Semi-skilled Workers, as in ITI (2) Reduction of the Bond period of Artisan Trainees from 5 years to 3 years and fixing them up in suitable grades as in ITI etc. etc. We have also explained with facts the unfair labour practices and violation of Code of Discipline by the Management. Our desire to function the Joint Council and the Managements attitude of non-co-operation has also been brought to the notice of the Chairman. We are not aware as to whether the Board has considered our proposals and the Memorandum or not. Till now we have not received any reply from them. If the Board has not considered our proposals we will be forced to come to the conclusion that they are not interested in settling the disputes and coming to an amicable understanding. We once again urge upon them to consider dispassionately the deteriorating industrial relations in the HMT, and how it will affect the fair name of HMT if it worsens further. Let it not be told by the people of the country that the employees and the industry have suffered due to the default of the Management and the Board.

The disputes in the Tribunal are being heard. We have let in evidence in Sri Iqbal Khan's case. We are to let in evidence further in the cases of Sri Iqbal Khan on 19-10-59 and Sri C.S.Reddy and P.V.P.Naidu on 23-10-'59. The Main case, namely demands will be taken up on 19-10-'59. We are to let in evidence on that day.

There are also several individual and collective grievances which have arisen recently, one such is the manner in which the Management has been asking the employees who are sent for further Training as Milling Machine Operators etc, for executing a bond for 5 years. It appears that this signing of a fresh bond does not apply to Artisan Trainees who have already given a bond, but that it applies to the rest of the employees who have been selected for training. Whatever the arguments are, the stand of the Management amounts to asking for a bond from an employee who wishes to better his prospects by Training and Promotion. This action of the Management is highly unjust and we hope the Management will not insist on execution of fresh bonds by the employees. You are all aware one of the demands submitted by HMTEA is that no Bonds should be asked on promotion. The Management had agreed to our contention during negotiations. Now they seem to be going back upon what they had agreed to. The HMTEA cannot but protest against such attitude.

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Though the HMTEA has been strictly adhering to the Code of Discipline and has been extremely patient, it is a matter of regret the Management has not changed its attitude. On the other hand further conspiracies are being hatched to smash the HMTEA. The other day, the Assistant Secretary of the HMTEA; Sri K.M.Muniyappa was suddenly transferred from the Stationery Stores Section inside the factory to the Civil Engineering Department outside. This action is taken with the ulterior motive of seeing that the office-bearers of HMTEA are kept away from the mass of the employees, and thus see that the HMTEA is weakened. Or else how can one explain the fact that while our office-bearers and active workers are frowned at, the office-bearers and even the lesser fry of the Rival union, the Karmika Sangha are allowed to conduct group meetings, conferences etc, right inside the ARO's Office, the Personnel Department etc. etc? How can one explain the fact that the Management winks at the Karmika Sangha men, who go about forcibly collecting signatures during working hours inside the factory, while the HMTEA active workers are shouted at for even moving about on normal work? We once again wish to emphasise that the earlier the Management gives up partisan outlook, discrimination and unfair labour practices the better it is, or else it is bound to boomerang against them ultimately.

The Karmika Sangha in its turn has also been helping the Management to further divide the workers and protect their interests. Failing to cow-down or brow-beat the workers and the HMTEA, the Karmika Sangha men have begun to take recourse to goondaism against our workers and members as was evidenced on Sunday 4th October 1959, when they beat up some of our members with the help of hired goondas. Having done the dirty job, they are not even ashamed of speaking of high principles and uttering tissue of lies. What else does their Bulletin No.12 contain? It is not worth the ink on the paper to answer every word of what is stated in their Bulletin. Every honest employee who has eyes and ears knows for a fact that it is the Karmika Sangha, who unable to get support of the employees, had hired goondas for their nefarious activities. All know that long before the Karmika Sangha thought of conducting a meeting the HMTEA had decided in its Executive Committee to have group meetings in various parts of the city including the colony. This had also been announced through our Bulletins. Under such circumstances how can any person be taken in by the vile slanders and goebellian lies of the Rival Union? Let all employees wake up to the dangerous situation that is developing and cry halt boldly to the disruptive tactics of the Rival Union. Let them strengthen the HMTEA further by enrolling themselves as members in larger numbers. In unity lies our strength.

M.S.KRISHNAN,  
(PRESIDENT)

READ AND CIRCULATE.

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LOK SABHA SECRETARIAT

Parliament House,  
New Delhi-1,  
19th August, 1959  
Sravana 28, 1881 (Saka)

No. 446-T(I)/59

N O T I C E

SUBJECT: Sitting of the Business Advisory Committee  
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A sitting of the Business Advisory Committee will be held at 4.00 P.M. on Thursday, the 20th August, 1959, in the Speaker's Chamber to consider allocation of time for Legislative and other Business.

The Agenda for the sitting and Memoranda on Bills are enclosed.

B.B. TEWARI,

UNDER SECRETARY.

To

All Members of the Business Advisory Committee

No. 446-T(I)/59

19th August, 1959  
Sravana 28, 1881 (Saka)

Copy forwarded to Shri Upendranath Barman, Shrimati Renu Chakraverty, Shri J.M. Mohamed Imam, Shri C.R. Pattabhi Raman, Shri Tridib Kumar Chaudhuri, Shri M.R. Masani, Shri Naushir Bharucha, and Shrimati Parvathi M. Krishnan, M.Ps. with request that they may attend the sitting.

B.B. TEWARI,

UNDER SECRETARY.

BUSINESS ADVISORY COMMITTEE

AGENDA

20TH AUGUST, 1959

Allocation of time to the following items of legislative and other business:-

	<u>Time recommended by Government.</u>
(1) The Andhra Pradesh and Madras (Alteration of Boundaries) Bill, 1959. ( <u>Consideration and passing</u> )	3 hours
(2) The Prevention of Cruelty to Animals Bill, 1959 ( <u>Motion for concurrence in the recommendation of Rajya Sabha for reference of the Bill to a Joint Committee</u> ).	4 hours
(3) Discussion and voting on the Demands for Excess Grants in respect of Budget (General) for 1956-57.	1 hour
(4) Discussion and voting on the Supplementary Demands for Grants in respect of the Budget (General) for 1959-60.	2 hours
* (5) No-Day-Yet-Named-Motion to be moved by Shri K.T.K. Tangamani regarding the <u>Annual Report of the Hindustan Machine Tools (Private) Limited for the year 1957-58, laid on the Table of the House on the 22nd September, 1958.</u>	--
* (6) No-Day-Yet-Named-Motion to be moved by Shri K.T.K. Tangamani and others regarding the <u>Annual Report of the Hindustan Machine Tools Limited for the year 1958-59, laid on the Table of the House on the 6th August, 1959.</u>	--
(7) No-Day-Yet-Named-Motion to be moved by Shrimati Parvathi M. Krishnan and others regarding the <u>Annual Report of the Employees' State Insurance Corporation for the year, 1958-59, along with the Revised Estimates for 1958-59 and Budget Estimates for 1959-60, laid on the Table of the House on the 14th August, 1959.</u>	--

Short Notes on the Bills mentioned at Serial Nos.

(1) and (2) are given in Memoranda Nos. 149 and 150. Points indicated by Members on the No-Day-Yet-Named Motions mentioned at serial Nos. (5) to (7) are given in Appendix attached.

NEW DELHI,

The 19th August, 1959.

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\* Both these motions can be discussed together.

BUSINESS ADVISORY COMMITTEE

MEMORANDUM NO. 149

THE ANDHRA PRADESH AND MADRAS (ALTERATION OF BOUNDARIES) BILL, 1959.

1. Objects and Reasons:

The award of Shri H.V. Pataskar who mediated in settling the boundaries of the States of Madras and Andhra Pradesh was accepted by the Chief Ministers of the two States on behalf of their respective Governments.

According to this award 318 villages and a small forest area will be transferred from Andhra Pradesh to Madras and 151 villages will be transferred from Madras to Andhra Pradesh.

The Bill accordingly seeks to provide for the alteration of boundaries of the States of Andhra Pradesh and Madras and for matters connected therewith in order to give effect to the award.

2. Brief History of the Bill:

The Bill was introduced in Lok Sabha on the 12th August, 1959.

3. No. of pages in the Bill:

44

4. No. of clauses in the Bill:

54 clauses  
6 schedules

5. No. of amendments:

-

6. Time recommended by the Government:

3 hours

7. Any other special feature:

-

MEMORANDUM NO. 150

THE PREVENTION OF CRUELTY TO ANIMALS BILL, 1959,  
MOTION FOR CONCURRENCE IN THE RECOMMENDATION OF  
RAJYA SABHA FOR REFERENCE OF THE BILL TO A JOINT  
COMMITTEE

1. Objects and Reasons:

The object of the Bill is to give effect to those recommendations of the Committee for the Prevention of Cruelty to Animals which have been accepted by the Government of India and in respect of which Central Legislation can be undertaken.

Besides declaring certain types of cruelty to animals to be offences and providing necessary penalties for such offences and making some of the more serious of them cognizable, the Bill also contains provisions for the establishment of an Animal Welfare Board with the object of promoting measures for animal welfare.

Provision is also being made for the establishment of a Committee to control experimentation on animals when the Government on the advice of the Animal Welfare Board, is satisfied that it is necessary to do so for preventing cruelty to animals during experimentation. The Bill also contains provisions for licensing and regulating the training and performance of animals for the purpose of any entertainment to which the public are admitted through sale of tickets.

2. Brief History of the Bill:

The Bill was introduced in Rajya Sabha on the 13th March, 1959, and motion recommending reference of the Bill to the Joint Committee of the Houses was adopted by that House on the 13th August, 1959. The message was reported to Lok Sabha on the 17th August, 1959.

3. No. of pages in the Bill:

18

4. No. of clauses in the Bill:

40

5. No. of amendments:

6. Time recommended by Government:

4 hours

7. Any other special feature:

NEW DELHI,

The 19th August, 1959.

APPENDIX

The points indicated by members for discussion on the No-Day-Yet-Named-Motions included in the agenda for allocation of time are as follows:-

1. Annual Report of the Hindustan Machine Tools (Private) Limited for the year 1957-58.

- (i) Present Financial position of the Company and future plans for development.
- (ii) Scheme for participation by labour in the management of the Hindustan Machine Tools (Private) Ltd.
- (iii) Conditions of workers.
- (iv) Prospect of increased production.

2. Annual Report of the Hindustan Machine Tools Limited for the year 1958-59.

- (i) Over-fulfilment of original targets of production of lathes, milling machines and radial drills.
- (ii) Need for further diversification for production of cheaper lathes.
- (iii) Need to discontinue royalty paid on the manufactured lathes.
- (iv) Working of the scheme regarding the workers' participation in the industry.
- (v) Need to increase the number of trainees for whom training is provided.

3. Annual Report of the Employees' State Insurance Corporation for the year, 1958-59.

- (i) Programme regarding implementation of Employees' State Insurance Scheme and nature of agencies set up to execute it.
- (ii) Delay in extending the Scheme to more areas.
- (iii) Need to construct Hospitals in adequate number and to extend the benefits to the families of workers in all centres.
- (iv) Need to increase the number of dispensaries and plan for control of epidemic diseases.
- (v) Need to expedite the payment of dues to members and to supply patent and other costly drugs to Hospitals.

HINDUSTAN MACHINE TOOLS EMPLOYEES ASSOCIATION.

(Reg.No.120)

Jalahalli P.O.  
Bangalore, dated: 14-8-'59.

NOTICE

On the occasion of the "Independence Day" celebrations, National Flag will be hoisted at 9-30 a.m. on 15th August 1959 in the Union Office.

All our active workers are requested to attend the ceremony.

*K.M. Muniyappa*  
(K.M.Muniyappa)  
Assistant Secretary.