



General Engineering Employees' Union

(Regd. No. 1642)
(Affiliated to AITUC)

President S. A. Dange
Gen. Secretary Vithal Chaudhari
Tel. { Res. 23219
 { Office 61608

Office :

25, Dalvi Building, 2nd Floor,
Parel, BOMBAY 12.

Ref. No. GEEU/ 803/364/65.

Dated 24th December 1965.

The General Manager,
Messrs. Estrella Batteries Ltd.,
Plot No. 1, Matunga,
BOMBAY 12.

A.I.T.U.C.
Received 203 24/12/65
Filed

Dear Sir,

Sub: Illegal holding up of lay-off compensation to your workmen from 16th December 1965.

After coming to know from your laid-off and other workers that over one hundred men of those workers who have been laid-off since November 9, 1965 were not paid their lay-off compensation, the laid-off workers as well as those working in the factory had made several representations to you and to your Personnel Manager that such injustice, apart from its being illegal, was grossly provocative.

But neither you, nor anybody in the management, saw the unreasonableness of your stand and you persisted in the same.

Being forced by such non-responsive attitude of you and your whole management, and having completely failed in negotiations that representatives of the workers had in this regard, from 7-12-1965 to 11-12-1965, all workers of the Company had stopped in protest every work and staged a peaceful sit-down strike action on 13th and 14th December 1965. The 650 workers had en masse walked over 6½ miles distance from the factory premises to the Office of the Commissioner of Labour giving slogans against you and your intransigent management and demanding paying of compensation.

After his advice and his assurance that he would look into the matter and call you as the representative of the management in this Office to see that the payment of these legal dues were paid, workers resumed work in the factory.

You however, called to the Office of the Commissioner of Labour, Shri D.G. Kale only on the 15th inst. and pleaded your inability to pay on some technical grounds.

Shri Kale, however, asked you to submit your records and convince him as to why the laid-off workers were not technically entitled to any lay-off compensation.

Your Personnel Officer appeared before him on the 17th December 65 and showed some plethora of papers. After the thorough investigation and necessary classification from your said Officer, it was observed that there was not even prima facie case for any justification to withhold these legal dues of laid-off workers from 16th Nov. 65 onwards. Such of the workmen who were not paid were not less than 106-

P.T.O.

डालमियानगर मजदूर यूनियन
(Affiliated to All India Trade Union Congress).

extra

सभापति : श्री चन्द्रशेखर सिंह, एम.एल.ए.

जे० सेक्रेट्री : श्री लखन लाल

प० डालमियानगर (शाहाबाद)
Bihar.

पत्र संख्या DMU/ENG-WB/IR-10

तारीख The 17th Jan. 1956.

266

The Secretary,
All India Trade Union Congress,
Rani Jhansi Road,
New Delhi.

The Secretary,
National Federation of Metal & Engg. Workers of India,
5-B, Jhandewallan, Rani Jhansi Road,
New Delhi.

The Secretary,
AITUC, Bihar State Committee, Patna-4.

Sub: Protest Day, Engg. Workers,

Dear Comrade,

In response to the call of AITUC as also of the NFMEI the Engg. workers of Dalmanagar observed from 7 to 10 Jan. as protest days on the question of immediate grant of Interim Relief to them. Eighty percent of the engg. workers (out of 1000) wore badges with great hope and enthusiasm despite all sorts of nasty opposition from the recognised HMS union. The workers also took out a protest demonstration on the 9th Jan. and paraded the main routes of the colony raising slogans suiting the occasion and on 10th evening a general meeting was held under the banner of this Union and resolution demanding early interim relief was passed. The resolution has been sent to the Wage Board under copy to you.

The leaflet issued by the Union and badge used by the workers are enclosed for your information.

Kindly give due publicity in TUR.

Greetings,

Comradely yours,

Encl. Two.

(General Secretary)

NB. Please inform us the outcome of 10th Jan. meeting of the Board.

इनजीनीयरिंग मजदूरों को
इनटेरीम रिलीफ दो।

इनटेरिम रिलीफ के लिये इनजीनीयरिंग मजदूरों का संघर्ष अभियान

६ जनवरी, १ बजे दिन में प्रदर्शन ।

१० जनवरी, ५ बजे संध्या सभा [पेपर गेट]

इनजीनीयरिंग मजदूर भाइयो !

इनजीनीयरिंग वेज बोर्ड के गठन का १ साल से भी अधिक हो गया । बोर्ड के गठन के तुरंत बाद से ही देश के इस महत्त्वपूर्ण उद्योग के मजदूरों ने इनटेरिम रिलीफ की मांग की । लगभग १० लाख मजदूरों ने एक होकर आवाज उठाई । मगर अफसोस है कि वेज बोर्ड इस अहम सवाल पर अभी तक फैसला नहीं ले सका जब कि दूसरे उद्योग के वेज बोर्ड में इस महत्त्वपूर्ण मांग को मानकर मजदूरों को थोड़ी राहत भी दी । जाहिर है इनजीनीयरिंग मजदूरों के इनटेरिम रिलीफ के सवाल पर विलंब का कारण कारखानेदारों का मजदूर विरोधी रुख तो है ही; लेकिन इसीके साथ सरकार की ढिलाई और लापरवाही भी एक बड़ा कारण है ।

अतः इस गम्भीर स्थितिके खिलाफ आवाज बुलन्द करने के लिये अखिल भारतीय टूट यूनियन कॉय्रेस और अखिल भारतीय इंजीनियरिंग और नेटल वयर्स फेडरेशन ने देश के तमाम इंजीनियरिंग मजदूरों का आवाहन किया है कि ७ से १० जनवरी तक सभा, प्रदर्शन कर और मजदूर विरोध अभियान चलावें । इसी आवाहन पर डाल-मियानगर के इंजीनियरिंग मजदूरों ने ६, १० जनवरी को विरोध प्रदर्शन और सभा करने का फैसला लिया है । उपरोक्त कार्यक्रम को सफल बनाने में इनजीनीयरिंग मजदूर जुट पड़ें और इनटेरिम रिलीफ की मांग प्राप्त करने की दिशा में आगे बढ़ें । इनजीनीयरिंग मजदूर एकता जिन्दावाद ।

१० जनवरी, आम मजदूरों का विरोध-दिवस

महँगी भत्ता और बोनस की मांगों पर कम्पनी की उपेक्षा और सरकार की घोर निष्क्रीयता के खिलाफ १० जनवरी को विरोध दिवस, मनाया जायेगा । हमसभी से अपील करते हैं कि प्रदर्शन और सभा में विशाल रूप से जुटकर अपने असन्तोष और विरोध का तागड़ा प्रदर्शन करें ।

इनक्लाव जिन्दावाद !

मजदूर एकता जिन्दावाद !!

आपका-

लखन लाल

जेनरल सेक्रेट्री

डालमियानगर

५-१-१९६६ आजाद प्रिंटिंग प्रेस, डिहरी । डालमियानगर मजदूर यूनियन

WEST DELHI ENGINEERING MAZDOOR UNION

(REGISTERED)

(Affiliated to Delhi Trade Unions Council & All India Trade Union Congress)

against L.S.I. Dispensary,

Karampura

Ref. No. WDEMU/OF/318/66

NEW DELHI-15 4th January 1966

Received 11.2.71/1/66
Replied

सेवा में,

मान्यवर चीफ कमिश्नर,
दिल्ली

वेस्ट दिल्ली इंजिनियरिंग मजदूर यूनियन की जनरल बाडी की आज मीटिंग हुई। सर्वसम्मति से निम्न प्रस्ताव पास किया गया: -

तारीख- 27.12.65 को सर्वश्री राजा सिंह मंगेलाल डेरी वाले व उनकी ओरसे जो हमारे यूनियन के लीडरों को लुरी तरह से मारा व पीटा। (जिसकी सूचना पुलिस स्टेशन मोती नगर में दी है व डाकटरी करवाई)। छोटे आँकड़े और दो व्यक्तियों के स्तर में टाँके भी लगे हैं।

इस विषय में अभी तक पुलिस ने कोई भी कार्यवाही नहीं की है। हम पुरजोर मांग करते हैं कि इस केस की पूरी इनक्वायरी कराई जाये व उन गुन्डों को सजा दी जाये। यही लोग आपने पास वाले से भी अगडा करते रहते हैं। व कई अगडों की रिपोर्ट थाने में भी की गई है एक बार पुलिस वाले इन्ही व्यक्तियों की अगडों में से ही थाने तक मारते पीटते ले जाये थे। इन्का सब कुछ होते हुए भी इनकी गुन्डागर्दी दिन पर दिन बढ़ती ही जा रही है।

आज की समय देश की हालत को देखते हुए अधिक पैदावार व कल कारखानों में अधिक उत्पादन करने का है। हम नहीं चाहते कि ऐसे अगडों में पड़ा जाये। यदि आपकी ओर से कोई भी उचित कार्यवाही नहीं हुई तो हमे लाचार होकर कोई भी शान्तिगम आन्दोलन देखना पड़ेगा।

आशा है आप शीघ्र ही उचित कार्यवाही करेंगे।

आपका विवेक

निबन्ध
(प्रतापसिंह रावत)
जनरल सेक्रेटरी

प्रतिालपी:-

लेबर मिनिस्टर
लेबर कमिश्नर
डी०सी० दिल्ली

थाना मोती नगर - उचित कार्यवाही के लिए

A.I.T.U.C.
P.T.U.C.

2/5/71

HINDUSTAN AERONAUTICS

TELEPHONE : 5101
AIRCRAFT EXT : 375
INTERNAL : 625



EMPLOYEES' ASSOCIATION

HINDUSTAN AIRCRAFT P. O.
BANGALORE-17

266

Ref: 183/1677/66

7th January, 1966.

The Secretary,
National Federation of Metal and
Engineering Workers of India,
New Delhi.

A.I.T.U.C.
Received
10/1/66

Dear Sir,

This has reference to your circular dated 24th December, 1965 with regard to observance of protest demonstrations between January 7 to 10, 1966 on the question of Interim Relief.

In this connection we append herewith a copy of the resolution adopted by our Executive Committee in its meeting held on 6th January, 1966 for your kind information.

With greetings,

Yours faithfully,

[Signature]
(K.S. Krishnamurthy)
General Secretary.

/Sn.

4-11-66



EMPLOYEES' ASSOCIATION

HINDUSTAN AIRCRAFT P.O.
BANGALORE-17

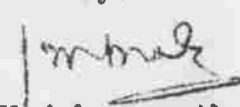
R E S O L U T I O N

" The Executive Committee of Hindustan Aeronautics Employees' Association in its meeting held on 6th January, 1966 under the Presidentship of Shri. F. Louis, while noting with serious concern the innordinate delay on the part of the Engineering Wage Board in announcing Interim Relief to the workers resolves to register its protest over the delay.

The meeting further resolves to conduct protest demonstration on 8th January, 1966 for 15 minutes after the closure of the shifts, to focuss the attention of the Wage Board on this burning problem and to urge upon for an immediate award on Interim Relief as demanded by the wrkers representatives.

This meeting hopes that in the interest of equity and justice the Wage Board would avoid further delay and announce Interim Relief immediately".

Attested by:


(K.S. Krishnamurthy)
General Secretary.

/Sn

H. C. GIDDINGS EMPLOYEES UNION

27B, CIRCULAR GARDEN REACH ROAD, CALCUTTA-23

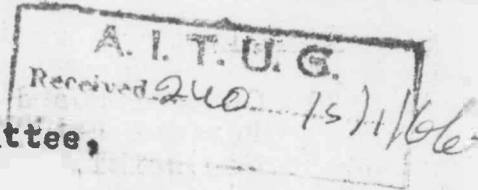
REGD. No. 5536

Affiliated to: A. I. T. U. C. & METAL ENGINEERING FEDERATION & WORKERS UNION

Ref.: G. E. U/

Dated.....10th Jan.....1966.

266
The Chairman,
State Tripartite Committee,
Ministry of Labour,
Govt. of West Bengal,
Writers' Buildings,
Calcutta.



Re:- Enquiry/Probe by State Tripartite Committee.

Dear Sir,

The Union is approaching you with its case for a probe and enquiry in the affairs of the Unit and Industry concerned and the details of the same is enclosed, which please find.

The other appropriate Authorities are also apprised of the situation for all effective steps to prevent the apprehended closure of the Industry and Unit and thus to prevent workmen going out of employment.

While we assure you all co-operation, in the meantime Union shall await for your advise and decision.

Thanking you, Sir,

Yours faithfully,
for and on behalf of
H. C. GIDDINGS EMPLOYEES' UNION,

A. K. Chatterjee
(A. K. Chatterjee)
President.

p.t.o.

49.
7/11

Copy to:

- 1) **Central Board of Direct Taxes,
Revenue Building,
New Delhi.**
- 2) **The Commissioner of Income Taxes,
West Bengal - 1
P-7, Chowringhee Sqr.,
Calcutta 1.**
- 3) **The Labour Commissioner,
Govt. of West Bengal,
New Secretariat,
Calcutta-1.**
- ✓ 4) **Com. S.A. Dange,
Genl. Secretary,
All India Trade Union Congress,
5, J handenwalla, Rani Jhansi Road,
New Delhi.**
- 5) **Com. Monoranjan Roy, M.L.A.,
Secretary,
West Bengal Trade Union Congress,
Bepin Behari Ganguli Street,
Calcutta.**
- 6) **Com. Indrajit Gupta,
M.P.
Calcutta South West Institution.**

The Chairmen,
State Tripartite Committee,
Ministry of Labour,
Govt. of West Bengal,
Writers' Buildings,
Calcutta.

Dear Sir,

The Union is approaching you with the request to probe in the matter and affairs of M/s. H.C. Giddings (P) Ltd., Transport Depot Road, Calcutta-53 as there is apprehension of sudden closure of the Unit and Industry.

The situation warranting such a step is stated below :

Claim of Bonus having been refused the Union moved the appropriate authority for peaceful settlement and issues are pending.

There had been very often violation of Industrial Dispute Act Provisions on neumerous counts and the appropriate authority is being moved and the issue is pending before the Tribunal.

The Company is constantly provoking the workmen by open violation and infringement of Factory Rules on different counts, which has been referred to the Inspector of Factories.

The accepted norm of behaviour towards the labour compliment is not merely absent but is directed towards provocation to create an abnormal situation for a sudden closure.

The Company is indebted for several thousands of rupees to M/s. Octavious Steel Co. Ltd., 14, Old Court House Street, Calcutta -1, and may be to escape or delay repayment of the loan there are manipulation in the Balance sheet to show loss in Trading.

The Company has reduced the permanent labour compliment to the minimum and executing the jobs, orders etc. on contract labour.

No proper Books of Accounts, Stores, Purchases and Issue are maintained may be to avoid dodge and escape Income Tax, Sales' Tax etc.

IV

Contd.....

All the above actions when viewed seriously there is every apprehension of sudden closure of the Industry and Unit, for the Management of the Company to run away scotfree.

I shall, therefore, reiterate the stand of the Union for a probe and enquiry into the affairs of the Company.

Thanking you,

Yours faithfully,
for and on behalf of
H. C. GIDDINGS EMPLOYEES' UNION,

A. K. Chatterjee
(A. K. Chatterjee)
President.

KIRLOSKAR ELECTRIC COMPANY EMPLOYEES ASSOCIATION

VINAYAKA BUILDING, 1 CROSS ROAD,
MALLESWARAM, BANGALORE-3

To
Ref.

The General Secretary.

National Federation of
Engineering Workers of
INDIA - NEW DELHI



Please find enclosed a copy of the resolution passed at the meeting held by all the Engineering Workers at Bangalore on 10th January, 1966 at Chikkalabagh, Bangalore under the Presidentship of Comrade M.S. Rama Rao, President of Bangalore District Engineering Workers Union and the Vice-President of Metal and Engineering Workers Federation of India. Employees of Kirloskar Electric Company, Radio & Electrical Manufacturing Company, Bharat Electronics Ltd., Steel Construction Company, Guest Keen Williams Sankey Division, Tin Industries, Jhon Fowler, Sri Rama Metal and Engineering, Indian Hume Pipe Company, Precision Engineering Company, Hindustan Machine Tools and other Engineering Industries came in procession and attended the meeting. Comrades M.S. Neelakantiah, Anandathirtha, Thimmiah, M.S. Chandrashekara Rao, M.S. Krishnan addressed the meeting. The resolutions moved by Comrade M.S. Krishnan have been unanimously passed by the meeting.

Yours faithfully,

for The Kirloskar Electric Company Employees' Association

M.S. Neelakantiah
(M.S. NEELAKANTIAH)
Asst. Secretary

KIRLOSKAR ELECTRIC COMPANY EMPLOYEES ASSOCIATION

VINAYAKA BUILDING, 1 CROSS ROAD,
MALLESWARAM, BANGALORE-3

Ref.

Date 10-1-1966

RESOLUTIONS

ON DELAY IN GRANT OF INTERIM RELIEF

This meeting of the workers in the Engineering Industry of Bangalore is deeply concerned over the inordinate delay in the grant of Interim Relief by the Wage Board for Engineering Industries. It appears the employers and their representatives on the Wage Board have been taking an intransigent attitude because of which the Wage Board is unable to come to a decision on the issue of interim relief. It is a matter of condemnation that the employers should have taken up such an unreasonable attitude at a time when the workers in the Engineering Industry have contributed their best to increase production and profits and also at a time when the prices are soaring high and workers are unable to make both ends meet. This meeting regrets also the inept attitude of the Government in not solving this problem. The Engineering Workers are unable to tolerate any more delay on this issue. This meeting urges upon the Wage Board to come to an immediate decision and grant reasonable "interim relief" to the Engineering Workers immediately.

Kirloskar Electric Co. - Employees' Association

M. S. Jeebhay

KIRLOSKAR ELECTRIC COMPANY EMPLOYEES ASSOCIATION

VINAYAKA BUILDING, 1 CROSS ROAD,
MALLESWARAM, BANGALORE-3

Ref.

RESOLUTION ON WATER RATES

Date 10.1.1966

This meeting of the Engineering Workers notes with grave concern the attitude of the Government in respect of the water rates for the citizens of Bangalore. The cancellation of the free allowance for water as well as the increase in the water rates by the Water and Sewerage Board is positively opposed to the so called principles of equity, more amenities and welfare of the people. Instances are on hand that the increase in rates is something abnormal and beyond the reach of even rich people let alone the common man. This increase in water rates has heaped huge burden on the working class and people who are already groaning under heavy taxation and price increase. This meeting in this connection notes with regret and strongly condemns the attitude of the Government of Mysore in not even accepting the proposals of the Corporation of Bangalore. Such an attitude and approach of the Government the Water and Sewerage Board is anti-people and anti-working class. This meeting urges upon the Government to immediately concede to the just demands of the people viz., (1) restoration of the free allowance of water and (2) no increase in water rates.

This meeting warns the Government that if the demands of the people are not conceded, they will be forced to agitate and carry on a powerful struggle to change the anti peoples policies of the Government. The Engineering Workers support any struggle of the people and the democratic forces in order to win these demands.

for The Kirloskar Electric Company Employees' Association

M. S. Jeebhay Gubhal

KIRLOSKAR ELECTRIC COMPANY EMPLOYEES ASSOCIATION

VINAYAKA BUILDING, 1 CROSS ROAD,
MALLESWARAM, BANGALORE-3

Ref.

Date 10.1.1966

RESOLUTION

ON KEROSENE SCARCITY

The working class and people of Bangalore are facing extreme hardships due to the scarcity of kerosene. Long ques of men and women are forced to wait for hours to purchase even a small quantity of kerosene and that too at exorbitant rates. This scarcity and enormous increase in prices has come about as a result of the crisis created by the foreign monopoly oil companies such as Burmah Shell, Caltex and Esso. It is also a matter of regret that Black-marketing is going on even in the kerosene of I.O.C. which is in public sector. This meeting while urging upon the Government to nationalise the oil companies, demands that the Government should see to it that kerosene is distributed at fair prices through the depots opened by them. It also demands that stringent action be taken against the Blackmarketeers who cheat the workers and make profits at the expense of the people.

For The Kirloskar Electric Company Employees' Association

M. S. Jeebhari

Shri Vithal Chaudhari, Vice-President of National Federation of Metal & Engineering Workers of India, has issued the following statement for Press:-

100 more men retrenched in Estrella Batteries

Total 260 now

A. I. T. U. C.

Received.....
Replied.....

After retrenching 300 workmen in October, then laying off 160 in November, the Estrella Management has increased the ranks of these laid off men by another 100 men from 5th January, as perhaps a veritable New Year Gift to the workmen.

The Government of Maharashtra not being different from the Union Government has shown such callous indifference and imbecility that the Labour Department openly pleads its inability to handle the problem.

When our deputation had approached the Labour Minister in November last the problem was described as temporary and that it be resolved quite soon. What we witness is the problem is aggravating while the Neros are just playing their feedle.

Most poignant feature is that the Government has not been able to take any action against even such employers who do not even pay the legitimate lay-off compensation to their employees. More than 125 workers are not paid their lay-off compensation since November last by the Management of Estrella Batteries Ltd.,

I strongly protest against the meaningless complacent attitude of the authorities and warn the Management against the dangers of playing with starving workers in this way.

Engineering Workers Conference in Bombay.

Representatives of Engineering Unions affiliated to All India Trade Union Congress met and resolved to hold a wide conference of engineering employees in the City of Bombay. Tentative date of the Conference has been fixed to be 6th February 1966. A Preparatory Committee consisting

- of -
- | | |
|--------------------|---------------------|
| 1. G. Sunderam | 2. Vithal Chaudhari |
| 3. Yeshwant Chavan | 4. Thanu Pille |
| 5. V.B. Tamhane | 6. Raoba Chikane |
| 7. Kulkarni | 8. Saigaonkar |
| 9. Pareira | 10. I. D. Khan |
| 11. Jayant Chavan | 12. More |
| 13. Malavade | |

has been constituted.

Problems of Wages & Dearness Allowance, the indecision of Wage Board to give any interim relief, spate of retrenchment and lay-off in factories, non-payment of Wages in time, withdrawal of benefits and amenities by employers are some of the most burning questions which necessitate a co-ordinated action of resistance. A conference will discuss these problems and take decision.

It is proposed to cover workers of Greater Bombay, and upto Borivali a Western Railway and Ambarnath (Central Railway)

Bombay: 10th Jan. 1966.

The Editor,

Vithal Chaudhari
Bombay/Delhi:

Sir,

Please favour of publication.

Thanking you,

Yours faithfully,

Vithal Chaudhari
(Vithal Chaudhari)

Vice - President
National Federation of Metal & Engg.
Workers of India

0 2005 A 196 BATALA 30

rlb *2/4*

27754



COMRADE S S MIRAJAR & A I T U C O N G NEW DELHI.

A. I. T. U. C.
Received. *2/4/66*
Dele...

...MANAGEMENT OF THE BATALA ENGINEERING CO LTD BATALA (PUNJAB) DECLARED
ILLEGAL LOCKOUT DURING CONCILIATION PROCEEDINGS KINLY INTERVENE
LETTER IN DETAIL FOLLOWS...

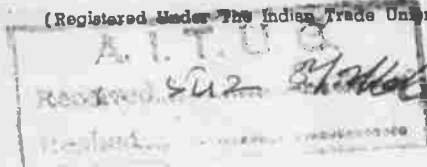
...SULAKHANSINGH GENERAL SECRETARY IRON AND STEEL WORKERS
REGD H BATALA...

OPD AT 21/20 HRS

7/5/66
3/9
[Signature]

Greaves Cotton & Allied Companies' Employees' Union

(Registered Under The Indian Trade Unions Act, 1928)



KHANDELWAL BHAVAN,
1st FLOOR,
166, DR. DADABHOY NAOROJI ROAD, FORT.

Bombay, 1st February 19 66

Regional Director,
Employees' State Insurance Corporation,
ESIC Building,
Colaba, Bombay 5

Dear Sir,

We wish to bring to your notice that this Union represents the workmen of Ruston & Hornsby, Greaves Foseco, David Brown Greaves and Mather Greaves situated at Chinchwad, Poona 19. The Workmen, who are now covered under the E.S.I. Scheme, have made the following complaints, which we are passing on to you for looking into and for early redressal.

- 9/16/66
- (a) Sufficient panel doctors are not available for registration. It seems the panel doctors appointed have filled their quota of workmen to be registered with them, with the result that several workmen are unable to register themselves with any panel doctor, and thus cannot get any medical treatment.
 - (b) It will be appreciated that several workers in these factories (and also other factories in the area) come from the nearby places like Dehu Road, Talegaon and neighbouring villages and rural places. Such workers have no facilities of panel doctors convenient to them, there being no panel doctors in Talegaon, Dehu Road, etc. Those workers have to depend upon panel doctors in Chinchwad. It will be appreciated how difficult, nay, impossible, for them to approach panel doctor when they are sick.
 - (c) The prescribed medicines to be obtained from the authorised Medical Stores are generally not available under the E.S.I., while the same medicines can be got from the same store if paid for!! It is needless to say to

what hardship, worry and annoyance the worker is put to in such cases.

- (d) The Local office concerned for these workmen is situated at Deccan Gymkhana, Poona. The certificate issued by the Panel doctor has, therefore, in most of the cases, to be sent by post, which means that the workman has to spend for the postage himself. Further, if it is sent by ordinary post, there is the possibility of it going astray. And even if it is received at Local office and is misplaced, the workman will be unable to prove that he has sent the certificate, if its receipt is denied by the Local office, unless the workman spends for registration post. In such a circumstance, the workman stands to lose the benefit under the scheme in spite of his obtaining the certificate and sending to the Local office. Necessary steps should therefore be taken for establishing an easy and convenient way by which the workman can give his certificate to the Local office.

It may be stated in this connection that it seems that some workmen approached the Management to arrange to pass on the certificates to the Local office but the Management refused to assist, saying that they had nothing to do with it.

- (e) The Workmen generally feel that, before Employees' State Insurance Scheme coming into force, they were getting certain medical facilities free of charge and now even after contributing towards the medical scheme under E.S.I., they are not getting proper facilities and on the other hand they have to undergo lot of hardships and worry.

We trust you will look into these complaints and take suitable steps for redressal of the grievances, so that workers get better facilities and conveniences under the Employees' State Insurance Scheme.

Thanking you,

✓ Copy to the Gen. Secretary,
A.I.T.U.C. NEW DELHI

Yours faithfully,

PRR
Joint Secretary

20
NATIONAL FEDERATION OF METAL AND ENGINEERING WORKERS OF INDIA

5-E Jhandewalan, Rani Jhansi Road, New Delhi 1

21 February 1966

To ALL Affiliated Unions

Dear Comrades,

The Executive Committee of our Federation which met in New Delhi on February 20, 1966 adopted the following resolution unanimously, on the question of the interim recommendation of the Engineering Wage Board:

"The Executive Committee of the National Federation of Metal and Engineering Workers of India has considered the developments in the Central Wage Board for Engineering Industries culminating in the adoption of an interim report by majority vote in the Wage Board. The NFMEWI expresses its deep concern at the refusal of the employers in the engineering industry to accede to even the minimum demand for interim relief for the engineering workers, although the desirability of an interim recommendation on the part of the Wage Boards has now been established by convention and practice and is necessitated by the very fact of the time involved in finalising the Board's final recommendations. The attitude of the employers has to be severely condemned and the organised TU movement of the engineering workers should unitedly face the challenge of the employers and secure the demands of the engineering workers as expeditiously as possible.

"The Executive Committee is of the opinion that the interim recommendation made by the majority in the Wage Board represents a gain, although the quantum of the relief is absolutely inadequate and is much below the expectation of the workers. It is therefore of utmost importance that the efforts of the employers to veto the majority decision of the Engineering Wage Board will have to be fought against and defeated.

"The Executive Committee of the NFMEWI demands the immediate acceptance by Government of the majority decision of the Engineering Wage Board and the implementation of the decision on interim wage increase by the employers in the engineering industry.

"The Executive Committee warns that any delay in this matter on the part of the Government and employers will provoke serious industrial unrest in the entire engineering industry throughout the country.

"The Executive Committee of the NFMEWI calls upon the engineering workers and affiliated unions all over the country, to organise a united, powerful movement, for realisation of the following demands:

1. Payment of the interim increase in wages to all engineering workers according to the majority decision of the Engineering Wage Board.
2. Prompt steps for finalisation of the report by the Engineering Wage Board and further increase in wages on the basis of the demand of the NFMEWI.
3. Revision of D.A. formula, wherever necessary, guaranteeing for the engineering workers full neutralisation of the rise in the cost of living index."

Unions are requested to take necessary steps to implement the above resolution. With greetings,

V Chaudhary
(Vithal Chaudhari)
Vice President

Soon after the constitution of the Central Wage Board for Engineering Industries of India, claims were made by labour for interim relief. The subject of interim relief is by no means simple and involves consideration of a set of complex factors which were fully discussed by the board, not the least of such factors being the diversity of wages in the industry and the considerable regional differences. After hearing all parties who wished to be heard at important centres in India the Board discussed the subject at four separate sessions but was unable to arrive at an agreed solution in a background of rising prices and the acute shortage of essential materials. Many claims and suggestions emanated during the course of extensive discussions of the Board and although there was some measure of agreement on certain points there were also major differences. The discussions were continued until it became evident that an agreed solution was not possible. The Chairman placed before the Board several suggestions based on the arguments as they took shape, and ultimately as there was no hope of unanimity the subject was put to the vote on a draft of the Chairman on 11.2.1966 which in his opinion reflected some common points of view and also provided some safeguards. After consideration of the draft and after some amendment thereof, the Board decided by a majority vote (the Chairman not voting) to recommend to the Government the following scheme of interim relief:-

THE SCHEME OF INTERIM RELIEF

WORKERS GETTING AS ON 31-12-1965 WAGES (i.e. BASIC PLUS D.A. OR A CONSOLIDATED WAGE) IN THE WAGE RANGE MENTIONED AT ITEMS UNDER COLUMN I BELOW SHALL BE PAID INTERIM RELIEF WITH EFFECT FROM 1.1.1966 AS SHOWN AGAINST EACH ITEM IN COL. II BELOW:-

WAGE AND WAGE RANGE	INTERIM RELIEF PAYABLE WITH EFFECT FROM 1-1-1966
I	II
(1) Upto and inclusive of Rs.105/- per month	Rs. 12.50 per month subject to the limitation that nobody gets as a result of these recommendations more than Rs. 111/- per month
(2) Above Rs. 105/- but not more than Rs. 150/- per month	Rs. 7-50 per month
(3) Above Rs. 150/- but not more than Rs. 250/- per month	Rs. 6-00 per month
(4) Above Rs. 250/- but not more than Rs. 500/- per month	Rs. 5-00 per month

Notes: (a) The question of the impact of regional differences will be determined at the time of final decision of the Board.

(b) The Board recognises that some units and sectors of the industry give substantial fringe benefits. The Board records that it will take this factor into consideration at the time of its final decisions.

(c) The above recommendations shall be ad hoc relief adjustable according to final decision of the Board and shall not count for provident fund, Gratuity, incentive payments, bonus, and other allowances.

(d) These recommendations shall not apply to workers drawing Wages (Basic plus D.A.) above Rs. 500/-

(e) These recommendations shall come into force with effect from 1-1-1966

(f) This is an ad hoc scheme and must be regarded as such.

अलीगढ़ मैटिल इन्डस्ट्रीज वर्कर्स यूनियन

(ट्रेड यूनियन विधान के अंतर्गत रजिस्टर्ड)

अखिल भारतीय ट्रेड यूनियन कांग्रेस तथा विश्व मजदूर संघ से सम्बन्ध
दरीया पान, अलीगढ़।

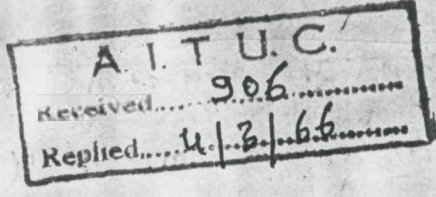
पत्र संख्या २५/६६

२६६

दिनांक २५-७-६६

सेवा में

श्री मान प्रभावत मरीदान



313 मरीदान मरीदान मरीदान

मरीदान 213, अलीगढ़

मरीदान

मरीदान को लेने की बात है कि अभी 31 दिनांक तक 21 दिनों का मरीदान
होने का काम नहीं हो पाया है। अतः मरीदान को लेने के लिए
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राज्य सरकार, राजस्थान

(राज्य सरकार, राजस्थान)

राज्य सरकार द्वारा जारी किया गया आदेश

दिनांक १२ अक्टूबर १९६५ को जारी किया गया आदेश

श्रीमान श्री. राजेश्वर प्रसाद शर्मा को राज्य सरकार द्वारा राज्य सेवा में नियुक्त किया गया है।
 नियुक्ति का दिनांक १६-३-६६ को सुचारु रूप से कार्य करना होगा।
 नियुक्ति का दिनांक १६-३-६६ को सुचारु रूप से कार्य करना होगा।

राज्य सरकार
 राज्य सेवा
 राज्य सेवा

- १- श्रीमान राजेश्वर प्रसाद शर्मा (राजस्थान) राज्य सेवा में नियुक्त किया गया है।
- २- श्रीमान राजेश्वर प्रसाद शर्मा (राजस्थान) राज्य सेवा में नियुक्त किया गया है।
- ३- श्रीमान राजेश्वर प्रसाद शर्मा (राजस्थान) राज्य सेवा में नियुक्त किया गया है।
- ४- श्रीमान राजेश्वर प्रसाद शर्मा (राजस्थान) राज्य सेवा में नियुक्त किया गया है।
- ५- श्रीमान राजेश्वर प्रसाद शर्मा (राजस्थान) राज्य सेवा में नियुक्त किया गया है।

१
 ११/१३

Heavy Engineering Corporation Employees' Union

266
Regd. No. 5526

P. O. DURGAPUR-10

Dist. Burdwan.

order certificate of filing

Our Ref. No.

Date 24. 2. 1966.

To
The Editor,
Trade Union Record,
New Delhi. Ram Ghant Road,

Dear Sir,

I am sending herewith a 'Hand Out',
stating the problems of M.A.M.C. Workers, which
I expect to be published in your daily Newspaper
for the interest of Public Sector Industries.

Thanks,

Yours faithfully,

K. K. Khosla

for General Secretary,
H.E.C. Employees' Union.

The miserable plight of the worker and employees of the Mining & Allied Machinery Corporation Ltd., Durgapur has become further more aggravated with the soaring rise of prices of all essential commodities in one hand and the unrelenting tirade of the Management of the M.A.M.C., on the other hand, against the interests and Welfare of the Workers. For years together the worker have in vain tried to appraise the Management of the hardships and difficulties they encounter in every sphere of life at the township plant or office. While it has been acclaimed all over India by all that a considerable increase in the dearness allowance is urgently the absolute need to neutrelise the arbitrary rise in living index, the management has decided to introduce a cut of wages of all workers and employees by reducing the rate of 10% project allowance granted so far to 5% of their pay. The workers have, therefore, resolved to press upon the management their demand for continuing the rate of project allowance in full, along with other demands which include promotion on the basis of seniority, accomodation for each and all workers irrespective of cadre or status, absorption of Muster Roll workers, provision of Chief Canteen facilities, inside the factory premises, formation of works committee and recognition of employees union. The workers, united under the banner of H.E.C. Employees Union, were trying for the last few years to persuade the management to appreciate and accept the demand. And the more the workers wanted to maintain peace in industry and resorted only to the democratic methods of voicing their ~~unmet~~ demands the more the management grew oppressive and released their wrath upon the innocent workers by inflicting the instruments of D.I.R. on connivance with the police, suspension and disciplinary proceedings in contravention to all fair labour practices. The Management wanted, instead of redressing the grievances of the workers, to crush the trade union activities. But the strength, solidarity and integrity of the workers have so long vindicated the cause of the workers over the tyrannical and ruthless measures of the management.

All the demands of the workers were long two years back submitted by the Employees Union in the form of a Charter of Demand to the management and the Department of Labour, Govt. Of West Bengal but none of them did show any gesture to discuss the demands even across the table. In the circumstances where the management is seized with impotency in seeing to reason, the workers have resolved to go on a mass hunger strick for 48 hours on and from 5.P.M. on 26th Feb, 66. Even there after, if the management does not come the senses, the workers will resolutely step into a GENERAL STRIKE.

National Federation of Metal & Engineering

Circular to all members of the Executive Committee

Dear Comrades,

You know that we had withdrawn our representative Com. Md. Elias from the Engineering Wage Board primarily on two grounds! Firstly, that the interim relief recommended by the majority of the Wage Board was not ~~implemented~~ accepted by the Government; and Secondly, that the functioning of the Wage Board was dilatory and in particular the Chairman's role on interim relief helped in further delaying matters.

The Government has now accepted the majority recommendations regarding interm relief and we understand that the Wage Board at its last meeting held at Bangalore has laid down certain norms of functioning. It may be that delay may still occur. But that is a matter which can be taken up at the appropriate time.

It is proposed that in view of these developments we should ask our representative to participate in the functioning of the Wage Board. The next meeting of the wage board is fixed on August 22, at Delhi for recording evidence. Decision has to be taken by us earlier than that date.

You are accordingly requested to let us know ^{your view} ~~that~~ _{on} ~~if~~ the proposal that our representative should start participating in the work of the Wage Board. Should we have no reply from you before 25 August we shall presume that you agree with the proposal.

With greetings,

Yours fraternally,

(Satish Loomba)
Working President

STEELSWORTH WORKERS UNION

(Govt. Regd. No. 565)

Branch Office :-

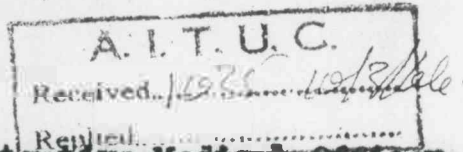
STEELSWORTH, TEZPUR (Assam).

STEELSWORTH, GAUHATI (Assam).

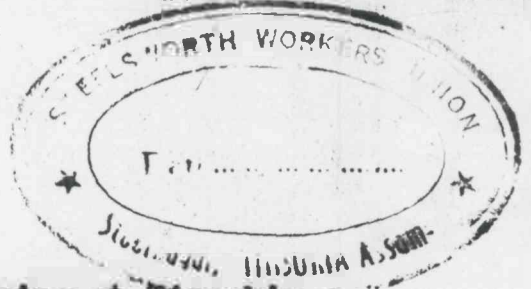
Head Office :-

TINSUKIA (Assam).

Affiliated to AITUC.

STEELNAGAR, MAKUM ROAD,
TINSUKIA (Assam).Ref. No. SIN/4/ES/166-9-1Dated 2 - 3 - 1966

To
The Administrative Medical Offices,
E.S.I. Scheme, Govt. Of Assam,
Santipur,
G a u h a t i :

Sub: E.S.I. Functioning at Tinsukia

Dear Sir,

I have the honour to bring to your kind notice that due to certain wrong and defective functioning of E.S.I. dispensary and E.S.I. Corporation at Tinsukia the insured workers' of Steel Worth (P) Ltd., and their dependents have been encountering untold sufferings.

Moreover, this will not be out of place to mention here that inspite of assurances for improving the affairs of E.S.I. dispensary nothing has been done relating to the complaint against Sri Rabin Dutta, the concerned Clerk. Rather some 100 (ten) insured person have been dragged upto the court for facing a trial for an alleged charge against them. In this condition how relationship between the insured Workers' and the E.S.I. Staff can be improved for better we are at loss to understand.

It is very painful to observe that a social security organisation like E.S.I. which should have run on most humanitarian out look are still functioning like a master of the prisoners' Camp. Sincerely we believe that if the organisation is run adhering to its laid down principles, it could be counted as one of the most humanitarian organisation serving the working hands of the land.

Now for improving the General functioning of the E.S.I. Corporation as well as its dispensary at Tinsukia, I take the opportunity to point out the following matters for your information and perusal.

1. That the E.S.I. Dispensary has been shifted to Kachujan far from the Workers' present residences which tell upon the Workers' pockets in bearing the conveyance charges to attend the Dispensary.

2. That no lady Doctor is here to look after the Female Patients.

Contd..... 2 :

STEELSWORTH WORKERS UNION

(Govt. Regd. No. 565)

Branch Offices :-

STEELSWORTH, TEZPUR (Assam).

STEELSWORTH, BAUHATI (Assam).

Head Office :-

TINSUKIA (Assam).

Affiliated to AITUC.

STEELNAGAR, WAKUM ROAD,

TINSUKIA (Assam).

2Dated **2nd March** 1966. :

Ref. No.....

3. That for want of a full fledged hospital the insured and their dependents are suffering much.
4. That for spacialised treatment only up and down train fares are allowed.
5. That for delivery cases the Ambulance car is not available and in that case the insured is to hire a Taxi.
6. That no emergency arrangement is there at the dispensary.
7. That due to underhand dealing in issuing certificates for deserving cases the insured persons sometimes have to get it from other Medical sources.
8. That the dispensary is situated 2 Miles off from the corporation office due to which the insured persons have to undergo sufferings for availing payments.
9. That due to corporation's inefficiency as well as inability to cope with the situation a huge numbers of workers' have been losing their wages and the production is falling down.
10. That sometimes the corporation runs short of fund for which the payments are delayed thereby workers suffer economic hardships.
11. That due to suspension of issuing slips against each payment the insured person now do not know the amount to receive and the amount received.
12. That in cases of employment injuries the corporation depends much upon the managements version but do not equally take into confidence the insured person involved into the accident.
13. That for no-functioning of the Medical Board for the purpose of settling the cases of permanent disablement many unsettled cases are still pending from 8 months to one year.
14. That in the Local Committee, Medical Committee and Workmen's Compensation Committee no representative of A.I.T.U.C. affiliated Union is taken as yet through our Union is a cent percent representative of Workers in the Steels Worth (P) Ltd..

The Union demands of the E.S.I. Administration that the above stated difficulties be removed as early as possible and in doing so the Union extends its whole hearted service as and when asked to do.

STEELSWORTH WORKERS UNION

(Govt. Regd. No. 565)

Branch Office :-

STEELSWORTH, TEZPUR (Assam).

STEELSWORTH, GAUHATI (Assam).

Head Office :-

TINSUKIA (Assam).

*Affiliated to AITUC.*STEELNAGAR, WAKUM ROAD,
TINSUKIA (Assam).***3***Dated 2 - 3 - 19 66 :

Ref. No.....

In fine, it is hoped that the matters cited above would receive top priority.

We would remain ever constructive to the Workers' interests.

Thanking you in anticipation,

Yours faithfully,

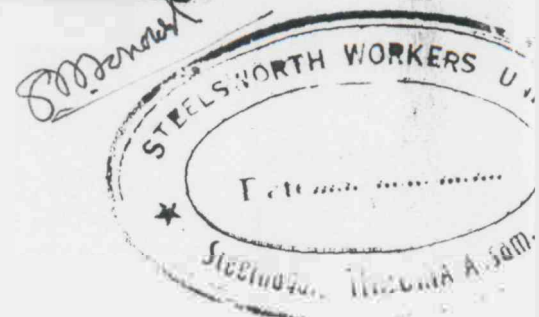
S. N. SONWAL

(S. N. SONWAL)

Astt. General Secretary :

Copy to :-

1. The Special Officer,
Planning Office of the D.H.S.
Assam, Shillong.
2. The General Secretary,
A.I.T.U.C.
Jhandalwala, Rani Jhansi Road, Delhi :
3. The General Secretary,
Assam State Committee, A.I.T.U.C. TINSUKIA :
4. The Unit Secretaries,
Steels Worth Workers' Union,
Tinsukia, Gauhati and Tezpur :
5. A.I.M.O. : TINSUKIA:
6. Regeneral Director, : E.S.I. GAUHATI :
7. Director General,
E.S.I. NEW DELHI :
8. Medical Commissioner,
E.S.I. NEW DELHI :
9. Civil Surgeon: Dibrugarh :
10. Honourable Labour ~~MINISTER~~... Govt. Of Assam. Shillong.
11. Honourable Health Minister: Govt. Of Assam. Shillong.



MECHANICAL & TECHNICAL WORKERS UNION,
AGRA.

Ref. No. MTWU/16-66.

Power House Workers Canteen,
Shahid Parashuram Marg,
AGRA: 10-3-1966.

1491 14/3/66

Dear Sir,

The Joint Executive Committees of Mechanical & Technical Workers Union Agra and N.P.C.C. Workers Union, Agra have decided to have a General mass meeting of the workers employed in the Engineering Industry at Agra on 13th March '66 in order to demand of the Government to expedite decision on payment of Interim relief as decided upon by the Wage Board for Engineering Industry in particular. Moreover to call upon the Government to start prosecution of such employers in the Engg. Industry who have not paid due Bonus to their employees as per the Payment of Bonus Act 1965.

In this connection, you are requested to please grace the above meeting with your presence and address the same and give guidance to the workers on the subject.

The meeting will be held exactly at 5 P.M. at Industrial Estate Muncal, Agra. You can come by any morning train and leave by the evening train the same day.

We have confidence that you will not disappoint us.

Thanking you and awaiting your confirmation by return post.

Yours Faithfully,

Abdul Hafiz
(Abdul Hafiz),
General Secretary,
Mech. & Tech. Workers Union,
AGRA.

Shri Satish Loomba,
Secretary A.I.T.U.C.,
5 Rani Jhansi Road,
New Delhi. 1.

Note: Please make it a point to bring with you Shri Mohd. Ilyas M.P. who has a standing promise to visit Agra and address the Engineering workers on the topic of the day. Also please contact Shri S.M. Bannerji M.P. he has also promised to visit Agra. In case he agrees to come, so much the better. Our third choice is for Com. Homi Daji M.P. but whether he is connected with the Engineering Industry or not. Our Union is affiliated to A.I.T.U.C. Your personal interest is essential to make our meeting a success. I am writing to the above 3 M.Ps separately.

Abdul Hafiz



General Engineering Employees' Union

(Regd. No. 1642)
(Affiliated to AITUC)

President : S. A. Dange
Gen. Secretary : Vithal Chaudhari
Tel. { Res. Office : 354619
 Office : 441608

Office :
25, Dalvi Building, 2nd Floor,
Parel, BOMBAY 12.

Ref. No. GEEU/

Dated... 4th March 1966.

Received 1026 10/3/66
Replied

Dear Comrade Satish,

You remember that Comrade Divakar (Madya Pradesh) had submitted a Memorandum to the Labour-Minister in respect of bonus dispute in J.C. Mills.

I had requested Divakar to give me a copy of the same, together with the auditors report which gives different calculations for arriving at the allocable surplus for Bonus. He has given me the copy of Balance Sheet, but asked me to get a copy of auditor's report from you, as he did not possess any extra copy of it.

You too were not available that morning i.e. on 21st February 1966.

Please, therefore, arrange to send post-haste the following:-

- i. copy of auditor's report;
- ii. copy of Memorandum;

Please get them typed and send it soon.

I hope you are doing well.

Yours fraternally,

V Chaudhari

Note:

Enclosed is the set of resolution, passed by our Conference held on 27th February 1966.

Please give publicity to its ~~part~~ in TUR.

More than 1500 delegates had assembled in a specially constructed Pandal at Kamgar Maidan to participate in a Conference, -"Greater Bombay Engineering Workers' Conference".

~~Greater Bombay~~

This Conference first of its kind was sponsored by a Preparatory Committee consisting of representatives of 19 Unions affiliated to All India Trade Union Congress.

Please give text of some resolutions in the TUR, as for instance
1. On Interim Wage Relief and action, Foreign Collaboration and Coordination.

STEELSWORTH WORKERS UNION

(Govt. Regd. No. 565)

Branch Office :-

STEELSWORTH, TEZPUR (Assam).

STEELSWORTH, GAUHATI (Assam).

Head Office :-

TINSUKIA (Assam).

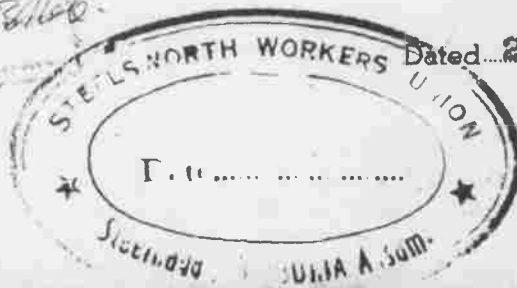
Affiliated to AITUC.

STEELNAGAR, WAKUM ROAD,

TINSUKIA (Assam).

Ref. No. SWU/1/66 : 3-1

AITUC
1036
15/3/66



Dated 2nd March, 1966 :

To
The Chief Executive,
Steels Worth (P) Ltd.,
Tinsukia :

Sub:- Recognition of Trade Union; Charter of Demands & Joint Management Council :

Dear Sir,

This is to draw your prompt attention to the fact that the Management have not yet cared to pay and heed to the matter of recognising this trade Union, conceding the Charter of Demands and forming the Joint Management Council.

In the opinion of the Union, the Management's attitude on this score is most undemocratic and inauspicious. It runs counter to the Tripartite decisions determining the employees and employees relations.

Further, the management is already well acquainted with this fact that ours Union is the only functioning Union having unchallengeable representative character. In spite of this glaring fact before the eyes of the management, how they could choose such a course of procrastination, the Union is at loss to understand.

In this context it will be worth mentioning to recall that regarding the recognition this trade Union did not fail to request the management time and again to concede the rightful demand. But the management did not deem it necessary to give any reply to the Union's requests. Therefore, the Union strongly feels that the Management should be held guilty of the charge of infringement of Trade Union right for not responding as yet on this score.

It may be noted that this applicant trade Union has already fulfilled the requisite conditions for having recognition.

Firstly all the ordinary members of this Union are enrolled from among the workmen of Steels Worth (P) Ltd., situated at Tinsukia, Gauhati, and Tezpur.

Secondly, in all of the Units of the concern the Union commands the representative character having requisitaring a membership strength of almost 100 Percent of workmen on permanent roll.

STEELSWORTH WORKERS UNION

(Govt. Regd. No. 565)

Branch Office :-
 STEELSWORTH, TEZPUR (Assam).
 STEELSWORTH, GAUHATI (Assam).

Head Office :-
 TINSUKIA (Assam).

Affiliated to AITUC.
 STEELNAGAR, WAKUM ROAD,
 TINSUKIA (Assam).

* 2 *

Ref. No.....

Dated.....19

Thirdly, the Union have been duly registered under the Indian trade Unions Act, 1926 and have already completed one year of its functioning from the date of registration. *registration*

Fourthly, the Union did not indulge into any activity which might have hampered the industrial peace.

Fifthly, the Union always strived for negotiated settlement.

Sixthly the Union have a most democratic rules and constitution to conduct its affairs namely for declaring a strike, for holding executive meetings, general meetings etc.

Lastly, no Union exists in all the three Units of the concern other than this.

Therefore, the Union further draws the attention of the Management to these facts and requests them to come forward with most accommodative spirit so as to recognise it without any further delay. Otherwise the Union may have to take very painful recourse to make the management compelled to concede its most rightful and democratic demand.

Similarly regarding character of demands and formation of Joint Management council the Union draws the attention of the Management for doing Justice to the workmen.

In fine, the Union requests the management to take steps to negotiate with this accredited representative Union on all the matters stated above within 15 days of despatching this note should the management fail to negotiate within such period the Union will have no other alternative than to choose for next course of action.

Hope, this will find you in most accommodative spirit.

Thanking you,

Yours faithfully,

P. C. Bhadra

(P. C. BHADRA)
 GENERAL SECRETARY :

Copy forwarded for information and steps to :-

1. The Divisional Executive, Tinsukia, Gauhati, Tezpur, respectively.

STEELSWORTH WORKERS UNION

(Govt. Regd. No. 565)

Branch Office :-

STEELSWORTH, TEZPUR (Assam).

STEELSWORTH, GAUHATI (Assam).

Head Office :-

TINSUKIA (Assam).

Affiliated to AITUC.

STEELNAGAR, WAKUM ROAD,
TINSUKIA (Assam).

Ref. No.....

3

Dated.....19

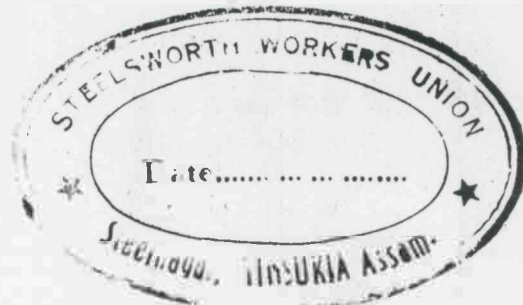
Copy-forwarded-in

**Copy forwarded for information
and necessary action to :-**

1. The labour Minister of Assam,
Shillong.
2. The Officer in special duty,
Ministry of Labour,
Govt. of India,
New Delhi.
3. The Labour Commissioner,
Assam, Shillong.
4. The Assistant Labour Commissioner, Dibrugarh :
5. The labour Officer, Tinsukia.
6. The Secretary,
State Evaluation and Implementation Committee, Shillong.
7. The General Secretary, Assam State Committee,
A.I.T.U.C., Tinsukia.
8. The General Secretary, All India Trade Union Congress,
Jhandelwala, Rani Jhansi Road,
New Delhi.

P. C. Bhadra

(P. C. BHADRA)
GENERAL SECRETARY :



To

Shri M.S. Rao,
Chairman,
Hindustan Steel Limited,
HISCO, RANCHI, (Bihar).

Subject: -REGRESSAR OF PENDING DEMANDS OF THE WORKERS
EMPLOYED IN THE CAPTIVE MINES OF THE BHILAI
STEEL PLANT.

Dear Sir,

We in deputation representing the workers of captive Mines of Bhilai Steel Plant, call on you for your immediate intervention for settlement of a few urgent pressing demands of the workers annexed herewith.

Our all efforts with imaginable patience for a just and agreeable solution of the demands have been made directly with the management of Bhilai Steel Plant only to end in failure. Time and again memorandums were submitted by the trade unions of P.S.P. Mines to the Management and the H.S.L. without any response. Consequently, discontent and unrest of the workers culminated into a powerful united struggle beginning with a 2-days' HUNGER STRIKE on 26th - 28th February, '66. The workers resolutely came forward en masse to voice their genuine demands and show anger against callous and unreasonable attitude of the management. But this also did not cut ice. When all doors were found shut, workers at last resolved with deep pain, to resort to the last weapon - notice of one-day-token-strike on 28th March '66 was served legally on the Management after a successful ballot, and yet there was no favourable response from the management. Ultimately, the discontent and anger of the workers erupted on the 28th March, '66 - 14,000 departmental and contractual workers struck work making the TOKEN STRIKE in Rajhara Iron Ore Mines, Mandini Lime Stone Mines and Nakoda Manganese Mines a complete success.

It appears that only after this success of TOKEN - STRIKE the management started feeling the gravity of the situation. The Personnel Manager of Bhilai Steel Plant came out with a press statement after 28th March that the management could not do anything for settlement of the demands because those demands were involved into Policy matters which could be settled at H.S.L. level only. This statement itself is an admission that the demands are genuine and invite immediate serious considerations by the H.S.L.

As we believe in industrial peace, particularly in the Public Sector units, and more particularly in Basic - Industry, we do not by our own want to precipitate further strike action for indefinite period for the fulfilment of the demands. It rests upon the management of the Bhilai Steel Plant the H.S.L. and the Government to decide what should be the position with that regard. Workers are no more ready to wait indefinitely with their long standing demands - complete success of ONE-DAY-TOKEN-STRIKE was clear signal to that effect.

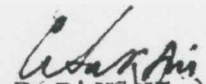
In view of the above we request you to take immediate necessary steps to concede the workers' just demands forthwith so as to check further deterioration of the industrial relations and in the interest of maintaining industrial peace in these Public Sector Mines.

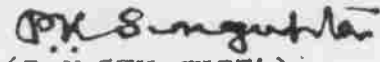
Thanking you,

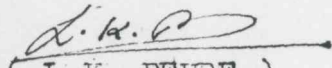
Annexure : 2 Sheets.

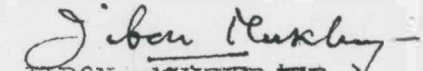
Date : 18-4-66.

Yours faithfully,
for JOINT ACTION COMMITTEE OF TRADE UNIONS
OF B.S.P. MINES.


(C.R. BAISMI)
VICE- PRESIDENT.
Sanyukta Khadan Mazdoor Sangh,
H.O. RAJNANDGAON, Distt: DURG (MP)


(P.K. SEN GUPTA)
GENERAL SECRETARY.
Khadan Mazdoor Congress,
P.O. DALLI-RAJHARA, Distt: DURG.


(L.K. BEHRE)
GENERAL SECRETARY,
Chhattisgarh Khadan Mazdoor Union,
P.O. DALLI-RAJHARA, Distt: DURG (M.P.)


(JIBON MUKHERJEE)
SECRETARY,
Sanyukta Khadan Mazdoor Sangh,
H.O. RAJNANDGAON Distt: DURG (M.P.)

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ANNEXURE
(STATEMENT OF DEMANDS)

1. Increase in Dearness Allowance: The workers employed in the Captive Mines of the Bhilai Steel Plant were getting D.A. on par with workers in the Steel Plant. The first Interim Relief awarded by the Steel Wage Board was also extended to them. However, the recent increase in D.A. ranging from Rs.60/- to Rs.75/- following from the Steel Wage Board's recommendations has been denied to the workers in the captive mines. The mine-workers have been getting only Rs.15/- as minimum and Rs.30/- as maximum. The Bhilai Steel Plant Management have increased the D.A. in the Mines Area only to the Construction, Ministerial, Medical, Public Health, Education and Security Staff employed in the Mines and not to the Mine-workers. This again, is an invidious discrimination. The justification for a rise in D.A. is dictated by the rise in prices and in the same centre, there can not therefore be on D.A. for some workers and a totally different one for the rest. The fact that two Wage Boards are constituted for Iron Ore, Lime Stone and Dolomite Mining Industries can not mean that where there is a premafacie case for higher D.A., the same should be withheld. Such increases can in any case be adjusted against the final Award of the Wage Boards.

2. BONUS: (a) Although Production began in the Captive Mines of the Bhilai Steel Plant from 1958 onwards, departmentally and otherwise, the workmen have not been paid any Bonus so far. Even after the adoption of PAYMENT OF BONUS ACT, the management have not taken steps to declare Bonus due to the workers statutorily. Hence, bonus equivalent to 2 months' wages per year be paid with effect from 1964.

(b) Production Bonus be given at a changed rate to be arrived after mutual negotiations by repeating the present revised scheme introduced unilaterally and at any rate without consulting the representative section of workers. It also embraces extension of the scheme to the hitherto excluded categories/sections.

3. RETRENCHMENT proposals be scrapped and all Expansion workers be absorbed in the pool or in the vacancies existed in the Mines stopping outside recruitments, with benefit of continuity of service and protection of last pay drawn. Hitherto, retrenched personnel be, therefore, reemployed.

4. UNIFORM LEAVE RULES: At present there are two different sets of Leave Rules in vogue for the Mine-workers. While fifteen days Casual leave and 33 days Earned Leave are accruing to a limited number of workers, the majority of the workers are getting only seven days casual leave and 15 days Earned Leave. Hence it is demanded that Leave Rules be made applicable uniformly and greater quantum of leave accruing to a limited number of workmen be extended to all.

5. TIME SCALE TO NOMINAL HESPAR ROLL WORKERS:- Over 500 workers are still being put as so called (NMR) establishment and on Daily Wage Basis, although the job content of the work allotted to them differs in no way with the monthly rated workmen in the same category. The daily wages are only Rs.2.50 ps. and these workmen are also being denied Mining Allowance etc., while a daily rated Madhur earns Rs.65/- P.M. (Rs.2.50Ps. per day), the total earning of a monthly rated worker in the identical category is Rs.105/-. Such discrimination in wages of identical categories of workmen be ended and daily rated workers be given regular Time-scales.


6. CONTRACT LABOUR: It is high time that the contract labour system be abolished and they are absorbed under the direct management of the Bhilai Steel Plant. Instead of abolition, the strength of Contract Labour is increasing day by day. The condition in which the contract workers employed under different contractors in the captive mines of the Bhilai Steel Plant are forced to live in is a shame to any Government of a civilised country.

There is no uniformity in wages and service conditions of the contract workers employed under different contractors.. They have even no guarantee of continuous service since contracts are given for limited periods. The Interim Recommendations made by the two wages boards (viz. Iron Ore, Lime Stone and Dolomite Mining Industries) have not been implemented so far. None of the contractors have so far paid Rs.0.30 ps. Rs.0.40 Ps., or Rs.0.50 Ps. per day's attendance recommended as Interim Relief by the Wage Boards. These workers have even been deprived of minimum needs - Medical Benefits, Accommodation etc. They have also no opportunity of getting Education for their children. Bonus, even after adoption of Payment of Bonus Act has not been paid by any contractor. Hence, contract labour system be abolished at an early date. Till contract system is abolished, there should be uniform service rules for contract workers with guarantee of Bonus and Interim Relief, Free Medical Aid, Leave facilities and free education to their children.

Thanking you,

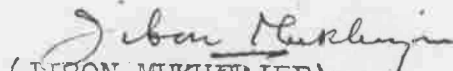
Yours faithfully,
for JOINT ACTION COMMITTEE OF
TRADE UNIONS OF B.S.F. MINES.

Dated 15.4.1966.


(C.R. BAKSHI)


(P.K. SENGUPTA)


(L.K. BEHRA)


(JIBON MUKHERJEE).

2/26
This Conference of Engineering workers of Greater Bombay condemns the continuance of the state of Emergency by the Government. Especially after the signing of the Tashkant Declaration, there is no reason whatsoever to continue the so-called state of emergency. The experience of the Unions and all sections of the toiling people has been that this declaration of emergency has been used by the Government, to curb their rights and demands.

The Government has continued to use the DIR in an arbitrary and totally unjustified manner in order to arrest and det in without trial trade union and political leaders, to unleash repression on the trade unions and other section of the masses and to restrict normal trade union activities.

Not only trade union and political leaders continue to be kept in detention without trial for long periods and not only do more and more arrests take place, in complete negotion of all cannons of justice, even those released by Courts are immediately rearrested in most cases.

This Conference, therefore, reiterates its demand of lifting the state of emergency, scrapping of the Defence of India Rules and release of all those arrested and detained under the DIR and the cancellation of all pending warrants.

The conference notes that demands along these line raised by various eminent jurists, individuals and orga throughout the country. It endorses the recent proposal M.C. Setalwad to present a petition to the President to end state of emergency. And end to the state of emergency the consequential steps of repeal of DIR and re-lease

The Conference resolves to join the AITUC in obser from March 24 to 30, 1966, during which this demand arised all over the country on the basis of the widest lisation of all sections of democratic opinion.

Greater Bombay Engineering Workers Conference,
Kamgar Maidan, Bombay.

27th February 1966.

RESOLUTION ON AUTOMATION IN SERVICING INDUSTRIES

This Conference of the Engineering workers of Greater Bombay is deeply concerned with the situation created as a result of the decision taken by many important servicing industries both in the Public and Private Sector to install Electronic Computers to perform jobs. Thus the Life Insurance Corporation of India, which provides avenue of employment to a good number of clerical workers every year has already installed two computers in its Head Office in Bombay, another is to be installed at Calcutta shortly. The State Bank of India and the Reserve Bank of India which are premier financial institutions in the country have also decided to switch over office job to Computers. In the Petroleum Industry, the managements of foreign oil companies have been using Computer technique for man doing clerical work ever since 1962. These giants created by man of space age to aid the human endeavour under the outmoded capitalist social relations are turned into man eaters and serve to multiply profits of the capitalist monopolies. Therefore, automation, a great creation of human intellect is encountering with bitter opposition in advanced capitalist countries.

The plea now advanced by the Life Insurance Corporation of India's management that automation would not affect the job security of the existing employees, is false and is merely intended to counter the resistance of the organised employees to the installation of Computers in the National Institution.

In the opinion of this Conference automation, a product of advanced industry and technology, is completely out of place in the present day Indian economy. Increasing employment opportunities is one of the declared objectives of planning in our country. So long as the country faces a huge backlog of the unemployed and the under-employed, it is suicidal to use such highly sophisticated machines as Electronic Computers in our industries in general and servicing industries in particular.

This Conference extends its full and whole-hearted support to the struggle launched by the organised office workers in general and the employees of the Life Insurance Corporation of India in particular against the automation of clerical work. It further supports the declaration adopted by the joint Trade Union Convention against automation held at New Delhi in December last and requests the Government of India to stop the import of Electronic Computers and automation equipment for offices and factories and issue policy directive to establishments in public and private sectors to abandon scheme of automation in offices and factories. The Conference assures the office workers in the country that the organised engineering workers will actually back their struggle for compelling the Government and the employers to abandon their schemes of introducing automation in offices and factories thus ensure for the working people their job security and increasing employment opportunities.

Greater Bombay Engineering Workers Conference,
Kangar Maidan, Bombay

27th February 1966.

RESOLUTION ON SUPPORT TO STRIKE OF MESSRS. EAST
ASIATIC CO. EMPLOYEES'

This Conference of Engineering workmen of Bombay declares its full support to the just and reasonable demands of the employees of the East Asiatic Co. (India) Pvt. Ltd. for adequate protection against consequences of new collaborations, and to their 100% Strike resorted to by the since 21st February 1966, in support of their demands and which is going on at present.

Greater Bombay Engineering Workers Conference,
Kangar Maidan, Bombay.

27th February 1966.

RESOLUTION ON SUPPORT TO TEXTILE WORKERS STRIKE

This Conference of Engineering Workers of Greater Bombay warmly support the textile workers' indefinite strike action scheduled to begin from tomorrow the 28th February 1966, for the achievement of their legitimates demands made by Mumbai Girni Kamgar Union on their behalf.

This Conference is of the emphatic opinion that the proposed notices of Mills-Owners to effect 30% reduction in dearness allowance and withdrawal of 7 days privilege leave, the continuance of system of Badli workers for years on end, removal of worken workers from employment and above all, the continued non-payment of Bonus of 1964 in clear violation of provision of payment of Bonus Act, are not merely endangering the security of services and the hard won ~~emp~~ emoluments of textile workers, but are most provocative and reactionary policy of throwing out women workers, measures which are bound to be emulated by other industries particularly by the Engineering emplouers.

This Conference, therefore, while whole-hearedly extending its fraternal support to the textile workers in their grim struggle, urges upon the Engineering workers that this action of the textile workers looked upon as their own battla also.

This Conference warns the Engineering workers of Bombay that since their dearness allowance and various other benefits are generally linked with those of textile workers, the succes~~s~~ or otherwise of Textile workers' present struggle will go a long way in determinging the future fate of engineering workers as well.

The conference hopes confidentially that the textile brothers will emerge quite successfully in this relentless fight by achievang their demands satisfactorily inspite of all diffi- culties and disruption from whatever quarters.

Greater Bombay Engineering Workers Conference,
Kamgar Maidan, Bombay.

27th February 1966.

RESOLUTION ON EFFECTS OF BONUS ACT

This Conference of Metal & Engineering Workers in Bombay severely condemns the action of the Government of India enacting the Bonus Act, on the lines of the recommendations of the dissenting number of the Bonus Commission who represented the big and monopolist-capitalist groups in our country.

The Government shamelessly torpedoed the recommendations of the majority member of the Commission which included the chairman appointed by the Government.

This action of the Government thoroughly exposes the tremendous and ever growing of influence of big capitalist on the Government and consequent anti-labour attitude adopted by it

This Bonus Act, has caused great harm to the interest of working class. It increased the share of management in the profits by increasing the return on paid up capital and all reserves (whether used as working capital or not) allowing deductions of development rebate, etc. and diminished the share of working class. It has further kept an open field for management for playing all kinds malapractices, by depriving the Unions of the rights of challenging the balance sheets.

The only gains for working class under the act are the payment of minimum bonus of 4%; the period of limitation of eight months for payment and the protection of per-cent-age of payment of bonus in the base year under Section 34(2) of the Act.

However, the management is trying to torpedo these gains by adopting dilatory tactics, entering into endless litigation and challenging the constitutional validity of these section.

The Government of Maharashtra has even failed to erect the effective machinery for the implimentation of these rights. The interpretation put by the Commissioner of Labour Office, that even minimum bonus need not be paid if the dispute is raised by the workmen has emboldened the management to delay the payment of Bonus beyond the eight months period.

This Conference demands that this anti-labour act should be repealed excepting for the provision of minimum payment of bonus and enact an act in conformance.

This Conference call upon the engineering workers and all brother-workers in other industries to form a broad based grand unity to launch effective struggle to force the Government to change the Act in the interest of working-class.

Greater Bombay Engineering Workers' Conference,
Kamgar Maidan, Bombay.

27th February 1966.

RESOLUTION ON AMENDMENTS TO THE INDUSTRIAL DISPUTES ACT
PROPOSED BY THE LABOUR MINISTER, GOVERNMENT OF MAHARASHTRA.

This Conference of the Engineering Workers of Greater Bombay, after a through study of the amendments suggested by Tidke, Labour Minister, Government of Maharashtra, has reached the firm conclusion that the proposed amendment to the Industrial Disputes Act 1946 are intended (1) to put curbs on the growing militant trade union movement in the engineering and other industries of Maharashtra, (2) to foist on the workers against their wishes, so-called unions which, in fact, are creatures of the employers by according to them representative status and (3) to disarm the working class by depriving the working class of its weapon of strike.

This conference warns all engineering workmen of the conspiracy of the Government of Maharashtra to foist on them by way of proposed amendments the black anti-working-class provisions of the notorious Bombay Industrial Relations Act.

This Conference, therefore, calls upon all engineering ~~workmen~~ workmen to rise as one man against the proposed amendments and to fight with all their strength to defeat the anti-working-class and pro-employer machinations of the Government of Maharashtra.

Greater Bombay Engineering Workers Conference,

एग्रीकल्चर वर्कशॉप कर्मचारी यूनियन जयपुर

(रजिस्टर्ड)

सम्बन्धित

नेशनल फ़ेडरेशन ऑफ़ मेटल एण्ड इन्जीनियरिंग वर्क्स ऑफ़ इण्डिया

एवम्

ग्रन्थिल भारतीय ट्रेड यूनियन काँग्रेस

कार्यालय:—मिन्धो कैम्प के सामने, जयपुर

पत्रांक

दिनांक

१९६६

29th march strike

Jaipur :-

- | | | | |
|---|---|----------------------------|---|
| ① | Bal bearing - a Birla concern | 125 out of 3500 | 90% |
| ② | Jaipur Metals & Electricals
(Kamrani concern) | 39 out of 1400 | 99% |
| ③ | Han Industrial Corp. | - | 75% |
| ④ | ^{JPR} Spinning & weaving Mill
(Podar concern) | - | 40% |
| ⑤ | Power House | - | 50% |
| ⑥ | Roadways w/s | - | 90% |
| ⑦ | P.W.D. | - | 95% |
| ⑧ | Baahat | - | 100% |
| ⑨ | Agricultural w/s | - | 70% |
| ⑩ | City Transport Service | - | 100% |
| | but service was continued with the help of Raj. Armed Police Battalion (RAB) drivers and municipal drivers. | | |
| ⑪ | Hotels & Restaurants | - | all big hotels
eg. Hind Hotel, Laxmi Mishra
Khander, Niroo etc closed |
| ⑫ | Shah Engineering | } Small scale industries - | 100% |
| ⑬ | Kumar Engineering Rolling | | |
| ⑭ | Sharda Industries
(Kamal & Co. Surga, Mra.) | | |

Arrests - about 150 out of which
 15 under D.I.R. including Com. H.K. Vyas
 Many workmen arrested but left pt. far away
 places.

one SSP MLA, Shri Manik Chand Sarawa
 and their two other important party men, Shri Laxmi
 Chand Bajaj and Manik Chand Kagezi also arrested
 under Sect. 188 IPC.

Arrests in jails made in the night of
 27th - i.e. two days before the strike day.

Heavy guards by the RAC in industrial
 undertakings and the whole city since 28th.
 Sec. 144 promulgated since 28th.

Jodhpur. progress:

- | | |
|-----------------------------|----------------------------|
| 1. Power House | - 70 out of 800 - 99% |
| 2. Water works. | - Total strength 275 - 50% |
| 3. Road ways | - 4 out of 200 - 98% |
| 4. P. W. D. | - 11 out of 400 - 95% |
| 5. Baghat | - 6 out of 225 - 90% |
| 6. Tailoring | - all big shops closed. |
| 7. Private Printing Presses | - 50 - |
| 8. Distillery | - 6 out of 50 - 95% |

Save transport division.

The percentage also includes the number of workmen
 spread over the whole division, which includes
 such places as Serohi, Abu, Sumerpur, Palwa, Talora
 Bilara etc.

Hundreds Arrests :- Total 56 at Jodhpur only. all in D.I.R.

Most of the workers though offered for arrests, were not
 arrested although they took out procession in
 violation of Sect. 144.

~~Arrests~~

PALI

1. ~~Arrests~~

1. Power House

50%

2. P.W.D.

100%

एग्रीकल्चर वर्कशॉप कर्मचारी यूनियन जयपुर

(रजिस्टर्ड)

सम्बन्धित

नेशनल फ़ेडरेशन ऑफ़ मेटल एण्ड इन्जीनियरिंग वर्क्स ऑफ़ इण्डिया

एवम्

अखिल भारतीय ट्रेड यूनियन कांग्रेस

कार्यालय:—मिन्धो कैम्प के सामने, जयपुर

पत्रांक

दिनांक १९६६

Roh' (Coud)

arrests —

11

no strike in textile

Bikaner.

- | | | |
|---|-----------------------------------|------|
| 1. Powerhouse (whole circle) | 150 out of 600
after mid day - | 75% |
| 2. water works | | 50% |
| 3. Municipality - | 800 strength - | 100% |
| 4. P.W.D. - | 30 out of 150 | 80% |
| 5. Baghat | | 100% |
| 6. boiler Mill | | 100% |

Arrests

Total 102

one P.S.P. M.L.A. Shri. Marli'dhar
Vyas also arrested.

Alwar.

- | | |
|---|------|
| 1. Power House | 50% |
| 2. Small mills - such as oil, dal mills
etc. | 100% |

complete strike in the city.

Arrests - Total 75 Com Rama.

and Agarwal M.L.A. (C.P.I.) also
arrested on 29/11 while leading process.

Ajmer Arrests 8 under DIR and 46 under ^{2011/157} 157/157 cr. P.C.

1. ~~Roadways & Small industries~~ 50%

~~Arrests~~ 33 42

1. Engineering - all six industries of Industrial ESTATs - 100% } Total workers on strike 450
 one Technical Institute - 80%
 Beawar. 2. Roadways:- Running Staff - 50%
 W/S - 80%

1. Textile:- 90% of ~~the~~ aggregate of all the three mills, strike in all three mills

Arrests

con. Kesarnel, con Sant Singh and con Avinash Lal under DIR - Many workers whose number runs into hundreds left out at far away places

Bhilwara

- 1. Mica. (Dudhwaal - the biggest firm) 75%
100%
- 2. Ajay Vijay Factory 70%
- 3. Kamla Springing 75%
- 4. Soap Stone 20%
- 5. Mewar Textile Mill 60%

Arrests not known yet

Dausa.

- 1. Soap stone 100%

Reports are yet awaited from Ganga nagar, Koli and Udaipur & Bhorel pur etc.

Kishanpatt (Ajmer strike)

Complete strike in Textile mill, Handloom mills, Powerloom mills and one metal industry. 90% in Electricity. Arrests: 3 under DIR and 8 others.

एग्रीकल्चर वर्कशॉप कर्मचारी यूनियन जयपुर

(रजिस्टर्ड)

सम्बन्धित

नेशनल फ़ैडरेशन ऑफ़ मेटल एण्ड इन्जीनियरिंग वर्क्स ऑफ़ इण्डिया

एवम्

अखिल भारतीय ट्रेड यूनियन कांग्रेस

कार्यालय:—मिन्धो कैम्प के सामने, जयपुर

पत्रांक.....

दिनांक.....

१९६६

Hungers strike of Electricity workers

Jaypur Tollie 9

1. Five from 21/6
2. Three from 17/6
3. one from 22/6

Jodhpur circle - Total (38)

Jodhpur

1. Five from 15/6
2. Three from 21/8
3. Eighteen on 28/6

Balwa

1. Two from 22/6
~~Two from 24~~

2

Pali

1. Two from 24/6

Sumar Pura

1. one from 26/6

Sirohi

1. Two from 25/6

Jaipur.

1. one from 25/16-

Bikaner.

1. Two from 25/16-

Phalodi.

1. one from 25/16-

Two Balotra

1. ~~one~~ from 27/16-

Bikaner curch (5)

Bikaner.

1. Three from 16/16-

2.

Ratnagarh.

1. Two from 25/16-

Kolā (2)

1. Two from 21/16-

Alwar (2)

1. Two from 17/16-

2. Two from 21/16-

Kishangarh (4)

1. four from 22/16-

Roadways. High State
at Jaipur.

2 from 22/16-

Agricultural Dept

3 from 21/16-

Govt Press

2 from 25/16-

Total: - 62

260
Ref. No: HECEU/CD/2-

1553 7/4/66 Dated: 30th March, 66.

To
The Secretary,
Public Sector Trade Unions Co-ordination Committee,
5-E, Jhandewalan, Rani Jhansi Road,

NEW DELHI -1

Dear Comrade,

In spite of our best efforts, through peaceful means requesting the Management of Mining and Allied Machinery Corporation Limited, Durgapur-10 to settle the demands placed through our 'Charter of Demands' which are long outstanding, the Management have no willingness to meet the demands, nor the Labour Department, Government of West Bengal, though repeatedly requested by us times without numbers to urge upon the management to make a peaceful solution of the problems, has done anything so far.

Finding no other alternative some Thirty workers who are members and active cadres of our Union, went on "Mass Hunger Strike" for continuous 48 hours, some days back to impress upon the management as well as upon the Labour Department the gravity of the problems and unrest on some vital issues, which were duly communicated to you, but to our utter disappointment, no action either from the management or from the Labour Department was taken, for which this Union most reluctantly have served a notice of "Token General Strike" upon the Management, which is scheduled to be launched on 20.4.66, demanding immediate settlement of some of the vital issues of the Charter of demands:-

- 1) Present rate of Project allowance should not be reduced after 31st March, 1966
- 2) All Muster Roll Workers, particularly those who have completed the service of 240 working days should be absorbed.
- 3) A programme of Promotion should be made strictly on the basis of the seniority.
- 4) Anomalies of Pay-scale in different categories should be removed.
- 5) Arrangement for allotment of Quarter to every workers should be done.
- 6) Works Committee and Canteen Committee should be formed.
- 7) System of Incentive Bonus in the Shops & Departments connected directly or indirectly with the Production should be introduced.
- 8) Recruitment from Outsiders should be stopped
- 9) All Suspension orders and Cases under D.I.R. & I.P.C. instituted on the basis of F.I.R. by the management should be withdrawn.
- 10) Present Timings of the Shifts in the Shops should be altered and made from 6.00 A.M. to 2.00 P.M. & 2.00 P.M. to 10.00 P.M.
- 11) Infliction of Punishment, financial or otherwise without giving the scope of self-defence should be stopped.
- 12) Heavy Engineering Corporation Employees Union (Regd. No. 5526) should be recognised by the management.

From the list of the demands, it will be evident that all those are logical and justified.

In the circumstances, we fervently hope and believe that you would definitely extend your warm co-operation in all possible ways to strengthen our cause and forge our Unity.

Thanking you,

Yours sincerely

R. C. Bhattacharya
(R. C. Bhattacharya)
GENERAL SECRETARY

HEAVY ENGINEERING CORPORATION EMPLOYEES UNION.

राजस्थान राज्य कौंसिल
हिन्दुस्तान की कम्युनिस्ट पार्टी

सोमाणी भवन, स्टेशन रोड,
जयपुर

पत्र संख्या

दिनांक १६ .

Bonus:

~~The writ petition showed~~
The Chief Minister will direct
the Electricity Board of Rajasthan to withdraw
the writ petition in the Rajasthan High
Court regarding Bonus issue.

~~The amount to be paid for~~
1963-64 and 1964-65 should be paid
of the Board within a month period after
ascertaining the view of other state parties.

The State Govt will direct the
issue of payment of Bonus to the Electricity
Board keeping in view the directive of the
Union Govt for payment of Bonus to the
Public Sector Undertakings, in consultation with
other State Govts. The dues will be paid
within a month period.

डिप्टी ३ निष्पत्ति कि मातृशुद्धी

2. The introduction of ESI scheme to
 Electricity workers, the steel etc. which
 are covered for the state of Madhya
 P., W.P., B.P. etc. the condition under
 which exemption has been granted to the
 employees has to be decided in the issue. Meanwhile
 the state Govt. has the power vested in the
 Govt. to suspend its application for till 30th
 June 1966.

3. There will be no vesting of
 employees for participation ~~in~~ of this
 scheme on 29th March 1966 and all cases filed
 against the workers in the Committee will
 be withdrawn.

4. Regarding the issue raised by Govt. J.V.
 the same will be decided in the meeting
 of the Central Govt. Committee on 10th April '66
 and in Govt. Committee.

अखिल भारतीय ट्रेड यूनियन कांग्रेस ALL-INDIA TRADE UNION CONGRESS 5E, JHANDEWALAN, RANI JHANSI ROAD, NEW DELHI-1

President: S. S. MIRAJKAR
General Secretary: S. A. DANGE

At the 4th session of the women & peoples response to the case of Rajpatti Banih in spite of the unparalleled oppressive measures taken by the Govt. The struggle of the workers for the common demands of getting Banih in all private & public sectors of the industry has, as a result of co-ordinate measures including that of Rajpatti, gone further has been able to achieve substantial gains. This struggle, however, continues on all India level & will have to be co-ordinated.

The Secy of AITUC feels that the purpose of your help should be to draw the people & authorities ^{draw the people & authorities against} towards the plight of working people ^{has been} ^{to make preparations to} take the movement on a wider & higher level, it is

73973
TRADE MARK
-2-

needing to withdraw the hunger
strike, and

I therefore appeal to you to
put up hunger strike fasteners.
At the moment you & the
working class of May 1968 think
it wise to take up the issue with
more force.

The very fact that this bourgeois
Gov. had to get so panicking that
because it had to rely on the
police & military during the last week
shows how absurd it is of bourgeois
week 2 is ~~in~~ ^{the} ~~people~~ ^{the} people.

~~CONFIDENTIAL~~

with notes, reports

1. Meeting on 13th April to discuss the
the views of Bones and E.S.I. Scheme.
2. Mr. Vichayachan
3. Mr. ... on 28th ... the ... Committee

Membership Plan Subscribed (5-3-66)

Bonus Issue

1. No Assurances ever to Withrow the case
2. Will consider it what happens in other states - Bonus or Extra which payment I have - Also the duration of the contract will be kept in view.
3. Re: Case for insisted that said will look after (with 2 the member case).

E.S.I.

If the names of states where Electricity Board has been accepted is given to him, he will find out the exact facilities given by the Board to their employees & other companies & when the facilities here, will examine it.

There are some more facilities were E.S.I than existing e.g. medical, Dental & car benefits etc.

The Board has to incur expenses - pay Show even otherwise

Chag Sweets - Vellingathi

No intialia

Membership

1. Handing Committee meeting 13th / April
ESI scheme & Bonus.
Directive of Centre Part regarding Bonus.

2. 2nd meeting of Labour Adv. Committee
to discuss O.R. time.

3. No victimization - Case to meet to the workers
to be reviewed. cases to the union & release.

4. release O.R. demands demanded.

मिहमनाम सुरवाडा
सुरवा मंत्री, राजस्थान

स्वरंभा. २२/सी.एम/६६/३

जयपुर
राजस्थान

अप्रैल २, १९६६

प्रिय श्री डाॅ. वास्तवजी

आपका पत्र दिनांक ४/४/६६
का मुझे प्राप्त हुआ, जिसके लिये धन्यवाद।

२. १४/३/६६ का आमंत्रण जीने
इसके बारे में एक श्वारा दिये मांगपत्रों को ध्यान में
रखते हुए विधान सभा में एक वक्तव्य दिया था। इस
वक्तव्य में उद्योग विधान सभा को यह आशंकाजनक
दिया था सरकार अन्य राज्यों से विद्युत मंडलों द्वारा
खोला अंदाजा के संबंध में सूचना एकत्रित कर
रही है। इस आशंकाजनक के अनुरोध पर सरकार
एवं विद्युत मंडल में दो आधिकारिकों को पंजाब
गुजरात एवं मद्रास राज्य में जाकर वे इस संबंध
में जानकारी प्राप्त करने के पश्चात् राज्य सरकार एवं
विद्युत मंडल का उन राज्यों में खोला के बारे
में उपस्थित एवं अपनाई गई नीति से अवगत
करायें। इस बात का भी प्रयास किया जा रहा
है कि, आन्ध्र, मैसूर और मद्रास राज्यों में
इस विषय पर क्या कार्यवाही की जा रही
है, तुरन्त सूचना उपलब्ध की जावे। उपरोक्त
रिपोर्ट प्राप्त होने पर एवं दूसरे राज्यों की
इस दिशा में नीति मातृम होने पर
राजस्थान सरकार इस दिशा में उचित
कार्यवाही करेगी।

३. आपने अपने पत्र में इ. एस. आई स्कीम से राजस्वगत विद्युत अंश को छूट दिलाने के बारे में भी विचार व्यक्त किए हैं। इस बारे में भी हमारे सचivों में क्या वास्तविक स्थिति है तथा किस हद तक इ. एस. आई स्कीम से छूट दी गई है यह सारी प्राप्ति कर राज्य सरकार उचित कार्यवाही करेगी।

४. सरकार ने अंग सलाहकार मंडल की बैठक इस माह की २५-२६ तारीख को बुलाने का निश्चय किया है। उपरोक्त विषयों पर जो जानकारी प्राप्ति होगी उसे मंडल के सामने रखा जावेगा। इस बीच में ता. १३ को स्ट्रेनिंग कमेटी की बैठक बुलाई गई इस विषय में चर्चा की जावेगी।

५. राज्य सरकार की यह नीति रही है कि महत्वपूर्ण अम प्रश्नों को त्रिदलीय सम्मेलनों में विचार विमर्श कर निपटाया जावे ताकि राज्य में आयोगादि शान्ति बनी रहे। विविध मारजेशन के बारे में सरकारी नीति स्पष्ट है किसी भी विवेकी माहजेशन नहीं करते दिखता जाता है। सरकार की मंशा इस

सबन्ध में स्पष्ट है और उम्मीद

करती है कि श्री एस. के. व्यास

अपनी भूख हटाने समाप्त करेंगे

और शांति का वातावरण बनाए

रखने में सहयोग देंगे।

भवदीय

मोहन लाल मुखारिखा

श्री के. जी. श्री वार-दा

मैकरी आम इंडिया ट्रेड यूनियन

कांग्रेस कैप जयपुर

26

ASR

20.4.66

محترم ذیل بکھڑی آل ڈیپارٹمنٹ بوس کاٹھن
نئی دہلی

2005-21/4/66

محرم ربیع! آپ کی چھٹی موصول ہوئی کہ ہماری پوسٹ کی

پہلے کوئی الحاق نہیں آپ کے پاس جمع نہیں ہے۔

اسی سلسلہ میں طرہتی ہے۔ کہ الحاق نہیں ہم نے کوئی

دفتر کی معرفت ارسال کی تھی۔ وہ سامہ ہم لیں

کے ساتھ لیں گے۔ بحر حال مشعل حالت کے

بادوجود ہم نے وہ 3 ممبر شپ کی الحاق نہیں ملے

10-30 روپے ارسال کر دی ہوئی ہے، آپ کو مل گئی

ہوگی۔

براہ کرم الحاق ممبر بھی ارسال کر دیں۔ ہم آپ

کو ہر سال Annual Release کی کاپی ارسال کرتے رہے

تیس لپٹر بہ سوا کہ آپ ہمیں اس سے پہلے مطلع کرتے

کہ ہماری پوسٹ کی طرف سے الحاق نہیں آپ کو ہوتی ملی

ہے۔۔ بحر حال جو ہوا سو ہوا۔ الحاق نہیں موصول کر کے

الحاق ممبر بھی ارسال کر دیں۔ آپ کا شکریہ

Y. S. S. G. Secy of

IRON STEEL & METAL WORKERS UNION
REGD. (Ekta Bhawan) AMRITSAR

2/8/66
23

29 April 1966

Com. Gour Goswami,
General Secretary,
Garden Reach Workshops Mazdoor & Staff Union,
1/1, Garden Reach Road,
Calcutta-24.

Dear Comrade,

I am sorry I could not reply earlier to your letter dated the 8th April. If the demonstrations referred to by you to demonstration inside the Factory premises then I am afraid that the managements vie point is correct. If, however, it means demonstrations out-side the Factory premises then you are correct.

With greetings,

Yours fraternally,

(Satisb Loomba)
Secretary

GARDEN REACH WORKSHOPS MAZDOOR & STAFF UNION

Regd. No. 4350

1/1, GARDEN REACH ROAD, CALCUTTA-24

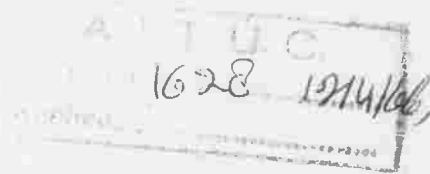
President : Mohammad Elias, M. P.

General Secretary : Gour Goswami

Ref. No. TU/GRW/66/101

Date 8.4.66. 196

Com. Satish Loomba,
Secy.
A.I.T.U.C.



Re: Recognition.
=====

Dear Comrade,

Please refer to my earlier letter on the above subject.

The management wanted assurance (as an amendment of the Code) from the Union that there will be no demonstration in the factory even after duty hours.

In our discussion to-day with the Managing Director we agreed to the said amendment though we considered it was redundant in view of the provisions already made in the Code.

Please advise immediately whether AITUC has any suggestion in the matter .

Please send me a copy of model agreement on the "rights of the Union" ~~if any~~ ~~in view~~ as was discussed in the Tripartite / Standing Committee .

With greetings.

Yours Comradely,

Gour Goswami

(Gour Goswami)
General Secretary.

राजस्थान राज्य कमेटी
अखिल भारतीय ट्रेड यूनियन कांग्रेस

सिन्धी कैम्प के सामने,
जयपुर।

दिनांक १९६६

पत्रांक

To:

The Chief Minister,
Government of Rajasthan,
J A I P U R.

Dear Sir,

We had a meeting with you this morning regarding the workers' agitation in the state and the hungerstrike of Comrade H.K.Vyas in jail. You were good enough to suggest that the hungerstrike of Com Vyas should be ended. We had a meeting with Com. Vyas in custody in the hospital.

In the light of discussions this morning and talks with com. Vyas, we suggest that the following assurances from you are essential:-

1. The state Government will direct the Electricity Board of Rajasthan to withdraw the writ petition in the Rajasthan High Court regarding Bonus issue.

The State Govt. will decide the issue of payment of Bonus to the electricity workers in the state keeping in view the directive of the Union Govt. for payment of bonus in Public sector undertakings, in consultation with other state governments. The dues will be paid within a reasonable period.

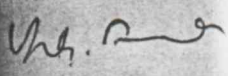
2. State Govt. will ascertain from the State governments of Maharashtra, West Bengal, Madhya Pradesh etc. the conditions under which exemption has been granted to the employees of electricity undertakings there and discuss this issue further. Meanwhile the state govt. under the powers vested in them will exempt/suspend this undertaking from the operation of this scheme till 30th June, 1966. E.S.)
Scheme

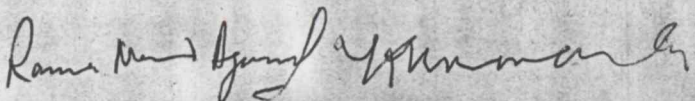
3. There will be no victimisation of employees for the preparation or participation of the strike on 29th March, 1966. All orders passed against the workers in this connection will be withdrawn.

4. Regarding the other issues raised by the Joint Trade Union action committee, the same will be discussed and decided in the meeting of the Labour advisory committee to be held on 16th April, 1966 in joint consultation with all concerned.

We hope these assurances will help ease matters. A very early response will be highly appreciated.

Yours faithfully,


(K.G. Srivastava)
Secretary,


(Ramanaid Agrawal)
M.L.A.

(Suresh Kumaranand)
M.L.A.
President,

All India Trade Union Congress.

Rajasthan State Trade Union Congress

A NOTE ON LAYOFFS AND RETRENCHMENT IN ENGINEERING
UNITS IN BOMBAY DUE TO ALLEGED SHORTAGE OF RAW MATERIALS

1. A serious crisis in engineering industry in Maharashtra has been created due to the policy of the managements declaring lay-offs and effecting retrenchments on a mass scale over alleged shortage of raw materials. Some of the instances are given below:-

as per
factory of 5/6 years service
others have been retrenched and 160 workers
(a) ESTRELLA BATTERIES LTD., BOMBAY. 300 workers who have a service record of 20 to 23 years have been laid off for an indefinite period. The management has alleged that as against the monthly requirement of 95 tons of zinc, they can obtain only 22 tons and even this limited supply is assured for two months only. According to them, they used to buy from the 'other' market notwithstanding the restrictions and have paid Rs.16.5 lakhs in place of Rs.4 lakhs which should be the controlled price. The authorized supply from Greaves Cotton, Bombay, ~~is~~ Rs.1,600 per ton; in black market, it was available at Rs.7,100. The management has stated that stocks in their godowns have been sealed by the Central Government and those stocks would have been sufficient for continuing the work for another six months. The factory has large defence orders too, *but seen recently they are not there, why?*

used to have
Out of 1,000 workers employed in Estrella, 300 were thrown out in October last, and 160 have been laid off from 9th November. The union was not informed about the lay-off and the management also did not care to accept the recommendations of the State Labour Commissioner *to supply them at least for 3 days, as that refs of Govt, management and the union comes out together and after*

(b) KAMANI ENGINEERING CORPORATION LTD., BOMBAY. This company fabricates electrical transmission line towers and sub-station structures and the order book of the company is full for the next three years. For galvanising the structures, zinc is most essential and the short supply of zinc has affected production, according to the management. Out of 2,000 persons employed, the management has threatened to throw out 1,500. Moreover, the drastic curtailment of production would affect considerably the major hydro-electric projects. *lastly by some*

(c) KAMANI METALS AND ALLOYS LTD: This factory produces copper and brass sheets and strips for a large variety of industrial uses. Production used to be about 500 tons a month and according to management, due to shortage of copper and zinc, production will have to be reduced to 130 to 150 tons.

(d) KAMANI TUBES PRIVATE LTD., BOMBAY: Production was 350 tons a month but due to shortage of copper and zinc, the production is cut down to 80-90 tons. The factory has discharged all its temporary employees numbering more than 200. Total employment is 500

(e) KAMANI METALLIC OXIDES PRIVATE LTD. In this highly mechanised factory, employing about 80 employees, production is likely to completely stop due to shortage of zinc and lead.

Similar is the position in Zenith Steel Tube, Indian Smelting and Refining, etc.

2. It is evident that while imposing curbs on imports due to shortage of foreign exchange, there has been no effort to find alternative lines of production or of technical changes which can ensure continuity in production. For instance, in the case of electrical transmission towers,

instead of galvanising the structures, painting can be a possible alternative. The whole policy of import substitution should have been thought of much earlier so that the industries could be suitably switched over to alternate lines of production or try out substitutions successfully.

3. The employers are evidently seeking to put pressure on Government and for this purpose are arbitrarily declaring lay-off and retrenchment. This political game has also to be kept in mind.

4. Some of the questions to be considered in this connection are:

- i) What is the actual impact of the foreign exchange difficulties and how is a rational allocation of resources to be made on an equitable basis?
- ii) ^{Why} What should unions be not taken into confidence about these eventualities so that some softening measures could be suggested if satisfied about the bona fides of its necessity? ^{and case of discipline and the Industrial Trade Disputes Act is necessary.}
- iii) If zinc restrictions were to be a national feature, why should the effect be felt only in Estrellas first and so acutely?
- iv) ^{not} Why the stocks sealed and ~~now~~ allowed to be used; why resort to these harsh measures of throwing out workers of employment. Is there any black deal detected in case of Estrellas?

v) What was the purpose to do when certain units do not accept even the Labour Director's recommendations, as in Estrella Estrellas?

vi) Why defence orders are not given to Estrellas and the defence ~~work~~ ^{production} ~~refinement~~ ^{work} allowed to be closed?

vii) Estrellas as said by management is going to worsen ^{in next 2 months.} ~~Therefore~~ ^{to}

CAMP. AMMAANDRA

TUMKUR DT.

14-6-66

Dear Com. Sahish Kumar

Received 2932 12/6/66

I had written a letter to

Com. Achuttan a few days ago.

In that I had also mentioned about preparations for the Wage Board (Engineering) being set Bangalore on 20th June '66. I have not yet received any reply.

However I learn from the H.A.L comrades that the Wage Board has postponed its visit to Bangalore and that it is expected to go over to Bangalore on 11th or 14th July '66. I would like to know the definite information about this. Neither Com. Elias nor the Wage Board has written anything to us. So please

let us know when the board is actually going back to Bangalore.

We had a meeting of representatives of the Engineering TV's on 9th. We have decided (1) to ~~write~~ alert date & make preparations for defusing before the Wage Board (2) to have a Public rally where Com. Elias & others will address (3) to have a Tea to the Wage Board. Officers of B. will be invited.

As I had written in the letter to Com. Achuttan, we are very sorry about what you did in respect of sending Com. Sheriff to Sofia. He is very much disappointed about his having to spend about Rs 500 to ~~leave~~, besides some other very bad predicaments.

Stay well. Hope this helps you in the best of your health.

with sheeting to you and other
comrades.

Yours fraternally,

hrsk

P.S.: Please send to my
address 15 sets of the
insects to the Wage Board
Bombay we could not get them
as we were told it would be given
later. Please don't forget.

hrsk

R.D.
Please send
15 sets of
insects to W.B.
Bombay we could
not get them
as we were told
it would be given
later. Please don't
forget.
20/6.

अन्तर्देशीय पत्र
INLAND LETTER



Com. SATISH LOOMDA
SECRETARY
ALL INDIA TRADE UNION
(CONGRESS)
SE, JHANDWALLAN
3 NIJHANJI ROAD
NEW DELHI

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



इस पत्र के अन्दर कुछ न रखिये NO ENCLOSURES ALLOWED

200

INFORMATION NOTE ON THE HAPPENINGS IN BHARAT ELECTRONICS LIMITED, BANGALORE

You are aware of the lock-out in Bharat Electronics Limited between 24th June to 12th July 1966. A factual report about the lock-out and the aftermath of the lock-out is given below for your kind information:-

The repeated representations of the Electrical Maintenance workers to get Sunday as holiday as in the case of Mechanical Maintenance workers has fallen on deaf ears during the past two years and odd. The workers therefore went on a tool down strike on 5th June. During the discussions, the Management agreed to grant Sunday holiday within 15 days and the strike was called off. Again our attempts to get the agreement failed and hence the workers went on tool down strike from 22nd June 1966 and the Management did not do anything to settle the problem.

Some time ago an advertisement for employees of BEL inviting applications for the posts of B grade Carpenters was issued and most of the C grade Carpenters who were eligible to apply according to the rules applied and were trade tested. About 14 workers were given promotions and a further 14 workers were kept in a waiting list for promotions in future on the plea that all vacancies were filled up. In the meanwhile an advertisement inviting applications for the post of C grade Carpenters from public was issued, and 4 persons have been recruited as B grade Carpenters, ignoring the workers in the waiting list. The recruitment and promotion procedure in existence very clearly states that the higher vacancies will be first filled up by promotion and the remaining vacancies will be advertised externally. The Carpenters represented the matter to the Management and requested for an interview to discuss this issue which was not granted even after three days. The Carpenters therefore went on a token tool down strike on 19th June '66. The Management ignored their problem and strike.

Mr. M. S. Chandrashekara Rao, Vice-President of the Union, applied against an advertisement for Senior Project Draughtsman in the grade of Rs. 350-600/- during 1964 and stood first in the selection. Management insisted that he should resign from the Union if he wanted promotion. Sri Rao sent his resignation to the Vice-Presidency of the Union to the Management on the basis of which he was promoted. Later our Executive Committee passed a resolution refusing to accept the resignation and requesting Sri. Rao to continue as the Vice-President of the

Union. A copy of the resolution was sent to the Management and other authorities. The Management would not accept Mr. Rao as the Vice-President of the Union and hence was not allowed to participate in the discussions with the Management. The matter was raised by us in the conciliation and finally the Conciliation Officer agreed with us that Sri. Rao could continue as the Vice-President of the Union even though he held the post of the Executive in the Company and the Management was forced to accept it. Management did not reconcile to the position and hence started giving pinpricks to Sri. Rao by saying that his probationary period is unsatisfactory. Finally on 20th June Sri. Rao was served with a demotion order from Rs. 350-600/- to Rs. 195 - 375/- grade. We immediately approached Management and informed them that their action is unjust and amounted to victimisation. We requested the Management to reconsider the matter and settle it immediately. In fact the division in which Sri. Rao is working (Valves Division) consisting of about 400 employees went on an hour's strike on that day. On 22nd instant, we again wrote to the Management bringing to their notice the explosive situation in the factory particularly because of the two tool down strikes which were continuing and the additional agitation created among the workers on account of the demotion of the Union Vice-President and requested the Management to immediately withdraw the demotion notice. The Management just wrote back to us stating that they have done is just and right.

The workers in the factory went on a tool down strike on the morning of 23rd June 1956. During the night of 23rd June there were about 500 workers inside the factory, striking work and at 3.00 p.m. in the morning of 24th the Management declared a lock-out of the factory. The 500 workers were still inside and the Management insisted that these workers should go out of the factory. They did not care to discuss with us the situation and settle. On the other hand the Management asked the police to evict the workers. We spoke to the big bosses of the police to, as also the Asst. Labour Commissioner, but they said that they were helpless and if the Management insisted, the stay-in strikers will have to be cleared by force if necessary. We had a discussion with the Asst. Labour Commissioner, who is the Conciliation Officer and we offered to call the workers, out if the Management assures that there will be no victimisation and that they agree to discuss and settle the above stated three

grievances of workers immediately. The Management insisted that the workers should walk out first and only then the other problems could be discussed.

On 25th June morning at 3.00 a.m. the police asked the workers inside to get out. They refused to get out and stayed in an absolutely peaceful manner. The police beat them ruthlessly, forcibly put them in police vans and arrested them. Some of the workers were outside shouting slogans and demonstrating against the rash and ruthless behaviour of the police and the Management. Then the police unleashed a bloody lathi charge injuring Sri M.S.Krishnan, the President of our Union and several others. They also arrested some people. To create evidence of violence by us, the police and the Security of the factory, it is learnt, have broken up the outside window panes of the factory and other items. Even side, they appear to have smashed several things. On investigations, we have found that as long as workers stayed in, there was no damage whatsoever but after the workers were arrested and taken out, the Management has taken photographs of the alleged damage to property. If there was any damage, the Management could have taken the photographs right in front of the workers. The fact that photographs were taken after the workers were removed, should nail down the lie of the Management about damage to property.

Workers attempted to take out a procession to Chief Minister's house and the Labour Minister's house to submit memoranda later by about 9.30 a.m. The procession was about 1,500 strong including about 200 ladies. The police again came in the way and dispersed the procession. Some lady employees have also been beaten by the police. At about 2.00 PM (25-6-66) another procession of workers was formed in the City about 5 miles away from the colony. The procession consisted of several ladies. The police again halted the procession lathi-charged severely with the result several ladies and men have been injured. The bodies of the injured were left in the open road. People in shops etc., were pulled out and beaten by the police. In all 513 workers were arrested by the police against whom cases have been filed. All of them were released on bail only on 28th June 1966. Two lady employees have also been charged.

The Managing Director of the factory issued a press statement stating that "there have been mistakes on both sides and that they are prepared to hold negotiations with us". We immediately approached the Managing Director and

discussions took place on 30th June 1966. During the discussions, the Management said that the problems could only be discussed after the lock-out is lifted and if the lock-out has to be lifted the Union should assure the Management that there will not be any strike in future. We informed the Management that we are agreeable to assure the Management that we will try our best to see that the spontaneous actions are not taken recourse to by the workers. We requested the Management to assure us that they will not victimise any employee for having participated in the strike. On the request of the Management we submitted a letter on the above lines to the Management. The Management later on informed us that the proposals contained in our letter were not acceptable.

The entire working class of Bangalore and political parties condemned the action of the Management and police and demanded lifting of lock-out without victimisation in several public meetings. Even the Councillors of the City of Corporation of Bangalore belonging to the Citizens Forum passed a resolution on the above lines and threatened to join the struggle of BIL workers. Only INTUC and its followers demanded victimisation of workers and lifting the lock-out.

The situation was discussed with the Minister for Defence, the Secretary and Under Secretary, Ministry of Labour and Employment, Government of India, the Chief Minister and Labour Minister of Mysore. We were assured of sympathetic consideration with regard to victimisation. The Management also assured that they will be sympathetic and judicious. We therefore, requested the employees to get back to work when the lock out is lifted.

On 12th July the lock out was lifted but the Management has prevented 16 employees from entering the factory. They are Treasurer, Joint Secretary, Executive Committee, General Council and Active workers of the Union. Among them is a lady employee also. They have all been suspended and charge sheeted. The charges are, incitement, intimidation, preventing officers from work, assault, abuse of loyal workers and damage to property. All these charges are baseless and false. Apart from the 16 suspended employees 500 others who participated in the strike have so far been charge sheeted and the charges are more or less same as in the case of 16 suspended employees. The Charge sheets have been cyclostyled and it is feared that about 800 more workers may get the charge sheets. The Management has set up an enquiry commission of three officers of

the Company to conduct enquiries into all these cases and the enquiries into 1300 cases will certainly run through some years which will no doubt be a waste of time, stationary etc., and which is a waste of public funds since IIL is a Public Sector undertaking.

There has been a terrific show of force. 10 Police vans with reserve police are stationed in the factory. Workers are asked to make entries in some registers for going to bath rooms and movement is restricted so much that such restrictions are not imposed even in Jails. The restrictions are getting on the nerves of employees and they are terribly agitated. Instead of restoring normalcy in the factory, the Management has taken to harassment, pinpricks etc., and is creating a stifling atmosphere. There is no reason for the presence of the reserve police in the factory even though the lock out was lifted on 12th July.

During the lock out period from 24th June to 12th July, the Management stopped supply of food grains through their fair price shops in the colony. They attempted to close down the Co-operative Society and refused to sign cheques for purchase of commodities. Since we had our members on the working committee of the Society, we were able to continue functioning the Co-operative Society by purchasing commodities and issuing them to workers on loan basis. Amenity trips from the colony to City have been stopped by the Management unilaterally causing great hardship to workers. Through a notification, the Management has announced its decision to pay wages for the lockout period for all workers who did not go on strike on 23rd June 1966 which is unjust and unfair since there was no necessity for declaring the lock-out and all workers are entitled to the wages for the lock out period. By all this means the Management has driven the workers to untold misery and suffering. It is regrettable that a Public Sector Management should have taken recourse to all these repressive measures when it is supposed to behave as a model employer.

The demands placed on the Management during October 1964 remain unsettled and profit sharing bonus for the years 1964-65 and 1965-66 on the basis of the decision of the Cabinet of Government of India, has not yet been paid. At the level of Management only Sri B.S. Manuman, Administrative Manager, is stated to be trying to use all methods to break the workers and their unity etc., It is learnt that the Administrative Manager is trying to organise goondaism against

our Union members with the help of the villagers in the surrounding villages. Attempts are being made to divide the workers on linguistic basis and also beat all non-kannadigas and to be specific malayalies and Tamilians just as they did in HMT to smash the popular Union there. It is stated freely by the INTUC Union that the Administrative Manager has promised jobs in BEL to the villagers if they beat our Union members and support the INTUC Union. The Administrative Manager, is a local man who was the Deputy Commissioner of Bangalore District and Chairman, City Improvement Trust Board. It is said that there are some SPE cases pending against him. It is also understood that some time ago the Special Branch Police raided his house and found about rupees fourteen lakhs in currency. He appears to have denied the ownership of the money which was seized. Even his house seems to have been seized.

Ours is a Trade Union comprising of workers belonging to various shades and parties and is not affiliated to any of the Central Trade Union Organisations. The attempt of the Management and the Government appears to be to break our Union and foist INTUC Union upon the workers. We have fought this attempt so far and the workers are still with us. We hope to fight back in future also. For this we require the help and co-operation of all democratic minded people. We are sure you will extend your whole hearted support and co-operation in this fight against corruption, nepotism and for democratic rights. We would therefore request you to please raise your voice in support of the BEL workers wherever possible and help them to get the following reasonable points conceded by the authorities at the earliest:-

- 1) Payment of lock-out period wages for all workers;
- 2) Withdrawal of all suspensions and Charge Sheets;
- 3) Settlement of all outstanding demands of workers;

We hope you will do the needful in the matter.

Camp: NEW DELHI,
Dated: JULY 1966.

(M. S. KRISHNAN)
PRESIDENT.
BHARAT ELECTRONICS EMPLOYEES' UNION

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THE H. M. T. WORKERS' AND STAFF UNION

Reg. No. 2876

INFORMATION BULLETIN No. 1

Dated 27th April 1966

Telephone No. 34559

100, JAWAHAR NAGAR,
HYDERABAD - 20, A. P.

RECEIVED
2380 / 5-5-66

Dear friends,

The Working Committee of our Union in its meeting on 22nd April 1966 has decided to issue Information Bulletins periodically, in order to keep the members informed with the union activities and its views on the developments.

INAUGURATION OF H. M. T. Vth UNIT - HYDERABAD.

On 27th of December 1965, in a pleasant function, the Chief Minister of our State, Sri K. Brahmananda Reddy, inaugurated the Vth Unit of the Hindustan Machine Tools. The H. M. T., Hyderabad, has a unique place in India, for it is designed to manufacture Special Purpose Machines mainly. The Bangalore, Pinjere, and Kalamasery Units have been commissioned to manufacture the General Purpose Machines such as Lathes and Millings. For the automobile, refrigeration and scooter industries the Special Purpose Machines provide added advantage and accelerated production.

The location of H. M. T. in Hyderabad will, in its own way, help to fight against the industrial backwardness of Andhra Pradesh.

The H. M. T. has a pride place in India among the public sector industries. The Hyderabad Unit, which is fully financed by the internal resources of the Hindustan Machine Tools Ltd., symbolically represents the enormous scope of developing the public sector industries.

The total outlay of the Unit is Rs. 7.75 crores. Its annual expected production value by 1969-70 is around Rs. 5 crores with a staff strength of over 3,000 well-trained Craftsmen, Artisans, Supervisors, Office staff, helpers, etc. It is planned to double the production to Rs. 10 crores after completing the second phase by 1972-73.

As employees of such a unit of public sector, we should be very well conscious of the responsible and vital role assigned to every one of us to produce Special Purpose Machines, which are technically sound and efficient to run. It is in this way we have to make our humble contribution in developing the country's industrial might.

FORMATION OF OUR UNION

Immediately after the inauguration of the Unit the employees after mutual consultations decided to convene a general body meeting to consider the formation of our union.

On 9th January 1966, a general body meeting of the H. M. T. employees was held at Jawaharnagar. It was in this meeting that "The H. M. T. Workers' And Staff Union" was formed.

The meeting elected Sri Satyanarayan Reddy as President of the Union. He is the Chairman of the Confederation of Central Government Employees in Andhra Pradesh, beside being President of the Post & Telegraph and Praga Tools Employees' Unions.

The meeting elected Sri M. A. Majid as General Secretary, and Sri G. Venkat Rao as Treasurer, besides 13 other Office-bearers to compose the functioning Executive of the Union. The Council representing all Sections and Cadres of employees has been constituted.

The Union has been registered on 5th March, 1966 by the Registrar of Trade Unions, Government of Andhra Pradesh, and its Reg. No. is 2876.

On 19th March 1966, the Union through a communication intimated the Management the formation and registration of the Union and names of its principal Office-bearers.

In the communication to the Management, this is what the President of our Union has stated:

"The Union shall make every endeavour to secure its objectives by all legitimate, peaceful, democratic and constitutional means as embodied in the Industrial Disputes Act and other legislations."

"We shall strive to make the H. M. T. a pride place to work and one of the sources of furthering the national economy, and the country's advance."

The management is yet to reply to our communication.

P. T. O.

I. N. T. U. C. METHODS AND OUR APPROACH

The leaders of the I. N. T. U. C. Union have suddenly become active on hearing the formation of our Union. They have started their Membership campaign. Coersion and intimidation have become their method of persuasion to join their union. Threats of beating and assaulting our members has become mode of their function. They have demonstrated their professional skill on 16th April 1966 evening by entering the H. M. T. Bus near T. B. Hospital and assaulting the Officers and employees of our factory.

Some of our Officers have been taking special interest, of course not in manufacturing the Special Purpose Machines, but in enrolling members and organising the I. N. T. U. C. Union. This is being done inside the factory premises and at the workspot. The I. N. T. U. C. leaders have a special privilege of going round the sheds as and when they like, engage in conversation with anyone of their choice even by stopping the work and the machines. These are the special methods to organise the I. N. T. U. C. in a special way at this Plant of manufacturing Special Purpose Machines.

What are the results?

Our Union's membership has gone up. It is growing in strength. Under the banner of our independent union - not affiliated with any Central Organisation - more and more workers, but of their free will, are uniting - uniting to Improve their living and working conditions, and uniting to consciously discharge their responsibilities and duties by increasing their skill and proficiency and raising the efficiency and quality of the products.

We wish to broaden this unity by developing cloke relation and association with the workers and their Association of other H. M. T. Units, for evolving and enforcing uniform Wage Scales, linking of Dearness Allowance with the Cost of Living Index, promotion policy and method, uniform Job rates and Incentives, uniform and improved working conditions and facilities. Discriminatory wage scales, Service conditions and facilities among the employees of the various Units of H. M. T. will lead to most undesirable feelings and developments. We have already established friendly relations with the H. M. T. Employees' Association of Bangalore, which is also an independent Union, and which has secured 10 out of 13 seats in the elections to the Cooperative Society, and the so-called recognised I. N. T. U. C. Union could get only 3 seats.

The management may give recognition under political pressures to the most unrepresentative and the least organised I. N. T. U. C. unions. The managements may even try to render allout assistance to boost up I. N. T. U. C. But we are confident that such undesirable methods of foisting unions and leaders of managements' choice on workers will not work in H. M. T. The Management has to recognise and deal with the union of majority of workers' choice.

A DELIBERATE MISREPRESENTATION

The Bus fares at H. M. T., Bangalore are as under :

1. Upto Rs. 149 Basic Wage	Rs. 3.00
2. Between Rs. 150 and 250 Basic Wage	Rs. 7.00
3. Above Rs. 250 Basic Wage	Rs. 11.00

The Revised Bus rates at Hyderabad are as under :

1. Upto Rs. 140 Basic and D. A. together	Rs. 3.00
2. Between Rs. 150 and 250 basic and D. A. together	Rs. 7.00
3. Above Rs. 250 Basic and D.A. there are two slabs of Rs. 11 Rs. 15.00	

In other words, the H. M. T. employees at Hyderabad even now, i.e. after introduction of revised bus rates is paying much higher bus rates than the employee at Bangalore. But the I. N. T. U. C. union in its 15th February 1966 pamphlet makes a false representation by saying that the "reduced rates will be equivalent to Bangalore Unit of H. M. T." The I. N. T. U. C. perhaps adopted as its policy to make tall claims and false representations. It further says in its pamphlet that the revised bus rates were introduced "after much struggle". The H. M. T. employees are not, however, aware about this "much struggle" of I. N. T. U. C. Probably, this so-called struggle might have taken place behind the screens.

Educated, technically equipped, and conscious of our and rational needs, as we are, we shall adopt civilized, decent and disciplined methods in organising and functioning of our union, in discharging of our responsibilities and duties, and in personal dealings with our Officers.

Rowdyism is not our profession, nor do we submit to rowdyism. We practice what we say. We do not adopt, like our I. N. T. U. C. friends, the method of talking Gandhism and practising rowdyism.

We appeal to all H. M. T. employees to join our independent union and further strengthen our organisation.

With greetings,

Yours fraternally,
M. A. MAJID,
General Secretary.

WORKERS OF ALL LANDS UNITE

GENERAL WORKER'S UNION, Chidambaram,

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

Regd No 3821

15/A, Vanakkara Street, CHIDAMBARAM, S. A. Dt.

Ref. No.

Dated 27-5-66.

To
Sri S.A.Dange,
President, A.I.T.U.C.,
New Delhi.

Dear Comrade,

I most respectfully beg to submit the following few lines for your kind and sympathetic consideration:

I am in a straightened circumstance and I can be saved from this situation with a remittance of at least Rs. 200/- by telegraphic money order. I sincerely trust that you will come to my rescue by sending the amount immediately on seeing this letter. I most humbly beg to submit that only this sum of Rs. 200/- will save me from the present predicament. I hope you will extend your helping hand to one who is struggling for life in the water.

I request the favour of an early reply as well as the remittance.

Yours obediently,

D. Krishnamoorthy
27/5/66
D. KRISHNAMOORTHY
Secretary,
General Workers' Union,
Chidambaram.

2003
The Vice President,
Escorts Ltd., Plant No. 1,
Faridabad.

Sub: Chargesheet vide letter No. _____,
dated _____.

Sir,

With reference to the chargesheet issued to me
by Shri Bakhtawar Singh, Personnel Manager, I
have to submit as under:

- 1) The Personnel Manager has no jurisdiction
to serve any chargesheet as per the certified
standing orders of the Company.
- 2) Without prejudice to the above, I would deny
all the charges contained ~~in~~ in the aforesaid
chargesheet.
- 3) All the workmen of the factory are fighting
for the implementation of the recommendations
and the Central Wage Board for Engineering
Industry, i.e. Interim Relief, which is
unjustifiably denied by the Management.
- 4) Peaceful demonstration for solving our genuine
demands is our right and the above chargesheet
issued to me is as a result of victimisation
on account of my participation in such
demonstration ~~and~~ as well as my refusal to
sign the ~~chargesheet~~ awarded interim relief.

Laway

I, therefore, urge that this chargesheet be
withdrawn immediately.

Yours faithfully,

October _____, 1966.

cc. Labour Inspector, Faridabad.

Laway Achutan A.T. uc office

Pl. get the cyclostyle 1000 copies
before 11 a.m. Pl.

Shukla
Dushyant
North Faridabad

STRIKES IN BHARAT ELECTRONICS

* 202. SHRI P.K. KUMARAN:

Will the Minister of DEFENCE be pleased to state:

that

(a) whether it is a fact there have been a series of strikes and a lock-out in the Bharat Electronics recently;

(b) if so, what are the reasons therefor;

(c) whether the lock-out has since been lifted and if so, on what conditions; and

(d) what is the estimated loss of production due to these incidents?

A N S W E R

THE MINISTER OF DEFENCE PRODUCTION (SHRI A.M. THOMAS) :

(a) and (b) : Yes, Sir. Prior to 23rd June, 1966 there were a series of work stoppages and tools down strikes in different Sections of the Factory, reportedly due to grievances relating to promotion, weekly holiday on Sunday, annual merit rating system, etc. On 23rd June 1966, there was a sudden tools down stay in strike by large numbers of workers in various Sections, accompanied by unruly demonstrations, intimidation and assault against loyal workers. About 450 workers did not leave the Factory on the conclusion of their respective shifts and continued to stay in the workspots overnight, indulging in unruly behaviour. There was also a

threat of further intensification of the stay in strike, possible damage to vital plant and machinery and personal injury to loyal workers. The Management was therefore, forced to declare a lock-out from the morning of 24th June, 1966.

(c) The lock-out has been lifted with effect from 12th July 1966 in response to requests from large numbers of workers that they should be permitted to resume work.

(d) The loss in production is estimated as approximately Rs. 45 lakhs. The value of equipment and material in process which has been damaged is estimated to be about Rs. 3 lakhs.

South India Automotive Corporation Employees' Union

(Affiliated to A. I. T. U. C. Regd. No. 3838) 38, SINGANNA CHETTY STREET,
MOUNT ROAD, MADRAS - 2. CHINTADRIPET, MADRAS-2.

President :
K. M. SUNDARAM, Phone : 21088

Secretary :
A. P. JANARTHANAM

A. I. T. U. C.
K. Mohd. Hussain Sahib Street,
Mount Road,
MADRAS - 2.
Received 2907-16/6/66
Dated 11/6 June 1966

To

The Registrar,
Trade Union,
Chepauk, Madras 5.

Sir,

I forward the following resolution of the General Body of our Union which met on the 3rd June 1966 with the undersigned in the chair for your information and necessary action.

At the General Body Meeting held on the 3rd June 1966, the following office bearers were unanimously elected for the year 1966-67. The newly elected Secretary and the Treasurer will jointly operate the Bank account from this day.

OFFICE BEARERS.

S.No.	Name	Designation.	Residential address.
1.	Sri K.M. Sundaram	President	157, Broadway, Madras 2 1.
2.	Sri N. Lognathan	Vice-President	37, Singenne Chetty St., Chintadripet, Madras 2.
3.	Sri A.P. Janarthanam	Secretary	L,6, P & T Staff Colony, Teynampet, Madras 18.
4.	Sri J.P. Ramachandran	Joint Secretary.	72, Singanna Chetty St., Chintadripet, Madras 2.
5.	Sri K. Arunugam	Treasurer.	8, Janakiram Pillai St., Madras 33.
6.	Sri V. James	Joint Treasurer.	69/28, Beerkhan II St., Vannia Teynampet, Cathedral Post, Madras 6.
7.	Sri K.S. RamaRao	Committee Member.	2/9, Ganapathy Mudali St., Triplicane, Madras 5.

South India Automotive Corporation Employees' Union

(Affiliated to A. I. T. U. C. Regd. No. 3838)

MOUNT ROAD, MADRAS - 2.

38. SINGANNA CHETTY STREET,
CHINTADRIPET, MADRAS-2.

President :

K. M. SUNDARAM, Phone : 21088

~~S. Mohd. Husein Sahib Street,~~

~~Mount Road,~~

MADRAS - 2.

Secretary :

A. P. JANARTHANAM

-2-

Dated 11th June 1966

S.No.	Name.	Designation.	Residential address.
8.	Sri N. Chandrasekaran	Committee Member	51, Aziz Mulk II St., Madras 6.
9.	Sri S. Anthony	-do-	4, Pore Christi, Narayanappa Naicken St., Old Washermanpet, Madras 21.
10.	Sri G. Narayanan	-do-	29, Tippu Sahib St., Madras 2.
11.	Sri T.P. Gangadharan	-do-	19, Gulam Abbas Alikhan 8th St., Thousandlights, Madras 6.
12.	Sri V. Parthasarathy	-do-	1/6, South Boag Rd., Lake View Ground, T. Nagar, Madras 17.
13.	Sri A. Annamalai	-do-	97, Pillaior's Furam, Pudupet, Madras 14.
14.	Sri G. Arulraj	-do-	28, Rangoon St., Thennancholai, Madras 6.
15.	Sri K. Kesavachari	-do-	13-A, Yavali II St., Teynampet, Madras 6.
16.	Sri S. Madurai	-do-	24, Old Mambalam, Rd., Saidapet, Madras.
17.	Sri J. Kannaian,	-do-	93, Kamarajapuram II St., Madras 34.

Yours faithfully,

N. Loganathan
Chairman of the Meeting.

Copy to —

1. The Asst. Labour Commissioner, Mylapore, Madras 4.
2. The Labour Officer, Second Circle, 1, D'Silva Rd., Madras 4.
3. The Secretary, All India Trade Union Congress, Delhi.
4. The Management, M/s. South India Automotive Corporation (P)
Limited, 24, Whites Rd., Madras 14.

To,

Com. M.S. Krishnan,
99, Bull Temple Street,
BANGALORE, (Mysore State)

Dear Comrade Krishnan,

Your letter dated the 14th inst. The Wage Board meeting is postponed to 11th July. A deputation consisting of Comrades Md. Elias, Sundaram, Aitchuthan and myself met the Labour Minister regarding acceptance of the interim relief recommended by the majority of the Wage Board. The Labour Minister informed us that his Ministry has accepted it after some 'rationalization' but that the employing Ministries wanted joint consultations among themselves before finalization. The rationalization seems to be based on the individual recommendations of the Chairman of the Board who had put forward a suggestion of different rates of relief for four regions. In these circumstances we had thought that until the question of interim relief is decided perhaps no useful purpose will be served by our representative continuing to attend Wage Board meetings. We have written to the Labour Minister and also Elias has sent a personal letter to the Chairman to this effect.

It appears unless pressure is mounted interim relief will either not be given or will be so curtailed as to amount to almost nothing. I would therefore suggest that a demonstration should be planned before the Wage Board on this question of interim relief. Otherwise the employers will play a trick of not agreeing to any recommendation and the Chairman will keep mum in the first instance and then send whatever recommendation he likes when asked by the Government.

It will not be possible for me to come as I am going on leave for a week from 7th July.

I would suggest that Tea to the Wage Board should be cut out and substituted ~~it~~ by Tea to the Labour representative, ~~to~~ the Wage Board only.

Regarding Com. Shroff I am sorry for the mess but there seems to be some misunderstanding which we will clear when we meet. 15 sets of the Replies to the Engineering Wage Board are being sent by separate post.

With greetings,

Yours fraternally,

(Satish Loomba)
Secretary

286

अलीगढ़ मैटिल इन्डस्ट्रीज वर्कर्स यूनियन

(ट्रेड यूनियन विधान के अंतर्गत रजिस्टर्ड)

अखिल भारतीय ट्रेड यूनियन कांग्रेस तथा विश्व मजदूर संघ से सम्बन्ध
दरीवा पान, अलीगढ़।

पत्र संख्या... ६६

A. I. T. U. C.
Received... 31.2.22... 286/66
Replied.....

की बात प्रमाणित करावें।
उपरोक्त उपायों में- २ में- २ में सम्मेलन।
"मैटिल इंड. अलीगढ़।"
अलीगढ़।

में सम्मेलन करके अलीगढ़ में २०३२ की कार्यवाही प्रारंभ की
जायगी। २३-६-६६ की कार्यवाही में सम्मेलन करके प्रमाण
की बात प्रमाणित करावें।
अलीगढ़ में सम्मेलन करके प्रमाणित करावें।
अलीगढ़ में सम्मेलन करके प्रमाणित करावें।

रामजी लाल
मन्त्री
अलीगढ़ मैटिल इन्डस्ट्रीज वर्कर्स यूनियन
दरीवा पान, अलीगढ़

- २- " अलीगढ़ में सम्मेलन करके प्रमाणित करावें।
- ३- " अलीगढ़ में सम्मेलन करके प्रमाणित करावें।
- ४- " अलीगढ़ में सम्मेलन करके प्रमाणित करावें।
- ५- " अलीगढ़ में सम्मेलन करके प्रमाणित करावें।
- ६- " अलीगढ़ में सम्मेलन करके प्रमाणित करावें।
- ७- " अलीगढ़ में सम्मेलन करके प्रमाणित करावें।

रामजी लाल
मन्त्री

अलीगढ़ मेटल इन्डस्ट्रीज वर्कर्स यूनियन

(ट्रेड यूनियन विधान के अंतर्गत रजिस्टर्ड)

अखिल भारतीय ट्रेड यूनियन कांग्रेस तथा विश्व मजदूर संघ से सम्बन्ध

दरीवा पान, अलीगढ़।

पत्र संख्या.....

दिनांक.....

अलीगढ़

अलीगढ़ मेटल इन्डस्ट्रीज वर्कर्स यूनियन की कार्यकारणी की आज
 दिनांक 23. 08. 66 को हो रही यह असाधारण बैठक उत्तर-
 प्रदेश राज्य का सम्बन्ध में है, तथा 22 जौलाई
 1966 को अकविन का 'उत्तर प्रदेश' का सम्बन्ध में
~~में~~ में आगम योगदान देने के लिये शि-डुपान-माली मै-र-यू-
 समीक्षा से कल प्रेषित गयी। मै-र-यू-क-र-के सम्बन्ध में
 करणी है ताकि प्रदेशीय समुदाय के साथ उपरोक्त कार्यवाही-
 के कार्यकारी गण भी अपना विरोध सरकार की नीतियों के
 विरोध प्रकट कर सकें।

हरी शंकर

कार्यकारी सभापति

अलीगढ़ मेटल इन्डस्ट्रीज वर्कर्स यूनियन
दरीवा पान, अलीगढ़

2

28.6

GENERAL WORKER'S UNION, Chidambaram,

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

Regd No 3821

15/A, Vanakkara Street, CHIDAMBARAM, S. A. Dt.

Ref. No.

To Sri. S. A. Dange

Dated 22.6.66.

General Secretary

A. I. T. U. C.

New Delhi.

308.1 25/6/66.

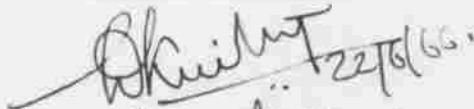
Dear Comrade, - 0 -

I most respectfully beg to submit the following few lines for your kind and sympathetic consideration:

I am in a straightened circumstance, and I can be saved from this situation with a remittance of atleast Rs. 200/= by telegraphic money order. I sincerely trust that you will come to my rescue by sending the amount immediately on seeing this letter, I most humbly beg to submit that only this sum of Rs. 200/= will save me from the present predicament, I hope you will extend your helping hand to one who is struggling for life in the water.

I request the favour of an ~~early~~ early reply as well as the remittance,

Yours obediently,



Secretary

General Worker's Union
Chidambaram.


M. J. Elias
MEMBER OF PARLIAMENT
(LOK SABHA)



266
Howrah.
25.6.66.

My dear Comrade Gange,

you asked me to go to
Bhillaai before the Conference. I tried my
best to go there but unfortunately there
were so much heavy programmes
of Union Conference and Party G.B.S
for the 3rd July mass rally that our
District Council could not make alter-
-native arrangements to relieve ~~of~~ me
for 3/4 days for going to Bhillaai
in spite of their best efforts. I hope
you will realize my difficulty for my
inability to go to Bhillaai. Now I have
arranged to go there in the middle of
this month. I shall reach Ramkela
on the 11th and after staying for two
days I shall proceed to Bhillaai.
I had talk with Ramkela

I.T.C.

2

Cousades and have written to Bhillai but till
now I have not received any reply
from Bhillai. As soon as I receive the
reply I shall proceed to Bhillai. After
Bhillai myself and Com Renu will
go to Bwumpur.

The Bwumpur Cousades have
written to us to make at least one
day's programme for you at Bwumpur.
I think their request is justified because
you had not been there for long. I
think we should try to accommodate
Bwumpur during your trip to Cal.

I would like to have a
detail discussion with you regarding
our Fed, when you are in Cal.

Hope you are keeping well.

With greetings

yo
Selig.

No. 4290/E/PD

June 29, 1966

The General Secretary
Bharat Electronics Employees' Union
BEL Estate Area,
Jalahalli

Dear Sir,

Please refer to your letter dated 27th June 1966 enclosing a Memorandum in respect of some grievances and asking me to intervene and settle the demands of the workers. In this connection, I wish to reiterate the reasons the Management of the BEL gave for declaring a lock-out in the early hours of June 24, 1966. I wish to recall to your mind the series of lightning and spontaneous strikes that the BEL organisation had to face without adequate reasons, without notice and without the workers exhausting the constitutional means of redressal. You are also aware that as lately as 14th June 1966, the Union representatives signed an undertaking in the presence of the Asst. Commissioner of Labour and Conciliation Officer, that they would prevail upon the workers not to go on spontaneous or tool-down strikes and we regret to say that this undertaking was honoured more in its breach than in its observance. As you are fully aware certain issues are pending before the Conciliation Officer, Labour Court and the Industrial Tribunal and hence any strike during pendency of these proceedings was illegal. An analysis of the strikes that took place during this month would only reveal that hardly have the workers chosen to exhaust the constitutional means for getting redressal before taking to direct action and the present incident was one such in the list of strikes that took place in this month. It is indeed regrettable and unfortunate that you chose to give the Management just a day's notice and left it to the workers to decide the action in respect of Shri MSC Rao's case. It is more so when this matter had been taken up by you before the Conciliation Officer. When the workers resorted to direct action, it went out of control, and the Management had to reluctantly decide declaring a lock-out as the workers went on an illegal strike.

At this stage I regret that it would not be appropriate to discuss any of the demands as stated in your letter under reference. It is, however, not the desire of the Management to keep the lock-out going indefinitely. We would appreciate if you will give us an unconditional assurance to call-off the strike which is not as yet called off by you and resume work peacefully and further assurance not to resort to direct action. You may however meet me at 11.00 a.m. on 30-6-1966 to discuss the issue of lifting of the lock-out.

Yours faithfully,
For BHARAT ELECTRONICS LIMITED

Sd./-B.V. Baliga
MANAGING DIRECTOR

"True copy"

BHARAT ELECTRONICS ~~ENGINEERING~~ LTD.*
JALAHALLI PO., BANGALORE 13

526/EI/PD

20th June 1966

Please refer to our letters of even No. dated 19-10-1965, 23-12-65 and 26-3-66.

Your probationary service as Project Draughtsman (sr) which normally should have expired on 26-2-66 was extended upto 26-5-66 and you were also advised to show definite improvement in the deficiencies noted against you in the factor 'Steadiness', i.e., your frequent absence from the workshop resulting in neglect of work; ineffective supervision of the work assigned to you resulting in serious delay of the disposal of the Company's work, failing which you were informed that you would be reverted to the substantive appointment held by you in the lower grade.

It is regretted to note that inspite of repeated advices you have failed to show any improvement and earn satisfactory reports about your work from your superiors even during the extended period of probation.

Therefore in view of the unsatisfactory performance during your probationary period (including the period of extension) you are hereby reverted to the lower grade as Design Draughtsman with immediate effect in accordance with para 7 of our Memo of even no. dated 12-8-1965.

The basic pay at which you will be fixed in the scale of Rs.1 95-15-375 will be intimated to you in due course.

Sd/- B.S. HANUMAN,
ADMINISTRATIVE MANAGER

Sri. M.S.Chandrasekhar Rao,
Staff No.526,
Project Draughtsman (SR).
Drawing Office/components Dvn.,

Thro' Deputy General Manager (C).

/ true copy /

BHARAT ELECTRONICS EMPLOYEES' UNION,

GR.S/1/66

June 22, 1 966

The Managing Director,
Bharat Electronics Ltd.,
Jalahalli, Bangalore-13.

Dear Sir,

The Vice President of our Union Sri. M.S.Chandrasekhar Rao, Staff No.526 who is working as Project D'man (Sr). in the grade of Rs.350-25-600/- has been served with a notice No.526/EI/PD dated 20th June 1966 that he has been reverted to the lower grade of Rs.195-15-375/- with immediate effect. The reasons for this demotion as stated in the notice are:

- 1) His frequent absence from the workspot resulting in neglect of work;
- 2) His noneffective supervision of the work assigned to him resulting in serious delay of the disposal of the Company's work.

On the basis of a close examination of the reasons given, it is our confirmed opinion that both the reasons do not stand the scrutiny of facts. They are absolutely baseless. On the other hand, we are of opinion that these reasons are just a cover and a plea to victimise Sri. M.S.Chandrasekhar Rao for his legitimate and lawful activities connected with the Labour Welfare Fund and the Trade Union. That this is the real reason is also clear from the fact that the Management even at the time of promoting him to the post of Project D'man (Sr.) was very emphatic on his resignation from the Vice Presidentship and the membership of the Union. Since legally the Management's stand was untenable at that time, they were forced to promote Sri. M.S.Chandrasekhar Rao to the post of Project D'man(Sr.). Now he has been demoted only with a view to spite him and put him to hardships purposefully, we consider this action of the Management as illegal, malafide and an act of victimisation. We also consider this as an attempt to behead the Union leadership and thus weaken the Union.

In this connection, we wish to submit that we have registered our oral protest against the action of the Management to the Dy. General Manager (C) and the Administrative Manager. However, we have further considered this position and request you to see that Sri. M.S.Chandrasekhar Rao is restored to his original grade immediately. If however, the Management does not decide this matter within a day's time, we are afraid the Management will be forcing the employees to take recourse to whatever action they deem fit. We hope in the interest of industrial relations, you will settle the issue immediately and amicably.

Thanking you,

Yours faithfully,
for BHARAT ELECTRONICS EMPLOYEES' UNION,

Sd/- V. S. RAMULU
GENERAL SECRETARY

Cc: Asst. Labour Commissioner & Conciliation Officer, No.3,
Walton Road, Mac.Iver Town, Bangalore-1.

BHARAT ELECTRONICS LIMITED
Jalahalli, Bangalore-13.

4290/49/8/15/EIV/PD

22 June 1966.

The General Secretary
Bharat Electronics Employees' Union,
BEL Hostel Area,
Jalahalli Post,
Bangalore-13.

Dear Sir,

Please refer to your letter No. GR.3/1/66 dated 22-6-1966 addressed to Managing Director and copied to Asst. Labour Commissioner regarding Shri M.S. Chandrasekhar Rao.

The action taken by the Management vide our letter No. 526/EI/PD dated 20-6-1966 addressed to Shri M.S. Chandrasekhar Rao, was with respect to his services as Project Draughtsman (Sr.) and his performance during his probation in this appointment and the short-comings noticed which were communicated to him from time to time. His holding office in the BEEU has not influenced the above decision in any manner. Your presumption that the reasons stated for his reversion to his substantive appointment, are a cover to victimise the employee for any of his union activities, is therefore totally wrong and far-fetched. You are aware, as has been made clear to the Union on several occasions during discussions, that executive staff of the company hold a position of trust and responsibility. It was on the basis that no employee entrusted with supervisory and managerial responsibility could take part in Union action, was Shri Chandrasekhar Rao addressed, in the matter, only to make the position clear. However, Shri. Rao continued to participate in the Trade Union activities without any hindrance on the part of the Management. Consequently, your presumptions are deliberate and perverse and we can only understand from the tone of your letter that you have so chosen to mislead the employees to precipitate labour unrest and impair discipline affecting production. Your letter threatens of consequences "if the Management did not decide the matter within a day's time". This would evidently amount to a threat to force the Management to concede to your demand, failing which you propose to call upon the employees to such action as would affect industrial peace. Management has been informing the Union time and again that any action that affects production and labour peace is detrimental to the interests of the industry and the employees particularly, when it is employed on the production of Defence Equipments, and does not in any way enhance the reputation of the Union. Further, in view of the pendency of proceedings before the Labour Court and the Industrial Tribunal, strike of work would become illegal under the provisions of the Industrial Disputes Act.

You would therefore do well not to exhort employees to any such activities against the interests of production or to strike work but ensure that grievances are settled by discussions, negotiations and other constitutional methods that are abundantly available statutorily and otherwise and which have not been explored.

Yours faithfully,
for BHARAT ELECTRONICS LIMITED,

Sd/- B.S. Hanuman,
ADMINISTRATIVE MANAGER,

/ true copy /

BHARAT ELECTRONICS LIMITED

4290/E/PD

June 29, 1966.

The General Secretary,
Bharat Electronics Employees' Union,
BEL Hostel Area,
Jalahalli.

Dear Sir,

Please refer to your letter dated 27th June 1966 enclosing a Memorandum in respect of some grievances and asking me to intervene and settle the demands of the workers. In this connection, I wish to reiterate the reasons the Management of the BEL gave for declaring a lock-out in the early hours of June 24, 1966. I wish to recall to your mind the series of lightning and spontaneous strikes that the BEL organisation had to face without adequate reasons, without notice and without the workers exhausting the constitutional means of redressal. You are also aware that as lately as 12th 11th June 1966, the Union representatives signed an undertaking in the presence of the Asst. Commissioner of Labour and Conciliation Officer, that they would prevail upon the workers not to go on spontaneous or tool down strikes and we regret to say that this undertaking was honoured more in its breach than in its observance. As you are fully aware certain issues are pending before the Conciliation Officer, Labour Court and the Industrial Tribunal and hence any strike during pendency of these proceedings was illegal. An analysis of the strikes that took place during this month would only reveal that hardly have the workers chosen to exhaust the constitutional means for getting redressal before taking to direct action and the present incident was one such in the list of strikes that took place in this month. It is indeed regrettable and unfortunate that you chose to give the Management just a day's notice and left it to the workers to decide the action in respect of Shri MSC Rao's case. It is more so when this matter had been taken up by you before the Conciliation Officer. When the workers resorted to direct action, it went out of control, and the Management had to reluctantly decide declaring a lock-out as the workers went on an illegal strike.

At this stage I regret that it would not be appropriate to discuss any of the demands as stated in your letter under reference. It is, however, not the desire of the Management to keep the lock-out going indefinitely. We would appreciate if you will give us an unconditional assurance to call-off the strike which is not as yet called off by you and resume work peacefully and further assurance not to resort to direct action. You may however meet me at 11.00 a.m. on 30-6-1966 to discuss the issue of lifting the lock-out.

Yours faithfully,
for BHARAT ELECTRONICS LIMITED,

Sd/- B.V. Baliga,
MANAGING DIRECTOR

/ True copy /

266

WORKERS OF ALL LANDS UNITE
GENERAL WORKER'S UNION, Chidambaram,
(Affiliated with A. I. T. U. C and T. N. T. U. C.)

Regd No 3821

15/A, Vanakkara Street, CHIDAMBARAM, S. A. Dt.

Ref. No

To உயர்கிற,

Dated 24.6.66.

File

S.A. டாங்கே சுவாமிந்
பொதுச் செயலாளர்
A.I.T.U.C,
48 ஆர்.பி.,

3094 27/6/66.

சென்னை ஐயா,

நான் 1957-ம் கிடுக்கு தொழிற்சங்கம்
நடத்தும் பணியில் ஈடுபட்டு திகவும் குடும்பத்துடன்
புதித்து விட்டேன்.

கிறான் தாராளமாக கிண்பு ரூ 500/= கடன் -
தாராளமாக சுகி பொணத்தின் கிண்பு வேலையை வளர்
லின் செய்யுபலித்து கொண்டு, தெல்லெடு நாளை சுகி
எடுத்த மாநில அடியும் வரை நிதம் கிண்பு விவரம் சென்னை
பட்டம் கொண்டு கிடுக்கிடுமுன்.

கிண்பு நிதியில் கிடுக்கு என்ற செய்யுபலித்து வேலையை
நான் என் தெய்வமாக புலிக்கிடுமுன்.

எனவே கிண்பு செய்யுபலித்து கிடுக்கு என்ற செய்யு
சென் ரூ 500/= தெய்வ செய்யு செய்யுபலித்து வேலையை செய்யு
சென், என் பொண வேலையை நிதியில் கிடுக்கு வரைக்கென்
கொட்டக்கொள்கிடுமுன்.

கிண்பு செய்யுபலித்து செய்யு ரூ 200/= செய்யுபலித்து
செய்யுபலித்து கொட்ட கொட்ட செய்யுபலித்து கிண்பு
கிண்பு வேலையை எனது கிண்பு நிதியை செய்யுபலித்து செய்யு
நிதியை வெளியிட்டு தெய்வ செய்யுபலித்து விட்டேன், நான் செய்யு
வளர்வு செய்யு செய்யுபலித்து செய்யுபலித்து செய்யுபலித்து
செய்யு.

கிண்பு
செய்யுபலித்து

செய்யுபலித்து

24/6/66.
(D. KRISHNA MOORTHY)

செய்யுபலித்து
Secretary

Trunk call from M.S.Krishnan - 2 p.m., 2nd July

Re. Bharat Electronics, management is now prepared to discuss all matters after lifting of the lock-out, but are not prepared to give an assurance of NO VICTIMISATION.

Only on the basis of no-victimisation assurance can we call off the strike.

Some dirty politics is going on and one Administrative officer by name Hanuman is the chief villain.

The union is prepared to give an assurance that they will try their best to avoid the spontaneous strikes in future. Such strikes had become quite common in the recent period.

A huge procession was taken out yesterday in front of the Chief Minister's house. The Chief Minister is coming to Delhi on 3rd, i.e., tomorrow.

He suggests that we contact either Mr Chavan or Mr Thomas and get a no victimisation assurance, on the basis of which they can call off the strike.

There is a minority opinion in the union that workers may go back after lock-out is lifted and look into the question of victimisation later on. The majority is not inclined to go back to work without a no-victimisation assurance.

If someone is required from there for talks in Delhi, he is prepared to come.

He is expecting our advice on phone No.29906/73029 (res. 72678)

M-775

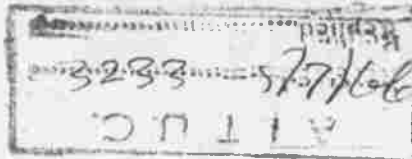
BHARAT ELECTRONICS EMPLOYEES' UNION

[REGD. No. 148]

President: M. S. KRISHNAN, B.Sc., B.E.
 Vice-President G. NARAYANAPPA, B.com.,
 Secretary: V. S. RAMULU, B.Sc.,
 Asst. Secretary S. ARANGIL.
 Treasurer: M. S. C. RAO.

BEI, Hostel Area,
 Jalahalli P.O.
 BANGALORE 13

Ref:



Date..... July 2, 1966.

The General Secretary,
 All India Trade Union Congress,
 No. 5B, Jhandewalan,
 Rani Jhansi Road,
 New Delhi.

Dear Comrade,

Further to the brief note on the recent events in BEL,
 we are enclosing herewith copies of the following:

1. Memorandum dated 2-7-66 submitted to the Governor of Mysore, Bangalore.
2. Press Note issued by the Union at the Press Conference on 1-7-66.
3. Letter No. 4290/E/PD dated 29-6-66 from the Management.
4. Letter dated 30-6-66 addressed to the Managing Director, BEL.
5. Letter No. 4290/49/8/15/EIV/PD dated 2-7-66 from the BEL Management.

We would request you to please arrange to meet the concerned ministers there and see that the Management of BEL agrees to lift the lock out and also does not indulge in victimisation.

With greetings,

Yours faithfully,
 for BHARAT ELECTRONICS EMPLOYEES' UNION,

(V. S. RAMULU)
 GENERAL SECRETARY

- Encls. 5.
- Co: 1. The Secretary, All India Defence Employees Federation, No. 2 5E, Jhandewalan, Rani Jhansi Road, New Delhi for information and needful.
2. The Convenor, Co-ordination committee of Trade Unions, in Public Sector, No. 5E, Jhandewalan, Rani Jhansi Road, New Delhi, for information and needful.

No 172/A/66
2 July 1966

MOST IMMEDIATE

Shri P.C.Mathew,
Secretary to the Government of India,
Ministry of Labour & Employment,
New Delhi

Sub: Situation in Bharat Electronics Ltd.,
Bangalore

Dear Sir,

Further to the interview we had with you on June 29, 1966 and Shri Loomba's letter to you on the above subject, we are forwarding herewith a background note on the developments in Bharat Electronics Ltd., Bangalore, as per information received by us since.

2. We are informed that ~~although~~ the management have now indicated that they would be prepared to discuss the disputes after the withdrawal of the strike and the lock-out. The union has sought an assurance of "no victimisation" which the management do not agree to give.


3. On the question of the spontaneous "sectional" stoppages, the union has offered to ensure avoiding such stoppages in future and thus help in normalising the situation.

4. From the background note, it will be seen that the disputes which have led to the flare-up were essentially minor ones and could have been resolved if the bipartite machinery was functioning. Now that the management have reportedly agreed to discuss at bipartite level, to create the necessary atmosphere, a no-victimisation assurance should be forthcoming.

5. It is requested that the Union Labour Ministry may intervene and help to restore normalcy.

Thanking you,

Yours faithfully,


(M. Atchuthan)
Secretary

अखिल भारतीय ट्रेड यूनियन काँग्रेस

ALL-INDIA TRADE UNION CONGRESS

Rani Jhansi Road, New Delhi 1

President: S. S. MIRAJKAR

General Secretary: S. A. DANGE

A BACKGROUND NOTE ON SITUATION IN BHARAT ELECTRONICS, LTD. BANGALORE

1. The workers in the Electrical maintenance section of the factory are given holidays on different days other than Sunday. This problem has been hanging fire since two years and the workers have been demanding Sunday as holiday as in the case of Maintenance Mechanical workers. Several representations and discussions have taken place without any settlement of the issue. On Sunday, the 5th June, the Electrical Maintenance workers went on tool down and stayed on tool down till 8th June. After discussions and negotiations, the union got an assurance from the management that as in the case of mechanical maintenance workers, electrical maintenance workers would be given Sunday holiday and that this would be done within 15 days. It is said that the management has taken a decision to divide the electrical maintenance workers into two groups and give Sunday holiday to each group on alternate Sundays. But till 21st June, the decision was not communicated to the union or the concerned employees despite several requests from them nor was it implemented. This is the background in which the strike by this section of workers took place on June 22. Even after this, the management has not cared to implement their decision.

2. Some time ago, an advertisement for employees of B.E.L. inviting applications for the posts of B Grade Carpenters was issued and most of the C Grade carpenters who were eligible to apply according to rules applied and were trade tested. About 14 workers were given promotions and a further 14 workers were kept in a waiting list for promotions in future. In the meanwhile, an advertisement inviting applications for the post of C grade carpenters from public was issued and 4 persons have been recruited as B grade carpenters, ignoring the workers in the waiting list. The Carpenters represented the matter to the management and requested for an interview to discuss this issue which was not granted even after three days. The carpenters therefore went on a tool down strike on 19th June.

3. During May 1964, an advertisement for Sr. Project D'man Senior in the grade Rs. 350-600 was issued. Shri M.S. Chandrasekhar Rao, Vice President of the Bharat Electronic Employees Union also applied and was selected since he stood first. The Management, however, insisted that he should resign from the union if he wanted promotion. A letter of resignation from the union was obtained from him by the management before he was promoted. Later, the union in its Executive Committee adopted a resolution reaffirming that Sri Rao continued to be a Vice President. The Management refused to accept Sri Rao as Vice President and the matter was taken up in conciliation. The Conciliation Officer agreed with the union's viewpoint that Sri Rao could continue as an office-bearer even if he held the post of an Executive in the company and the management too had to accept that position. However, the management was not reconciled to

अखिल भारतीय ट्रेड यूनियन काँग्रेस

ALL-INDIA TRADE UNION CONGRESS

Rani Jhansi Road, New Delhi 1

President: S. S. MIRAJKAR
General Secretary: S. A. DANGE

page two

accepting Sri Rao as an office-bearer of the Union and started giving pin pricks to Sri Rao and alleged that his work during the probationary period was unsatisfactory. On June 20, Sri Rao was served with a demotion order reverting him from Rs. 550-600 grade to Rs. 195-375 grade. The union took up the case and maintained that this was a case of victimisation. The Valves Division in which Sri Rao was working and employing 400 workers went on an hour's protest strike on June 21.

On June 22, the Bharat Electronic Employees Union wrote to the management drawing attention to the explosive situation which was developing - the two sectional strikes (referred in 1 and 2 above) as well as the unrest over victimisation of the Vice President of the Union. The management was requested to withdraw the demotion order. The management did not agree and the workers in the factory went on a protest strike on June 23. Some 400 workers were inside the factory who were on strike. The management declared a lock-out on 24th June and did not make any efforts to settle the disputes by direct talks with the union.

The police was called in to eject the workers from the factory premises. There was a very severe lathi-charge on the workers. Many activists of the union were arrested.

BHARAT ELECTRONICS EMPLOYEES' UNION

[REGD. No. 148]

President: M. S. KRISHNAN, B.Sc., B.E.
 Vice-President: G. NARAYANAPPA, B.com.,
 Secretary: Y. S. RAMULU, B.Sc.,
 Asst. Secretary: S. ARANGIL.
 Treasurer: M. S. C. RAO.

BEL Hostel Area
 Jalahalli P.O.
 BANGALORE

3233 5/7/66.

Ref:

Date..... July 2, 1966

The General Secretary,
 All India Trade Union Congress,
 No. 5E, Jhandewalan,
 Rani Jhansi Road,
 New Delhi.

Dear Comrade,

Further to the brief note on the recent events in BEL,
 we are enclosing herewith copies of the following:

1. Memorandum dated 2-7-66 submitted to the Governor of Mysore, Bangalore.
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5. Letter No. 4290/49/8/15/EIV/PD dated 2-7-66 from the BEL Management.

We would request you to please arrange to meet the concerned ministers there and see that the Management of BEL agrees to lift the lock out and also does not indulge in victimisation.

With greetings,

Yours faithfully,
 for BHARAT ELECTRONICS EMPLOYEES' UNION,

(Signature)
 (Y. S. RAMULU)
 GENERAL SECRETARY

Encls. 5.

MEMORANDUM SUBMITTED TO
THE GOVERNOR OF MYSORE

BY
THE BHARAT ELECTRONICS EMPLOYEES' UNION, BANGALORE.

Sir,

A serious situation has arisen in Bharat Electronics Ltd., Bangalore, due to the lock-out of the factory by the Management from 24-6-1966. More than 4500 employees are locked-out and about 500 employees were inside the factory.

The above situation has arisen due to the fact that the Management has not only not implemented the assurance which it had given but has taken recourse to such actions against Union Officials as would amount to victimisation.

In the Carpentry Section, 14 employees who are on the waiting list after having passed the trade test were neglected for promotion to the 'B' grade from the 'C' grade and the Management recruited directly some employees to the 'B' grade though they advertised for (C' Grade posts. This action of the Management is in total violation of the procedure and principles of promotion about which an understanding was arrived at long back between the Union and the Management. As this action virtually barred the promotional avenues of 14 employees, the workers got restive and they spontaneously went on strike from 19-6-1966. Instead of negotiating and settling this issue, the Management kept quiet.

Similarly, the employees of the Electrical section were very much agitated over the question of granting holidays on Sundays. Due to the pressure of the employees, about 20 days back, the Management had assured that holidays would be granted on Sundays in the same manner as to the employees of Mechanical Section. It was further assured that this would be implemented within 15 days. However, though more than 20 days time was given the Management did not care to implement the assurances. Hence it is that the workers of this section were forced to go on strike from 21-6-66.

The Union was hoping that these two issues would be solved by direct negotiations. But the Management did not discuss and allowed a situation of unrest to continue. As though not satisfied with this, on 21-6-66 they suddenly demoted the Vice-President of the Union from the grade of Rs.550-600 to the grade of Rs.195-375/- and the designation also changed. From an Executive he was made a non-Executive by a stroke of the pen. This was done on the ostensible plea that he was frequently absent from the workspot resulting in neglect of work and that his supervision was not effective resulting in delay of work. We are convinced that these

reasons are absolutely baseless and false. The real reason is that the Management wanted him not to be a member or Office bearer of the Union as he was an Executive. As this point was not conceded by the Labour department and as it was held that he was a technical man and at best a Supervisor who had a right to join the Trade Union, the Management was forced to accept the position for some time but in order to spite him and weaken the Union they suddenly demoted him. Such an act is clearly illegal and mala-fide.

The above unleashed a wave of unrest among the employees and resulted in a strike and demonstration on 23-6-1966. Though the Union had urged upon the Management to settle this issue immediately and not to give room for unrest, it was not heeded. Because of this, the present situation has arisen. Though the situation was absolutely peaceful and calm and though it was necessary to negotiate and settle the issue, it is unfortunate that the Management in great hurry took recourse to a lock-out of the factory. This lock-out is clearly unjust and illegal. It is taken recourse to force the employees to submission and surrender to the dictates of the Management. Though the employees are prepared for a settlement on these issues on honourable terms, the Management does not appear to be serious about this. On the other hand, a show of force with hundreds of policemen around the factory was made in order to frighten the workers. The peaceful workers were beaten severely. Several workers including ladies have been injured, some of them severely by the Police. A procession to meet the Minister for Labour and submit a memorandum were broken up by making unnecessary ~~lathi~~ lathi charge.

As is known to you Sir, later all the arrested workers, 511 of them were sent to Central Jail and released on bail on 23-6-66. There are cases pending against all of them including some ladies also. Such a situation, according to our submission, has not taken place in any other industry in our State.

Coming out jail we have taken up the threads of negotiation. We had direct talks with the Management on 30-6-66. There were also discussions before the Asst. Labour Commissioner and Conciliation Officer, Bangalore Division. Though we, in the interests of all concerned agreed to discuss the issues for which the strike began, after normalcy is restored, and agreed to get back to work provided the Management was prepared to assure that there would be no victimisation of any employee for this strike, the Management has not agreed to this position. You will appreciate

that no Trade Union can accept victimisation and any reasonable employer has to agree to this in order to create normal conditions. That too, in a Public Sector industry we expect the Management to behave like Model Employers. Unfortunately, the BEL Management has conducted and is still conducting itself in an exactly opposite manner. It is because of this adamant, unreasonable and unjust attitude that the deadlock still continues.

It is our intention and earnest endeavour to see that normalcy is restored in this premier Defence industry, where a serious situation has arisen. Under the circumstances we request you to intervene immediately, use your good offices to see that the workers get justice and the situation gets back to normalcy. In particular, we request you to see that:

- 1) The lock-out is lifted forthwith and all the employees allowed to resume work;
- 2) No employee is victimised because of the strike;
- 3) The problems of the Electrical & Carpentry Sections and the issue of the demotion order given to the Vice President of the Union is discussed and settled at the earliest after the lock-out is lifted. Wages for the lock-out period also to be discussed later and settled.
- 4) Police cases against the 513 employees are withdrawn in the interests of harmony and peace.

We hope you will do the needful immediately.

Thanking you,

Yours faithfully,
for BHARAT ELECTRONICS EMPLOYEES' UNION,

Bangalore,
July 7, 1966.

(V. S. RAMULU)
GENERAL SECRETARY

PRESS NOTE

Several reports from the end of the BEL Management and the INTUC Union have appeared in the press during the past few days about the present situation in BEL and they are all one sided and halftruths. BEL, being a public sector industry, the public are entitled to know the real and the full picture and it is our endeavour to place before them all the facts.

Ignoring the employees in waiting list for promotions, the Management resorted to direct recruitment of Carpenters from the open market. Having completed 4 years in the same grade, the employees were agitated and they requested settlement but the Management would not even talk with them. Hence they resorted to stay-in-strike from 18th June 1966.

For nearly 2 years, Electrical Maintenance workers have been representing that they should be given Sunday Holiday as in the case of Mechanical Maintenance workers and others. Since their representations fetched nothing, they went on strike from 5th June 1966. The Union intervened and held discussions with the Administrative Manager. It was agreed by the Management that a uniformity between Mechanical and Electrical Maintenance will be brought about within 15 days in respect of Sunday Holiday and on this basis the strike was called off. Our efforts to get the agreement implemented did not yield any results and the Management was not even prepared to let us know the position. The workers of Electrical Section therefore went on strike on 22nd June 1966.

Sri. M.S.Chandrasekhar Rao, Vice President of the Union stood first in the selection for the Post of Project D'aman (SR.) but the Management wanted him to resign from the Union if he wanted promotion. Sri. Rao submitted his resignation after lengthy correspondence and was given the appoint-

ment of Project D'man (Sr) in the grade of Rs. 350-600/-.

The Executive Committee of the Union, refused to accept the resignation of Sri. Rao because he can continue as Vice President of the Union even if he is in the grade of Rs. 350-600/- as per the law and hence asked him to continue as the Vice President of the Union but the Management would not permit him to function as the Vice President. The issue went before the Asst. Labour Commissioner who held that Sri. Rao can be the Vice President and the Management was asked to accept same. The Management having failed to prevent Sri. Rao from being the Vice president of the Union, wanted to put him into difficulties and started harassing him. Sri. Rao has submitted several letters which have not been replied by the Management and finally on 20th June 1966 Sri. Rao received a letter demoting him as Design D'man in the grade of Rs. 195-375/- with immediate effect. The Union immediately requested the Management to reconsider the case and withdraw the demotion order but the Management did not agree. The workers of the factory went on a stay-in-strike on 23rd instant.

The Union tried to intervene in all the above matters and requested the Management to conduct discussions which was not agreed to by the Management. If discussions were held, the matters could have been settled amicably and the present situation could have been averted. It was because of the failure of the Management to hold discussions that the present situation has come about. The stay-in-strikers were absolute peaceful and stayed in their places. The strike was spontaneous and workers voluntarily stopped work. It is therefore wrong to suggest that there was intimidation, coercion etc., and damage to property. It is also untrue to say that girls were harassed and dragged into the strike. The fact that girls in large numbers have come in processions and demonstrations should nail the lie. The lock-out was therefore uncalled for, unwarranted, illegal and unparalleled in the history of Bangalore.

The Bharat Electronics Employees' Union is an independent Union and is not affiliated to any of the Central Trade Union Organisations. The membership of the Union consists of persons of all categories and classes. Since the strike was a spontaneous action of the workers, the question of its being organised by any particular group does not arise. The allegation that it is communist organised is mischievous and baseless and only an attempt to divide the ranks of the workers. All the workers would like the lock-out to be lifted and so also the Union but the workers cannot agree to victimisation. By asking the Management to isolate a group of workers and lift the lock-out, the INTUC Union is playing the game of the employer. No Union worth its name could agree to be stooge as to suggest victimisation of workers and hence the role of INTUC Union is reprehensible and deserves condemnation.

At a recent Press Conference, the Managing Director has stated that the Management is prepared for negotiations. It has been our wish to conduct negotiations and only the Management was not prepared. It is therefore a welcome change in the attitude of the Management and negotiations have started at various levels which are likely to continue further. We hope the Management will agree to the minimum demand of no victimisation and normalcy will be restored.

On 25th morning the police removed the stay-in-strikers numbering about 500 after beating up and arrested them even though they were absolutely peaceful. Later the peaceful demonstrators at the factory gate were lathi charged and brutally beaten. Sriyuths, Apparao Reddy, M.S. Krishnan, S Arangil, D.S. Raju and others including lady employees received severe injuries. A procession of the workers was stopped by the police near the factory even though there was no ban. Another

4296/1/66

June 29, 1966

procession in the City about five miles from the factory was stopped and the processionists including ladies and public were severely beaten. All these atrocities of the police were uncalled for. It is our information that the Police, Security, and some officers of the Company have smashed the machinery etc., of the factory. It is also our information that about 30 Security persons have been suspended since they refused to smash the things. It is therefore necessary to clear the situation and to bring the facts to light for which a public enquiry into the matter is essential.

Bangalore,
 July 11, 1966

Deanna
 Gen. Secretary
 BHARAT ELECTRONICS EMPLOYEES' UNION
 (Reg. No. 148)

At this stage...
 discuss way of the...
 it is, however, not...
 being indefatigable...
 unconditional ensur...
 called off by you...
 to 21...
 208 x 2, on 30-6-...
 1966

regret that it would not be appropriate to...
 made an appeal in your letter...
 no desire of the management taking the...
 we would appreciate if you will give up...
 so as to call-off the strike which is not...
 through work peacefully and further...
 in action. You are however free to...
 to by... the... of lifting...

Yours faithfully,
 For BHARAT ELECTRONICS LIMITED
 Sd/- B. V. Pillay
 MANAGING DIRECTOR

Three copy

No. 4290/E/PD

June 29, 1966

The General Secretary
Bharat Electronics Employees' Union
BEL Estate Area,
Jalahalli

Dear Sir:

Please refer to your letter dated 27th June 1966 enclosing a Memorandum in respect of some grievances and asking me to intervene and settle the demands of the workers. In this connection, I wish to reiterate the reasons the Management of the BEL gave for declaring a lock-out in the early hours of June 24, 1966. I wish to recall to your mind the series of lightning and spontaneous strikes that the BEL organisation had to face without adequate reasons, without notice and without the workers exhausting the constitutional means of redressal. You are also aware that as lately as 4th June 1966, the Union representatives signed an undertaking in the presence of the Asst. Commissioner of Labour and Conciliation Officer, that they would prevail upon the workers not to go on spontaneous or tool-down strikes and we regret to say that this undertaking was honoured more in its breach than in its observance. As you are fully aware certain issues are pending before the Conciliation Officer, Labour Court and the Industrial Tribunal and hence any strike during pendency of these proceedings was illegal. An analysis of the strikes that took place during this month would only reveal that hardly have the workers chosen to exhaust the constitutional means for getting redressal before taking to direct action and the present incident was one such in the list of strikes that took place in this month. It is indeed regrettable and unfortunate that you chose to give the Management just a day's notice and left it to the workers to decide the action in respect of Shri MSC Rao's case. It is more so when this matter had been taken up by you before the Conciliation Officer. When the workers resorted to direct action, it went out of control, and the Management had to reluctantly decide declaring a lock-out as the workers went on an illegal strike.

At this stage I regret that it would not be appropriate to discuss any of the demands as stated in your letter under reference. It is, however, not the desire of the Management to keep the lock-out going indefinitely. We would appreciate if you will give us an unconditional assurance to call-off the strike which is not as yet called off by you and resume work peacefully and further assurance not to resort to direct action. You may however meet me at 11.00 a.m. on 30-6-1966 to discuss the issue of lifting of the lock-out.

Yours faithfully,
For BHARAT ELECTRONICS LIMITED

Sd./-B.V. Baliga
MANAGING DIRECTOR

"True copy"

Bangalore,
June 30, 1966.

The Managing Director,
Bharat Electronics Ltd.,
Jalahalli, Bangalore-13.

Dear Sir,

This is to acknowledge your letter No. 4290/E/PD
dated 29th June 1966.

With reference to the above letter and the discussions
we had with you to-day we have the following to state:

In your letter you have justified the imposition of the
lock-out and put the blame entirely upon the workers for the
present impasse. We do not agree with this contention of
yours. However, as it is our desire to first restore the
normalcy, we do not wish to get into a controversy about
apportioning the blame for the present situation. Whatever
the happenings might have been in the immediate past, we
consider that it should be the endeavour of both sides to
restore normal conditions as well as to create confidence.
In order to do so we are prepared to give the following assu-
rances and also make certain proposals.

- 1) The Union assures that it will strive its best to
dissuade the employees from taking recourse to lightning and
spontaneous strikes.
- 2) The Union assures to abide by the Code of Discipline
provided an agreement is entered into by the Management on this.
- 3) The Management agrees that all the employees will be
allowed to resume work on lifting the lock-out without taking
recourse to suspensions pending enquiry etc. The Management
further agrees to investigate only into allegations against
employees for physical violence against persons.
- 4) If the above are accepted, the Union will call upon
the ~~xxx~~ employees to resume work on lifting lock-out by the
Management.

In respect of the demands stated in our letter of 27th
instant, we are agreeable to discuss the same after lifting of
the lock-out.

We hope the Management will respond in a positive manner
to the above, and create conditions of normalcy and industrial
peace in this premier defence industry.

Assuring you of our co-operation.

Thanking you,

Yours faithfully,

for BHARAT ELECTRONICS EMPLOYEES' UNION,

Sd/- V. S. RAMULU
GENERAL SECRETARY

No. 3290/49/8/15/EIV/PD.

July 2, 1966

The General Secretary,
Bharat Electronics Employees' Union,
BEL Hostel Area,
Bangalore, 13.

Dear Sir,

We acknowledge receipt of your letter dated 30.6.1966, conveying certain assurances and proposals for lifting the lock-out and for restoring normal conditions of working in the Factory.

2. During the discussions held with the President of your Union and Shri Arangil on 30.6.1966, the Managing Director reiterated the stand taken by the Management that the undertaking of the Union for resumption of work should be unconditional and the Union further should give the necessary assurances to the Management to consider whether a favourable atmosphere has been created for the workers to resume work with confidence and for the Management to decide on the lifting of the lock-out.

3. Regarding the assurances and the proposals you have conveyed in your letter, it will not be adequate if the Union would merely strive its best to dissuade the employees from taking recourse to lightning strikes. It is the responsibility of the Union that all points of dispute are settled in a constitutional manner according to prescribed procedure. It is therefore necessary for the union to categorically assure that its members to not indulge in any acts subversive to discipline, including lightning/spontaneous strikes in the Industry.

4. As regards the second assurance, the Code of Discipline and Criteria for Recognition of the Trade Unions in BEL, have not yet been finalised and the question of entering into an agreement at this stage does not arise. What is required from you is a statement that the Union condemn all acts of violence, disorderly behaviour, intimidation, coercion and instigation of workers to illegal strikes and other acts subversive to discipline.

5. Regarding the third point, the Management is not in a position to accept your proposal. As a result of acts of violence, intimidation etc., the confidence of all employees has been shaken and Management cannot give up their responsibilities to take disciplinary action as may be called for against employees who are found guilty of misconduct under the provisions of the Standing Orders of the Company and in accordance with the Disciplinary Action Procedures.

6. I earnestly hope that you would, in the interest of industrial harmony and cordial relations, furnish the assurances, and confirm that the Union would categorically advise the workers to resume work without any pre-conditions to enable the Management to consider the question of lifting the lock-out.

Yours faithfully,
For: BHARAT ELECTRONICS LIMITED,

HEAVY ENGINEERING CORPORATION EMPLOYEES' UNION
REGD. NO. 5526

266

A I T U C.
Received 3267 8/7/66
Replied.....

Qrs.No. DT-8/4,
Vishwakarmanagar,
P.O. Durgapur-10,
Dist. Burdwan.

Ref: No: 407-2-66 Dated, the 2-7-1966.

The Secretary, Governor,
All India Public Sector Employees
S/E, Jhandewalan, Co-ordination Committee,
Rauji Thauri Road,
New Delhi-1

Dear Comrade,

Sub: 4th Annual Conference of Heavy
Engineering Corpn: Employees' Union

We are glad to let you know that our Union, the Heavy Engineering Corporation Employees' Union, will celebrate its 4th Annual Conference in the vicinity of Vishwakarmanagar Township (H.E.C. Township), Durgapur-10. The delegate and open conference will be held on 9th and 10th July, 1966 respectively.

Our conference is coming up in such a time when the fighting working class of India specially of West Bengal has joined the other militant forces to fight out the anti-labour and anti-national policy of the Ruling Government in the interest of the workers.

More than all many problems face the employees of this organisation such as, formation of Works Committee, promotion to the workers, merger of Project Allowance with basic pay w.e.f. 1.10.66, discontinuation of illegal suspension, chargesheet, withdrawal of all DIR cases imposed on five workers since November, 1965, etc. etc.

In order to discuss the above problems of the workers, and to chalk out a programme for achieving the above demands and to elect a new executive body the said conference will be held.

We would request you to send your delegate/observer to our auspicious conference, so that we can be benefitted by your advice and can chalk out some programme through your participation in the discussion and to express your fraternal support and co-operation before our employees and make the occasion a success.

We have made necessary arrangements for board and lodge for the delegates and observers who will be coming to the conference from outside Durgapur. Please write to us by 6th July, 1966 as to how many delegates/observers will attend from your Union.

Fraternally Yours,

R. C. Bhattacharya

(R. C. Bhattacharya)
GENERAL SECRETARY.

21/8-67

BHUPESH GUPTA,

MEMBER OF PARLIAMENT
(RAJYA SABHA)



4 Windsor Place,
New Delhi

5 July 1966

Dear Shri Chavan,

The lock-out in the Bharat Electronics Ltd. is continuing since the 24th June. The unrest which was there in the factory over which the management has imposed an unjustified lock-out could have been avoided if the management had taken care to settle the issues through bipartite channels directly with the union and the workers.

However, we may not go into the reasons and the background just now since what is important now is to restore normalcy.

In a press interview on June 27, the Managing Director of the Bharat Electronics Ltd., Shri B.V. Baliga, had stated: "I do not for a moment claim the management has always been right. There are faults in the past on both sides. We shall forget the past and work together now."

On the basis of this statement, the Union leaders approached him for a discussion. The points arising from the discussion were put down in a letter (copy attached) by the union addressed to Shri Baliga.

The reply to this letter to the Managing Director was however received from Shri Hanuman, the Administrative Manager. The reply went



contrary to the spirit of the talks the Union leaders had with the Managing Director.

On the basis of their discussions with the Managing Director, the leaders of the Bharat Electronics Employees Union had made the following categorical assurances in their letter:

1) The Union assures that it will strive its best to dissuade the employees from taking recourse to lightning and spontaneous strikes;

2) The Union assures to abide by the Code of Discipline on the basis of an agreement on the Code of Discipline between the union and the management.

The Union requested the management to agree that all the employees will be allowed to resume work on lifting the lock-out without taking recourse to suspensions pending inquiry, etc., and that the management further agrees to investigate only into allegations against employees for physical violence against persons.

On the basis of the above, the Union will call upon the employees to resume work on lifting the lock-out by the management.

The Union has agreed to the management proposal that the outstanding issues may be discussed after the lifting of the lock-out.

MEMBER OF PARLIAMENT
(RAJYA SABHA)



page three

I am sure you will find that on the above basis, a settlement can be made to restore normalcy. I would request you to direct the management to act on this basis and lift the lock-out immediately.

With kindest regards

Yours sincerely

Sd.

Bhupesh Gupta

Bangalore,
June 30, 1966.

The Managing Director,
Bharat Electronics Ltd,
Jalahalli, Bangalore-13.

Dear Sir,

This is to acknowledge your letter No.4290/E/PD dated 29th June 1966.

With reference to the above letter and the discussions we had with you to-day we have the following to state:

In your letter you have justified the imposition of the lock-out and put the blame entirely upon the workers for the present impasse. We do not agree with this contention of yours. However, as it is our desire to first restore the normalcy, we do not wish to get into a controversy about apportioning the blame for the present situation. Whatever the happenings might have been in the immediate past, we consider that it should be the endeavour of both sides to restore normal conditions as well as to create confidence. In order to do so we are prepared to give the following assurances and also make certain proposals:

- 1) The Union assures that it will strive its best to dissuade the employees from taking recourse to lightening and spontaneous strikes;
- 2) The Union assures to abide by the Code of Discipline provided an agreement is entered into by the Management on this;
- 3) The Management agrees that all the employees will be allowed to resume work on lifting the lock-out without taking recourse to suspensions pending enquiry etc. The Management further agrees to investigate only into allegations against employees for physical violence against persons;
- 4) If the above are accepted, the Union will call upon the ~~now~~ employees to resume work on lifting lock-out by the Management;

In respect of the demands stated in our letter of 27th instant, we are agreeable to discuss the same after lifting of the lock-out.

We hope the Management will respond in a positive manner to the above, and create conditions of normalcy and industrial peace in this premier defence industry.

Assuring you of our co-operation.

Thanking you,

Yours faithfully,
for BHARAT ELECTRONICS EMPLOYEES' UNION,

Sd/- V. S. RAMULU
GENERAL SECRETARY

No. 5290/49/8/15/EIV/PD.

July 2, 1966

The General Secretary,
Bharat Electronics Employees' Union,
BEL Hostel Area,
Bangalore.13.

Dear Sir,

We acknowledge receipt of your letter dated 30.6.1966, conveying certain assurances and proposals for lifting the lock-out and for restoring normal conditions of working in the Factory.

2. During the discussions held with the President of your Union and Shri Arangil on 30.6.1966, the Managing Director reiterated the stand taken by the Management that the undertaking of the Union for resumption of work should be unconditional and the Union further should give the necessary assurances to the Management to consider whether a favourable atmosphere has been created for the workers to resume work with confidence and for the Management to decide on the lifting of the lock-out.
3. Regarding the assurances and the proposals you have conveyed in your letter, it will not be adequate if the Union would merely strive its best to dissuade the employees from taking recourse to lightning strikes. It is the responsibility of the Union that all points of dispute are settled in a constitutional manner according to prescribed procedure. It is therefore necessary for the union to categorically assure that its members to not indulge in any acts subversive to discipline, including lightning/spontaneous strike in the Industry.
4. As regards the second assurance, the Code of Discipline and Criteria for Recognition of the Trade Unions in BEL, have not yet been finalised and the question of entering into an agreement at this stage does not arise. What is required from you is a statement that the Union condemn all acts of violence, disorderly behaviour, intimidation, coercion and instigation of workers to illegal strikes and other acts subversive to discipline.
5. Regarding the third point, the Management is not in a position to accept your proposal. As a result of acts of violence, intimidation etc., the confidence of all employees has been shaken and Management cannot give up their responsibilities to take disciplinary action as may be called for against employees who are found guilty of misconduct under the provisions of the Standing Orders of the Company and in accordance with the Disciplinary Action Procedures.
6. I earnestly hope that you would, in the interest of industrial harmony and cordial relations, furnish the assurances, and confirm that the Union would categorically advise the workers to resume work without any pre-conditions to enable the Management to consider the question of lifting the lock-out.

Yours faithfully,
For: BHARAT ELECTRONICS LIMITED,

Sd./-B.S.Hanuman
Administrative Manager

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Motor & Machinery Workers Union

REGISTRATION NO. 2791

To
The General Secretary,
All India Trade Union Congress,
Ref. No. 127/7/66
Office : 9, JAWPORE ROAD, (DUM DUM) : CALCUTTA-30
Received 33.4.4..... 4/7/66
Replied.....
Dated 5.7.1966

This is the continuation of our letter dated 2.7.66.

In our above letter we draw to your kindself about the management's bad Labour Policy adopted for few days and also placed before you that the Company suddenly stopped the payment of increased D.A. as per calculation of living index and thus violated the agreement dt. 27.9.65.

In spite of their promise to pay increased D.A. for the months of April and May 1966 by 27th to 30th June in notification dt. 8.6.66 so their decisions to stop the payment is nothing but a provocation towards the workers for Labour trouble.

And in the event of the said provocations workers were still in peace and maintained discipline and production.

The Union prayed to the Labour Officer Mr. S. Sen to take steps against these illegal actions of the management and to pay D.A. as per their promise dated 8.6.66.

However the conciliations were going in the office of Mr. S. Sen Labour Officer, West Bengal since 1.7.66 to settle the whole matter in a peaceful manner. In the event of the conciliations and during the conciliation, the Company declared sudden Lock-out, after evening shift on 4.7.66 without giving the previous intimation, which to our opinion is totally illegal.

The case showed in favour of Lock-out is totally false and baseless.

Under this circumstances, we determined that the Company have no right to declare Lock-out when the conciliation were continued.

Your immediate action is requested in favour of withdraw the illegal Lock-out.

Yours faithfully,

Jafarulla Mith Chatterjee
Secretary.

Encl: - Copy of Company's lock-out notice dated 4.7.1966.

Motor & Machinery Workers Union

REGISTRATION NO. 2791

Office : 9, JAWPORE ROAD, (DUM DUM) : CALCUTTA-30

Company Ref. No. 5633

Company Dated 4-7-1966.

True copy.

Motor & Machinery Mfg. H.O. & Factory,
Co. Ltd.,
3/1, Krishna Behari Sen St.,
Calcutta-7.
4-7-1966

Notice.

Workers' attention is hereby drawn to the company's diverse notice relating to the implementation of the settlement dated 27th September, 1965. Interalia by the said notices, in particular by company's notices dated 11th April, 1966 and 29th June, 1966, the workers were informed that increase in the Dearness Allowance on the basis of rise of the cost of living index is linked up with the fulfillment and/or honouring the provisions of the said settlement regarding standard minimum production in the letter and spirit whereunder the said settlement was effected. The management expected that the workmen would honour the said settlement not only by maintaining standard minimum production but also ~~maintaining~~ the required quantity of production. Management's reasonable expectation in this aspect has been totally, fallen through due to the deliberate attempts on the part of the workmen in not giving the minimum production on quality basis. It appears from the records of the last 6 months that not only average production has fallen through by about 20% from the previous year's production the rejection of the materials had hooted upto an

contd..

RECOGNISED BY MOTOR & MACHINERY MANUFACTURERS LTD.

Motor & Machinery Workers Union

REGISTRATION NO. 2791

Office : 9, JAWPORE ROAD, (DUM DUM) : CALCUTTA-30

Ref. No. _____

- 2 -

Dated _____ 196

abnormally high figure of 50 to 60%.

While the management is always ready and willing to implement the said settlement for the purpose of paying D.A. on the basis of cost of living Index, the workmen wanted to take advantage of the management's said attitude and wanted to coerce the management and to force the management to agree to their dictates and/or whim, regarding quantity and quality of production only with object to earn more without giving the proportionate return for work.

The situation mentioned above, came to a dead-lock in June, '66 when the workmen not only broke away from their solemn agreement regarding production but went to the length of compelling the management to discontinue the working of the factory and also to discontinue ~~working of the factory~~ working as being untried & uneconomic. The management waited patiently and tried to persuade the workers to come to reason, but all such attempts failed.

Towards the end of June '66 when the management issued the last notice, the workmen took the situation in their own hand and started doing acts not only subversive of discipline but also prejudicial to the company. When these matters or the situation were brought to the notice of the Labour Directorate, the conciliation proceeding was started by Sri S. Sen the Labour officer, Govt. of West Bengal. In the said proceeding the management

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contd...

Motor & Machinery Workers Union

REGISTRATION NO. 2791

Office : 9, JAWPORE ROAD, (DUM DUM) : CALCUTTA-30

Ref. No.

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Dated _____ 196 .

amongst their emphasized the need for peaceful normal working condition and maintenance of agreed normal production in quantity and quality for the purpose of honouring it's obligations regarding of enhanced D/A. Management only wanted some short of assurance and undertaking whereby the management would feel that there would not be any further breach of the settlement and if breaches do occur the workmen would have to suffer or compensate for them. Fortunately for the management the conciliation officer was pleased to take the attitude as a proper attitude.

While the conciliation proceedings were pending, the workers in order to shield their misdeeds started amongst others direct action if coercing assault intimidation and threats to it's officers and staff as a result whereof no officers and staff could feel secure while working inside the factory. In fact due to threat and assault and intimidation and actual assault in one case, the engineer and departmental hands have refrained from going to factory, for their personal safety with the result that the entire factory is now occupied by the workmen without anybody from the management side.

In this circumstances it is impossible for the management to keep open its factory any longer. Moreover, when the workers have refrained from working in a constitutional manner, have withdrawn from conciliation proceedings on frivolous grounds and

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contd...

Motor & Machinery Workers Union

REGISTRATION NO. 2791

Office : 9, JAWPORE ROAD, (DUM DUM) : CALCUTTA-30

Ref. No.

- 4 -

Dated 196 .

when the management and/or its supervisors staff were absolutely insecured so far as their person and/or properties are concerned and when the management have no control over the workmen and/or their production. For the aforesaid reasons the management have no other alternative but to declare a "Lockout" and the said lockout would start after night shift of the 4th July, 1966.

During the lockout period only those workmen who only those workmen, who belongs to conservancy or security staff will be required to attend and all other workmen are hereby directed not to enter the factory premises. The lockout will be continued until further notice, which will be posted at the main gate.

This notice is applicable to the factory staff and the workers and shall not apply to the staff of the head office.

Director

Sd/- B.P. Podder
4/7/66.

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6 July 1966

Joint Secretary,
Motor & Machinery Workers Union,
9 Jawpore Road (Dum Dum),
Calcutta 30

Dear Comrade,

We thank you for your letter of 2nd July giving details about the dispute relating to the non-payment of D.A. by the employers. The AITUC condemns the action of the employers and expresses solidarity with your struggle to secure the legitimate rights and demands of the workers.

With warm greetings,

Yours fraternally,

(M. Atchuthan)
Secretary

Motor & Machinery Workers Union

REGISTRATION NO. 2791

Office : 9, JAWPORE ROAD, (DUM DUM) : CALCUTTA-30

Ref. No.

Dated 2.7.1966

To

- 1) Hon'ble Labour Minister Govt. of India.
- 2) Hon'ble Chief Minister, West Bengal.
- 3) Hon'ble Labour Minister, West Bengal.
- 4) The Labour Commissioner, West Bengal.
- 5) Sub-Divisional Officer, Barrackpore.
- 6) Sub-Divisional Police Officer, Barrackpore.
- 7) The Officer-in-Charge, Dum Dum Police Station.
- 8) The Secretary A.I.T.U.C.
- 9) The Secretary, Federation of Metal & Engineering Workers.

Sir,

The Management of M/S. Motor & Machinery Manufacturers Ltd. South Dum Dum, Calcutta - 30 has taken a policy of depriving the workers from their due Dearness Allowances which was agreed by the agreement in presence of the Labour Officer (Sri S.Sen), Govt of West Bengal. This harmful policy of the management has created much agitation among the workers and the Union is afraid that at any moment they may go out of control and take direct action to fulfil their demands ~~at any moment~~ which is not desirable in the interest of our Motherland during this emergency period. The facts in brief are given below:-

"According to the consent award dated 11.8.1964 passed by the fifth Industrial Tribunal, West Bengal, the workers were entitled to get some increase in the dearness allowance based on the rise in the cost of living index with effect from 1st August, 1965. But as the management was not at all interested to honour the consent award, it was referred to Sri S.Sen, Labour officer, Govt. of West Bengal in result of which an agreement was signed before him on 27.3.1965 where they agreed to pay the said increase in dearness allowance with effect from 1st August, 1965. It was also agreed that :-

"The present dearness allowance would be next revised with effect from January, 1966 based on the average cost of living index of August, 1965 to December, 1965 and that from January, 1966 their dearness allowance will be revised at 3 months' interval based on rise and fall of the cost of living index taking the cost of living index of January, 1966 as base and calculations would be on the basis of 20 Paise per point."

In January, 1966 it was found that the workers were entitled to get some increment in dearness allowance which was ~~not~~ also not paid by the management in due time. After several deputations and discussions, the management agreed to pay the increased amount of

Motor & Machinery Workers Union

REGISTRATION NO. 2791

Office : 9, JAWPORE ROAD, (DUM DUM) : CALCUTTA-30

Ref. No. _____

Dated 27.6.1966.

- 2 -

D.A. in April, 1966 for January, February and March '66. But there also, the management deprived the permanent employees and temporary workers from this payment though they were entitled for this according to the consent award passed by the 5th Industrial Tribunal, West Bengal.

In April, 1966 at the time of next revision of dearness allowance, it was calculated that the workers were entitled to get an increment of Rs. 3.60 in dearness allowance with effect from 1st April, 1966. After several verbal and written representations, the management published a notice dated 8th June, 1966 that D.A. would be paid increased by Rs. 3.60 and the payment for the month of April and May '66 would be made between 27th and 30th June, 1966.

On 29th June, 1966 the management issued a general notice that payment and grant of D.A. under Notice dated 8.6.1966 to be made on 30.6.66 would be held in abeyance. Naturally the workers became agitated and demanded the payment on 30.6.66 as per Company's notice dated 8th June, 1966. The Director-in-charge assured the workers that he would discuss the matter with the Union and the payment would be made on that day. So the workers waited outside the factory gate after their respective duty hours for payment. The discussions were going on upto 9-30 p.m. and after that the workers went away as the management proposed to have a joint meeting on the next day i.e. 1st July, 1966 at 10 a.m. at the office of Sri S. Sen, Labour Officer, Govt. of West Bengal.

Though the management had no right to link up production with dearness allowance, the conciliation officer did not take any step for the payment of D.A. as per Company's notice dated 8th June, 1966. The management was adamant on its policy of non payment and the Union representative returned with no fruitful result.

Now, the agitation among the workers has reached to such extent that it may lead to some worst result which is not desirable by the Union for the interest of the industry and also for the country.

This is for your information and necessary action.

RECOGNISED BY MOTOR & MACHINERY MANUFACTURERS LTD

Yours faithfully,

[Signature]
Secretary.

MEMORANDUM SUBMITTED TO
THE GOVERNOR OF MYSORE

BY
THE BHARAT ELECTRONICS EMPLOYEES' UNION, BANGALORE.

Sir,

A serious situation has arisen in Bharat Electronics Ltd., Bangalore, due to the lock-out of the factory by the Management from 24-6-1966. More than 4500 employees are locked-out and about 500 employees were inside the factory.

The above situation has arisen due to the fact that the Management has not only not implemented the assurance which it had given but has taken recourse to such actions against Union Officials as would amount to victimisation.

In the Carpentry Section, 14 employees who are on the waiting list after having passed the trade test were neglected for promotion to the 'B' grade from the 'C' grade and the Management recruited directly some employees to the 'B' grade though they advertised for (C' Grade posts. This action of the Management is in total violation of the procedure and principles of promotion about which an understanding was arrived at long back between the Union and the Management. As this action virtually barred the promotional avenues of 14 employees, the workers got restive and they spontaneously went on strike from 19-6-1966. Instead of negotiating and settling this issue, the Management kept quiet.

Similarly, the employees of the Electrical section were very much agitated over the question of granting holidays on Sundays. Due to the pressure of the employees, about 20 days back, the Management had assured that holidays would be granted on Sundays in the same manner as to the employees of Mechanical Section. It was further assured that this would be implemented within 15 days. However, though more than 20 days time was given the Management did not care to implement the assurances. Hence it is that the workers of this section were forced to go on strike from 21-6-66.

The Union was hoping that these two issues would be solved by direct negotiations. But the Management did not discuss and allowed a situation of unrest to continue. As though not satisfied with this, on 21-6-66 they suddenly demoted the Vice-President of the Union from the grade of Rs. 550-600 to the grade of Rs. 195-375/- and the designation also changed. From an Executive he was made a non-Executive by a stroke of the pen. This was done on the ostensible plea that he was frequently absent from the workspot resulting in neglect of work and that his supervision was not effective resulting in delay of work. We are convinced that these

Reasons are absolutely baseless and false. The real reason is that the Management wanted him not to be a member or Office bearer of the Union as he was an Executive. As this point was not conceded by the Labour department and as it was held that he was a technical man and at best a Supervisor who had a right to join the Trade Union, the Management was forced to accept the position for some time but in order to spite him and weaken the Union they suddenly demoted him. Such an act is clearly illegal and mala-fide.

The above unleashed a wave of unrest among the employees and resulted in a strike and demonstration on 23-6-1966. Though the Union had urged upon the Management to settle this issue immediately and not to give room for unrest, it was not heeded. Because of this, the present situation has arisen. Though the situation was absolutely peaceful and calm and though it was necessary to negotiate and settle the issue, it is unfortunate that the Management in great hurry took recourse to a lock-out of the factory. This lock-out is clearly unjust and illegal. It is taken recourse to force the employees to submission and surrender to the dictates of the Management. Though the employees are prepared for a settlement on these issues on honourable terms, the Management does not appear to be serious about this. On the other hand, a show of force with hundreds of policemen around the factory was made in order to frighten the workers. The peaceful workers were beaten severely. Several workers including ladies have been injured, some of them severely by the Police. A procession to meet the Minister for Labour and submit a memorandum was broken up by making unnecessary ~~lathi~~ lathi charge.

As is known to you Sir, later all the arrested workers, 311 of them were sent to Central Jail and released on bail on 28-6-66. There are cases pending against all of them including some ladies also. Such a situation, according to our submission, has not taken place in any other industry in our State.

Coming out ^{of} jail we have taken up the threads of negotiation. We had direct talks with the Management on 30-6-66. There were also discussions before the Asst. Labour Commissioner and Conciliation Officer, Bangalore Division. Though we, in the interests of all concerned agreed to discuss the issues for which the strike began, after normalcy is restored, and agreed to get back to work provided the Management was prepared to assure that there would be no victimisation of any employee for this strike, the Management has not agreed to this position. You will appreciate

.....3.

that no Trade Union can accept victimisation and any reasonable employer has to agree to this in order to create normal conditions. That too, in a Public Sector industry we expect the Management to behave like Model Employers. Unfortunately, the BEL Management has conducted and is still conducting itself in an exactly opposite manner. It is because of this adamant, unreasonable and unjust attitude that the deadlock still continues.

It is our intention and earnest endeavour to see that normalcy is restored in this premier Defence industry, where a serious situation has arisen. Under the circumstances we request you to intervene immediately, use your good offices to see that the workers get justice and the situation gets back to normalcy. In particular, we request you to see that;

- 1) The lock-out is lifted forthwith and all the employees allowed to resume work;
- 2) No employee is victimised because of the strike;
- 3) The problems of the Electrical & Carpentry Sections and the issue of the demotion order given to the Vice President of the Union is discussed and settled at the earliest after the lock-out is lifted. Wages for the lock-out period also to be discussed later and settled.
- 4) Police cases against the 513 employees are withdrawn in the interests of harmony and peace.

We hope you will do the needful immediately.

Thanking you,

Yours faithfully,
for BHARAT ELECTRONICS EMPLOYEES' UNION,

Bangalore,
July 7, 1966.

(V. S. NAMULU)
GENERAL SECRETARY

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File ENG

HOME AFFAIRS

- a) how many persons in the IAS cadre have been placed at the disposal of public sector undertakings on deputation;
- b) how are they placed unitwise;
- c) how many of them have direct charge of industrial relations in these establishments;
- d) whether any orientation training has been given to the incumbents before they are posted on deputation to public sector undertakings?

MINISTER FOR DEFENCE

- a) whether any senior executive of Bharat Electronics Ltd., has been engaged from among the IAS cadre on deputation from the Government of Mysore;
- b) if so, what was the criteria for obtaining such persons on deputation;
- c) whether the antecedents of such incumbents were examined by Government before they were permitted to be appointed to senior executive posts;
- d) whether any of such persons have a background of handling industrial relations in their previous experience;
- e) whether it is a fact that industrial relations in Bharat Electronics Ltd. have deteriorated due to the mishandling of the inexperienced officers obtained on deputation?

MINISTER FOR DEFENCE

- a) whether it is a fact that all construction jobs in the State Sector unit of Bharat Electronics Ltd., Bangalore, have been suspended lately because of cases launched by the Special Police Establishment;
- b) whether it is a fact that the Chief Engineer of the Bharat Electronics Ltd. purchased an imported car costing Rupees One Lakh;
- c) if so, any inquiry has been ordered into this case?

MINISTRY OF LABOUR & EMPLOYMENT

- a) whether the scheme of workers' participation in management has been implemented in the Bharat Electronics Ltd., Bangalore, which is a State Sector undertaking;
- b) if not, the reasons thereof;
- c) whether the I&E Division of the Labour Ministry has taken up this matter with the management of Bharat Electronics Ltd., and the employing ministry;
- d) whether it is a fact that the management of Bharat Electronics Ltd., have refused to ratify the Code of Discipline in Industry and recognise the union under the provisions of the Code;
- e) whether it is a fact that the non-ratification is due to the negative attitude of the employing Ministry?

MINISTRY OF LABOUR & EMPLOYMENT

- a) whether it is a fact that ~~the~~ a senior official of the Union Labour Ministry has been assigned the job to advise public sector units on industrial relations problems;
- b) if so, in how many cases, has he intervened to help resolve industrial relations problems;
- c) how many cases were there in relation to which the concerned public sector managements accepted the advise of the Union Labour Ministry in relation to the above;
- d) in how many cases, the advice was not accepted?

PRIME MINISTER

- a) whether it is a fact that the Code of Discipline in Industry ratified in the 16th Indian Labour Conference in 1958 and to which the Government in the Ministry of Labour and Employment is a party is not yet endorsed by employing Ministries like Railways and Defence;
- b) if so, whether the Cabinet has any machinery to coordinate policymaking in relation to industrial relations in units under the employing Ministries?

~~xx~~

LABOUR & EMPLOYMENT

- a) whether it is a fact that a majority of plantation workers have expressed dissatisfaction with the recommendations of the Central Wage Board for Tea Plantation Workers;
- b) whether there is a strike notice pending in W.Bengal plantations on this issue;
- c) whether there was a strike in Kerala plantations on this issue;
- d) if so, what steps are being taken by Government to secure a just revision of the Board's recommendations; and
- e) whether it is a fact that the recent relief given to tea plantations in export duty would be sufficient to cover a legitimate wage rise far as demanded by the workers?

MINISTER FOR DEFENCE

- a) Whether an Emergency Production Committee was set up in the Bharat Electronics Ltd., Bangalore, as in other public and private sector units;
- b) if so, how many times the EPC met and what decisions did it take to boost production and productivity;
- c) how many bipartite committees are currently being functioned in Bharat Electronics;
- d) whether it is a fact that since the present Administrative Manager took over the chairmanship of these bipartite committees, all these committees have been deadlocked;
- e) if so, whether any inquiry has been ordered?

- 1) Is it a fact that the construction workers in BEL have been stopped because of S/E cases.
- 2) Is it a fact that the ~~Chief Engineer~~ ^{BEL} purchased a foreign car at Rs. ~~one lakh~~ ^{one lakh}.
- 3) Is Water supply in BEL factory and colony satisfactory? What are the suggestions made by the Workers Committee in this connection and how far they have been implemented.
- 4) For how many bipartite committees in BEL the Administrative Manager is the chair man and what is the performance of each Committee.
- 5) Are trainees engaged? What is the syllabus, ~~Duration~~ ^{Duration} ~~in plant~~ ^{in plant} ~~and~~ duration of training and stipend paid in BEL. During training period are they asked to work on production jobs?

6) ~~How~~ How many workers are engaged as operators in the grades 70-4510 and 85-5-1357. What is the ~~difference~~ ^{nature of work of} ~~between~~ these operators when compared to those mechanics' grade in grade 70.

Re. 75-5-115-6-145. Was there an agreement with the Union that skilled labour will be started from the grade of Rs. 95-145/...

7) What is the strength of casual labour employed in BEL at present? ~~What are~~ ^{which are} the places they are employed and the nature of work ~~entrusted to them~~ ^{done by them}. What is the remuneration paid and what is the position of the suggestion made by the Union for enhancement of the remuneration.

8) How many times the Emergency Production Committee met and

What are the subjects discussed?

9) What ~~is~~ is the position ~~in respect~~
~~of the proposal of the~~ ~~of the~~ State
Labour department ~~in respect~~
Labour participation in Management.

10) Was the cabinet decision in
respect of payment of ~~bonus~~ Profit
Sharing Bonus communicated to
the Management of BEL? Has
Profit ~~Sharing~~ Bonus been paid to BEL workers
on the basis of the cabinet decision
if not why.

11) How much money does the Dy.
Manager, Assembly/works, ^{of BEL} still
owe to workers which ~~is~~ came
from the small savings of the
workers. What action has the
Management taken to see that the
monies are paid back to workers
by the Dy. Manager?

12) How is the relationship between the Equipment division and Complaints division in BEL? Is it qualified. ~~Workers~~ workers are not allowed to go from one division to the other on promotional ~~and~~ and is it in accordance with the promotion procedure in the factory.

13) Is there a grievance procedure in BEL. How many grievances have been settled ^{so far} and at what stages ~~to~~ have they been settled?

14) What are the duties and responsibilities of officers in the grade of Rs. 350-600/- in BEL? Are they workmen or ~~are~~ are they not in accordance with the Industrial Disputes Act. Are they allowed to become members of trade union? If not why?

15) What is the findings of the enquiry into the stabbing incident on 31st August 1965

EXPRESS DELIVERY

HEAVY ENGINEERING CORPORATION EMPLOYEES' UNION
REGD. NO. 5526

266

Qrs.No. DT-8/4,
Vishwakarmanagar,
P.O. Durgapur-10,
Dist. Burdwan.

Ref: No: Conf-2-66

Dated, the 2-7-1966.

The Secretary,

A. I. T. U. C.

5/E, Jhandewalan
Rani Jhansi Road, New Delhi-1.

Dear Comrade,

A. I. T. U. C.
Received 3242-6/7/66
Replied

Sub: 4th Annual Conference of Heavy
Engineering Corpn: Employees' Union

We are glad to let you know that our Union, the Heavy Engineering Corporation Employees' Union, will celebrate its 4th Annual Conference in the vicinity of Vishwakarmanagar Township (H.E.C. Township), Durgapur-10. The delegate and open conference will be held on 9th and 10th July, 1966 respectively.

Our conference is coming up in such a time when the fighting working class of India specially of West Bengal has joined the other militant forces to fight out the anti-labour and anti-national policy of the Ruling Government in the interest of the workers.

More than all many problems face the employees of this organisation such as, formation of Works Committee, promotion of the workers, merger of Project Allowance with basic pay w.e.f. 1.10.66, discontinuation of illegal suspension, chargesheet, withdrawal of all DIR cases imposed on five workers since November, 1965, etc. etc.

In order to discuss the above problems of the workers, and to chalk out a programme for achieving the above demands and to elect a new executive body the said conference will be held.

We would request you to send your delegate/observer to our auspicious conference, so that we can be benefitted by your advice and can chalk out some programme through your participation in the discussion and to express your fraternal support and co-operation before our employees and make the occasion a success.

We have made necessary arrangements for board and lodge for the delegates and observers who will be coming to the conference from outside Durgapur. Please write to us by 6th July, 1966 as to how many delegates/observers will attend from your Union.

Fraternally Yours,

R. E. Bhattacharya
(R. E. Bhattacharya)

266
Cable: "AITUCONG"

Telephones: 57787/54740

ALL - I N D I A T R A D E U N I O N C O N G R E S S

5-E, Jhandewalan, Rani Jhansi Road, New Delhi-1

PRESS COMMUNIQUE

14 July 1966

AITUC TO WITHDRAW FROM WORK OF ENGINEERING WAGE BOARD
- LETTER SENT TO UNION LABOUR MINISTER

The AITUC has sent the following letter today to the Minister for Labour and Employment and Rehabilitation:

" The Central Wage Board for Engineering Industries was constituted by the Govt of India on 12.12.1964. Immediately after, the trade unions made submissions before the Wage Board for an interim recommendation providing for immediate relief to the workmen. The Board had several sittings in 1965 over this issue and early this year, an interim recommendation was adopted on the basis of a majority vote. It has been found that the employer representatives had from the beginning taken an obstructionist attitude and on the interim recommendation, they append their notes of dissent. Over four months have passed since the interim recommendation is with the Government for its approval. No decision has been taken on this issue by the Government so far, and the work of the Wage Board is virtually deadlocked, although the Chairman has gone about fixing "hearings" of parties, without making any effort to resolve the deadlock.

" The experience of workers in relation to the Engineering Wage Board conclusively proves that employers and Government want to utilise this wage-fixing machinery not to fix fair wage but to enforce a wage-freeze. There could be no other reason why employers in the private sector and public sector engineering units have acted in concert to sabotage the work of the Wage Board.

" The direction of the Work of the Wage Board by its Chairman has been such that he has been unable to break the deadlock and move things forward. All the workers' representatives on the Board seem to be dissatisfied with this state of things.

" The AITUC has, therefore, reluctantly come to the conclusion that the Wage Board has become an instrument of the employers' policy to prevent legitimate wage increase and settlement of the problems of the engineering workers. In the complicated situation created by devaluation and the proposals put forward by the employers' organisations to freeze workers' wages despite rise in prices and the cost of living, the continuing lethargy and deadlock in the work of the Wage Board is acting against the interests of the workers and instead of giving them any protection, helps the employers and also the Government to inhibit legitimate industrial action. Our organisation has therefore decided to withdraw from the work of the Engineering Wage Board and has instructed its representative on the Board, Shri M. Elias, M.P. not to attend the meeting of the Wage Board convened by the Chairman at Bangalore on July 18.

" The AITUC had already proposed that the whole question of functioning of Wage Boards be reviewed at the next Indian Labour Conference. We would reiterate this demand and would also propose that the specific question of wage revision in the engineering industry is examined in its practical aspects at the first meeting of the Industrial Committee on Engineering Industry."



(M. Atchuthan)
Secretary, AITUC

SEN-RALEIGH EMPLOYEES' UNION

Regd. No. 2799
ASANSOL

President :
SRI BEJOY PAUL, M.L.A.

Secretary :
SRI SUNIL BASU ROY

Ref. 329 (1) 21/7/66 Dated 196

Com: - S. S. Mirajkar
President - A.I.T.U.C.
5/E Jhandewallan, Rani Jhansi Road -
New Delhi - 1

16th July, 1966.

Dear Comrade,

The 13th Annual General Body Meeting of Sen-Raleigh Employees' Union will be held from 24th July to 25th July, 1966 at Kanyapur, Asansol.

We earnestly request you to please attend the Meeting and help us chart out the path for an United Working-Class Action & Solidarity to lead successfully the struggle for higher wages, better living conditions, lower prices, food for all; for democracy and T.U. Rights; for scrapping the DIR and revoking the Emergency; for forestalling the advent of Automation; to resist the attacks of the Monopolists; to resist the penetration into and subsequent gradual control of the Imperialists over our National Life; to build up a New India where everything will be in the hands of the working-people, free of imperialist penetration and control; to be friend with all anti-imperialists, democratic and socialist countries.

Below is given the programme-schedule of the Meeting :-

Delegates' Session - 24.7.66 from 8 a.m. to 8 p.m.
Open Session - 25.7.66 at 5 p.m.

Delegates' Session will be held in the Union Building at Kanyapur, Asansol.

Open Session will be held on 25.7.66 at 5 p.m.

Yours comradely,

Sunil Basu Roy

Sen-Raleigh Employees' Union.

REGD. No. 2799

KANYAPUR, ASANSOL.

Full

To

266

Shri. A.M. Thomas
Minister For Defence Production
Govt. of India.
New Delhi

File
Gang.

Dear Sir,

I ~~supposed to~~ read the answer you have given to the questions which I had forwarded in respect of the situation in Bharat Electronics Ltd, Bangalore. I felt pained to read the answers as they seek to blame only the workers and cover up the mistakes of the Management. On the basis of the knowledge which I have of the situation in Bharat Electronics Ltd, I wish to clarify some of the issues raised in your answers.

From your answer it looks as though there have been ^{-absence or and} continuous stoppages & tools down strikes in this different sections of the factory. This does not appear to be the whole truth. On 21st ^{Feb 66} the Carpenter Section workers went on a stay-in-strike since the waiting list was ignored and in the matter of promotions and persons from outside brought and promoted. Similarly I learn that ^{job} quite some months the employees of the Electrical section had been demanding holiday on Sundays. After some negotiation, the Management would to give on ~~some~~ that-

Within 15 days this issue would be solved. However as no solution was in sight even after 3 weeks the workers went on strike after giving proper notice to the concerned authorities departmental head and others. As these two were being negotiated by the union with the management, the sudden change of demand of the Vice-President of the union from an Executive to a non-Executive caused some. It was this action which sparked off the strike in the entire factory. From the above it is clear that ~~the Union~~ it is not so though no fault lies on the Management. Greater tact, speedy negotiations and expeditious settlement of grievances might have probably prevented the happen unhappily happening. In this condition I must also say, from the discussions which I had with several persons including workers, that it is not time to say that the workers resorted to unruly demonstrations or assaults against so-called "legal workers". On the other hand my information is that the most employees, educated as they are, were quite peaceful and orderly. Even those who stayed inside the factory just stayed peacefully till the Police forced them out. Under the circumstances, to defend the imposition of the lock-out from 24th even within 24 hours of the ~~starting~~ the strike of the employees, is I consider, an utterly tall claim. I am of opinion that the lock-out was unnecessary and unadvised. Discussions with union leaders would have solved the issues.

It is time the lock-out has been lifted after about 15 days. But it is also true that 16 employees

of whom ^{one} two ^{workers} officers + 3 Executive Committee members of the Union are suspended pending enquiry. More than 500 persons have been charged by the Management. Apart from this in the matter of payment of the back-out period wages, instead of issuing share, Management have ~~paid~~ ~~the~~ ~~demanded~~ payment of the ex gratia amount to about 1300 workers. It is also learnt that unnecessary restrictions and fir - notices are being given to employees. You will appreciate that all these are not conducive to normal, healthy, industrial relations. On the other hand they create bitterness, agony and learning. Continuance of such an approach or a vindictive attitude would not help matters.

In this connection I also see your statement that "the value of equipment and material in Jhansi which has been damaged is estimated to be about Rs 3 lakhs." This allegation, if it is made against the employees, is far from truth. No employee, least of all, educated and skilled workers as are in ISEL, will resort to ~~do~~ intentional damage or destruction to property of the Company. On the other hand, I have learnt ~~that~~ of two instances ~~about~~ which are ~~being~~ considering. One is, after the workers who were ~~in~~ the factory were forcibly ejected out by the Police, some officers went to the Assembly station, took

out some of the components from the Assembly
section, then them on the floor we got them
photographed - all this in order to show that workmen
have damaged property. Secondly, it appears the
security officer of the company, asked the same
of the security officer to smash the windows frames
and when they refused to do so, they were shunted out of
the place. This was ~~at~~ Thus the hands of the Management
are not clean even in this respect. Be that as it may, ~~if~~
~~we are informed by the Director~~ the Management ~~should~~
~~uphold the contentions of~~ in the interests of Justice
and in order to find out the real truth, let the
~~Government~~ I would propose that the Government should
institute an impartial Judicial Enquiry into the
losses, ~~unless the~~ and furnish ~~whenever~~ take
action against those who are found guilty. Only
such bold action will inspire confidence in all.
A mere repetition of what the Management
~~say~~ will ~~only~~ does not exhibit a sense of
seriousness in solution of the problems.

However, you will appreciate that the restoration
of normalcy, ~~attempt to~~ creating a proper healthy
atmosphere is essential in such a vital ^{sector} industry.

Under the ~~circumstances~~ in view of this, I would request you,
whatever the answers you might have given in the Parliament,
to go to the task take initiative and intervene in
this situation and see that things are settled out
speedily. As, ~~to~~ I learn, the ~~the~~ ~~mean~~ is

is just
available ~~for~~ ~~the~~ reasonable assurance
in respect of spontaneous strikes etc, I would
request you to see that the enquiries against
the 16s as well as the ~~part~~ of the 500 odd employees
are not proceeded with, ~~all are paid~~ the explanation
which management is giving to the majority of the employees
is also paid to the rest and for these a ~~year~~
happy climate and understanding healthy industrial
relations are created. I am sure you will do the
needful in this matter.

Yours ~~dear~~

(P. K. KUMARAN)

BURN'S EMPLOYEES' UNION

(REGD. No. 923)

I.T.U.C.

3336 - 11/7/66

8, Nityadhan Mukherjee Road,
HOWRAH.

Ref. No. 74/66/32B

Dated 6th July, 1966

The Secretary,
All India Trade Union Congress,
4, Ashok Road,
New Delhi

266

Dear Sir,

Enclosed are copies of resolution/s on

- a) Vietnam ✓ 232-A
- b) Struggle of workmen of Howrah Municipality.
- + c) Automation.
- d) Emergency & Defence of India Rule.
- * e) Food & High Prices.
- f) Wage Board.


passed in the 20th Annual General Conference of our union held on 28th June, 1966, at Howrah Town Hall, Howrah, under the Chairmanship of Dr. Kana Lal Bhattacharya (MLA) for your information and necessary action.

Will you please acknowledge receipt.

Thanking you,

Enclo:

Yours faithfully,
for Burns' Employees Union


(B. B. Nandi) (S. K. Gupta)
(Joint Secretaries)

RESOLUTION ON STRUGGLE OF WORKERS OF HOWRAH MUNICIPALITY.

This Twentieth Annual General Meeting of Burn's Employees' Union held on 28th June, 1966 records its warm support and sympathy towards the struggle of the employees and workers of Howrah Municipality for their various legitimate demands.

This meeting further condemns the arbitrary attitude of the Authority of Howrah Municipality and demands of the struggling workmen of Howrah Municipality.



RESOLUTION ON AUTOMATION.

This Twentieth Annual General Conference of Burn's Employees' Union with grave concern that by installing Electronic Computer Machine at Howrah Office of Burn & Co. Ltd., the Management has created a danger of large Scale retrenchment of the employees. The Union, from the very beginning, had registered its vehement protest against launching of such powerful labour saving machines. But the Management has up till now paid deaf ear to the legitimate protest of the Union.

In a country like ours, where the labour market is infested with vigorous unemployment problem, closure ect.; it is really an anti-labour policy as well as anti-employment policy of the big monopolies to introduce labour saving machinery like electric computer machine.

This meeting demands of the Management of Burn's Co. Ltd., to immediately stop operation of the Electric computer machine and remove the same from this office. This meeting also urges upon the Management of Martin Burn Ltd., to remove such such automation Machine from other units of Martin Burn Ltd., ~~xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx~~

The Government of India itself has introduced electronic computer other electronic equipment in life Insurance Corporation of India. They also allowed other big monopolies concern like Oils Companies, and thus added impetus to large scale retrenchment and forced retirement of employees and workers. This meeting, therefore, demands of the Government of India to drop all current and projected ~~xxx~~ schemes of automation, to stop import and introduction of electronic computers and factories and issue policy directive to all establishments in both public and private sectors to abandon all schemes of automation.

ON EMERGENCY AND D. I. R.

This twentieth Annual General Meeting of the Burn's Employees' Union notes with deep resentment that civil liberties and fundamental rights of the people as enshrined in the Constitution are being constantly violated by the absolute power vested on the Government by the declaration of emergency and invocation of D. I. R.

It is this abuse of its unlimited powers by declaration of emergency in the three and half years of its existence and stifling of the fundamental rights of the people that have brought the demands for the scrapping of Emergency and D. I. R. to the lips of the entire nation. The vigorous movements of the people through out the country and the protest of the leading personalities from all walks of life have compelled the Government to retreat or release a large number of political and trade union detainees under D. I. R. A similar proposal for continuance for emergency and invocation of new rule in lieu of D. I. R. in different cases will also meet the resistance of the people in equal intensity and dimension as there is no necessity of such continuance.

This meeting, therefore, demands the total withdrawal of emergency and cancellation of D. I. Rules and urges upon the democratic masses to continue their battle in defence of their fundamental rights.



ON FOOD AND HIGH PRICE.

74/50/23

20th July 1955

The Twentieth Annual General Meeting of the Burn's Employees' Union

notes with dismay that after nineteen years of independence the Government has failed to ensure the minimum food requirements to common citizens which is the first charge of any Government, is unable even to check the trend

Dear Sir

of high prices of essential commodities, which are going beyond the purchasing power of the people, with little hope of their coming down in the near future. The Government both Union and the State are almost everyday coming out with some controversial statistics on food and essential commodities and in reality more and more dependence on foreign aid for food jeopardising our national interest are increasing. On the other hand the Government is silent on Black-marketing, corruption and on the huge black money in the economic field which are rampant in the country and are creating havoc with the lives of the common people and the economy as a whole. More over another load has been added, it is the devaluation of the rupee. Price are bound to go up further. Price line must be held. Food must be available to every citizen.

passed in the 20th Annual General Conference of our union held on 11th July 1955. The Government is silent on Black-marketing, corruption and on the huge black money in the economic field which are rampant in the country and are creating havoc with the lives of the common people and the economy as a whole. More over another load has been added, it is the devaluation of the rupee. Price are bound to go up further. Price line must be held. Food must be available to every citizen.

Encl
citizen.

(Handwritten Signature)

This meeting while pledging its solidarity with the struggling people of the state, exhorts the Government to immediately introduce genuine land reform, introduce fullfledge state trading in foodgrain, take effective measures to unearth hidden stock of rice and other essential commodities, provide improved types of seeds, fertilizers and irrigational facilities to the actual tillers of the soil, nationalise Banks and prevent intrusion of foreign interests into the agricultural field for a self-sustaining growth of agricultural production and for a truly self-reliant economy.

(Joint Secretaries)

of the state, exhorts the Government to immediately introduce genuine land reform, introduce fullfledge state trading in foodgrain, take effective measures to unearth hidden stock of rice and other essential commodities, provide improved types of seeds, fertilizers and irrigational facilities to the actual tillers of the soil, nationalise Banks and prevent intrusion of foreign interests into the agricultural field for a self-sustaining growth of agricultural production and for a truly self-reliant economy.

Resolutions adopted by the 6th Annual Conference of the Gauhati Engineering Workers' Union held on 27.6.66. 3240

Resolution No. 1:- This meeting draws attention of both the Govt. and the employer to the terribly increased cost of living due to ever rising prices of food and all essential commodities which has of late got another big impetus by the devaluation of the rupee.

The rise in prices has seriously affected the workers with limited meagre income and has cut their real wages alarmingly. But the employer is reluctant to compensate it nor are the Govt. responsive to the need of the workers. Even the agreed conditions like need based wage and revision of the DA on a considerable rise in prices are not fulfilled. Moreover the manipulations in the price indices are there to cheat the workers and deprive them of their legitimate quantum of DA.

This meeting therefore demands:-

1. 25% increase in wages, 2. revision of the DA to fully neutralise the increased cost of living and to link it to the cost of living, 3. correction of the price indices by appointing a committee including representatives of all state Units of the All India TU centres and Federations, 4. implementation of the Bonus Act so that all workers get it and revision of the bonus formula as suggested by the AITUC.

The meeting resolves to do all in its capacity to move these demands along with all other TUs and workers for its realisation.

Resolution No. 2.14 The meeting express grave concern and anxieties at the fast deteriorating food situation and the devastation caused by the recent floods in Assam. It is firmly of the opinion that the food crisis, to a great extent is man-made and created by the hoarders and profiteers who strangely enough could purchase huge stocks of paddy and store those safely defying the law. The suspension of the paddy and rice control order by the Govt. of Assam has in fact helped these very hoarders and profiteers to sell out safely in the open market at too high prices their illegally hoarded stocks of paddy and rice. The floods have given these antisocial tradesmen a scope to raise price further.

The meeting demands immediate measures by the Govt. to tide over the food crisis by seizing all stocks of paddy and rice from millers and traders, taking up distribution of paddy and rice and paddy at fair price to consumers through Co-Ops, and Fair Price shops under the supervision of the people's food committees, implementing the scheme of fair price shops for industrial workers to be run by the managements and by taking up the food grains' trade into the hands of the state.

While stressing upon modern Scientific flood control measures, the meeting demands adequate gratuitous relief to the flood affected people as well as organisation of tent relief, issuing of loans to peasants, rehabilitation grants to those rendered homeless and free ship and cash grants to the students of the flood affected areas, as well as proper public health measures to prevent outbreak of epidemic and to fight diseases breaking out in the post flood period.

Resolution No. 3:- The meeting strongly resents the continued violations of TU rights and discrimination against some TUs, both by the employers and the Govt. The use of emergency and DIR against the TU movement of the workers and deliberate indifference to the non-compliance of the agreements and even Acts by the employers have reduced the entire progressive aspects of the labour laws enacted under popular pressure to a mere mockery.

The meeting demands unhindered TU rights and encouragement to one Union in one industry or trade. It demands withdrawal of the emergency and the DIR forthwith.

To the General Secretary
AITUC, New Delhi

L. N. Barbaraj
GAUHATI ENGINEERING
WORKERS' UNION
ESTD. 1960

ESTD

BHARAT ELECTRONICS EMPLOYEES' UNION

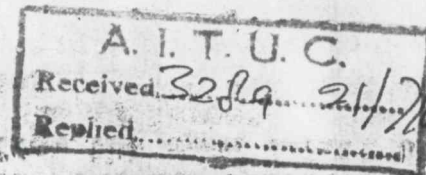
[RECD. No. 148]

President: **M. S. KRISHNAN, B.Sc., B.E.**
 Vice-President: **G. NARAYANAPPA, B.com.,**
 Secretary: **V. S. RAMULU, B.Sc.,**
 Asst. Secretary: **S. ARANGIL.**
 Treasurer: **M. S. C. RAO.**

BEL Hostel
 Jalahalli P.
 BANGALOR

Ref: **GR.S/1/66**Date **July 16, 1966**

**The General Secretary,
 All India Trade Union Congress,
 No. 5B, Jhandewalan,
 Rani Jhansi Road,
 New Delhi.**



Dear Comrade,

We hope you would have received our telegram about the lifting of the lock-out in BEL; lock-out was lifted on 12th instant from 7.00 AM. But 16 employees have been prevented from entering the factory. They have all been served with Charge-sheets and pending enquiry all of them have been kept under suspension. The charges are participating in the illegal strike, incitement, intimidation, preventing others including Officers from working, abuse and assault of workers and Officers and damage to property. A lady employee also is under suspension. The names of employees who are under suspension are given in the enclosed sheet. Attempts are being made to obtain an apology letter from the lady employee for lifting the suspension on her but she is firm and has negatived the suggestion of the Management.

Reserve police is still stationed in the factory in large number and there is great deal of repression. Workers who have seen the Jail in the recent struggle tell us that the criminals are not subjected to such restrictions. Entries have to be made in a register maintained in the Office even for attending to nature calls. INTUC personalities are allowed full liberty and they move about freely but they dare not approach any employee in the open since the workers are in high spirits. C.I.D.'s including worker C.I.D.'s are posted against Office bearers and Executive Committee members of our Union and every movement of their's is watched and noted. Thus the situation in BEL is anywhere near normal.

During the lock-out period the Management stopped supply of foodgrains through their Fair price shops in the colony. The Management also tried to close down the Co-operative and the Welfare Fund Mess. Since our members are on the Committees of these two, we were able to keep them going but the Management through their representatives on the Committees have refused to sign the Cheques with the result we were compelled to get the commodities from the open market on loan and distribute to the needs of the employees. The Company used to run its buses from Colony to City and back on an

. . . . 2.

BHARAT ELECTRONICS EMPLOYEES' UNION

[REGD. No. 148]

President: M. S. KRISHNAN, B.Sc., B.E.
 Vice-President: G. NARAYANAPPA, B.com.,
 Secretary: V. S. RAMULU, B.Sc.,
 Asst. Secretary: S. ARANGIL,
 Treasurer: M. S. C. RAO.

BEI. Hostel Area
 Jalahalli P.O.
 BANGALORE 13

Ref:

- 2 -

Date.....

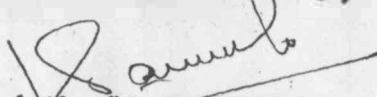
'amenity service' basis. These trips have now been cancelled unilaterally without consulting the Transport Sub-Committee where our members are there. The City Service buses are running at very long intervals and hence going to city and coming back has become a difficult problem to workers.

A copy of the resolution passed by our Executive Committee, and the two General Body meetings, one in City and the other in the Colony, is enclosed herewith for your information.

The Executive Committee of our Union is meeting on 18th instant. It will take stock of the situation and chalk-out future course of action. Further developments, if any will be posted to you in due course.

With regards,

Yours fraternally,


 (V. S. RAMULU)
 GENERAL SECRETARY

Encls: As above.

cc: Secretary, All India Defence
 Employees' Federation.

cc: Convenor, Co-ordination Committee
 of Trade Unions in Public Sector

LIST OF SUSPENDED EMPLOYEES

1. Sri. S. ARANGIL - Joint Secretary of the Union, Secretary Works Committee, member, Transport Sub-Committee, Safety Council, Ad-hoc Housing Committee and Emergency Production Committee.
2. Sri. A. Rangaian - Treasurer of the Union.
3. Sri. T.S. GOVINDA RAO - Member, Executive Committee of the Union and Canteen Managing Committee and Secretary, BEL Sports Club.
4. Sri. H.S. NATARAJ - Member, Executive Committee of the Union and BEL Welfare Fund Committee.
5. Sri. Y.S.M. YUSUFF - Member, Executive Committee of the Union and BEL Co-operative Society.
6. Sri. M. SIDDAPPA - Member, Executive Committee of the Union, Works Committee, Transport Sub-committee and Ad-housing Committee.
7. Sri. V. PARAMASIVAN - Member, Canteen Managing Committee.
8. Sri. JACOB ABRAHAM - Ex-treasurer of the Union and now active worker.
9. Sri. D. S. GOVINDA RAO
10. SRI. H.V. VAMANA
11. Sri. V.J. KRISHNANKUTTY NAIR
12. Sri. K. MOHAMAD ALI
13. Sri. K.S.R. IYENGAR
14. Sri. VENKATESWARA RAO
15. Sri. SAMPATHKUMAR
16. Smt. K. AMMINNI.

Active workers of the Union.

RESOLUTION PASSED AT THE EXECUTIVE COMMITTEE MEETING
OF THE UNION AND THE GENERAL BODY MEETING CONDUCTED IN
CITY ON 10TH JULY AND ALSO PASSED AT THE GENERAL BODY
MEETING HELD IN THE COLONY ON 11th JULY 1966.

This meeting of the employees of Bharat Electronics Ltd., has considered the situation in Bharat Electronics Ltd. It notes that the BEL Management has decided to lift the lock-out from 12-7-'66. The meeting has considered the discussions the Union representatives had with the Minister for Defence, Government of India, the Minister for Labour, Government of Mysore, Secretary and Under Secretary to the Ministry of Labour & Employment, Government of India and the Management of BEL. It notes that the Minister for Defence Sri. Chavan has agreed to consider the issue of victimisation sympathetically and has advised the employees to get back to work. Similarly the Minister for Labour has appealed to the employees to restore normalcy and that other issues would be discussed later. But the Management has not acceded to the reasonable proposals of the Union given in its letter dated 30-6-1966.

However, in view of the fact that the Minister for Defence has assured sympathetic consideration, considering that it is improper to put the workers to further suffering, and as there are no assurances either from the Management to the Union or from the Union to the Management, this meeting calls upon the employees of BEL to resume work on 12-7-66. This meeting once again urges upon the Management not to suspend pending enquiry employee because of the strike and not to victimise any of them. But if the Management chooses not to heed to this request and takes recourse to victimisation, the Union and the employees will be forced to take stock of the situation and chalk out further course of action against victimisation. It further demands that lock-out period wages be paid to all employees as the lock-

out is unjust, illegal and unwarranted.

I This meeting requests the Government to withdraw Police cases against BEL workers.

While congratulating the BEL employees for facing police repression and lathies, suffering privations in police lock-ups and Jail, and carrying on a glorious struggle, this meeting requests the employees of BEL to stand united behind the banner of Bharat Electronics Employees' Union and carrying on the struggle against victimisation, if any, and for settlement of other issues. It wishes to caution the employees against the slanderous accusations of the INTUC Sangha which has been exposed as a betrayer of the interests of the working class. It requests the employees to answer the slander in a fitting manner by standing behind the Union.

This meeting whole-heartedly thanks Sri. Bhupesh Gupta, and Sri. P.K. Kumaran, M.Ps, for their immediate intervention and help rendered. It also thanks the AITUC and its leaders for their help, intervention and guidance. It also thanks the Governor of Mysore for his intervention. It further thanks all the T.U. leaders, Working Class and citizens of Bangalore who were very sympathetic and have made the cause of BEL employees their own.

WORKERS OF ALL LANDS UNITE
GENERAL WORKER'S UNION, Chidambaram,
(Affiliated with A. I. T. U. C. and T. N. T. U. C.)

Regd No 3821

15/A, Vanakkara Street, CHIDAMBARAM, S. A. Dt.

Ref. No.

To

Sri. S.S. Mirajkar
President,
All-India Trade Union Congress
New Delhi.

33p Dated 16.7.66

Dear Comrade,

I most respectfully beg to submit the following few lines for your kind and sympathetic consideration:

I am in a straightened circumstance and I can be saved from this situation with a remittance of atleast Rs. 500/- by telegraphic money order. I sincerely trust that you will come to my rescue by sending the amount immediately on seeing this letter. I most humbly beg to submit that ~~only~~ only this sum of Rs. 500/- will save me from the present predicament. I hope you will extend your helping hand to one who is struggling for life in the water.

I request the favour of an early reply as well as the ~~and~~ remittance.

Yours obediently

Whitney
16/7/66

Secretary

(D. Krishnamoorthy)
General Worker's Union,
Chidambaram, S. A. Dt.

260
The Factory Manager
M/s Atlas Cycle Industries Ltd.
Sonapat (Near Delhi)

Subject:- DEMAND NOTICE.

Sir

I have the honour to serve upon you the following Demand Notice:-

1. Gratuity Scheme should be introduced providing for Payment of one month wages or total earnings, per year of service to a workman or his heir in case of death, permanent incapacity to work due to any cause or in case of super-annuation.
Gratuity at the rate of 21 days wages or total earnings, per year of service in case of termination of services due to any cause except retrenchment, as well as in case of resignation. In cases of retrenchment Gratuity at the rate of 15 days total earnings or wages, per year of service, should be paid in addition to statutory compensation.
2. A Scheme of Incentive Bonus should be introduced for all workmen including the Office staff and all other Employees providing for graduated incentive Bonus on the basis of monthly finished product.
3. D.A. Should be given to all workmen neutralizing 100% rise in prices, in the cost of living on the Delhi cost of Living Index, with the Calendar year 19-65 as a base.
4. Daily Production Slips should be issued to all the workers to enable them to check up their production and Payments.
5. Minimum fall back Wages should be guaranteed to all the Piece rate workers irrespective of Production at the rate of 90% of their total earnings in the Calendar year 1965.
6. Transfer Orders served upon Shri Prem Pall Bedi, should be immediately cancelled as the orders are illegal, ultra-wires and malafide.
7. The following workmen who have been illegally and unjustifiably, dismissed/names struck off/services terminated should be re-instated forthwith, with the continuity of service and full back wages since the date of their dismissal/termination etc, to the date of their re-instatement.

See Next page

CONTINUED:

- (1) Shri Kaul Dhari T.No. 559 Assembly Deptt.
- (2) " Prithi Singh T.No. 611 Tubular Sec.
- (3) " Sat Pall Sharma T.No.840 Saddle Sec.
- (4) " Shiv Kumar Machine Shop.
- (5) " Assembly Department.

8. The following workmen of the Grinding Section should be given the item Thin Hub(New Model) for polishing and the deficiency in earnings caused by snatching this item from them since Nov.65 should be made good through payment of the difference between the wages actually paid to them and their average earnings pre November 65 period. X

9. Dharm Pall T.No.482 of the Grinding Section should be paid the wages from 23.6.65 to 20.7.65 the period of wrongful suspension, as the charges levelled against him were not established through proper Enquiry.

Unless the Demands as detailed above, are considered within fifteen days from the date of receipt of this Notice, the Union (Atlas Cycle Workers Union Regd) will be compelled to ask the workers to resort to Direct action including Strike.

Copy to :- The Conciliation Officer Faridabad,
presently at Rohtak.
The Labour Commissioner Chandigarh.
Com. Satish Looma, Secretary, A.I.T. U. C
N. Delhi.

Yours faithfully

Dated: 15th July, 1966

Genl. Secretary,
for Atlas Cycle Workers Union Regd.
Opp: Aggarwal Dharmshala, Rohtak Rd.
Mandi Sonapat.

X. Jagan Shri Lokpal T. No 392 yudhitta 413
Mangat Ram 447. Bhagwan Dass N. 162
Kunal Kishan T. No. Dharm Pall 482
Harbans Lal S. N. 129, Dyanad No 414
Wolant Raj (C) Kishan Lal (C)

अलीगढ़ मेटल इन्डस्ट्रीज वर्कर्स यूनियन

(ट्रेड यूनियन विधान के अंतर्गत रजिस्टर्ड)

अखिल भारतीय ट्रेड यूनियन कांग्रेस तथा विश्व मजदूर संघ से सम्बन्ध
दरीवा पान, अलीगढ़।

पत्र संख्या

15/66

दिनांक 22-6-66

श्री मान प्रबोधन महोदय
प्रधानमंत्री कार्यालय
नया दिल्ली - 110001

A. I. T. U. C.
Received 3/7/66
Replied.....

श्री मान प्रबोधन महोदय
23-6-66 की आपकी कार्रवाई की समाचार पत्र में प्रकाशित
आशुतोष का मान प्रबोधन के सम्बन्ध में जवाब
तथा आभारवादी शब्दों में धन्यवाद।

प्रतिभाषित सूचनाएं

शान्तिमती
मन्त्री

अलीगढ़ मेटल इन्डस्ट्रीज वर्कर्स यूनियन
दरीवा पान, अलीगढ़

- 1- श्री अमर प्रबोधन उच्च प्रदेश अम (क)
- 2- श्री अमर प्रबोधन उच्च प्रदेश अम (क)
- 3- श्री अमर प्रबोधन उच्च प्रदेश अम (क)
- 4- श्री अमर प्रबोधन उच्च प्रदेश अम (क)
- 5- श्री अमर प्रबोधन उच्च प्रदेश अम (क)
- 6- श्री अमर प्रबोधन उच्च प्रदेश अम (क)
- 7- श्री अमर प्रबोधन उच्च प्रदेश अम (क)
- 8- श्री अमर प्रबोधन उच्च प्रदेश अम (क)

अलीगढ़ मेटल इन्डस्ट्रीज वर्कर्स यूनियन

(ट्रेड यूनियन विधान के अंतर्गत रजिस्टर्ड)

अखिल भारतीय ट्रेड यूनियन कांग्रेस तथा विश्व मजदूर संघ से सम्बन्ध
दरीवा पान, अलीगढ़।

पत्र संख्या.....

दिनांक.....

^{प्रस्ताव}
अलीगढ़ मेटल इन्डस्ट्रीज वर्कर्स यूनियन की कार्यकारणी को आज दिनांक 23-6-66 को
हो रही यह अखिल भारतीय ट्रेड यूनियन का 'उच्च प्रदेश व-द' आन्दोलन का समर्थन कृति है तथा
इससे पूर्व 23-6-66 को अखिल भारतीय 'उच्च प्रदेश व-द' में अपना योगदान देने के लिये -
इसका इमाली में से एक कंपनी तथा एंकर पेशिंग पालिका के करीब बंद करके का निश्च-
य करती है ताकि प्रदेशीय समुदाय को साथ उपरोक्त काररवागों के फाय-
जारी गण की आपन विरोध सरकार की नीतियों के विरुद्ध एक कर सकें।

हरिशंकर

कार्यकारी सभापति

अलीगढ़ मेटल इन्डस्ट्रीज वर्कर्स यूनियन
दरीवा पान, अलीगढ़

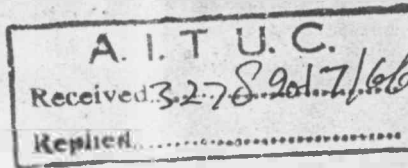
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BHARAT ELECTRONICS EMPLOYEES' UNION

[REGD. No. 148]

BEL Hostel Area,
Jalahalli P.O.
BANGALORE 13

President: *M. S. KRISHNAN, B.Sc., B.E.*
 Vice-President: *G. NARAYANAPPA, B.com.,*
 Secretary: *V. S. RAMULU, B.Sc.,*
 Asst. Secretary: *S. ARANGIL,*
 Treasurer: *M. S. C. RAO.*



Ref: GR.S/1/66

Date July 16, 1966

The General Secretary,
 All India Trade Union Congress,
 No. 5E, Jhandewalan,
 Rani Jhansi Road,
 New Delhi.

Dear Comrade,

We hope you would have received our telegram about the lifting of the lock-out in BEL; lock-out was lifted on 12th instant from 7.00 AM. But 16 employees have been prevented from entering the factory. They have all been served with Charge-sheets and pending enquiry all of them have been kept under suspension. The charges are participating in the illegal strike, incitement, intimidation, preventing others including Officers from working, abuse and assault of workers and Officers and damage to property. A lady employee also is under suspension. The names of employees who are under suspension are given in the enclosed sheet. Attempts are being made to obtain an apology letter from the lady employee for lifting the suspension on her but she is firm and has negatived the suggestion of the Management.

Reserve police is still stationed in the factory in large number and there is great deal of repression. Workers who have seen the Jail in the ~~at~~ recent struggle tell us that the criminals are not subjected to such restrictions. Entries have to be made in a register maintained in the Office even for attending to nature calls. INTUC personalities are allowed full liberty and they move about freely but they dare not approach any employee in the open since the workers are in high spirits. C.I.D's including worker C.I.D's are posted against Office bearers and Executive Committee members of our Union and every movement of their's is watched and noted. Thus the situation in BEL is anywhere near normal.

During the lock-out period the Management stopped supply of foodgrains through their Fair price shops in the colony. The Management also tried to close down the Co-operative and the Welfare Fund Mess. Since our members are on the Committees of these two, we were able to keep them going but the Management through their representatives on the Committees have refused to sign the Cheques with the result we were compelled to get the commodities from the open market on loan and distribute to the needs of the employees. The Company used to run its buses from Colony to City and back on an

BHARAT ELECTRONICS EMPLOYEES' UNION

[REGD. No. 148]

President: **M. S. KRISHNAN, B.Sc., B.E.**
 Vice-President **G. NARAYANAPPA, B.com.,**
 Secretary: **V. S. RAMULU, B.Sc.,**
 Asst. Secretary **S. ARANGIL.**
 Treasurer: **M. S. C. RAO.**

BEL Hostel Area
 Jalahalli P.O.
 BANGALORE 13

Ref:

- 2 -

Date.....

'amenity service' basis. These trips have now been cancelled unilaterally without consulting the Transport Sub-Committee where our members are there. The City Service buses are running at very long intervals and hence going to city and coming back has become a difficult problem to workers.

A copy of the resolution passed by our Executive Committee, and the two General Body meetings, one in City and the other in the Colony, is enclosed herewith for your information.

The Executive Committee of our Union is meeting on 18th instant. It will take stock of the situation and chalk-out future course of action. Further developments, if any will be posted to you in due course.

With regards,

Yours fraternally,


 (V. S. RAMULU)
 GENERAL SECRETARY

Encls: As above.

cc. Secretary, All India Defence
 Employees Federation.
 cc. Secretary, Co-ordination Committee
 of Trade Unions in Public Sector

LIST OF SUSPENDED EMPLOYEES

1. Sri. S. ARANGIL - Joint Secretary of the Union, Secretary Works Committee, member, Transport Sub-Committee, Safety Council, Ad-hoc Housing Committee and Emergency Production Committee.
2. Sri. A. Rangaian - Treasurer of the Union.
3. Sri. T.S. GOVINDA RAO - Member, Executive Committee of the Union and Canteen Managing Committee and Secretary, BEL Sports Club.
4. Sri. H.S. NATARAJ - Member, Executive Committee of the Union and BEL Welfare Fund Committee.
5. Sri. Y.S.M. YUSUFF - Member, Executive Committee of the Union and BEL Co-operative Society.
6. Sri. M. SIDDAPPA - Member, Executive Committee of the Union, Works Committee, Transport Sub-committee and Ad-housing Committee.
7. Sri. V. PARAMASIVAN - Member, Canteen Managing Committee.
8. Sri. JACOB ABRAHAM - Ex-treasurer of the Union and now active worker.
9. Sri. D. S. GOVINDA RAO
10. SRI. H.V. VAMANA
11. Sri. V.J.KRISHNANKUTTY NAIR
12. Sri. K. MOHAMAD ALI - Active workers of the Union.
13. Sri. K.S.R. IYENGAR
14. Sri. VENKATESWARA RAO
15. Sri. SAMPATHKUMAR
16. Smt. K. AMMINNI.

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16

RESOLUTION PASSED AT THE EXECUTIVE COMMITTEE MEETING OF THE UNION AND THE GENERAL BODY MEETING CONDUCTED IN CITY ON 10TH JULY AND ALSO PASSED AT THE GENERAL BODY MEETING HELD IN THE COLONY ON 11th JULY 1966.

This meeting of the employees of Bharat Electronics Ltd., has considered the situation in Bharat Electronics Ltd. It notes that the BEL Management has decided to lift the lock-out from 12-7-'66. The meeting has considered the discussions the Union representatives had with the Minister for Defence, Government of India, the Minister for Labour, Government of Mysore, Secretary and Under Secretary to the Ministry of Labour & Employment, Government of India and the Management of BEL. It notes that the Minister for Defence Sri. Chavan has agreed to consider the issue of victimisation sympathetically and has advised the employees to get back to work. Similarly the Minister for Labour has appealed to the employees to restore normalcy and that other issues would be discussed later. But the Management has not acceded to the reasonable proposals of the Union given in its letter dated 30-6-1966.

However, in view of the fact that the Minister for Defence has assured sympathetic consideration, considering that it is improper to put the workers to further suffering, and as there are no assurances either from the Management to the Union or from the Union to the Management, this meeting calls upon the employees of BEL to resume work on 12-7-66. This meeting once again urges upon the Management not to suspend pending enquiry any employee because of the strike and not to victimise any of them. But if the Management chooses not to heed to this request and takes recourse to victimisation, the Union and the employees will be forced to take stock of the situation and chalk out further course of action against victimisation. It further demands that lock-out period wages be paid to all employees as the lock-

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out is unjust, illegal and unwarranted.

This meeting requests the Government to withdraw Police cases against BEL workers.

6...

While congratulating the BEL employees for facing police repression and lathies, suffering privations in police lock-ups and Jail, and carrying on a glorious struggle, this meeting requests the employees of BEL to stand united behind the banner of Bharat Electronics Employees' Union and carrying on the struggle against victimisation, if any, and for settlement of other issues. It wishes to caution the employees against the slanderous accusations of the INTUC Sangha which has been exposed as a betrayer of the interests of the working class. It requests the employees to answer the slander in a fitting manner by standing behind the Union.

This meeting whole-heartedly thanks Sri. Bhupesh Gupta, and Sri. P.K. Kumaran, M.Ps, for their immediate intervention and help rendered. It also thanks the AITUC and its leaders for their help, intervention and guidance. It also thanks the Governor of Mysore for his intervention. It further thanks all the T.U. leaders, Working Class and citizens of Bangalore who were very sympathetic and have made the cause of BEL employees their own.

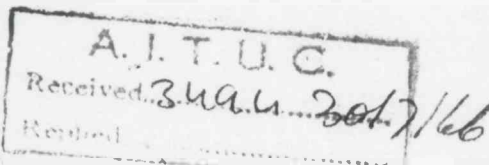
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H.M.T.Karnik Sangh (Recd.)

Pinjore
19th July, 1966

To,



Dear friend,

We have served upon the management of Hindustan Machine Tools Ltd., Pinjore the following notice demands under the circumstances mentioned in the attached Hand Bill and requests your fraternal aid and help in a way your union/you can, in our just struggle.

With best regards,

Yours fraternal
(Signature)
(Abhai Singh)
Secretary

Charter of demands

Following workess have been illegally and unjustifiably dismissed terminated from services, to victimise them for their genuine trade union activities. They should be reinstated with full back wages-
1. Balbir Singh, A.K. Sood, Babib Singh, Suresh Kumar, Sohan Lal Verma, Gurcharan Singh, Kalwant Singh, Rajinder Singh and Shansher Singh.

2. The D.A. paid to the workmen be made adequate by increasing to present DA by 25% and the same should be linked with the cost of living index of Surajpur. For each point of rise and fall the Da should be varied by Rs 1/- accordingly.
3. All the workmen should be paid Bonus equal to 15% of their annual earnings for the year 1964-65 under the Payment of Bonus Act
4. Suitable gratuity scheme should be introduced in the factory for all the workmen.
5. Bus conveyances charges be abolished and the conceyance be made free.
6. Workers should be paid for overtime at the double rate of their normal wages.
7. All the workers who are not provided with three Uniforms yearly for the year 1966-67 should be paid Rs 100/- to each concerned workman.
8. All workmen should be given compensation for non-supply of soap soap for four months.
9. E.S.I. Scheme should be stopped in the factory or the contribution ~~be~~ paid by the workmen should be paid by the management Because the workmen were already getting all the medical facilities for which now deductions are made from the wages of the workmen.

SEN-RALEIGH EMPLOYEES' UNION

Regd. No. 2799
ASANSOL

President :
SRI BEJOY PAUL, M.L.A.

Secretary :
SRI SUNIL BASU ROY

Ref. _____

Dated 1966

The Gen Secretary
A.I.T.U.C
5-E Jhamsdewan
Pami Jhamsi Road.

3291 21/7/66

New Delhi-1

16th July, 1966.

Dear Comrade,

12th

The 13th Annual General Body Meeting of Sen-Raleigh Employees' Union will be held from 24th July to 25th July, 1966 at Kanyapur, Asansol.

We earnestly request you to please attend the Meeting and help us chart out the path for an United Working-Class Action & Solidarity to lead successfully the struggle for higher wages, better living conditions, lower prices, food for all; for democracy and T.U. Rights; for scrapping the DIR and revoking the Emergency; for forestalling the advent of Automation; to resist the attacks of the Monopolists; to resist the penetration into and subsequent gradual control of the Imperialists over our National Life; to build up a New India where everything will be in the hands of the working-people, free of imperialist penetration and control; to be friend with all anti-imperialists, democratic and socialist countries.

Below is given the programme-schedule of the Meeting :-

Delegates' Session - 24.7.66 from 8 a.m. to 8 p.m.
Open Session - 25.7.66 at 5 p.m.

Delegates' Session will be held in the Union Building at Kanyapur, Asansol.

Open Session will be held on 25.7.66 at 5 p.m.

Yours comradely,

Sunil Basu Roy

Sen-Raleigh Employees' Union.

REGD. No. 2799

KANYAPUR, ASANSOL.

S.S.R.
Plum & ...
27.7.

27.7.

BHARAT ELECTRONICS EMPLOYEES' UNION

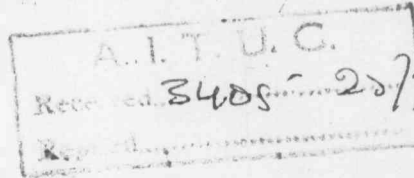
(Reg. No. 148)

BEL HOSTEL AREA, JALAHALLI, BANGALORE-13

Ref: GRS/1/66

Date: 21-7-'66.

The Convenor,
Co-ordination Committee of Trade Union
in Public Sector,
5E SE, Jhandewalan,
Rani Jhansi Road,
NEW DELHI-1.



Dear Comrade,

Further to our letter dated 16th instant we are giving below the latest development in BEL.

- (1) The internal telephone given to the Secretary of our Union has been removed and he has been asked not to use any telephone even for contacting the Officers of the Company. He also is not allowed to move out of the office.
- (2) The Asst. Secretary of our Union has been asked to sit idle in the Section.
- (3) Workers are not allowed to talk even to their Co-workers and their movements are terrbly restricted.
- (4) The Labour Welfare Fund work and the work of the Mess with which our Vice President and Asst. Secretary are connected in the capacity of Secretary and Vice. President as also the other Bipartite Committees like Works Committee, Canteen Managing Committee, Co-operative Society etc. have been completely stopped.
- (5) The Karmika Sangha personalities have all been allowed to move about freely whereas our Office bearers are not.
- (6) The Karmika Sangha Secretary is allowed to use the telephone in his Section but his colleagues are not allowed.
- (7) In the past the letters addressed to the authorities of BEL were delivered personally by the Secretary of the Union but now he is not permitted to do so.
- (8) The Office bearers used to be allowed to attend to the Labour cases in the various courts on official duty but this is now stopped.
- (9) We were allowed to distribute our bulletins at the factory gates all these years and also collect donations and

Contd...2.

Federation of Metal & Engineering Workers' Union

REGD. NO. 3178

249, Bepin Behary Ganguly Street, (Bowbazar St.) Top Floor, Calcutta-12.

President: MD. ELIAS, M. P.

General Secy: RABIN NUKHERJEE, M. L. A.

Ref. No

Date.....10th Aug. '66..

The Working President,
National Federation of Metal & Engineering
Workers' of India,
5E, Jhandewalan,
Rani Jhansi Road,
New Delhi-1.

Dear Comrade,

Received your letter this day in the morning.

Long before this letter of yours, I requested Com. Elias to convene a Working Committee Meeting of the National Federation for a wider consultation since it relates to policy of higher importance and involves the question of movement on wage demand. Time being very short, I am not in a position to call a meeting of the State Federation and discuss it. Your letter does not throw any light on what the norms or conditions of functioning in future would be if Com. Elias is to participate as a member of the Wage Board.

In view of the above circumstances, I refrain myself from giving any opinion on it. It may be noted that the state Committee of the Federation welcomed the previous decision of the AITUC Secretariat.

With greetings,

Fraternally yours,

Rabin Nukherjee

General Secretary

*Received in 17th
Aug.
as shown above
copy for Sh.
17.8.*

*7/14/66
15.8*

No. 266/S/66
12 August 1966

Dear Comrade Elias,

Your letter regarding participation in the Wage Board. I had already sent a circular to all members of the Executive Committee of the Federation proposing to them that we should be participating in the work of the Wage Board. It was proposed that replies in case any one deferred with our proposal should be sent to us before 15th Aug. No reply has been received by us till today which means that so far no one has decided to attend the Wage Board meeting on 22nd August at Delhi. If in the meantime a majority of Executive Committee members signify that we should not do so I shall let you know by telegram.

However, if you do not hear from me you should attend the meeting.

We also discussed the question of giving evidence at Delhi on behalf of AITUC and the Federation. Com. Dange has agreed to lead both the delegations. The AITUC delegation will be besides Com. Dange, Comrades Atchuthan, M.K. Pandhe, K.G. Sriwastava and myself. Our proposal (i.e. of Com. Dange, Atchuthan and myself as office bearers of the Federation) is that besides these three we should ask Com. Robin Mukherjee on behalf of Bengal Federation, Com. Vithal Chaudhari on behalf of Bombay and Com. M.S. Krishnan on behalf of Bangalore to join the Federation delegation. I am accordingly writing to all these comrades.

With greetings,

Yours fraternally,


(Satish Loomba)

266
अखिल भारतीय ट्रेड यूनियन कांग्रेस
ALL-INDIA TRADE UNION CONGRESS

5E, JHANDREWALAN, RANI JHANSI ROAD, NEW DELHI-1

President: S. S. MIRAJKAR
General Secretary: S. A. DANGE

PRESS COMMUNIQUE

The Secretariat of AITUC has sanctioned a relief of Rs.200/- each to the families of Com. M.R. Jabbar and Com. Achish Dass Gupta who have lost their life as a result of lathi charge and firing in Durgapur on 6th and 7th August 1966.

12 August 1966

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

From Cumbria

24th Feb 2

Above has ^{parents} ~~an~~ a self
 dependent
 of R. W. & each ^{of} family of ~~two~~
 who has her wife ~~is~~ latter close
 as living in ~~Dunham~~ on 6th
 17th and 1162.

Com: M. R. Jordan and

Com: A. S. L. Dan (Mrs)

Com to:-

Miss
 K. G. B.
 The Dean

26
12 August 1966

1. Com. Vithal Chaudhari,
2. " Robin Mukherjee, and
3. " M.S. Krishnan.

Dear Comrade

our/
As you know we had issued a circular seeking the opinion of all Executive Committee members regarding our future participation in the work of the Engineering Wage Board. We had asked any member who differed with our proposal to let us know before 15th August. In the meantime we have been informed that the Wage Board will be meeting from 22nd August at Delhi to record evidence. Though technically we should wait for three more days in view of the fact that no one has signified opposition to our proposal we have taken a tentative decision that we should participate in the Wage Board. Com. S.A. Dange, Com. Atchuthan and myself the three available office bearers at Delhi discussed this question and we thought that we should form a delegation to represent the Federation before the Wage Board for recording the evidence. Accordingly/our suggestion is that besides we three you should also be part of the delegation.

The Federation is ofcourse in no position to bear your travelling expenses but we shall make all your local arrangements and offer you boarding and lodging and local transport at our cost. We have requested the Wage Board to fix our evidence for the 26th August 1966.

You are requested to let us know when you will be reaching Delhi. I suggest you to reach here on at least on 25th morning so that we can discuss our evidence.

A line in confirmation will be appreciated.

Yours fraternally,

(Jatish Loocha)

Copy to Com. Md. Elias, for information.

No. 266/S/66
16 August 1966

To,

The Secretary,
Ministry of Labour & Employment,
Government of India,
New Delhi.

Dear Sir,

The AITUC had written to you earlier withdrawing its representative on the Engineering Wage Board. Since then the Govt. has accepted the majority recommendation regarding interim relief and we understand that the Wage Board at its last meeting held at Bangalore has laid down certain norms of functioning. In view of this the AITUC has decided to instruct its representative to participate in the work of the Wage Board. However, we must protest against the change in the date from which the recommendations regarding interim relief will be effective as well as those on which the wage of the workers will be calculated for determining the slab according to which he will be entitled for interim relief. Both these changes are detrimental to the interests of the workers.

There is also no guarantee as to when the Wage Board will finalise its deliberations.

We feel therefore that the Government should alter its unilateral amendment regarding the aforesaid dates and must also give a firm directive to the Wage Board to finalise its deliberations within a period of say 3 months.

Yours faithfully,

(S. Satish Lomba)
Secretary

Copy to Com. Md. Elias, M.P. for information.

H. M. T. KARMIK SANGH (REGD.)

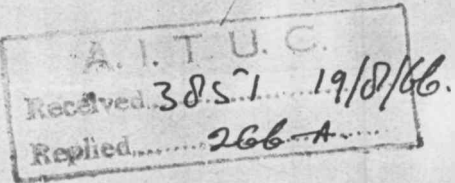
PINJORE

(Recognised ~~& affiliated to AITUC~~)

Ref. No. HMTKS-AITUC/66-3

Dated 14th August 1966

The General Secretary,
All India Trade Union Congress,
5-B, Jhandewala,
New Delhi.



Dear Comrade,

Two Workers of the Hindustan Machine Tools Ltd., Pinjore, have gone on hunger strike w.e.f. 13th instant for achieving their demands and workers will go on strike unless the Labour Department or the Government and the employer interven in the matter to solve the dispute amicably.

The Union has resolved to authorise Office-bearers of the All India Trade Union Congress to act on behalf of the Union in the matter of the dispute before any authority concerned in the dispute or otherwise helpfull to solve the dispute.

With regards,

Yours fraternally,

(Abhai Singh)
General Secretary

2
m
3/9

सूची कोची आवरणक काभयवष्टी ए.ए.

जगदल सेवरी, ए. आई. टी. यू. सी, ता० ~~१६-६६~~ २२-२-६६,
नई दिल्ली, (भारत)

श्री गोर से,
श्री गोर सिंह पुत्र श्री पिन्डीदास, ताता फ़ैक्टरी, श्री महेश मेटल
वर्क्स मदनगंज-खिखनगढ़ (राजस्थान)

यास्तो,
श्री ब्रह्मदत्त श्री भागवत, मातिका श्री महेश मेटल वर्क्स, मदनगंज-खिखनगढ़
(राजस्थान)

विषय:- मेरी मांगों की पूर्ति के लिये दिनांक ०२-६-६६ से अनिश्चित
काल तक के लिये भुव रहना।

श्री राय साहब जी,

- १) मैं श्री गोर सिंह पुत्र श्री पिन्डीदास निवासी भंवाव की तरफ का
जाति सरदार (सिख) बापको फ़ैक्ट्री श्री महेश मेटल वर्क्स मदनगंज-खिखनगढ़
में सन् १९५६ से लगातार १० वर्षों से ताता फ़ैक्टरी में पीस रेट पर काम कर
ता थाया हूँ। इस अवधि में मैं बापको ही निर्देशनों में रहकर काम करता
थाया हूँ और मेरी मेहनत से बापको फ़ायदा पहुंचाया (मुनाफा दिया) है।
- २) इस अवधि में बापको मुझे अपना कर्मचारी माना है, और हर वर्ष
में जैसे अन्य कर्मचारियों को बापको बोनस दिया है, ठीक मुझे भी सन् ६२-६३
तक बोनस दिया है और बापको इसे अनुसार जिन कागजों पर (फ़ूटें सब्जे)
बापको जब चाहा तब मुझे हस्ताक्षर कस लिये है।
- ३) यह कि बापको सन् ६३-६४ का बोनस मुझे देना तय पाया था ले-
किन दिया नहीं है। इसके लिये आप यह विद कर रहे है कि मैं अपनी
स्वेच्छा से उस युनियन का सदस्य हूँ जो कि बापको वेव की नहीं है जो बापको
बापको इच्छा अनुसार किसी प्रकार कस समझौता नहीं करना चाहती है
(एक प्रकार की लौदेवावी) जो अपने ट्रेड युनियन के अधिकारों की अहमीयत
समझती है तथा मजदूरों के हित में अपना निश्चित दृष्टिकोण रखती है।
बापको और बापको छोटे भाई श्री महेश दत्त जी की इस से विद है। इसलिये
बापको मुझे सन् ६३-६४ का बोनस दिया नहीं/कस जब कि ता० ^{२२-२-६६} ~~३१-२-६६~~
को राजस्थान के इन्डस्ट्रियल ट्रिब्यूनल ने भी यह आर्डर दे दिया है कि जिन
कर्मचारियों को बोनस (उक्त वर्ष का) नहीं दिया गया है उन्हें जब बोनस दे
दिया जाना चाहिये। ^{श्री श्री आप मुझे सन् ६२-६४ का बोनस न देकर २६}
^{आर्डर का बीच कर रहे है।}
- ४) कस यह कि इन हातातों और परिस्थितियों में बापको मुझे सन् ६४-६५
का बोनस भी नहीं दिया है, और इसके लिये भी बापका यही कहना है कि
मैं मेटल वर्क्स कर्मचारी युनियन से अलगपा दे हूँ और उसकी नकल बापको
इच्छा अनुसार राजस्थान कस विभाग के सभी अधिकारियों को व भुव बापको

कारखाने को दे दूँ । यह बात आपके पहले भी मुझसे कई बार समय समय पर कही है और स्त ता: १०-८-६६ को जब मैं आपके पास अन्तिम बार आया और अपने काम न मिलने पर तथा बोनस आदि के बारे में आपकी हासिल आपके सामने वर्णन की तब आपने व आपके छोटे भाई श्री महेशदत्त जी^{ने} को कि उस समय जबसे से आये हुये थे दोनों^{ने} कही थी । मेरे साथ उस समय श्री इब्राहिम वल्द हीतर तां को जो कि आपकी इसी कारखाने में क्लर्क होते में काम करते है और मेरी तरह वह भी आपके बन्धाय का शिकार हुये है ।

५) यह कि इसी सिलसिलेवार हाताशों व परिस्थितियों की मजबूरी का फायदा उठाकर मुझे परेशान^{रते} न मेरे परिवार को^{भरना मारने} न मेरे बच्चों की पढ़ाई ठप्प करने तथा मुझ से बदला लेने के उद्देश्य से आपने पिछले १ माह से मुझे कलार्ड के लिये बख्त देना बहुत कम कर दिया है और मुझे बर्षविकारी की शान में कर्क दिया^{है} साथ ही आप मेरे काम की जगह पर एक अन्य आदमी को रखना चाहते है, और मुझे एकदम हटाना चाहते है । ये सब भी आप इसलिये करना चाहते है कि ता: १८-६-६६ को मे, मेरी यूनियन के जनरल सेक्रेटरी, और श्रम विभाग के अधिकारी श्री के० के० तिवारी जी, तथा श्री इब्राहिम क्लर्क वाते आपके कारखाने में आये और निरिक्षण कराया गया था । जिसमें कुछ तथ्य ऐसे सामने आये, और श्री तिवारी जी ने हमारे बयान लेने के बाद आपसे यह अनुरोध किया कि इन दोनों वर्करों को (मुझे व श्री इब्राहिम को) पिछला बकाया बोनस दे दिया जाय, और उक्त ब्याड ता: ^{२२-६-६६} ~~२१-६-६६~~ का मोटे तौर पर पालन किया जाय । इस बात को आप पसन्द नहीं करते है, और कानून के उद्देश्यों को कानूनी रसम बदायों के जरियों से खत्म करते हुये मेरे ऊपर प्रहार किया जा रहा है ।

अन्त में यह सब दोहराते हुये मे आप से निम्न मांगे करता हूँ । यदि आपने मेरी मांगे १० दिन के अन्दर ता: ३१-८-६६ तक न मही मानी तो दिनांक ०९-९-६६ से आपके बन्धाय के विरुद्ध मुझ हड़ताल प्रारम्भ कर दूंगा, उस से जो भी स्थिति उत्पन्न होगी, उसकी पूर्ण जिम्मेदारी आपकी व आपके छोटे भाई श्री महेशदत्त जी की होगी ।

-: मांगे :-

का पालन कर

१) यह है कि दिनांक २८-६-६६ के ब्याड (राजस्थान इन्डस्ट्रीयल ट्रिब्यूनल) के अनुसार मुझे मेरा सन् ६३-६४ का बोनस दिया जाय, और मुझे अपना सीधा वर्कर माना जाय । जिस तरह सन् ६२-६३ तक आपने मुझे अपना वर्कर माना है और बोनस आदि दिया है। १० १० ३०

- २) यह कि नॉनस एन् ६४-६५ का जैसे कि आपने अन्य कर्मचारियों को दिया है उसी तरह मुझे भी दिया जाय । जिस तरह एन् ६३ से पहले आप मुझे देल जाये थे , और अब ये अधिकार मुझे पेमेंट आपका नॉनस एन्ट ११६५ भी देता है ।
- ३) यह कि पिछले १५-२० दिनों में जिस प्रकार आपने फतवा होने के तिये देय बरतानों को देना बिल्कुल कम कर दिया है (लगभग बन्द करने जैसा) उत से जो मेरी मजदूरी पर फसर पड़ा है उस का हर जाना (पूर्ववत: मजदूरी) पहले की पढ़ने वाली मजदूरी के आधार पर दिया जाय, तथा भविष्य में मुझे बराबर काम (मात) दिया जाय और मेरी पिछली १० वर्षों को सर्पिस को कल्प करने को कोशिश न की जाय ।
- ४) यह है कि शोप एन्ड कॉमर्सियल एक्ट की तहत ^{में} आपने जालबाजी करके बन्दर फोक्टरी में मुझे जो एक दुकानदार दिखा रखा है तथा इस विषय में आपने जो सही गतत हस्ताक्षर करा रहे हैं ~~जा~~ ~~करके~~ जो कि मेरी अधिकार का अधिकार फायदा उठाकर कर लिये गये थे वे सब रद्द माने जाये ।

दिनांक:- 22-2-64,
~~26-2-64,~~

आपका कर्मचारी,
 दि. श्री. श्री. श्री.
 (किशोरसिंह)

प्रतिलिपि आवश्यक कार्यवाही के
 अध्यक्ष म्युनिसिपल कमिश्नरी पुनियत, मदनगज -
 किशनगढ़ (राजस्थान)

पता :- किशोरसिंह पुन श्री पिन्डीदास, कलाई वाला (श्री नैदेश मेटल वर्क्स) साफल, कां: मेहराज टी स्टाल, स्टेशन रोड,
 पो: मदनगज - किशनगढ़, जिला अजमेर, (राजस्थान)

JESSOP MAZDOOR UNION

(Regd. No. 3760)

Affiliated to the Federation of Metal & Engineering Workers' Union.

8, RISHI BANKIM CHANDRA ROAD,
DUM DUM, CALCUTTA-28

Ref.....

Dated, the 17th August, 1966.
A.I.T.U.C.
Received 3.9.5.2. 26/8/66
Replied.....266.....

To
Com. Manoranjan Roy, MLA,
Com. Md. Elias, M.P.

Sub:- Violation of Agreement by Com. Saral Sen.

Dear Comrade,

As per agreement reached between the undersigned and Com. Saral Sen regarding Jessop Mazdoor Union during the A.I.T.U.C. Secession at Bombay, the old Executive Committee Meeting held on 24.7.66 where some important decisions were passed unanimously (the resolutions sent to you on 29.7.66).

But it is a matter of great regret that Com. Saral Sen did not implement the unanimous decisions which, I think to be wilful violation of the above agreement.

In the circumstances stated above I would request you to kindly do the needful so that the agreement may be implemented by both the parties for the interest of the 11,000 workers of this concern.

An early action in ~~tx~~ this matter is solisited .

With T.U. greetings,

Yours faithfully,

A Choudhury
(Ajit Choudhury)
17/8/66

copy to;

- 1) Com. Saral Sen
N.C. Mitra Road,
Cal-28.
- 2) Com. P. Ram Murti, M.P.
- 3) Com. S. Lumba,
- 4) Com. Ranen Sen, M.P.
- 5) General Secretary,
All India Trade Union Congress

for information and necessary action.

मेटल वर्क्स कर्मचारी युनियन (राजिस्टर्ड)

(अखिल भारतीय ट्रेड युनियन कांग्रेस से सम्बन्धित)

क्रमांक.....

१८।६६

मदनगंज (किशनगढ़) राजस्थान

दिनांक २४-८-६६ १६

सेवा में,

श्रीमान् लेबर एण्ड कन्सिलेशन आफिसर,

राजस्थान लेबर डिपार्टमेंट आफिस

अजमेर (राजस्थान)

विषय :- बोनस सन् ६३-६४ के सम्बन्ध में राजस्थान इन्डस्ट्रियल ट्रिब्यूनल द्वारा दिया गया अर्वार्ड तारीख २८-६-६५ को, श्री महेश मेटल वर्क्स (मदनगंज किशनगढ़) पर लागू कराने के लिये।

रेफरेन्स :- युनियन के पत्र संख्या १३।६६ तारीख १-७-६६ के उत्तर में आपका

पत्र संख्या ५६२७ दिनांक १६-८-६६

प्रिय महोदय,

उपरोक्त विषय के प्रसंग में हमारे पत्र के उत्तर में आपका उपरोक्त पत्र प्राप्त हुआ इसके लिये धन्यवाद, आपके इस पत्र को देखने के बाद जहाँ तक हम समझते हैं उसमें दिये हुए निर्णय पर निराशा के साथ खेद भी महसूस होने लगता है। हम समझते थे कि आप द्वारा तारीख १८-६-६६ को श्री महेश मेटल वर्क्स (मदनगंज किशनगढ़) का निरीक्षण करने, तथा श्री किशोरसिंह और श्री इब्राहिम के बयान लेने के बाद आप निश्चय ही कुछ वास्तविक तथ्यों पर खुलुबकर और सच्चाई को ध्यान में रखते हुए प्रभावशाली कार्यवाही करेंगे। लेकिन कहा नहीं जा सकता कि आपके निर्णय में उन दोनों कर्मचारीयों के बयानों का कोई संकेत तक क्यों नहीं है। लगता है कि किन्हीं परिस्थितियों के वश आपका निर्णय एक तरफा श्री महेश मेटल वर्क्स (मदनगंज किशनगढ़) के व्यवस्थापकों के पक्ष में जा रहा है। खैर जो भी हो, आपके निर्णय में आपने जिन पैरा-वाइज स्थितियों का सुलासा किया है ठीक वही निर्णयके पैरा वाइज स्थितियों का स्पष्टिकरण करना और उपरोक्त दोनों कामगारों द्वारा जो बयान तारीख १८-६-६६ को दिये गये थे उनका हवाला बताना हमारी भी कर्तव्य हो जाता है। अतः हम निम्नलिखित पैराओं की ओर आपका ध्यान आकृषित करते हुए आपसे पुनः मांग करते हैं कि इस विषय में कन्सिलेशन कार्यवाही प्रारम्भ की जाय। क्योंकि श्री किशोरसिंह ने मुख हड़ताल का नोटिस भी दे दिया है इसलिये यह कार्यवाही करना और भी आवश्यक हो गया है। आशा है कि इस सच्चाई को अवश्य ध्यान में रखें और कन्सिलेशन कार्यवाही प्रारम्भ करेंगे।

१) श्री किशोरसिंह पत्र श्री पिन्डीदास ने व श्री इब्राहिम पुत्र श्री हितरत्ना ने राजस्थान दुकान व वाणिज्य अधिनियम के अन्तर्गत स्वयं की इच्छा

(२)

^{दुकान} से रजिस्टर्ड नहीं करायी है। यह कार्यवाही स्वयं नियोजकों की तरफ से की गई है, और फार्म आदि के ऊपर इन सम्बन्धित कामगारों के हस्ताक्षर आदि अंधेरे में रखकर तथा अशिष्टता का फायदा का उठाकर कराये ^{गये} हैं, + और विश्वासघाती कार्यवाही की ^{गई} है। साथ ही लेबर लाज अथवा अन्य इन्डस्ट्रीज से सम्बन्धित कानूनों को धोखा देने के उद्देश्य से और अपने को उनके दायरे से मुक्त रखने के उद्देश्य से ही इस प्रकार की कार्यवाही करके उक्त दोनों वर्कों की आड़ लेकर ^{केवल} दिखाने की कोशिश की गई है।

२) यह कि श्री किशोरसिंह ने व श्री इब्राहिम ने न कोई अपनी दुकानें रजिस्टर्ड कराई हैं और न उन्होंने किसी महेश इन्डस्ट्री में दिखाने की कोई कार्यवाही नहीं की है। ~~यद्यपि~~ ये जो कुछ बताया या दिखाया जाता है वह सब व्यवस्थापकों की निति व व्यवस्था सम्बन्धी निश्चित योजना पर आधारित है जिसका वास्तविक रूप से उपरोक्त कामगारों से कोई सरोकार नहीं है। इस स्थिति में उन दुकानों के महेश मेटल के बाहर वाली सीमा में दिखाने या बताने की कोई आवश्यकता ही वर्कों को नहीं है। व्यवस्थापक लोग ही एक सीमा के अन्दर ^{अलग} नाम से अलग २ सीमाएं बताने का प्रयास कर रहे हैं। इससे इन वर्कों का कोई लेना देना नहीं है।

३) श्री महेश मेटल वर्क्स के हाजरी रजिस्टरों में कामगारों की हजारी लगाना न लगाना अथवा जिन कामगारों की हाजरी भरना यह काम व्यवस्थापकों का है और जब योजनाबद्ध नीति ^{हो} ऐसी होती उस दशा में व्यवस्थापक गणों ने श्री किशोरसिंह व श्री इब्राहिम की हजारी भरना बंद कर दिया होगा या जाली रजिस्टर बनायेहोंगे। इस बात की वर्कों के ऊपर कोई जिम्मेदारी नहीं है कि कौनसा रजिस्टर कहा ^{अन} है, उसमें हाजरी है या नहीं है। उन्हें हमेशा यह भरोसा होता रहा है कि हमारी हजारी भरी जाती है जैसे उन्हें व्यवस्थापकगणों ने कहा होता है वे उसी पर विश्वास कर चलते थे। यही बात सन् ६३-६४ के वर्ष पर भी लागू रहती है जिस वर्ष के बोनस की वे मांग करते हैं तथा जिसके लिये राजस्थान ट्रिब्यूनल ने दिनांक २८-६-६५ को अर्वाइड दिया है।

४) यह कि व्यवस्थापकों द्वारा जो कुछ कहा जाय या बताया जाय और जिसके आधार पर यह घोषित कर दिया जाय कि उपरोक्त वर्क सन् ६३-६४ में श्री महेश मेटल वर्क्स के कर्मचारी ^{बे} नहीं थे, + सो सही निर्णय नहीं कहा जा सकता। तथा इस विषय पर पूर्णरूपसे चर्चा डिप्टीलेबर कमिश्नर के समक्ष

मेटल वर्क्स कर्मचारी युनियन (राजस्टेड)

(अखिल भारतीय ट्रेड युनियन कांग्रेस से सम्बन्धित)

क्रमांक.....

मदनगंज (किशनगढ़) राजस्थान

दिनांक..... १६

सेवा

(३)

तारीख ११-८-६६ को हुई है तो उसका हमें कोई पता नहीं है, और अगर किसी कोने में बैठकर एक तरफा कोई चर्चा हुई भी है तब भी, हमें उससे कोई ताल्लुक नहीं है।

रही यह बात कि आपका कार्यालय उक्त कामगारों को सन् ६३-६४ का बोनस अवार्ड तारीख २८-६-६५ के अनुसार नहीं दिला सकता अथवा असमर्थ है तो यह आपके अपने अधिकार क्षेत्र की बात है। हमारा तो यह कहना है कि किसी भी कारण से आपके कार्यालय से यह विवाद तय नहीं हो सकता है तो कृपा कर यह विवाद तय होने के लिये राजस्थान सरकार को भेज दिया जाय "कि उक्त कामगार श्री महेश मेटल के सीधे वर्कर है या नहीं? अगर है तो उन्हें हरजाने सहित सन ६३-६४ का बोनस दिखाया जाय, और अवार्ड तारीख २८-६-६५ के उल्लंघन होने पर श्री महेश मेटल वर्क्स किस सजा का मागी हो सकता है"। हम एक बार फिर यह निवेदन करना चाहते हैं कि तारीख १-६-६६ से श्री किशोर-सिंह की मूल हड़ताल प्रारम्भ हो उससे पहले आप आवश्यक सहयोग करने का कष्ट करें ताकि अशान्त वातावरण उत्पन्न न हो पाये।

सधन्यवाद,

आपका,

Techand

(टेकचंद)

जनरल-सेक्रेट्री,

मेटल वर्क्स कर्मचारी युनियन,

मदनगंज - किशनगढ़

प्रतिलिपियां आवश्यक सूचनार्थ :-

- १) श्रीमान् लेबर कमिश्नर महोदय, जयपुर
- २) श्री मंत्री जी राजस्थान सरकार जयपुर
- ३) मुख्य मंत्री जी राजस्थान सरकार जयपुर
- ४) जनरल सेक्रेट्री, ए०आर्०डी०यू०सी० राजस्थान बांच जयपुर
- ५) *केंद्रीय कार्यालय, नई दिल्ली (अ०००)*
- ६) जिलाधीश महोदय अजमेर (राजस्थान)
- ७) एस०डी०ओ० साहब किशनगढ़
- ८) एम०एल०ए० विधान सभा किशनगढ़

(टेकचंद) *Techand*

जनरल-सेक्रेट्री,

266-A
2/27

**Bhupendra Cement Workers Union
Surajpur.**

B. E. S. O. H. N. T. U. C.

The General Body of the
Bhupendra Cement Workers Union
Surajpur held on 24-8-66
congratulate the workers of the
H. M. T. Kamik Singh, Pinjore on
their successful one day token
strike on 23-8-66 and also
suggest the Governor of Punjab,
Secretary, Ministry of Labour
& Employment, New Delhi and the
Management, H. M. T. Pinjore that
taking this token strike as a
notice the negotiation on the
genuine demands of the Singh
be made and their demands be
accepted so that the National
Production may not suffer.

This General Body again
assure the workers of the H. M.
T. Kamik Singh, Pinjore to
render all possible help in
getting the 12 demands
accepted.

A. I. T. U. C.
Received 3978 27/8/66
Replied 266-A

No. Sec. W-16/109 dt. 24.8.66

1. The Secretary,
Ministry of Labour &
Employment, Punjab, or
Punjab, Chandigarh.

2. The Kamik Singh, H. T.
Pinjore.

3. The Gen. Secy. H. M. T.
Kamik Singh, Pinjore

4. The Secy. A. I. T. U. C.

OFFICE SECRETARY

24-8-66

DIRECTOR GENERAL
POSTS AND TELEGRAPHS
INDIA



The General Secretary
All India Trade Union Congress
S.E. New Building, Sanshodhan
Road, New Delhi

मेटल वर्क्स कर्मचारी युनियन (रजिस्टर्ड)

(अखिल भारतीय ट्रेड युनियन कांग्रेस से सम्बन्धित)

क्रमांक १८

I. T. U
Recd: A. D
29/8/66

मदनगंज (किसनगढ़) राजस्थान

दिनांक 26-2-1966

प्रिय का: ए. ए. डी. जी,

महा मंत्री, ए. आई. टी. यू. सी, ५-ई कडेवाला,
रानी जहांसी रोड, नई दिल्ली-१, (भारत)

* विषय:- सलगू डाक्यूमेन्ट्स समिती, १/११/६६

प्रिय साची,

इस पत्र के सलगू निम्न डाक्यूमेन्ट्स भेज रहा हूँ, आप से यह आशा रखता हूँ कि आप इस सम्बन्ध में शीघ्र ही आवश्यक कार्यवाही करेंगे।

(१) कान्फेडरेशन रिपोर्ट ता: 22-2-66 की ७ पेज,

(२) भूख हड़ताल नोटिस की प्रतिलिपि, प्रेषित श्री विशोरसिंह पुत्र श्री पिन्डीवास द्वारा कार्तवी श्री मदेश मेटल वर्क्स, मदनगंज - किसनगढ़ (राज) - पेज ३ दिनांक 22-2-66 का

(३) लेबर उपाधिक अजमेर को भेजे गये पत्र सं. १८ की प्रतिलिपि दिनांक 28-2-66 की पेज ३ की

कान्फेडरेशन अभिगठन सहित आपका Tehelant
(कुल पेज १४ इस पत्र सहित)

मेटल वर्क्स कर्मचारी युनियन
मदनगंज-किसनगढ़

H.M.T. KARMIK SANGH (Regd.)

PINJORE

(Recognised & Affiliated to ~~AITUC~~)

Ref. No. _____

Dated 17.9.1966 196

To

The Secretary,
Labour Department Punjab Government,
Chandigarh.

A.I.T.U.C.
Received 43.44... 23/9/66
Replied.....

Sub:- Legal position of the strike in the Hindustan
Machine Tools Factory, Pinjore.

Sir,

Reference our discussion on the subject I wish to bring
the following factual and legal base to your notice:-

- (i) That H.M.T Karmik Sangh served a demand notice on the Management in February, 1966.
- (ii) That after conciliation proceedings ignoring all the major demands of the workmen a minor demand relating to Rain Coats was referred for adjudication by Industrial Tribunal.
- (iii) That it is obvious that the reference was made Malafide to forestall collective action of the workmen for the major demands which had neither been conceded nor referred.
- (iv) That even the constitution of the Tribunal to which the reference was made has been challenged in various cases.
- (v) That the Hindustan Machine Tools factory is an Industrial Establishment carried on by the and under the authority of the Central Government and appropriate Government in the case of this factory is the Central Government and not Punjab Government. The appropriate Government which could make reference under section 10 of the Industrial Dispute Act as Central Government and the reference No. 451-S-3-Lab I-66/21-10-36, dated 12.7.1966 made by the State Government as a nullity.
- (vi) That on the first date of hearing before the Tribunal the Karmik Sangh which had espoused the cause of the workmen withdrew the reference and the same was dismissed as withdrawn. Actually application had been made prior to the first date of hearing and it cannot be said that the proceedings ever commenced in the case.
- (vii) That since there was nothing before the Tribunal of which it could take cognizance after the workmen had withdrawn, the demand relating to the rain coat, no proceedings could be deemed to have commenced.
- (viii) That even otherwise there was neither a competent reference nor were there any proceedings before any legally constituted Tribunal. The alleged proceedings before the Tribunal were nullity and had no value in the eye of law.

It is, therefore clear that the strike of the workmen could
not be held to be illegal.

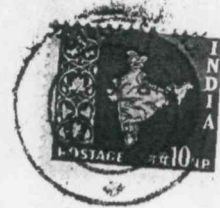
Yours faithfully,

Abhai Singh
(Abhai Singh)
General Secretary.

23/9/66

To

The General Secretary
All India Trade Union Congress
Thandewalla Road NEW DELHI



Received... 22/8/66
 Replyed... 22/8/66

Dear Comrade,

You might have come to know from newspapers and radio that the workers of Hindustan Machine Tools Ltd., Pinjore are on their path of struggle. I would like to bring to your notice the real facts and brief history of the workers' struggle.

This factory is the only Public Sector factory producing machine tools in Punjab and its importance is quite obvious. The management is trying to fail the factory and to put it into the pocket of private profiteers. For this purpose some officers of the management have always tried to raise Industrial disrupt which affected badly on the production of the factory. The workmen worked very hard resulting a large increase in production which naturally disturbed the sleep of private sectors' paratroopers employed in the H.M.T and the leaders of the Union victimised soon after.

We served demand notice on 3rd February, 66 and out of 16 demands the Government referred only one minor demand of Rain Coats for adjudication whereas the other major demand such as re-instatement of dismissed and terminated employees and House Rent etc. were rejected. Meanwhile this management began to withdraw the facilities being given to the workmen such as soap and Uniforms. The oppressive attitude of the management and anti-labour policy of the Government and the rising prices of the necessity of life, forced the workers to take the path of struggle.

The Karmik Sangh served demands notice on 21st July, 66. Our major demands are, Bonus; Gratuity, Interim relief, D.A. linkage to the cost of living Index, Double Overtime allowance, Uniforms and the compensation of soap.

The workmen resorted to chain hunger strikes and then resorted to one day Protest strike on 23rd August, 1966 and 99% workers participated in it. The management served to all workmen charge-sheets and also suspension letters to 35 workmen. The workers have been forced to declare four days' protest strike on 27th August, 1966. The same will be continued as indefinite strike if the management do not stop the policy of victimisation or untill the management concedes our demands; we will keep the 'CHAKKA JAM'.

We request for your help.

Yours Comrade,

Dated: 29th August, 1966

(Abhai Singh)
 General Secretary.

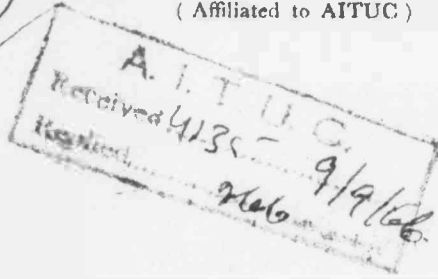
MUMBAI KAMGAR UNION

Registration No. 4167
(Affiliated to AITUC)

President :
J. G. Gadkar
Gen. Secretary :
V. B. Tamhane

Tel. { Res. 454649
Office 443674

OFFICE :
18, Dalvi Building,
Dr. Ambedkar Road,
Parel, Bombay 12.



REF NO.

DATE 5th September 66.

To

The Editor,

Trade Union Record,

BOMBAY.

Sir,

Please publish the attached statement in
your esteemed news paper and oblige.

Thanking you,

Yours faithfully,

(V. B. Tamhane)
General Secretary.

MUMBAI KAMGAR UNION

Registration No. 4167

(Affiliated to AITUC)

President

J. G. Gadhari

Gen. Secretary :

V. B. Tamhane

Tel. { Res. 454649

{ Office 443674

OFFICE :

18, Dalvi Building,
Dr. Ambedkar Road,
Parel, Bombay 12.

REF NO.

DATE **5th September 66**

FOR PUBLICATION

GREAT VICTORY OF KANDIVLI METAL WORKERS.

30 days' Gratuity for each year of service.

Long 3 month-old struggle of the workmen of Kandivli Metal Works, Bombay ended in a great victory of workmen and the factory started its normal work from 5th Sept. 66.

According to the agreement arrived at workmen will get gratuity at the rate of 30 days' basic wages for each year of service. There are many workmen, who receive 26 days' gratuity for every year of service. But Kandivli Metal Workers are the first ones to receive 30 days' gratuity.

Secondly the Dearness Allowance also will be raised from 72% to 76% immediately.

The ~~xxxxxx~~ same will further be increased to 78% from 1st January 1967 and to 80% from 1st January 1968.

Thirdly workmen will get 45 days' bonus for the year 1965.

The issue of 7 dismissed workers and lockout wages will be referred to arbitration.

Workers will be paid Rs.50/= as advance on the resumption of work.

V. B. Tamhane

ALUMINIUM MAZDOOR UNION

URGENT

Regd. No. 2487.

Jaykaynagar, (Burdwan).

Ref. No. AMU/176

Dated 28th September, 1966.

To
The Hon' ble Labour Minister,
Government of India,
New Delhi.

REGISTERED WITH A/D.

A. I. T. U. C.
Received... 28/9/66
Replied... 30/9/66

Sub : NON IMPLEMENTATION OF INTERIM RELIEF RECOMENDED BY THE CENTRAL WAGE BOARD FOR ENGINEERING INDUSTRY OF INDIA AND ACCEPTED BY THE CENTRAL GOVERNMENT OF INDIA WHICH WAS PUBLISHED IN THE NEWS PAPER OF " STATESMEN" CALCUTTA ON 30 AUGUST, 1966.

Dear Sir,

We have already sent a letter to the Works Manager, M/s. ALUMINIUM CORPORATION OF INDIA LTD., P.O. Jaykaynagar, Distt Burdwan Vide our official letter No. AMU/158 dated 8th August, 66 and copies to the Government Officials of Labour Department including your honour, but we regret to inform you that the above mentioned Corporation has not yet implemented the same.

Under the circumstances we request to your honour please take necessary action immediately which will help us to maintain peace in this important Industry.

Hope, action will be taken immediately.

Thanking you.

Yours faithfully,
For ALUMINIUM MAZDOOR UNION,



A. Banerjee
Assistant Secretary.

28.9.66.

Copy to :

1. The Secretary,
National Federation of Metal & Engineering Workers of India,
5-E Jhandewalan, Rani Jhansi Road,
New Delhi-1.
2. The Director-In-Charge,
M/s. Aluminium Corporation of India Ltd.,
7- Council House Street,
Calcutta-1.

All copies for information and necessary action.

266

DALMIANAGAR MAZDOOR UNION

(Affiliated to All India Trade Union Congress).

President: Com. Chandrashekhar Singh, M.L.A.,
General Secretary: Com. Lakhn Lall:

P.O. Dalmianagar,
Dist. Shahabad,
Bihar State.

The 27th Sept., 1966.

Ref.No. IMU/AA/IMP.

Com. Satish Loomba,
Secretary, All India Trade Union Congress,
Rani Jhansi Road,
New Delhi-1.

A. I. T. U. C.
Received M.S. 33 30/9/66
Replied.....

Dear Comrade,

We very much thank you on our own and on behalf of 12000 Dalmianagar Strikers for your fraternal greetings and solidarity message.

The strike has since been called off on 25th Sept. after the conditional stay order of the Supreme Court directing the Company to pay Dearness Allowance in terms of Arbitrator's Award from 1st September, 1966. The arrears of over Rs. One Crore will be payable after hearing of Co's appeal which, if failed, will carry interest at 6% p.a.

Greetings,

Fraternally yours,

Lakhn Lall
(Lakhn Lall).
General Secretary

2/5/11/10

U. P. Metal & Engineering Workers' Federation

President :
RAM ASREY
Gen. Secretary :
NIZAMUDDIN

This Circular has been sent
to 12 Engineering workers Union
of U.P.

131/358, Hasangaj - Buzampurwa,
KANPUR-11
Kanpur...27...1966

266

की मान्य यंत्रो बी,
The A.I.T.U.C.,
New Delhi - 1

A.I.T.U.C.
Received 28/11/66
No. 111

प्रिय साथी,

देश के औद्योगिक इन्डस्ट्रीय के लिये सन्तुल्य वेतन बोर्ड स्थापित होने के लिये फारिन यात्री इन्टरिम आयोग के स्वागत पर विचार प्रारम्भ हुआ। सभी पदों की वर्तमान व तर्क पूर्ण तथा देश भर में प्रवृत्ति विभिन्न शक्तों में विभिन्न वेतन स्तर आदि सभी पहलुओं पर विचार करने के बाद वेतन बोर्ड इस कमी पर पहुंचा कि बोर्ड के सदस्यों में कानूनी फ्रीड है और ऐसी स्थिति में एक राज्य से कोई फैसला नहीं होगा। इसी बोर्ड के डेयर में न फैसले के लिये ता० १९१२/१६ की मान्यता वेतन बोर्ड में रता, कई ^{नए} बड़े बड़े द्वारा यह निश्चय हुआ कि ता० १९१२/१६ की मिलने वाले कुल वेतन : वेक्ति व फौजदारी मत्तत मिलान कर : की आधार मान कर वेतन में निम्नलिखित हलका वृद्धि ता० १९१२/१६ से की जाय :-

१. १०५ रु० तक मासवार वेतन पाने वाले को १२॥ रु० मासवार लेकिन यह शर्त १११ रु० मासवार से अधिक नहीं होगी।
२. १०५ रु० से ऊपर और १५० रु० तक मासवार वेतन पाने वाले को ७॥ रु० मासवार,
३. १५० रु० से ऊपर और २५० रु० तक मासवार वेतन पाने वाले को ६ रु० मासवार तथा

7/11/66

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ड. १५० रु० से ऊपर और ५०० रुपया मासवार तब वेतन पाने वाले को ५ रु० मासवार अतिरिक्त छापटा के रूप में देना निर्दिष्ट हुआ।

वेतन बोर्ड के उक्त फैसले को मानने से व उसे लागू करने के बजाय पहले ही सरकार उद्वेग कर बैठ गयी और काम में ठेस डाल दिया, लेकिन जन ए० आई० टी० यूसी० ने प्रोटेस्ट में अपना प्रतिनिधि वेतन बोर्ड से वापस बुला लिया और वक्तों में अपना संगठित आन्दोलन प्रारम्भ कर दिया तब मन्त्रु ही कर सरकार ने उसे एक प्रस्ताव के रूप में ता० १३/७/६६ को माना मगर सरकार ने ता० १३/९/६५ का वेतन आधा न मान कर ता० १३/३/६६ का वेतन आधा माना और फैसले को ता० १३/३/६६ लागू करने के बजाय उक्त ता० १३/३/६६ से लागू करने का इतना किया उस प्रकार सरकार ने एक बार फिर अपने वर्गीय चरित्र के अनुसार मन्त्रुओं के हितों के पुनर्निर्माण में नातिकों के हितों की प्रजापता दी।

सरकारी प्रस्ताव भारत सरकार के मन्त्र दिनांक १६/७/६६ में प्रकाशित हो चुका है और ए० आई० टी० यूसी० के मन्त्र ट्रेड यूनियन रिजॉर्ड में भी हमें हुआ है। काफी नदीवहद के बाद सरकार ने ही उपरोक्त फैसला मान लिया, लेकिन हमारी मुकाम के अनुसार ही एक उत्तर प्रदेश में किसी भी नातिक ने उसे ^{असली} सचि रूप में नहीं माना है। वेतन बोर्ड के फैसले को सरकार द्वारा माने जाने से उसे लागू करने के बावजूद उसे सही रूप में लागू कराने के लिये मन्त्रुओं को संगठित आन्दोलन करना पड़ेगा इसलिये हमें उस दिशा में मजबूती से धानी बढ़ना ~~होना~~ चाहिए।

एनोन्सिअरिंग वेतन बोर्ड की फाइनल रिपोर्ट को भी कार्रवाई प्रारम्भ हो चुकी है और उक्त फैसला १९६६ के अन्त में दिल्ली में हुई थी जिसमें उत्तरी

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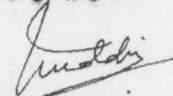
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RAM ASREY
Gen. Secretary
NIZAMUDDIN

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पत्रकारों के क्षेत्र की कानूनी गवाहियाँ रिपोर्ट कर ली गयी थीं। इन
पत्रकारों व पत्रकारों के केंद्रीय सौकरों की गवाहियाँ २००० २२ अक्टूबर
१९६६ से सम्बन्धित हैं रिपोर्ट की जायेगी। उन्हें पूरी तैयारी करनी है
इतिहास का, अपनी पुस्तिका से सम्बन्धित इस क्षेत्र की सम्बन्ध के
विषय से सम्बन्धित इन फोटो हमारे पास का सही हैं।

काय का कापी



: निजामुद्दीन :

प्रधान मंत्री

नोट: वेज बोर्ड की सिफारिशों को सरकारी प्रत्यक्ष को तुरन्त लागू कराने
के लिए हम प्रतिबन्धित हैं यदि वह अनिवार्य कारखानों प्राप्ति
को व प्रदेश सरकार को नोटिस दे दें और मजदूरों को वेज
परचा आदि के द्वारा वेज बोर्ड की सिफारिशों की जानकारी
आसानी व उनका आन्दोलन भी इस मुद्दा पर संगठित रूप
से चलाने तथा पूरी रिपोर्ट स्टेट में डालने के आदिमा में
जान्य है जान्य मजदूरों।



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U. P. Metal & Engineering Workers' Federation

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This Circular has been sent - 1311350, Hasanganj - Begunpur area,
 to 12 Engineering workers Union KANPUR-II
 of U.P. Kanpur 27-9-.....1966

की मान्य पत्नी की

National Federation of Metal & Engineering workers of India,
 New Delhi - 1

T. U. C.
 4587-3/10/66

प्रिय जगदी

देश के औद्योगिक इन्टरव्यू के तहत सेहत के बोर्ड स्थापित होने के इस कारण वास्तविकता के अभाव पर विचार धारण हुआ। जो पदाधिकारी बर्तमान में अपनी सेवा देश पर में प्रवृत्ति विभिन्न देशों में विभिन्न वेतन स्तर आदि जो पदों पर विचार करने के बाद से बोर्ड इस सदि पर प्रवृत्ति कि बोर्ड के सदस्यों में कम्पनी फर्मों के लिए रिक्त में एक समय से कीर्त फेसला न ही होगी। इसी बोर्ड के कारण से वे फेसले के तहत ता. 19/11/66 की मामला के बोर्ड में रखा, जो कि बहुत बड़े द्वारा यह निष्पत्ति हुआ कि ता. 21/11/66 की मिली बर्तमान वेतन : वेतन व फेसलार्ड मल्लत मिलान कर : की आधार मान कर वेतन में निम्नलिखित हस्ताक्षर बुद्धि ता. 11/11/66 से की जाय :-

1. 100 रु० तक मासवार वेतन पाने वाले को 111 रु० मासवार वेतन तक और 111 रु० मासवार से अधिक न ही रहेगा, &
2. 100 रु० से ऊपर और 150 रु० तक मासवार तक वेतन पाने वाले को 111 रु० मासवार ,
3. 150 रु० तक से ऊपर और 250 रु० तक मासवार तक वेतन पाने वाले को 1 रु० रु० मासवार तक तथा

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४. १५० रु० से ऊपर और ५०० रूपया मासवार तक वेतन पाने वाले की ५ रु० मासवार अतिरिक्त छुट्टी के रु० में देना निर्दिष्ट हुआ ।

वेतन बोर्ड के उक्त फैसले की मान ने व उसे लागू करने के बजाय पहले तो सरकार उठेवा कर बैठ गयी और काम में तेज हाथ लिया , लेकिन कल २० आई० टी० मुन्शी० ने प्रोटेस्ट में अपना प्रतिनिधि वेतन बोर्ड से वापस बुला लिया और वक्तों में अपना औचित्य धान्दोवन धारण कर दिया तब मन्सूर ही कर सरकार ने उसे एक प्रस्ताव के रूप में ता० २१/७/६६ की माना मर सरकार ने ता० २१/९/६५ का वेतन मागार न मान कर ता० २१/११/६६ का वेतन मागार माना और फैसले की ता० २१/१२/६६ लागू करने के बजाय उक्त ता० २१/७/६६ से लागू करने का खान किया उस प्रकार सरकार ने एक बार फिर अपने वर्गीय अधिकार के अनुसार मन्सूरों के हितों के फुलने में पाकिस्तान के हितों की प्रभावता दी ।

सरकारी प्रस्ताव पारत सरकार के मन्त्र दिनांक २६/७/६६ में प्रकाशित हो चुका है और ए आई टी मुन्शी के पत्र ट्रेड यूनियन रिफार्ड में भी छप चुका है । मन्सूरों की मदद के बरत सरकार ने तो उपरोक्त फैसला मान लिया , लेकिन हमारी मुकाम के अनुसार अभी तक उत्तर प्रदेश में किसी भी पाकिस्तान में उसे ^{अच्छी} ~~सही~~ रूप में नहीं माना है । वेतन बोर्ड के फैसले की सरकार द्वारा माने जाने व उसे लागू करने के बरत उठे सही रूप में लागू करने के लिये मन्सूरों की औचित्य धान्दोवन करना पडे वा शकिये हमें उस दिशा में मन्सूरों से सही बढना ~~होना~~ चाहिए ।

कॉन्सिलरियन वेतन बोर्ड की फाइनल रिपोर्ट की भी कार्यवाही धारण हो चुकी है और उक्त वेतन मागार १९६६ के अन्त में दिल्ली में हुई थी जिसमें उत्तरी

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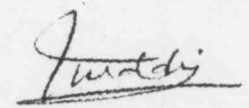
पञ्जाब के श्रमिकों की जमाना गवाहियाँ लिखते हुए तो सभी धीरे धीरे
 पञ्जाब के श्रमिकों के केंद्रीय संघों की गवाहियाँ १९५६ तक
 १९५६ के सम्बन्ध में लिखते की जाती थी । उन्हें पूरी तैयारी करनी है
 क्योंकि श्रम , श्रमियों पुनियोग से परिष्कृत हुए देश को केन्द्र के
 हितों से सम्बन्धित रूप में हमारे पास एक सच पैग दे ।

श्रम का शायी



: निजामुद्दीन :

नोट: नोज लीड की निजामुद्दीन नाम से श्रमिकों का प्रचारक पत्रिका का प्रकाशन
 के लिए एक प्रस्ताव को चारों दिनों के अन्दर ही आरम्भ हो गया।
 और जो प्रस्ताव श्रमिकों को रोहित दे दे और श्रमिकों को
 प्रचारक पत्रिका के द्वारा नोज लीड की निजामुद्दीन की प्रचारक
 पत्रिका में इतना प्रचारक पत्रिका की इस प्रकार पर प्रकाशित रूप
 के प्रचारक पत्रिका पूरी लिखते हुए प्रकाशित के अन्तर्गत में
 प्रकाशित के अन्तर्गत में।



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Great Victory of Kandiwli Metal Workers.

30 days' Gratuity Won.

3 month-old struggle of the workers of Kandiwli Metal Works, Bombay, ended in a great victory for the working class and then only the normal work in the factory was resumed on 5th September 65.

By the agreement arrived at, workers will get 30 days' gratuity for each year of service. There are many workers, who get 26 days' gratuity for every year of service. But a scheme of 30 days' gratuity is probably the first ~~one~~ of its kind.

The rate of D.A. has also been raised from 72% of the Cotton Textile Scale to 76% immediately. It will further be increased to 78% from 1st January 1967 and to 80% from 1st January 1968.

Workers will also get 45 days' bonus for the year 1965.

All the 250 workers in the factory are members of Mumbai Karghar Union, affiliated to A.I.T.U.C.

These workers have Rs500/- to A.I.T.U.C. at the time of its 27th Session in Bombay, last May; and have donated Rs 1001/- to the Communist Party, at the time of its 7th Congress in Bombay, in December 1964.

अलीगढ़ मैटिल इन्डस्ट्रीज वर्कर्स यूनियन

(ट्रेड यूनियन विधान के अंतर्गत रजिस्टर्ड)

अखिल भारतीय ट्रेड यूनियन कांग्रेस तथा विश्व मजदूर संघ से सम्बन्ध

दरीबा पान, अलीगढ़।

पत्र संख्या.....

दिनांक.....

संख्या:

अलीगढ़ में 15 दिसंबर 1954 को दरीबा पान के कारखानों में श्रमिकों की अत्यंत खराब स्थिति को देखते हुए अलीगढ़ के विभिन्न संस्थापकों के समर्थन में श्री वेरदी पट्टे के अध्यक्षता में एक संस्था की स्थापना की गई। इस संस्था का उद्देश्य दरीबा पान के कारखानों में श्रमिकों की समस्याओं को दूर करने और उनके अधिकारों की रक्षा करना है। इस संस्था के अंतर्गत एक संस्थापक समिति का गठन हुआ है जो दरीबा पान के कारखानों में श्रमिकों की समस्याओं को दूर करने और उनके अधिकारों की रक्षा करने हेतु कार्य करेगी। इस संस्था के अंतर्गत एक संस्थापक समिति का गठन हुआ है जो दरीबा पान के कारखानों में श्रमिकों की समस्याओं को दूर करने और उनके अधिकारों की रक्षा करने हेतु कार्य करेगी।

इस संस्था के अंतर्गत एक संस्थापक समिति का गठन हुआ है जो दरीबा पान के कारखानों में श्रमिकों की समस्याओं को दूर करने और उनके अधिकारों की रक्षा करने हेतु कार्य करेगी। इस संस्था के अंतर्गत एक संस्थापक समिति का गठन हुआ है जो दरीबा पान के कारखानों में श्रमिकों की समस्याओं को दूर करने और उनके अधिकारों की रक्षा करने हेतु कार्य करेगी।

समाप्ति

वेस्ट दिल्ली इंजीनियरिंग मज़दूर यूनियन [रजि०]
WEST DELHI ENGINEERING MAZDOOR UNION

(REGISTERED)

(Affiliated to Delhi Trade Unions Council & All India Trade Union Congress)

(Near E.S.I. Dispensary Khokha)
Karampura

Ref. No. WDEMUI/...564

NEW DELHI-15... 30th Oct, 1966

Shri Gulzarilal Nanda
Hon'ble Minister for Home Affairs,
Government of India,
New Delhi,

Dear Sir,

SUB: Criminal assault on the worker
by the management of M/s. Sugga Engineering Works, 8/39,
Kirti Nagar, New Delhi-15.

- With great regret and pain, we report to you as under:
- That the Wage Board for Engineering Industry has granted an Interim Relief to the workers employed in the Engineering concerns employing 50 or more workers and the Government of India by a resolution as accepted the report of the Wage Board in respect of the Interim Relief which is effective from 1st April, 66.
 - That a number of employers in the Engg. Industry in Delhi have failed to implement the said recommendations of the Wage Board and Messrs. Sugga Engineering Works, is one of them.
 - That the workers of the said management have been agitating for the implementation of the recommendations in regard to Interim Relief since 1st October, 66.
 - That the management of the Company instead of faithfully implementing the said recommendations has resorted to Gundaism with a view to create a fear sych. In the minds of the workers so that they withdraw the agitation for the implementation of the recommendations.
 - That on 12-10-66, when the workers were on duty, the Management through their Agents tried to create a riotous situation in the factory itself by getting the active workers of the Union beaten. In protest against this, the workers went on strike on the 13th instant.
 - Consequently, the matter was taken up by the Labour Commissioner and before him, the Management assured to maintain peaceful conditions in the factory.
 - That on 29-10-66, when the workers were demonstrating at a about 8-15 am before start of the factory work in front of the factory premises in support of their demands for implementation of the said recommendations granting Interim Relief without any deduction whatsoever, the Management threw stones, bricks and bottles from the roof of the factory and from the residence of Shri Iqbal Singh who is the Director of the said Firm and who is residing in the first floor of the building where the office of the Co, is situated.

When the workers got confused because of stoning and throwing of bottles, one of the gundas of the Management came and stabbed, Shri Yog Paul, a leader of the workers in the factory by a knife and in consequence whereof he was injured verxy

वेस्ट दिल्ली इंजीनियरिंग मज़दूर यूनियन [रजि०]
WEST DELHI ENGINEERING MAZDOOR UNION

(REGISTERED)

(Affiliated to Delhi Trade Unions Council & All India Trade Union Congress)

(Near E.S.I. Dispensary Khokha)
Karampura

Ref. No. WDEMU/.....

NEW DELHI-15.....19

Seriously.

He is now in the Willingdon Hospital,
New Delhi.

- g. That the police was informed by us on telephone when this incident was on but the police failed to appear inspite of the repeated intimations given to them by our workers.

The police appeared on the scene after about an hour of the incident and arrested ten of the leading Workers of our Union and a few persons of the Management u/s 107/151 Cr. P.C.

The Police also challaned Mr. Harbans Singh who stabbed Shri Yog Paul u/s 324 IPC.

Ho wever, the S.H.O. released all the twenty persons including Mr. Harbans Singh on bails of Rs. 2,000/-each.

This clearly shows that the arrest was merely an eye wash. None of the accused was handcuffed.

They were simply taken to the Police station in the Police van were later on released on bails.

Normally, if the workers alone would have been involved, none of them would have been realeased by the SHO but in this cease, as the riotous was created by the employers and as one of the workers was stabbed by their agent, the police in order to pacify the situatio was forced to take into custody ten employers' personnels as well and took them to the police station in order to exhibit their 'so-called' impartiality but immediately released them and as they wanted to release and favour the Managements' agents, they had no other option butto release our workers' as well.

- h. That it was a clear attempt to murder on the part of Management, the leader of the workers, Shri Yog Paul.

The culprit ought to have been shallened u/s 324 of IPC as also u/s 306 and 307 of IPC.

We, therefore, urge upon you to take strong steps so that the Management are made to realise that the law of thisland threatss equally ever yone and they can not beat the workers and frustrate their demands by resoriting to gundanism.

We may further add that in order to manifest the anger of the working class against the partisan attitude of the SHO of the area, all the Unions in that area have decided to hold a peaceful demonstration on the 9th of November, 1966 at about 6p.m. before MOTI NAGAR police station.

These Unions have also decided to demand the transfer of the SHO concerned from that area.

P.T.O.

वेस्ट दिल्ली इंजीनियरिंग मजदूर यूनियन [रजि०]
WEST DELHI ENGINEERING MAZDOOR UNION
(REGISTERED)

(Affiliated to Delhi Trade Unions Council & All India Trade Union Congress)

(Near E.S.I. Dispensary Khokha)
Karampura

Ref. No. WDEMU/.....

NEW DELHI-15.....19

We solicit your immediate intervention in the matter
and necessary action.

Thanking you,

Yours faithfully,

(S. DHU SINGH)
GENERAL SECRETARY

Copies to:

1. The Hon.ble Labour Minister, Government of India,
New Delhi.
2. The Lt. Governor, Delhi State, Delhi.
3. The Deputy Commissioner, Delhi.
4. The I.G, Police, Delhi.
5. The Labour Commissioner, Delhi state, Delhi.
- ✓ 6. The General Secretary, AITUC, New Delhi.
7. The Secretary, PTUC, Delhi.
8. The SeH.O. Motinagar, New Delhi.
9. Management Concerned.

A.I.T.U.C.
Received 22.33 22/10/66
Replied

266

बाहू ता जा म ब पू र सं ष

कार्यालय दरिधा पान

कलिंगढ

दिनांक २४-१०-६६

२६

पत्र संख्या च० २६१/६६

श्रीमान सहायक श्री लिखत बाफार,

१२- जाफा हाऊस, मेरिस रोड,

कलिंगढ ।

महोदय,

निवेदन है कि हमने मेट्रोल एण्ड एन्वॉनियर्स उद्योग के कार्यालय बोर्ड ने कन्सल्टिंग सहायता की योजना की जो रिफारिस की है उसके आधार पर, मेरिस इन्डियन ट्रेडिंग कारपोरेशन, गम्भीरपुरा, कलिंगढ के माछिर्ने की कन्सल्टिंग सहायता देने का दिनांक १६-६-६६, दिनांक २०-६-६६ और ३०-१०-६६ को लिया ।

श्रीमान बाधुधे है कि माछिर्ने ने उक्त पत्रों के माध्यम में बार बार यह लिखा है कि जहाँ जहाँ एक ही प्रकार की कन्सल्टिंग सहायता के बारे में सरकार द्वारा कोई सूचना नहीं मिली है ।

कृपया उपरोक्त, यदि उनका यह कक्षा सत्य है तो कन्सल्टिंग सहायता के बारे में तुरन्त सूचना दी जाए इस सम्बन्ध में उनके साथ की गई लिखा पढी के बारे में हमारी भी अज्ञात की जायक वस्तुतः पता ला सके । वस्तुतः स्थिति जान ली के बतिरिक्त उन साथ ही भी प्रार्थना करते हैं कि उक्त वेतन बोर्ड द्वारा निर्धारित कन्सल्टिंग सहायता माछिर्ने से दिलवाये जायकि युनिट्स की उनकी प्राप्ति के लिये कोई वैधानिक कदम उठाये की विषय होना पड़ेगा । विपरीत हाथ में विवशता से उठाये गये कर्मों की जिम्मेदारी हम विभागवार माछिर्ने की होगी ।

हम इस पत्र के साथ माछिर्ने द्वारा भेजी धनी दिने गयी पत्रकी प्रति - ठिपि भी संलग्न कर रहे हैं । इस से पूर्व भी इस सम्बन्ध में माछिर्ने के साथ की गई अपनी लिखा पढी से भी हम ज्ञात की अज्ञात करते रहे हैं ।

भवदीय

कन्सल्टिंग सहायता के सम्बन्ध में माछिर्ने के उत्तर के लिये वे अज्ञात कराने हेतु ।

प्राथमिक प्रीक्षण का गर्व ।

- १ - श्रीमान सचिव महोदय, श्री मन्त्रालय, भारत सरकार, नई दिल्ली ।
- २ - श्रीमान सचिव महोदय, श्री । सा विभाग, विधान भवन, उ० प्र० छत्तार ।

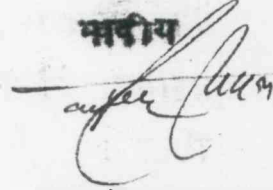
। ५० ५० ।

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- ३ - श्रीमान् त्रामायुक्त महोदय, पोस्ट बॉक्स नं० २२०, उत्तर प्रदेश, काजपुर ।
- ४ - श्रीमान् सहायक त्रामायुक्त महोदय, ३२ गार्डन रोड, वागरा जंक्शन, वागरा ।
- ५ - श्रीमान् प्रथम मन्त्री महोदय, यू० पी० मैट्रिड एण्ड कम्पनी नियरिंग वर्क्स फॅक्टरी, २३१/३५, हाजिब गंज, केस फुर्ता, काजपुर - २२
- ६ - श्रीमान् भारत जेनेटिक महोदय, जल्लिड नारटिंग ट्रेड युनियन कार्यालय, ३० कन्ट्रै बालन, रामी काली रोड, नई देहली ।

(संख्या २१)

भारतीय



(करनसिंह पियल)

मंत्री

बाबू ताला मजदूर संघ

INDIAN TRADING CORPORATION

GAMBHIR PURA, ALIGARH

पत्र नं० । ६२५।६६-६७

दिनांक २७-१०-६६

मन्त्री,

चाकू बाजार मजदूर संघ,

दरीबापान - जलगाढ़

महोदय,

आपके पत्र संख्या च० २६०।६६ दि० २०-१०-६६ के सम्बन्ध में निर्दिष्ट है कि हम आपको पहले ही अपने पत्र संख्या पत्र नं० ५७६।६६-६७ दिनांक २०-६-६६ तथा पत्र नं० १५६५।६६-६७ दि० २२-६-६६ के द्वारा कन्ट्रिब्यूटिव सहायता के सम्बन्ध में अपनी स्थिति स्पष्ट कर चुके हैं। हमारी समझ में नहीं जाता कि हमारे उक्त कथित पत्रों के मिलने के बावजूद आप को ६-१०-६६ का प्रस्ताव पारित करने की आवश्यकता क्यों हुई।

हम आप को पुनः सूचित कर देना चाहते हैं कि जब तक हमें श्रम विभाग कक्षा किसी भी अन्य श्रमियों से कोई अधिकृत सूचना प्राप्त नहीं होगी हम कन्ट्रिब्यूटिव सहायता के विषय में कुछ नहीं कर सकते हैं। कथित जानकारी होने के बाद ही हम इस सम्बन्ध में कोई निश्चित कार्यवाही कार्य रूप में ला सकते हैं।

आपको यह भी सूचित कर देना आवश्यक समझा जाता है कि पूर्ण स्थिति जगत होने के बावजूद यदि आपने कोई ऐसी कार्यवाही की जिससे अधिकार को हानि उठाना पड़े तो उसकी पूर्ण जिम्मेदारी आपके ऊपर होगी।

आशा है कि आप कोई ऐसी कार्यवाही नहीं करेंगे जिससे हमारे अधिकार का वातावरण बिगड़े व औद्योगिक शान्ति का ही।

सधन्यवाद

महोदय

कन्ट्रिब्यूटिव पेज नं० २

फ़ोरे इन्डियन ट्रेडिंग कॉर्पोरेशन,

हो अस्पष्ट

। बंगलौर कन्ट्रिब्यूटिव

लेबर ऑफिसर

रही अतिरिक्त
अधिकारी

बाकु ताला मजदूर संघ दरीवापान अलागद के पत्र संख्या न० २६०/६६ दिनांक २७-१०-६६ जिसकी प्रतिलिपियां उन्होंने ए० एल० सी० जागरा व ए० आर० सी० जी० अलागद को भी प्रेषित की हैं - के उत्तर में किये गये इस पत्र की प्रतियां :-

- १- श्री रीजल असिस्टेंट जेवर कमिश्नर,
१२- गार्डन रोड, जागरा ।
- २- श्री एडीशनल रीजल कन्ट्रोलिंग ऑफिसर,
१३- मैसूर रोड, अलागद ।

को इस प्रार्थना के साथ प्रेषित की जाती हैं कि यह इस सम्बन्ध में आवश्यक कार्यवाही करें ताकि अधिष्ठान की औद्योगिक शान्ति में न हानि और अधिष्ठान को कोई हानि न पहुंचे ।

फॉर एडिशनल डेप्युटी कमिश्नर,

। श्री० डी० लक्ष्मी ।

जेवर ऑफिसर

नोट:- मालिकों द्वारा युनियन को पत्र दिनांक २६ अक्टूबर दिया गया है । युनियन के पत्र संख्या न० २६०/६६ दि० २७-१०-६६ है न कि दि० २७-१०-६६ किता कि इस पत्र में दिया है ।



A. T. Gooyee Metal Works Employees Union

I. N. C. MITRA ROAD, DUM DUM, CALCUTTA-28

Regd. No. 6559

Ref. _____

266

Dated October 28, 1966

To

Com. S. A. Dange,
General Secretary,
All India Trade Union Congress,
Rani Jhansi Road,
NEW DELHI.

A. I. T. U. C.
Received 30.10.1966

Dear Comrade,

The workers of M/S. A.T.Gooyee Metal Works (P) Ltd., Dum Dum, 24 Pgs. (West Bengal) are facing Lock-out for more than 73 days with full-fledged unity and determination against the attack of the management and the Government.

Demands of the workers are : (a) withdrawal of the illegal lock-out (b) No victimisation (c) interim relief as per recommendation of the Engineering Wage Board (d) Adequate (20%) Bonus payable in 1966 etc.

The trade union of the workers concerned solicits co-operation and help from A.I.T.U.C in all respects for the success of the struggle.

So, I on behalf of the struggling workers of M/S. A.T.Gooyee Metal Works (P) Ltd. earnestly request you to grant some financial help and send it immediately.

Awaiting for your early ~~with~~ reply.

With Trade union greetings,
Comradely yours,

Sukhendu Sen
(Sukhendu Sen)
Secretary.

21/10/66



General Engineering Employees' Union

(Regd. No. 1642)
(Affiliated to AITUC)

President : S. A. Dange
Gen. Secretary : Vithal Chaudhari
Tel. { Res. 23219
 Office 264619
 441608

Office :
25, Dalvi Building, 2nd Floor,
Parel, BOMBAY 12.

Ref. No. GEEU/CP/187/66.

Dated October 26, 1966.



Dear Comrade Sule/ Com. Ramrao,

Enclosed is a handbill which has been distributed among workers of C.P. As expected the defaulters and rowdies tried to howl against the distributors and threatened members of my Union also.

I wonder as to where the responsibility of this situation should be pinned?

I learn that you have advised these workmen to join your Union rather, you have opened doors of your Union for them to join it play the leading role to organise others.

I think it will be patently wrong to allow this to happen. Any element which disrupts one AITUC Union, swindles its monies, tampers with its books and just to avoid answerability, chooses to get into another AITUC Union, should have no place in our Union, much less any encouragement from any quarters.

In fact, you have always declared that you even expel workmen if they do not pay the Union dues after waiting for some period. Your present approach contrary to the above structure is, therefore, very difficult to appreciate.

I hope you take due note of this and prevent further growth of this rot.

Yours fraternally,

Vithal Chaudhari
General Secretary

encl: as above.

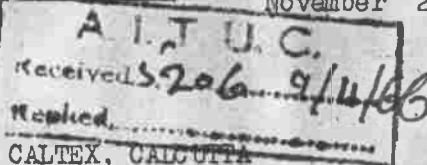
copy to The General Secretary, AITUC.
The General Secretary, MRTUC.

26/10/66

12
for Engr. Ford.
266.
PETROLEUM WORKERS' UNION
3 & 4 Hare Street, Calcutta

November 2, 1966

TO ALL TRADE UNIONS:



RETRENCHMENT MOVE IN CALTEX, CALCUTTA

Dear Comrades,

We are thankful to you for your solidarity move by holding a massive demonstration in front of Caltex Office on 26.10.66 at the call of the Committee Against Automation, Calcutta, in support of the Caltex Employees' demand for return of the removed office records and equipment for restoration of their usual work and for job security.

You are well aware that Caltex Management, Calcutta, in implementing their scheme of re-organisation, rationalisation and automation (IBM Machines installed in their Bombay Office) removed all office records and equipment, attendance registers and all office papers, even including personal belongings of the employees like Cheque-books, kept in their desk drawers, during the 'PUJA HOLIDAYS' on 20.10.66 in the dead of night under police escort, resulting no job being left for over hundred employees resuming duties after the Puja Holidays on 24.10.66. On 19.10.66 all the employees of Caltex Office in Calcutta had work and not even a single person was surplus. Due to resistance put in by the employees against reorganisation, rationalisation and automation, in accounting and other works, the management took this surreptitious move and this has roused indignation of the people in every walk of life.

In this situation, in reply to Union's demand for job security and return of all removed records and equipment, the Caltex Management in their letter No.LAB/TVN dated 31.10.66 stated that "THEIR WORK IS CONSIDERABLY REDUCED AS A RESULT OF CIRCUMSTANCES BEYOND THEIR CONTROL" and the RECORDS WILL NOT BE BROUGHT BACK. The management further stated that "JOB SECURITY CANNOT BE ASSURED AND CANNOT FORM A SUBJECT MATTER OF DISPUTE". A copy of the Management's letter is enclosed.

In the face of this offensive, we seek your help and guidance and are going to hold a Trade Union Convention shortly in Calcutta.

As an initial step we would request you to adopt a resolution in your Executive Committee or by holding General Meeting according to your convenience and send copies of this resolution to 1) The Minister of Labour, Employment & Rehabilitation, Government of India, New Delhi, 2) American Embassy in India, 3) General Manager, Caltex (India) Ltd., 'Caltex House', 8 Ballard Estate, Bombay, 4) Petroleum Workers' Union, 3 & 4 Hare Street, Calcutta.

Caltex is an American Oil Company, doing business in 55 countries in the world. Their resources and political influence make it necessary for us to take such steps which would compel them to concede to employees' demand for job security.

The solidarity move from all Trade Unions can alone help us to force the management to accept their obligation to ensure job security to the employees. We would, therefore, request you to adopt and send the resolution on or before 8.11.66. A draft is enclosed for your convenience.

The Union demanded from the Government to prosecute the Company for disturbing the status quo by removing the office records and equipment during the pendency of the dispute before a conciliation officer. This action of the company is in violation of Section 33(1) of the Industrial Disputes Act. The Deputy Labour Commissioner, Government of West Bengal, informed the Union that the matter has been referred to the Secretary Labour Department, Government of West Bengal for consideration. On Union's demand, the Deputy Labour Commissioner, asked the Company to justify their action. The Company has taken time to give their reply.

The Caltex Employees, meanwhile, continue their sit-in demonstration.

Yours fraternally,

(S. S. BOSE)

JOINT SECRETARY

Encl. as above.

DRAFT OF THE RESOLUTION

This meeting of
held on in
notes with great concern the most high-handed action of Caltex Management in secretly removing all office records and equipment, attendance registers and even personal belongings of the employees like cheque books of Bank Accounts kept in desk drawers, from Calcutta Office during the Puja Holidays on 20-10-66 in the dead of night under Police escort resulting in no job being left for over 100 employees resuming duties on 24-10-66.

This action was taken by Caltex Management in implementation of their scheme of Rationalisation, Re-organisation and Automation (IBM Machines installed in Bombay).

Hundreds of workers have been made jobless in the foreign oil companies in the process of Rationalisation, Re-organisation and Automation and are being forced to accept premature retirement. This form of retrenchment is a new attack on the Indian Working People and the Petroleum Workers have been agitating for a long time demanding job security and discontinuation of the so called Voluntary Retirement.

The demand of the Caltex Employees' for job security was pending before the Deputy Labour Commissioner, Government Of West Bengal, who called a joint meeting on 17-10-66 in Calcutta. Caltex Management sought postponement of the joint meeting fixed for 17-10-66 to take advantage of the Puja Holidays beginning from 20-10-66 to remove surreptitiously the office records and equipment to make the employees jobless with the motive of retrenchment. This action of the company during pendency of the dispute before the Dy. Labour Commissioner, was in violation of Section 33(1) of the Industrial Disputes Act. This meeting further notes that before removal of office records and equipment, the company also did not give any notice as applicable under Section 9(A) of the Industrial Disputes Act. This meeting, therefore, condemns the arbitrary and most high-handed action of Caltex Management and supports the demands of the Petroleum Workers in urging upon the Government to take firm action against Caltex Management and order restoration of status-quo by bringing back the removed records and office equipment etc.,

This meeting gives a firm assurance to the Petroleum Workers and particularly Caltex employees' that the employees of will give all possible help and co-operation in support of their struggle for job security and organise co-ordinated solidarity action along with other Trade Unions to stop exploitation of British and American Oil Companies in India.

This meeting further demands nationalisation of the Foreign Oil Companies in India for national economy and Petroleum Workers' job security.

This meeting further resolves that copies of this resolution be forwarded to;

- 1) The Minister of Labour, Employment & Rehabilitation,
Government Of India, New Delhi.
- 2) Hon'ble. Chester Bowles,
Ambassador of the U.S.A. in India,
'Shanti Path,
Chanakya Puri,
NEW DELHI.11
- 3) The General Manager,
Caltex (India) Limited,
No.8, Ballard Estate,
BOMBAY-1
- 4) The Labour Minister,
Government of West Bengal,
'Writers Building,'
CALCUTTA.

CHAIRMAN OF THE MEETING

CALTEX (INDIA) LIMITED
22, Chittaranjan Avenue
CALCUTTA

COPY

In reply please refer to:
LAB:TVN
October 31, 1966

The General Secretary,
Petroleum Workers' Union,
3 & 4, Hare Street,
Calcutta - 1.

Dear Sir:

Please refer to your letters dated October 24, 1966, two letters of October 25 and your letter dated October 27, 1966.

As already advised, the records are required in Bombay and will, therefore, be retained there. There is nothing improper in our conduct of removing our own property. The letter from Watchman Shri Damodardas contains a number of inaccuracies and we would especially like to inform you that no force was used on him nor was he confined as alleged by him. There was no question of snatching away the keys from him for the reason that when they were legitimately demanded he quite properly handed them over to the concerned authority. The records are not in Calcutta and no work is being done in any of the Company flats at Calcutta as alleged by you.

As you are aware, our work is considerably reduced as a result of circumstances beyond our control. This matter has been brought to your attention time and again. Having a job is dependent upon the availability of work and it therefore followed that job security cannot be assured and cannot form a subject matter of dispute.

You are well aware that, depending upon the exigencies of Company's business, we revise our correspondence procedures and methods from time to time. This has been a continuous process with us. There has been neither rationalisation nor automation.

There is no pending conciliation with the Deputy Labour Commissioner and your various allegations connected therewith are incorrect.

As a normal practice we have been transferring jobs and employees from one location to another depending upon the exigencies of Company's business. Therefore, you are not justified in advising your members at the Terminal not to do certain items of work for which necessary staff have already been transferred or made available. You will appreciate that it is Management's right to decide what work is done from what location. Any disobedience of instructions pertaining thereto would amount to misconduct.

As regards negotiations with you, we are willing to discuss the further of Calcutta surplus staff provided such discussions do not relate to matters which are within managerial rights and functions and only after orderliness is restored.

Please note that the various allegations in your letters which are not specifically dealt with herein are not admitted.

Yours very truly,
CALTEX (INDIA) LIMITED

BY: Sd/-S.N.DEOGUN.

LIST OF SOME OF THE TRADE UNIONS PARTICIPATED IN
THE DEMONSTRATION HELD BEFORE CALTEX OFFICE ON
26-10-66 IN SUPPORT OF CALTEX WORKMENS' DEMAND.
AT THE CALL OF COMMITTEE AGAINST AUTOMATION, CALCUTTA.

1. B. P. T. U. C.
2. U. T. U.C.
3. COORDINATION COMMITTEE OF CENTRAL GOVT. EMPLOYEES UNIONS & ASSNS.
4. BENGAL PROVINCIAL BANK EMP. ASSN.
5. CALCUTTA DIVISION LIFE INSURANCE EMP. ASSN.
6. PETROLEUM WORKERS' UNION.
7. FEDERATION OF MERCANTILE EMPLOYEES UNION.
8. TOMCO EMPLOYEES UNION.
9. MARTIN BURN INDIAN EMP. ASSN.
10. KARAMCHAND THAPAR & BROS EMP. ASSN.
11. G.E.C. STAFF UNION.
12. STATE BANK OF INDIA STAFF ASSN.
13. GEO MILLER & CO. PVT. LTD. UNION.
14. ALL INDIA P&T OFFICE EMP. ASSN.
15. HEATLEY GRESHAMS & ASSOCIATE COMPANIES EMP. UNION.
16. J. THOMAS & ASSOCIATED COMPANIES EMP. UNION.
17. OCTIVIUS STEEL & CO. LTD. EMPLOYEES UNION.
18. JARDINE & HENDERSON EMP. UNION.
19. GANGES PRINTING WORKERS UNION.
20. LIONEL EDWARDS & ISS EMP. UNION.
21. UNITED INDUSTRIAL BANK EMPLOYEES ASSN.
22. SHAH WALLACE INDIAN EMPLOYEES UNION.
23. WILLIAMSON MAGOR & CO. EMP. UNION
24. GREAVES COTTON & CROMPTON ASSOCIATE CONCERNS WORKERS UNION.
25. STATESMAN CLERICAL STAFF UNION.
26. STATESMAN EMPLOYEES UNION.
27. DUNLOP RUBBER CO. INDIA LTD. EMP. UNION.
28. A.E.I. EMP. WELFARE ASSN.
29. ALLUMINIUM CORPN. CALCUTTA EMP. ASSN.
30. C.E.S.C. EMP. UNION
31. INDIAN OIL EMP. UNION
32. CENTRAL BANK OF NETHERLAND EMP. ASSN.
33. CANARA BANK EMP. ASSN.
34. HINDUSTAN LEVER MAZDOOR UNION.
35. HARDCASTLE WORKERS UNION.
36. UNITED COMMERCIAL BANK OF INDIA EMP. UNION
37. VOLTAS & VOLCART WORKERS' UNION.
39. ANDREW YULE EMP. UNION
40. STATE BANK OF BIKANER EMP. ASSN.
41. CENTRAL BANK OF INDIAN EMP. ASSN.
42. BANK OF INDIA EMP. ASSN.
43. UNION BANK EMP. ASSN.
44. EASTERN BANK EMP. ASSN.
45. RESERVE BANK OF INDIA EMP. ASSN.
46. RESERVE BANK OF INDIA WORKERS' FEDERATION
47. DENA BANK EMP. ASSN.
48. HORE MILLER EMP. WELFARE ASSN.
49. McNEILL BERRY INDIAN EMP. UNION.
50. NATIONAL & GRINDLAYS BANK ASSN.
51. HINDUSTAN COMMERCIAL BANK EMP. ASSN.
52. MACINOS EMP. ASSN.
53. HONKONG EMP. ASSN.
54. TATA STEEL EMP. UNION
55. BANK OF BARODA EMP. ASSN.
56. CHARTERED BANK EMP. ASSN.
57. McLEOD INDIAN EMP. ASSN.
58. SCINDIAS EMP. ASSN.
59. DUNCAN EMP. ASSN.
60. JACKS EMP. UNION.
61. CALCUTTA UNIVERSITY EMP. ASSN.
62. WEST BENGAL EDUCATIONAL INSTITUTE EMP. FEDERATION.
63. MACKINON MACKENZIE & CO. EMP. UNION.
64. ALL INDIA INSURANCE EMP. ASSN.
65. CENTRAL GOVT. EMP. ASSN. & UNION COORDINATION COMMITTEE
66. WEST BENGAL GOVT. EMP. ASSN. & UNION COORDINATION COMMITTEE.

PETROLEUM WORKERS' UNION
3 & 4 HARE STREET

CALCUTTA (INDIA)
November 2, 1966

AN APPEAL TO ALL TRADE UNIONS IN DIFFERENT COUNTRIES
OF THE WORLD.

Dear Comrade(s),

The employees of American owned Oil Company, Caltex, in Calcutta (India) have been made jobless with the motive of retrenchment by the most ruthless action previously unknown in India Trade Union Movement.

This American Oil Company was carrying on their re-organisation, rationalisation and automation (IBM MACHINES) scheme rendering hundreds of workmen jobless and at the same time forcing them to accept premature retirement against small compensation. The unemployment position in India being all time high, and there is no scope for alternative employment, acceptance of voluntary retirement will drag the employees to unemployment and starvation. In this situation, the employees of Caltex Company in Calcutta (India) resisted the Company's move and demanded job security. Following vigorous resistance from the employees this American Oil Company surreptitiously removed all office records and equipment on 20.10.66 in the dead of night taking advantage of national festival holidays between 20.10.66 and 23.10.66 resulting no job being left for the employees resuming duties on 24.10.66. Meanwhile the employees are staging "SIT-IN" demonstration inside the office from 24.10.66, day and night, demanding work for everybody and return of the removed office records and equipment and job security.

When this American Oil Company took this action the employees' dispute on job security was already pending before the Government's Conciliation-Officer and under Indian Law (Section 33(1) of Industrial Disputes Act) the Management was bound to maintain status quo. Therefore, by this action this American Oil Company has violated the Law of the Country for which they are liable for prosecution. While the Union has demanded of the Government to prosecute the Company to restore status quo by return of the removed office records and equipment, the Caltex employees demands are being supported by all the Trade Unions in Calcutta (India) and also by Central Trade Unions of India.

We feel that without solidarity and support of Trade Unions in Different Countries an International Company like Caltex cannot be made to yield to accept the workers demand for job security.

We would, therefore, request you to adopt a resolution supporting the demand of the Petroleum Workers in India with particular reference to Caltex Employees in Calcutta (India) and forward copies of this resolution to:

1. California Texas Oil Corporation, 380 Madison Avenue, New York-17, NY, U.S.A.
2. The Minister for Labour, Employment & Rehabilitation, Govt. of India, New Delhi, (India).
3. The Minister for Petroleum & Chemicals, Government of India, New Delhi, (India).
4. The Petroleum Workers' Union, 3 & 4 Hare Street, Calcutta, (India).

We very much depend upon your fraternal help and will be obliged to receive a copy of your resolution, in support of our demand for job security for the very existence.

Yours Fraternally,


(S. S. BOSE)

JOINT SECRETARY

PETROLEUM WORKERS' UNION - CALCUTTA.

GENERAL LABOUR UNION

Regd. No. 4813 (Affiliated to AITUC)

President : S. G. Patil

Gen. Sec. : Thanu Pillai

Tel No. :

REF. NO. GLU/

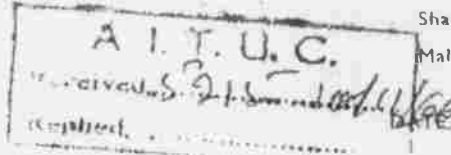
R. No. 8. House No. 183.

Shankar Bhajiwala Building,

Malad. (East) BOMBAY 64.

4813

Handwritten initials



5.11.66

196

The Registrar of Trade Unions,
Government of Maharashtra,
Commerce Centre,
Tardeo, Bombay 34.

Sir:

We have come across a letter addressed to Messrs. National Leather Manufacturing Co., Bombay 4 by Mr. V.G. Deshpande, Assistant Labour Commissioner, Bombay in which the Secretary of General Labour Union, C/o Communist Party Office, Bhattipada, Bandup, Bombay is shown as a party to the disputes on the demands of workmen employed by the above company. We are having cent percent workmen of the above company employed in their factory situate at Akurli Road, Khandveli East, Bombay 67 and we have placed a charter of demands of the factory workmen before the management and we are negotiating the matter further. In the meanwhile the factory management had handed over the abovementioned letter No.GL:H:VGD:92662 dated 1st November 1966.

Our main concern is that there are two unions bearing the same name that of "General Labour Union". We do not understand how your department had registered both these unions in the same name. Further this is a matter which can complicate labour disputes where in both the unions could claim membership and sometimes it could be a matter for mischief potential. We, therefore, request you to inquire into the matter how both these unions could exist with the same name in the matter of labour disputes and registration. We would request you to take early action regarding this matter.

Yours faithfully,

(Thanu Pillai)
Secretary.

- c.c. to 1) Shri V.G. Deshpande,
Asstt. Labour Commissioner, Bombay.
2) The Secretary,
M.R.T.U.C.
3) The General Secretary,
A.I.T.U.C., Delhi.

Handwritten notes:
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S
17.71

Delhi State Federation of Metal & Engineering Workers

[Affiliated with National Federation of Metal & Engineering workers of India]

(An A.I.T.U.C. Organization)

H. O. 11-KRISHNA MARKET,
PAHARGANJ, N. DELHI-I.

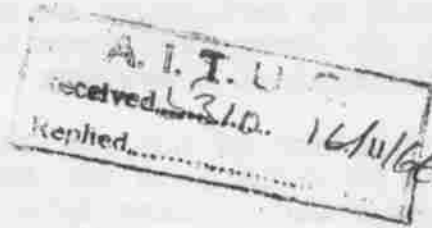
B. O. A-199, KARAMPURA,
NEW DELHI-15.

Our Ref. No. DSEMEW/ 119/66-67

Dated 14.11. 1966

Your Ref. No. _____

Alb
Sri. A.N. Jha
Lt. Governor
Delhi State



Dear Sir,

This is to bring to your kind notice the growing police interference in the trade union disputes which is seriously creating obstructions in the normal functioning of trade unions in the city.

1- As you are aware that the Government of India adopted a resolution on the implementation of the recommendation of the wage board for the Engineering Industry. The refusal of a large number of engineering concerns in Delhi to implement fully these recommendations has caused a great deal of discontent among the workers. The recalcitrant attitude of the managements in disturbing the atmosphere of peace and unfortunately the Government failed to take any measures to compel the management to implement these recommendations.

2- The engineering concerns in the capital have started attacking the workers and putting the entire blames for these development on the workers. To our surprise the local Police officials are openly siding into the management and are interfering in normal functioning of the unions.

We have already pointed out in an earlier memorandum how Sri. Poooran Chand, Vice President of West Delhi Engineering Mazdoor Union was arrested along with the anti-cow slaughter demonstrations. Though he had nothing to do with undemocratic agitation, he was imprisoned with a clear notice of preventing him from leading the workers.

3- The workers in Najaf Garh Industrial Area were so much agitated over the harassment of police officials that they were planning a demonstration before the Moti Nagar Police Station on November 9th, 1966. Sri. Poooran Chand who was to lead the demonstration was arrested with sheer vindictiveness. We would request you to look into the matter and order his release without any delay.

4- Recently the workers of M/s Bugga Engineering Works 8739, South Industrial area Kirti Nagar Najaf Garh Road were also pressing for implementation of the Engineering Wage Board recommendations. On 29th, October one worker named Sri. Yug Pal was stabbed by the managements hirelings in front of the factory gate. In this connection we would like you to note that though information was conveyed to the Police officials at Moti Nagar Police Station, but no action was taken in time. We had therefore to inform the flying squad at Kashmiri Gate Station. The Moti Nagar Police station officials reached the spot one hour after arrival of the flying squad, though the Police station is only about 2 furlong away from the factory Gate.

Cont- Page 2

5- The management then deliberately broke some window panes and did some damage to the car in order to implicate the workers in false cases. A report was sent to the police station and police immediately took action in the matter and cases were launched against 10 workers. It is clear that this action was taken to save the management from the charge of instigating a cowardly attack against a worker.

6- This behaviour of the police officials at Moti Nagar Police Station is harmful to the industrial peace in the area, and we hope you would enquire into the conduct of the officials without any delay.

7- We therefore demand immediate transfer of the Police officials (S.H.O) who openly side with the management during the industrial disputes.

We further demand withdrawal of all cases against the workers who are wrongly involved in cases.

We hope you will take immediate steps in the matter, so that industrial peace is restored in the area.

Thanking You,

Yours faithfully

Jr (Jaswant Singh)
Vice President

- CC to:-
- 1. The Hon-able Home Minister Ministry of Home Affairs N. Delhi
- 2. The Labour Minister Govt of India New Delhi
- 3. The Deputy Commissioner Delhi State
- 4. The Inspector General Of Police New Delhi
- 5. The Labour Commissioner 15, Rajpur Road Delhi
- 6. The General Secretary Delhi State A.I.T.U.C Delhi
- 7. The General Secretary A.I.T.U.N 5-B Jhandewalan Nani Jhansi Road New Delhi
- 8. Com, A.K. Gopalan (Member of Parliament) 4, Ashoka Road New Delhi
- 9. ~~Com, P. Singh Secretary Delhi State A.I.T.U.C Delhi~~

11/71

वेस्ट दिल्ली इंजीनियरिंग मजदूर यूनियन [रजि०]
WEST DELHI ENGINEERING MAZDOOR UNION

(REGISTERED)

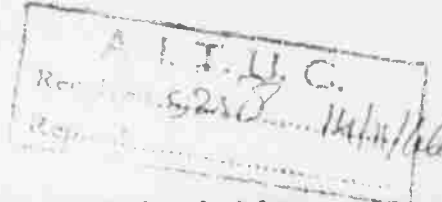
(Affiliated to Delhi Trade Unions Council & All India Trade Union Congress)

(Near E.S.I. Dispensary Khokha)
Karampura

266
Ref. No. WDEMU/...573.....

NEW DELHI-15.....9th, November 1966

Shri. Gulzari Lal Wanda
Hon-able Minister for Home Affairs
Government of India
New Delhi



Dear Sir,

Sub-; Partisan, High-handed and vindictive action of the S.H.O. Moti Nagar Police Station New Delhi-15

Please refer to our letter No. WDEMU/564 dated 30th October 1966, one of the operative parts of which related to the partisan attitude of the S.H.O. Moti Nagar Police Station and for the reason we had decided to hold a peaceful demonstration on 9th, November 1966 at 5 P.M. there to manifest the anger to protest of the working class. The S.H.O. concerned had, vide the same letter being duly informed about the said demonstration

We had thought that the proposed demonstration would bring some sense of rectitude on the S.H.O. more so when we had sought your effective intervention into the matter, and he would stop being partisan and vindictive against our union and its functionaries. But it did not happen so.

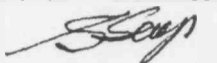
On our part and as a proof of our bonafide, we postponed the said demonstration vide our letter WDEMU/571 dated 5th, November 1966, a true copy of which is enclosed here with.

But the said S.H.O. out of sheer prejudice and vindictiveness, exploited the tense situation created by the anti-social and communal elements on 7th, Nov 66 against us and against our prominent union functionary Com. Puran Chand, who happens to be the vice president of our union and its whole time organiser. He is also a prominent leader of the communist party of India in the Najaf Park Road Industrial area. In the general round up launched on 7th, November 1966, against anti-social and communal elements, the S.H.O. involved entrapped and arrested Com. Puran Chand also u/s 107/151 Cr. P. C. This is highly objectionable, unwarranted and patently partisan act of the S.H.O.

Therefore it is requested that the S.H.O. be kindly administered a stern warning to at least behave in a non-partisan manner till our demand for his transfer is heard and conceded, and com Puran Chand be released immediately.

Thanking You,

Yours faithfully


(Sadhu Singh)

General Secretary

CC:

1. Hon-able Labour Minister
2. Govt, Governor Delhi
3. Deputy Commissioner Delhi
4. Inspector General Police Delhi
5. Labour Commissioner Delhi
6. General Secretary A. I. T. U. C. New Delhi
Secretary PTUC New Delhi

8-S.H.O. Moti Nagar Police Station New Delhi-15

9. Com. K. Gopalan (Member of Parliament) 4, Ashoka Road New Delhi

For information and necessary action please.

(Sadhu Singh)
General Secretary

वेस्ट दिल्ली इंजीनियरिंग मजदूर यूनियन [रजि०]
WEST DELHI ENGINEERING MAZDOOR UNION
(REGISTERED)

(Affiliated to Delhi Trade Unions Council & All India Trade Union Congress)

(Near E.S.I. Dispensary Khokha)

Karampura

Ref. No. WDEMUN/571/66-67 NEW DELHI-15, 27th November, 1966

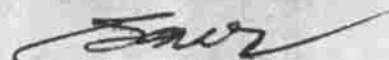
The S.H.O
Moti Nagar Police Station
Moti Nagar, New Delhi

Sub-; Criminal assault on the worker by the
Management of M/s Sugga Engineering Works
and demonstration before Moti Nagar Police
Station.

Dear Sir,
With reference to our letter No WDEMUN/564
dated 20.10.66 addressed to Shri. Gulzard Lal Bhandu,
Hon-able Minister for Home Affairs Govt of India, New
Delhi and copy enclosed to you. We wish to inform you
that in view of the present tense situation in the
capital on account of demonstration that took place
on 7.11.66 before the Parliament House, we have deci-
ded to postpone our proposed demonstration before
your police station scheduled for 9.11.66 sine die.

The date and time of the demonstration will
be intimated to you in due course.

Yours faithfully


(Sadhu Singh)
General Secretary

A. T. Gooyee Metal Works Employees Union

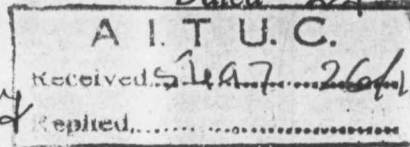
I. N. C. MITRA ROAD, DUM DUM, CALCUTTA-28

Regd. No. 6559

Ref. _____

W
General Secretary

Dated 24.11.1966



All India Trade Union - Congress.
New Delhi.

Dear Comrade,

The A. T. Gooyee Metal Works workers of Dum Dum, West Bengal are facing lockout for the last hundred days.

The workers are determined to resist the attack of the Management and win the battle.

An appeal signed by Sri Sankar Sen the secretary of the union was sent to you for help from A. I. T. U. C.

Again I will request you to consider the appeal of the union and do the needful immediately.

With trade union greetings,
Comradely yours

M. K. S.

24.11.66

ON ENGINEERING WAGE BOARD.

This Twentieth Annual General Meeting of Burn's Employees' Union held on 28th June 1966 notes with grave concern that the interim relief award of the Board after a magnificent grandeur of India - wide investigation is too scanty to satisfy even the minimum demands of workmen for interim relief. In view of the ever-increasing high dramatic prices of everyday necessities, this meeting demands of the Chairman of Engineering Wage Board to reconsider the decision of interim relief for further improvement. This meeting strongly objects against delayatory moves of the Wage Board to announce their final decision of wage structure of Engg. workers.

This meeting strongly feels that the workers' representatives should give up their responsibility as members of the Engg. Wage Board in the demand for increased amount of interim relief and immediate finalisation of the decisions of the Wage Board.



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To
The President/Secretary,
All India Trade Union Congress
.....
Jhandewalla
New Delhi.

A. I. T. U. C.
Received.....
Replied.....

Dear Brother,

This is to bring to your kind notice for your information and necessary action thereto.

That the workmen of Kulti Refractories are paid only Rs.2/- p.d. There is no D.A. and other least facilities. Even there is no arrangement for drinking water. Drain water of Kulti Works are cleaned and supplied to the workmen. There is no arrangement for medical treatment nor any Doctor or any Dispensary. In case of accident, the workmen do not get any first aid.

That we submitted a charter of demands such as grade, dearness allowance, quarter, hospitalisation, bonus, protective clothings, etc. on the last 12.7.66 to the Management of India Refractories, Kulti, Burdwan. India Refractories is owned and managed by "Kesoram", a Birla Concern.

That the Management did not pay any heed to our charter of demands and we were forced to serve a strike notice upon the Company on 17.8.66 with those demands.

That in the meantime, Sri Sohan Prosad Verma, a local INTUC leader (who is Pro-John & anti Gopeswar and an active member of Bangla Congress and recently formed a Trade Union Platform with the followers of Dange - Taher Hossain, Nitish Sett, etc. at Burnpur-Kulti), made an agreement with the Company terminating services of 164 workmen, i.e. 14 Hand Moulders and 60 Casual workmen who among others belong to our Union. Basic wage was reduced nearabout 50% and turned it as D.A.

That the workmen fought severely against this dismissal and at least on 9.9.66 a Tripartite Agreement was made at Calcutta under the auspices of the Asstt. L.C., Mr. N.G. Chatterjee, by which all the workmen were taken into service on permanent basis, grades were made and some other points protecting their income.

That the Management completely violated the agreement and 8 Hand Moulders were kept out of employment. The Company even did not agree to talk for other demands along with Bonus for '65-66 before Pujas.

That we gave call for 24 hours' token strike on 12.10.66 against such attitude of the Management. But the said Sri Sohan Prosad Verma and Tahir Hossain Company with the active help of the Management sent 45 men equipped with lethal weapons in the morning to the Works. They assaulted our striking workmen also. However, the token strike was peaceful and a complete success.

That on 13.10.66 when all the workmen went to join their duties they were refused their duties. Consequently the Workmen are on peaceful strike from 12.10.66 upto now and the said strike is continuing.

That in the meantime, the Govt. L.O. of Asansol gave a proposal of withdrawal of strike, employment of all workmen and no victimisation to both us and the Management. We accepted the Proposal and informed the L.O. and Management in writing to this effect. But the Management completely rejected the proposal.

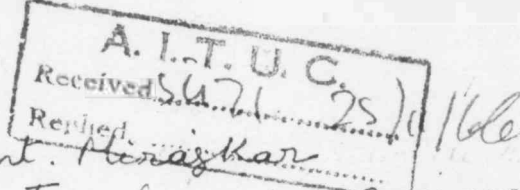
Dam
Balimela Tunnel Dam Workers' Union

Regd. No. 516

Place Jaypore.

Date 5-11-1966

President— Pira Prasad Patnaik
General Secretary— G. Surya Narayana
Secretary— U. A. B. Prakash P. Hassainar
Joint Secretary— Bala Krishnan, P. Hassainar
Treasurer— K. V. A. Kuttu



To; The President, Munazkar
 All India Trade Union Congress.
 Bombay.

Dear Friend,

Our Union representing about 1000 workmen under the Patel Engineering Company have decided to resort to strike from 25-11-66. We had to takeup this decision after being repeatedly denied of all legitimate and reasonable demands by the management and ~~disappointed~~ disappointed by the unhelpful and anti working class attitude of the Labour Department authorities. You will find the charter of demands annexed to this letter and we hope you shall appreciate the genuineness of these.

Our struggle in this part of the District shall be a to the strong resentment and disapproval of the labour policies of the monopoly Contractors and Government. We shall come out victorious in this struggle along with the active co-operation and help of the brother Unions, working class in general and all democratic minded people.

We therefore appeal to you to extend your helping hand so that we emerge victorious in this struggle.

Yours faithfully,

 G. Suryanarayana.

President.

 General Secretary

 DEMANDS. ANNEXURE 'A'

1. The members of the petitioner Union belong to different parts of India and not acquainted with the unhealthy locality of the Balimela Project. The dily necessities are available at exorbitant rates in the project area. But from the beginning of the construction owrk unhealthy and Project allowance has not been paid to the workmen. Hence project allowance including unhealthy allowance should be given to the workmen.

P.T.O.

7/11/66

2. From the beginning of the establishment the workmen are not granted any kind of leave by the Opposite party through the employment is hazardous. Hence for each 30 days of service one and half days of leave with wages should be given to the workmen.
3. The Industry comes under the purview of the Sch.(Part I) of the Minimum Wages Act. Net weekly paid holiday is not allowed to the workmen. Hence weekly one day holiday with wages should be allowed to the workmen.
4. The workmen are paid daily wages and their services are not treated as continuous till now though great majority of the workmen are under the Opposite party establishment since the start of the construction. Hence the services since the start should be made continuous and seniority and increment granted accordingly.
5. The workmen are not paid overtime wages. Hence when a workman works for more than eight hours on any day or for more than forty eight hours in a week, he should, in respect of the overtime work, be paid wages at double the ordinary rate of wages.
6. The opposite party establishment is steadily increasing its profits year by year since the inception of work at Balimela Dam Project. But the bonus paid to the workmen till 1964-65 is very low and formal. Hence the Opposite party should pay yearly bonus equal to 50 days wages to each worker.
7. The employer opposite party should with the consultation and approval of the Petitioner Union adopt a standing order within a month.

All the above demands should come into effect from the beginning of the establishment.

Hence the petitioner, viewsue prays that the opposite party be summoned, that the above disputes be investigated, the opposite party be induced accept these demands and terms for a settlement of the disputes.

ALUMINIUM MAZDOOR UNION

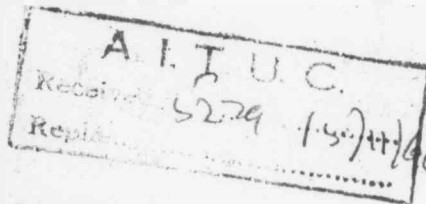
COPY.

REGD. No. 2487

AFFILIATED TO ALL INDIA TRADE UNION CONGRESS & FEDERATION OF
METAL & ENGINEERING WORKS UNION.

JAY KAY NAGAR
DIST. BURDWAN.

Ref. No. AMU/198



Dated 8th November, 1966.

Under certificate of Posting

To
The Works Manager,
M/s. Aluminium Corporation of India Ltd.,
Jaykaynagar.

Sub. Strike for one day after a month.

Dear Sir,

We are enclosing herewith a copy of resolution passed by the mass meeting dated 5.11.66 at 5 P.M. near the Union Office under the Presidentship of Sri Lachazi Mistry a worker of the Melting & Casting Section.

That if, within a month, the company is not going to settle the following long pending grievances bipartite or tripartite, it means that both the Company & the Government are going to compel the workmen to observe "ONE DAY STRIKE" for their legitimate grievances as mentioned in the resolution and this is to be treated as One months notice as per law and after expiry of one month we shall give another notice atleast 24 hours before the date and time to be fixed for the commencement of the same.

It is our earnest hope that the company and the Government will help us in maintaining peace for the sake of this Industry and the country as well, which is our motto from the beginning.

This is for your information and necessary action.

Thanking you.

Enclosed ONE. (A copy of resolution).

Yours faithfully,
For ALUMINIUM MAZDOOR UNION,

A. Banerjee

Assistant Secretary.

- Copy to :
1. The Assistant Labour Commissioner, Asansol, 8.11.66.
 2. The Labour Commissioner, West Bengal, Calcutta-1.
 3. The Hon'ble Labour Minister, West Bengal, Calcutta-1.
 4. The District Magistrate, Burdwan.

All Copies for your inform and necessary action.

Copy forwarded to the Gen. Secretary, All India Trade Union

Congress, New Delhi, for his kind information and necessary action.

A general mass meeting of the ALUMINIUM MAZDOOR UNION (REGD.) of the workmen of the ALUMINIUM CORPORATION OF INDIA LTD., JAYKAYNAGAR, DISTT. BURHWAN was held on 5th November, 1966 at 5 P.M. near the Union Office under the Presidentship of Sri Lachmi Mistry and following resolution were passed unanimously.

1. That one months notice should be given to the company to settle the following long pending grivances through bipartite and tripartite agreement and if it fail one day Strile will be observed by the workmen with another 24 hours notice along with date and time fixed for the same, so this notice should be treated as "STRIKE NOTICE" with one months notice period.
2. Implementation of "WAGE BOARD RECOMENDATION PASSED BY THE GOVERNMENT OF INDIA".
3. Payment of D.A. under D.I.R. passed by the Labour Department, Government of West Bengal, to withdraw the case from the Calcutta High Court.
4. Payment of balance dues in connection with the Production Bonus which Company have deducted in illegal way from the workmen of the Rolling Mills, Alumina House, Electric, Brac. & Fabl, Building, Transport, Workshop, Foundry, Laboratory and Power House.
5. To introduce the Production Bonus Scheme to the other Departments where the said Scheme has not yet in force i.e. Exrusion Plant, Cable Plant, Foil Plant, Properze Plant, General Store, Despatch, Labour Office including Time Office & Medical, Mechanical Engineering, Automobile, General Maintainance, Watch & Ward Department, Gl. Office Section, Town Ship and Instruzent Department.
6. The Company should declare what number of permanent strength of different catagories of workmen are required for smooth running this Factory and what should be their desgnation and "GRADE & SCALE OF PAY".
7. To confirg those workmen who have been working ^{/for} more than six months in their respective posts and to declare Probetioners to those workmen who have been working bellow six months.
8. That illegal practice of suspending the workmen for unlimited period without any relief that should be stopped.
9. All medical facilities should be given to the workers and their families along with all kinds of medicines prescribed by the Co's Medical Officers or any other Regd. Medical Practioner and the expences of Medical Examination by the out side Medical Practioner or Specilists must be bear by the Company whenever required for the workmen or their families.
10. The Company should issue the "GATE PASS" for half an hour and "5 minutes grace period" at the time of each entrance should be allowed as previous i.e. withp ay.
11. The Company should introduce the system of issuing "APPOINTMENT LETTERS" and all conditions of service according ~~according~~ to the Certified Standing Orders of the Company.
12. The Company should issue "IDENTIFICATION CARDS" to those workmen who are already in service.
13. The Company should issue the letters to the workmen at the time of their confiration, Promotion and if any time change their conditions of service.

Contd.....2.....

A. Banerjee

14. The Company should introduce the system of issuing "LEAVE PASS" to the workmen at the time of granting leave.
15. The Company should issue duplicate "PAY SLIP" to the workmen showing payable and deductible amount item by item in details for the knowledge and record of the workmen.
16. The Certified Standing Orders should be pasted in a "Special Board" at the main entrance of the Factory as well as in all the Departments notice Boards as per "INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT".
17. Payment of Production Bonus and Acting allowances should be paid to the workmen within 10 days from the date of period ending as per "PAYMENT OF WAGES ACT".
18. The Canteen should be run non-profitable basis as per "FACTORIES ACT".
19. All notices should be sent to our Union Office as per "INDUSTRIAL DISPUTE RULES".
20. The Company should stop the system of engaging contractor's workers on the permanent nature of job without giving them wages as per regular workmen and other facilities.
21. The Company should be allowed the "SICK LEAVE" as per recommendation of the Medical Practitioners of the Company or out side. That a full pledged Hospital should be established for the workmen immediately.
22. That the existing system of allotment of allotment of the Co's quarters must be modified.
23. That the allotment of the Industrial Housing Scheme quarters should be followed as per Govt. Rules.
24. To modify "E" Type and Labour's quarters and rent should be reduced for all the quarters.
25. That the Raw & Drinking water (Supply by the company) should both be filtered and should be supplied in each and every quarters including Top Floor of the "E" & "D" Type quarters and existing time of water supply should be increased.
26. That the number of workmen have been increased more than double and as such the company should construct the quarters on its own account or with the help of the Government i.e. Industrial Housing Scheme quarters.
27. That the Company should arrange one "CLUB FOR SPORTS etc. et.", "ONE READING ROOM AND LIBRARY" and "ONE HANDSOME PARK" for the interest of the workmen and their families.

R. Banerjee

Sd/- Lachari Mistry
President of the meeting.
5. 11. 66.

वेस्ट दिल्ली इंजीनियरिंग मज़दूर यूनियन [रजि०]
WEST DELHI ENGINEERING MAZDOOR UNION

(REGISTERED)

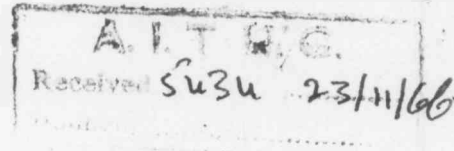
(Affiliated to Delhi Trade Unions Council & All India Trade Union Congress)

(Near E.S.I. Dispensary Khokha)
Karampura

266
Ref. No. WDEMUI...563.....

NEW DELHI-15, 20th, November 1966

The Managing Director
M/s, Sugga Engineering Works
Kirti Nagar New Delhi



Sub-; Reference your letters dated 17.18/11.66

Dear sir,

We are in receipt of your letters as mentioned above
In this connection we have to state as under.

That contention made by your management is absolutely fan-
-tastic and concocted. We have already stated in our letter dated
30.10.66 addressing to Shri. G. L. Nanda Former Home Minister and
copy that to you and concerned authorities and same is again
endorsed by us.

After lifting lock out the workers who represented by us
had been working peacefully in the concern, but your management
took opportunity to harass the workmen the incident took place
before the parliament on 7.11.66.

It is further stated that you have level against ~~the~~ the
workers false charges and laid off, so that they may not remain
in our union .

The vindictive attitude of your management towards the
workmen has caused to prepare letters dated 17.18/Nov 66 to vic-
-tamise them on their trade union activities as such and nothing
more it contents to say bonafidaty of the management.

How ever our union and workers are always prepare to co-o-
-perate the management in every steps, which is fruitful to bring
about industrial relation in the concern.

In view of this it is advised your management to drop all
charges level against the workmen lifting lay off & implemented
intern relief as it was refered to the Labour Ministry, to pay ~~in~~
the wages also of lock out & lay off period. In case otherwise
management will be responsible for all the happening in the
concern.

Thanking you.

Yours faithfully

PC/4

(Pooran Chand)

Vice president

Copy to-;

- 1-Labour Commissioner Delhi Administration Delhi
- 2-Deputy Labour Commissioner 15 Rajpur Road Delhi
- 3-Lt. Governor Delhi Administration Delhi
- 4-Labour Minister Govt of India New Delhi
- 5-Conciliation officer Karam pura New Delhi
- 6-General Secretary A. I. T. U. C Rani Jhansi Road New Delhi
- 7-Shri. Y. D. Sharma Secretary P. T. U. C (A. I. T. U. C) Katar Shanshahi
Chandni Chowk Delhi

National Carbon Employees' Union

President :
K. S. JANAKIRAMAN,
B.A.,L.L.B.

(REGD. No. 1916)
(AFFILIATED TO A. I. T. U. C.)
(RECOGNISED)

General Secretary :
V. S. RADHAKRISHNAN

Vice-President :
V. Sigamani
J. Balakrishnan

12, KUMMALAMMAN KOIL ST.,
MADRAS-21.

Joint Secretaries :
S. F. Asirvatham
Joseph Garvasis

Ref : NCEU/D-4/66

Date, 21st, November, 1966

266

A. I. T. U. C.
Received... 28/11/66
Replied.....

To
The Works Manager,
National Carbon Company,
Division of Union Carbide India Ltd,
1075, T.H.Road, M A D R A S -19.

Dear Sir,

Sub: Notice of strike.

2
512

As decided by Executive Committee of the Union a strike ballot was taken on 19-11-66 in which ^{the} over whelming majority of the members voted in favour of strike. At the General ^{meeting} body of the Union held on 29-11-66 it was unanimously resolved that a notice of strike be served upon the management in persuance of the demands of the Union Dt.18-3-66.

As negotiations have failed inspite of the best efforts of the Union to reach a settlement our members are left with no alternative but to issue this notice of strike.

Please therefore take notice that unless and until the demands set out in the letter of the Union dated 18-3-66 (which may be treated as part and parcel of this notice of strike) are conceded or met to the satisfaction of our members, all employees of your company employed in your factory at 1075.T.H.Road, Madras will go on strike on any day after 14 days of this notice.

In communicating the above decision we wish to state that it is still the desire of the Union to reach a negotiated settlement so that the eventuality of strike may be avoided, but as the Union has already striven in this direction it is for the management to make any further response.

National Carbon Employees' Union

President :

K. S. JANAKIRAMAN,
B.A.,L.L.B.

(REGD. No. 1916)

(AFFILIATED TO A. I. T. U. C.)

(RECOGNISED)

General Secretary :

V. S. RADHAKRISHNAN

Vice-President :

V. Sigamani
J. Balakrishnan

12, KUMMALAMMAN KOIL ST.,
MADRAS-21.

Joint Secretaries :

S. F. Asirvatham
Joseph Garvasis

Ref. NCEU/D-4/66


Date, 21st, November, 1966

Page Two

We sincerely hope that the management will make it possible. In the meantime and in the circumstances stated above the notice of strike shall enure. Kindly acknowledge receipt.

Thanking you.

Yours faithfully.


General Secretary.

Copy to: The Labour Officer,
Madras III
No.1. D'Sylva Road,
Mylapore, Madras-4

The Commissioner for Labour,
Chepauk, Madras-5

The Secretary to Government
Labour & Housing,
Fort St, George, Madras-9.

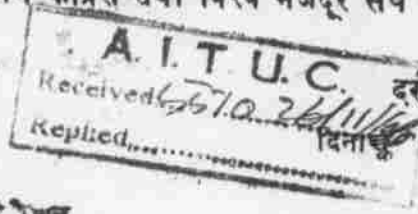
The Secretary,
A.I.T.U.C.
5 Jhandewalla Rani Jhansi Road,
New Delhi, .1

The Secretary,
Union Carbide Employees' Union,
7 Rustum Parsi Road,
Calcutta-2.

चाकू ताला मजदूर संघ अलीगढ़

(ट्रेड यूनियन विधान के अन्तर्गत रजिस्टर्ड)

अखिल भारतीय ट्रेड यूनियन काँग्रेस तथा विरव मजदूर संघ से सम्बन्ध



आफिस -

दरीबा पान, अलीगढ़।

२५-११-६६

१९६

पत्र संख्या न० २६३/६६

श्रीमान मन्वर
मैसर्स इण्डियन ट्रेडिंग कारपोरेशन,
गम्भीरपुरा, अलीगढ़।

महोदय,

भ आपके पास चाकू ताला मजदूर संघ की वाम समा की एक दिनांक
२०-११-६६ में पारित प्रस्ताव की प्रति इस पत्र के साथ संलग्न कर भेज रहा हूँ।

बाशा हे आप उचित कार्यवाही कर समस्या का समाधान करने की
कृपा करेंगे।

संलग्न - १

भवदीय

जय श्री

चाकू ताला मजदूर संघ

प्रतिलिपि सूचार्थ प्रेषित की गई।

- १- श्री सच्चिद मन्वर, उत्तर प्रदेश सरकार अम १/का विभाग, विधान भवन,
लखनऊ।
- २- श्री अमायक, उत्तर प्रदेश, पोस्ट बॉक्स नं० २२०, कानपुर
- ३- श्री सहायक अमायक ३२ गार्डन रोड, आगरा।
- ४- श्री जिलाधीश, अलीगढ़
- ५- श्री पुलिस अधीक्षक महोदय, अलीगढ़।
- ६- श्री अतिरिक्त प्रादेशिक सहायक अधिकारी, अलीगढ़।
- ७- श्री प्रधान मंत्री, अखिल भारतीय ट्रेड यूनियन काँग्रेस ५-ई० कन्वेनलान
रानी फासी रोड, नई दिल्ली - ११
- ८- प्रधान मंत्री यू० पी० ट्रेड यूनियन काँग्रेस, पोस्ट बॉक्स नं० २३९, कानपुर
- ९- श्री प्रधान मंत्री, यू० पी० मैट्रिल एण्ड इन्वीनियरिंग वर्क्स फेडरेशन,
१३१/३५८ हीसनगंज, बेगमपुरा, कानपुर, - १९।

भवदीय

जय श्री

उप

२/11/54

प्रस्ताव

चाकू ताला मजदूर संघ की आज दिनांक २०-११-६६ की श्री मुखेश शर्मा की अध्यक्षता में ही रही यह काम समा अन्तरिम सहायता से सम्बन्धित भाग की फ़ैसल इण्डियन ट्रेडिं कारपोरेशन, गन्धीरपुरा अलगद के मा लिकीं द्वारा भारत सरकार की सिफारिशों को अवहेलना हेतु उक्त अधिष्ठाण के अधिकारों की अपनने कुछ पिछे तनुवां की साथ लेकर दिवाली से पूर्व दिनांक १९-११-६६ को फ़ैसल इण्डियन ट्रेडिं कारपोरेशन के लिये उक्ताने पर वीर दिनांक १५-११-६६ में अतिरिक्त प्रादेशिक संरक्षण अधिकारी महाशय अलगद द्वारा युनियन प्रतिनिधियों तथा मा लिकीं की कृताने पर मा लिकीं द्वारा उक्त अन्तरिम सहायता सम्बन्धी फ़ैसले को अस्मत्त बनाने पर एक प्रकट करती है वीर चाकू ताला मजदूर संघ की कार्यकारिणी के प्रस्ताव दिनांक ६-१०-६६ जो कि मा लिकीं के पास दिनांक १७-१०-६६ को उचित उतर हेतु १५ दिन की अवधि के साथ भेजा गया था कि सम्बन्धी अनक उतर न मिलने पर उक्त प्रस्ताव कड़ी में कड़ी कद यह प्रस्ताव सर्व समिति से पारित करती है कि यदि -

भाग

- १- मा लिकीं ने इस प्रस्ताव को भेजने की तिथि से १८ दिन की अवधि के अन्दर अर्थात् दिनांक १९-१२-६६ तक अन्तरिम सहायता से संबंधित कोई फ़ैसला न किया।
- २- दिनांक १९-११-६६ को मा लिकीं द्वारा प्रोत्साहित इण्डियन ट्रेडिं कारपोरेशन प्रकार की कार्यवाही की।
- ३- वर्ष १९६५ - ६६ के बॉन्स को अदायगी कानूनी अवधि में सही सही (विशेषा । निर्णय युनियन द्वारा हिसाब समकने पर निर्भर करता है) तनुवां । वीर
- ४- अप्रैल १९६२ के समकाने की शर्तों को अपनो पूरी नहीं की गई है, इस मध्य अवधि में पूर्ण न की

ती

दिनांक १२-१२-६६ से अधिष्ठाण के अधिक इण्डियन ट्रेडिं कारपोरेशन के लिये विवश होगी वीर मा लिकीं द्वारा उक्त भागों न मानने पर जारी रहेगी वीर उसकी पूर्ण जिम्मेदारी मा लिकीं पर होगी।

साथ ही साथ युनियन सरकार तथा सम्बन्धित अधिकारियों से यह निवेदन करती है कि उचित इच्छा कर अवधि के मध्य मा लिकीं से भागों की पूरी कराये ताकि औद्योगिक शांति कायम रहे।

श्री मुखेश शर्मा

चाकू, ताला, मजदूर संघ २०-११-६६ समापति ।

वेस्ट दिल्ली इंजीनियरिंग मज़दूर यूनियन [राज०]
WEST DELHI ENGINEERING MAZDOOR UNION

(REGISTERED)

(Affiliated to Delhi Trade Unions Council & All India Trade Union Congress)

(Near E.S.I. Dispensary Khokha)
Karampura

Ref. No. WDEMU/.....576.....

NEW DELHI-15.....29/11.....1966

The Labour Commissioner,
15, Rajpur Road,
NEW DELHI.

206

A. I. T. U. C.
Received.....5-7-66.....30/11/66
Replied.....

Sub: Illegal Interveer of Delhi Police in Industries.

Dear Sir,

It has been brought to our notice that police authorities of Sarai Rohilla Police Station has visited M/s Path Darshak Industries (P) Ltd. 313/4, Tulsi Nagar, Delhi. and the said police Authorities compelled the workers to fill up the forms named Verification forms for Domestic Employees. Workers including girls were also compelled to fill up the form which is highly objectionable, because form was meant for Domestic Employees not for factory employees.

We have enquire from many concerns from the Industrial are & also from certain police stations, but we have come to know no where have been fill up the above said forms.

More over filled up forms were ment for Domestic employees not for factory employees.

In view of the above it is our request you to kindly make an immediate enquiry and take necessary action against the concern Police Authorities.

Thanking you,

Yours Faithfully,

Copy to:

1. Inspector General of Police for necessary action please.
2. Concilation officer Karampura for necessary action.
3. Sh. A.N.Jha. Lt. Governor Delhi Administration Delhi.
4. General Secretary P.T.U.C. (A.I.T.U.C) Katra Shahn Shahi Chandni Chowk. Delhi.
5. General Secretary A.I.T.O.C. M.M. Road, New Delhi.

7/3

WEST DELHI ENGINEERING MAZDOOR UNION

(REGISTERED)

(Affiliated to Delhi Trade Unions Council & All India Trade Union Congress)

(Near E.S.I. Dispensary Khokha)
Karampura

Ref. No. WDEMU/...575...

266
A.I.T.U.C.
Received 27.5.38
Replied

NEW DELHI-15 15th November 1938

The Lt. Governor
Union of Delhi
Delhi

Subj: The anti labour practices by the management of W/Esthonia
via Dace & Republic Cycle Industries in the industrial
area Moti Nagar New Delhi and use of hired goondas to
terrorise the workmen with the support of Moti Nagar
Police Station officials.

Dear Sir,

please refer to our letter No 964 dated 30.10.38 addressed
to Shri B.L.Nanda Ex-Minister and copy to your
goodself on the above subject written about the management
of W/Esthonia Engineering Works Moti Nagar New Delhi, in which
hired goondas of the above management attack the workers
offensively with knives, luggers, and other deadly weapons.

During this attack many workers were seriously injured and a
few of them were admitted in hospital. Although the police were
informed immediately, but police did not turn up on the spot
for hours and they were there when the goondas made off
of their escape. In this way the Moti Nagar Police officials
deliberately and consciously helped the management to organise
this attack on the workers who were demanding the legal
rights to be enforced in the factory in a peaceful manner. This is
not the only incident and example of the callousness of the
local police officials. Here we are bringing another case to
your kind notice in which again local police has played the
same role as in the above mentioned case.

On 21st Nov 38 at about 8.15 PM the management
of W/Esthonia via Dace & Republic Cycle Industries whose management
is the case and also factory area is the same attacked the work-
ers of the said concern with deadly weapons in which 17 workers
were seriously injured.

See
page

वेस्ट दिल्ली इंजीनियरिंग मजदूर यूनियन [राज०]
WEST DELHI ENGINEERING MAZDOOR UNION

(REGISTERED)

(Affiliated to Delhi Trade Unions Council & All India Trade Union Congress)

(Near E.S.I. Dispensary Khokha)
Karampura

Page No. 3

Ref. No. WDEMU/.....

NEW DELHI-15.....19

6- Reports about the threatening attitude of the management were lodged with the Kotli Nagar Police Station on 18th, July 18th, July 4th, November 5th, November 21st, 22nd and 23rd Nov 66 in which it was made clear that the lives of the workers are in danger, but police did not pay any heed to them, the result of the collusion was that on 21st Nov 66 the goondas of the management attacked one worker named Sh. Hari Lal and seriously injured him. workers took Hari Lal in person in injured condition to the police station and lodged a police report, and the local police did not take any action against the management. This attitude of the police bolded the management and they organised an attack on bigger scale in which sixteen were seriously injured on 25th, November 1966.

7- From the above mentioned facts, it is quite clear the local police officials have been in gloves with the management to crush the trade union movement in the area.

In these circumstances we humbly request you to interfere personally in the matter and bring the guilty officials and management to the book and bring to an end the jungle law which is prevailing in the area, otherwise there is every fear for a infringement of the industrial peace for which non-also, but factory owners and local police officials are responsible.

At the end we request you again to make an immediate and impartial enquiry into the matter and end Jungle law in the area for ever.

Thanking you & assuring you of our best co-operation always

Yours faithfully

Shelkar

3-Hon-ble Home Minister Govt of India New Delhi

3- The Labour Commissioner 18, Rajpur Road Delhi for necessary action please

4-Deputy Commissioner Delhi Administration Delhi for necessary action please

✓ 5-Inspector General of Police Delhi for information & necessary action please.

6- General Secretary A. I. T. U. C. East Jhandi Road New Delhi for information & necessary action please.

7-Secretary Delhi State Trade Union Congress (A. I. T. U. C.) for information & necessary action please.

8-Gen. A. E. Coplan Member of Parliament 4, Ashoka Road New Delhi for necessary action please.

9-The Secretary Delhi State Communist Party of India Near Fountain Delhi for necessary action please.

Sharma
(S. L. SHARMA)

THE NEGAPATAM STEEL ROLLING MILL WORKERS' UNION

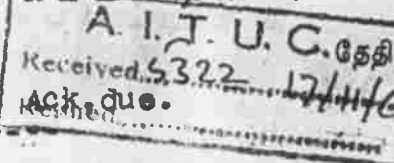
நாகை ஸ்டீல் ரோலிங் மில் தொழிலாளர் யூனியன்

(ரிஜிஸ்டர் நெ. 1323)

நாகப்பட்டினம்.

L. No. N. S. R. M. W. U.

Regd. Post



14th Novr. 1966.

Comrade, To

The Secretary, All India Trade Union Congress, New Delhi-1.

Along with our letter dated 17-6-1965, we have forwarded a detailed account regarding the total number of Labourers with their grades and designations to the Chairman, Wage Board and the All India Trade Union Congress. According to the letter dated 21-5-1965, it has been made clear to us that the All India Trade Union Congress has put pressure on the Wage Board to declare Rs 30/- as interim relief to the workers. But, till today the Labour Union is not in receipt of any reply regarding the issue from the All India Trade Union Congress.

2. Just because the Management of the Nagapattinam Steel Rolling Mills is rather reluctant to fix the labour wages according to the nature of work, it seems the Madras Labour Tribunal is also purposely delaying in their task of grading the labour wage and Dearness Allowance etc. The case is scheduled to be held on the month of April 1967. The Tribunal has passed its verdict to the Management concerned to give Rs 10/- as a measure of interim relief to the workers. At present, we are also getting the same. Since the case is pending in the Union Court, we are not in a position to agitate.

3. But, as per the Government Gazette dated 31-8-1966, Notification in G.O. No. 1604 pages 1455-1461, the Wage Board has recommended an

interim

THE NEGAPATAM STEEL ROLLING MILL WORKERS UNION

நாகை ஸ்டீல் ரோலிங் மில் தொழிலாளர் யூனியன்

(ரிஜிஸ்டர் நெ. 1323)

நாகப்பட்டினம்.

L. No. N. S. R. M. W. U.

தேதி _____ 196 .

2nd and last sheet.

interim relief of Rs 7/- to Rs 12/- to the workers, which the Management of the Nagapattinam Steel Rolling Mills has not yet declared.

4. Of late, the Labour Inspector, Tiruchirapalli has asked the Management of their delay in executing the verdict of the Wage Board. Therefore, we are now in a dire need of the advice of the Central Union (All India Trade Union Congress.) as to whether we can venture to take necessary action on this regard (viz. the intentional delay of the Management in implementing the orders of the Wage Board). May we, therefore, expect in the very near future, your opinion in this respect.

5. We also make it clear to you that no information on this issue has so far been received from the T.N.T.U.C. by its branches.

6. Reply by the A.I. T.U.C. should be kindly intimated to me by an express telegram on receipt of this letter.

Thanking you,

Yours very sincerely,

S. Paramasivam

Sd. S. Paramasivam,
Secretary.

No.266/S/66
5 December 1966

Shri Jagjivan Ram,
Minister for Labour & Employment,
Government of India,
New Delhi.

Dear Shri Jagjivan Ramji,

not/ You might be aware that the employers by and large have not implemented the interim relief awarded by the Engineering Wage Board. In fact very few employers have done so. The State Governments have practically taken steps to see that the recommendations are implemented.

In these circumstances the workmen are naturally feeling perturbed and industrial unrest is mounting.

It appears that the Employers are bent upon not implementing these recommendations and in view of the utter inactivity of the State Governments the only way out seems to be for the Central Government to take some effective steps. I have therefore to suggest that an ordinance be brought immediately in to enforce the recommendations regarding interim relief.

Yours faithfully,


(Satish Loomba)
Secretary

206
6 December 1966

Con. S. Paramivan,
Secretary,

The Negapatam Steel Rolling Mill Workers'
Union, NEGAPATAM.

Dear Comrade,

Reference your letter dated the November
1966 regarding interim relief.

The enclosed circular will give you
the necessary information.

With greetings,

Yours fraternally,

(Satish Lomba)
Secretary

Encl: Cir.

INDIAN TRADING CORPORATION

MANUFACTURERS OF :

High Class Pen Knives, Knives, Kitchen Knives, Table Knives; Forks, Spoons,
Nail Cutters, Tumbler Locks, Padlocks, Laminated Locks.
Safety Pad Locks & Cycle Locks Etc.

GAMBHIR PURA, ALIGARH—U. P. (INDIA)

दिनांक ५ - ११ - ६६

संख्या आं० - ६०१ - ६६ - ६७

उपपत्री

वाकूताला मजदूर संघ

अलीगढ़

प्रति :- आप का पत्र संख्या ३० २६२ । ६६ दिनांक २५ - ११ - ६६

महोदय

उपरोक्त पत्र से संलग्न आप के प्रस्ताव के विषय में हमारा निवेदन है कि :-

- १) आप का यह कथन कि दिनांक ११ - ११ - ६६ को मालिकों द्वारा नमिकों को हड़ताल करने के लिये उकसाया गया सरासर गलत है । आप ने स्वयं कन पारियाँ कक्षा अनुचित व अवैधानिक हड़ताल कराई थी और आप अपने उस गलत कार्य पर पता डालने के लिये मालिकान की जिम्मेदारी धोपने का असफल प्रयत्न कर रहे हैं ।
- २) आप का यह कथन कि २५ - ११ - ६६ को अतिरिक्त प्रादेशिक संराधन अधिकारी अलीगढ़ के समक्ष मालिकों ने फंसवा नहीं होने दिया पूर्णतया असत्य है । और सच न होने देने की आप का नीति को छिपाने का असफल प्रयास है । आप को यह सूचित कर दिया जाता है कि मालिकान ने समस्या का समाधान करने हेतु ही अतिरिक्त प्रादेशिक संराधन अधिकारों के समक्ष एक सी० नो० केंस प्रस्तुत कर दिया है ।
- ३) आप की अन्तरिम सहायता से सम्बन्धित मांग के विषय में आप को ऊपर सूचित कर दिया गया है कि एक सी० नो० केंस कन्सोलिडेशन बोर्ड अलीगढ़ के समक्ष

निर्णय हेतु पंक्तिंग ह । उस में जो भी निर्णय होगा प्रबन्धक मण्डल उसी के अनुसार कार्यवाही करेगा ।

४) अधिष्ठान के बन्दर अनुशासन बनाये रखने को जिम्मेदारी प्रबन्धक मण्डल को ह । और जो भी व्यक्ति अनुशासन भंग करता ह वध्ना स्बाह वादेशों के विरुद्ध कार्यवाही करता ह उसे दण्डित करना वध्ना उस सम्बन्ध में कार्यवाही करना पूर्णतः प्रबन्धक मण्डल के कर्तव्य क्षेत्र के अन्तर्गत ह । अतः आप से प्रार्थना ह कि आप इस सम्बन्ध में बसल न व और स्बाह वादेशों के विरुद्ध कार्यवाही करते उन कर्मचारियों को जिन्हें आरोप पत्र दिये गये ह प्रोत्साहित न कर तथा प्रबन्धक मण्डल को शान्ति तथा अनुशासन बनाये रखने में सहयोग प्रदान करे ।

५) वर्ष १९६५ - ६६ के बोनस को वदायगी के सम्बन्ध में आप को सूचित कर दिया जाता ह कि प्रबन्धक मण्डल वसिस्ट्रेंट लेबर कमिश्नर, आगरा के निर्णय दिनांक ५ - १२ - ६६ के अनुसार हो करेगा ।

६- ४ अप्रैल १९६२ को अपूर्ण शर्तों को प्रबन्धक मण्डल अपने पत्र संख्या २७० वा० ६२६ त ६६ त ६७ दिनांक ३ - ११ - ६६ में दिये गये आश्वासन के अनुसार ही लागू करने का निश्चय कर चुका ह । यदि आपने कारखाने में अयोगिक शान्ति बनाये रखने में प्रबन्धक मण्डल को सहयोग दिया तो कथित आश्वासन अवश्य पूर्ण हगे ।

अन्त में हमारी आप से प्रार्थना ह कि उक्त कथित वध्यां , अधिष्ठान के नियमित सम्बन्धी कम्प्लेंट्स , देश की वर्तमान हालत, तथा अयोगिक शान्ति को ध्यान में रखते हुए अपने एडताल के नोटिस को वापिस लेकर अधिष्ठान के मविष्य को उज्वल बनाने में प्रबन्धक मण्डल को पूर्ण सहयोग प्रदान करे ।

सहान्यवाद

आहूत तालिका में अर्द्ध संघ के पत्र संख्या तं० २४३५६ दिनांक २५.११.६६ । संघ की वेबसाइट पर उपलब्ध ।

कृते सुसई इन्डियन ट्रेडिंग कारपोरेशन,
अम अधिकारी

प्रधानमंत्री आवास भारतीय देह प्रतिष्ठान वायस चैरिटी

2166.
To

General Manager,
Ego Metal Works (Private) Ltd
GURGAON.

Sir,

We, the undersigned workers of your Factory, have the honour to serve upon you the following demands notice. Unless these demands are conceded within 15 days of the receipt of this Notice, we shall be compelled to resort to direct action including strike.

Demands

- 1 Gratuity Scheme should be introduced providing for one month's total salary for each year of service in case of death, physical or mental incapacity, old age, termination of service ~~from~~ for any cause or resignation from service. Gratuity is in addition to any Statutory benefit due.
- 2 Shri Prem Kumar be reinstated with immediate effect with continuity of service and full due wages for the period of his illegal/unjustified dismissal.
- 3 Bonus equivalent to 20% of the annual wages be paid to each worker for the year 1965-66.
- 4 Interim Relief awarded by Engineering Wage Board be immediately given with arrears to all workers.

Yours faithfully,

Copy to:-
Conciliation Officer,
FARIDABAD

Inspector Factories,
FARIDABAD

PRESIDENT
(PREM KUMAR)
Gurgaon Engineering
Workers Union,
214, Four Marla Colony
GURGAON

2/5
2/11

threat of further intensification of the stay in strike, possible damage to vital plant and machinery and personal injury to loyal workers. The Management was therefore, forced to declare a lock-out from the morning of 24th June, 1966.

(c) The lock-out has been lifted with effect from 12th July 1966 in response to requests from large numbers of workers that they should be permitted to resume work.

(d) The loss in production is estimated as approximately Rs. 45 lakhs. The value of equipment and material in process which has been damaged is estimated to be about Rs. 3 lakhs.

S.R.
1/8

MINUTES OF THE MEETING HELD ON 25TH NOVEMBER, 1966, AT 3.00 PM. IN
MAZAGON DOCK LIMITED, GOA VASCO DA GAMA TO DISCUSS OUTSTANDING LABOUR
MATTERS

A. I. T. U. C.
Received.....
Replied.....
9/12/66

The following were present :-

Mazagon Dock Ltd.

1. Rear Admiral B. A. Samson,
Managing Director
2. Cdr. R. C. Venkatram, I.N.
Manager
3. Shri N. R. Bhawe,
Asst. Personnel Officer

M. D. W. U. (AITUC)

1. Shri Gerald Pereira,
General Secretary.
2. Shri John Mascarenhas
President
3. Shri M. Heredia
4. Shri J. Godinho.

The Mazagon Dock Workers Union (AITUC), Vasco da Gama, submitted the demands : - 1) Payment of Bonus for the year 1965/66
2) House Rent Allowance

On behalf of the workmen employed in the Mazagon Dock Ltd., Goa, to the Management. Preliminary meeting followed and as a result of discussions settlement was arrived at in respect of House Rent Allowance. The issue in respect of Bonus for the year 1965/66 was discussed at further subsequent meeting with The Managing Director on 25.11.66 and finally the settlement was reached as under :-

BONUS FOR THE YEAR 1965/66:- Shri Gerald Pereira, on behalf of the Union, stated that they were pleased that the Management have not been slow in declaring Bonus for the year 1965/66. But they wished to convey their feelings that the performance of the yard in the past has been such that the workers deserve Bonus at a higher level i.e. 16% than what the regulations stipulate at 11.2%. He further stated that they had no intentions of going deep into the balance sheet but that the quantum of Bonus be increased between 11.2% to 16%.

The Managing Director stated that the amount of Bonus for the year 1965/66 to be paid to the employees of the Goa Branch was computed after treating Goa as a separate establishment of the Company in terms of sub para 2 of section 3 of the payment of Bonus Act, 1965. This was a concession given to the employees of the Goa Branch and such the Bonus works out to 11.2% of the total wages/salaries paid to the employees of the Goa Branch. The Bonus paid therefore to the employees at Goa is the maximum admissible on the basis of the profits earned by the Branch after allowing the concession of treating it as a separate establishment. Further he stated that he could not go beyond what is worked out as other important factors such as purchase/modernization of machinery, development of the yard and labour welfare also have to be given due consideration. In the context of all such factors, no further increase in Bonus is therefore admissible.

The Union representatives appreciated the view expressed by The Managing Director and conveyed their concurrence that 11.2% of the total wages/salaries be paid as Bonus for the year 1965/66.

HOUSE RENT ALLOWANCE:- The Manager stated that this issue has already been settled during the previous meeting held on 23rd September, 1966. The grant of House Rent Allowance on Central Government scales was agreed to the operatives on the permanent roster only with a modification of the minimum being at Rs.10.00 per month as under :-

<u>Wage slab (Basic)</u>	<u>H. R. A.</u>
Upto Rs. 99.00	Rs.10.00
Rs.100/- to Rs.199/-	15.00
Rs.200/- onwards	7 1/2%

Period spent on duty and on authorized leave only will be considered for extension of this concession to workmen. If a workman leaves his service on any reason whatsoever during the month, he will be entitled to House Rent Allowance, provided he works not less than 10 days during the respective month.

Shri Gerald Pereira, stated that they have already accepted the scheme as stated above and requested the Managing Director that since this issue is being discussed during the last 6 months, the workmen be paid such allowance with retrospective effect from 1st June 1966.

The Managing Director conceded his request.

The meeting then terminated.

Management

Union

Manager

General Secretary

Asst. Personnel Officer

President.

Vasco da Gama, 30th November 1966.

मेटल वर्क्स कर्मचारी युनियन (रजिस्टर्ड)

(अखिल भारतीय ट्रेड युनियन कांग्रेस से सम्बन्धित)

क्रमांक.....

१७/६६

१७/६६

मदनगंज (किशनगढ़) राजस्थान

दिनांक.....२२-६-६६.....१६

कान्फीडेशन श्यल रिपोर्ट

वास्ते,
डी जनरल सेक्रेट्री,
ए०आई०टी० यू०सी, ५- ई फाडेवाला, रानी कांसी रोड,
नई दिल्ली -१ (भारत)

विषय :- ^{सरकार व} राजस्थान श्रम विभाग द्वारा उद्योगपतियों की नाजायज सेवा करना और श्रमिक वर्ग के हितों पर कूठाराघात करना । तथा राजनैतिक पक्षपात कर ए०आई०टी० यू०सी० से सम्बन्धित युनियनों को तोड़ने के लिये मालिकों के साथ मिली भात कायम रखना ।

आदरणीय साथी,

मैं बड़े ही दुःख के साथ यह रिपोर्ट आपके पास भिजवा रहा हूँ । मेरी युनियन मेटल वर्क्स कर्मचारी युनियन के सेक्रेट्री पद पर पिछले दो वर्षों से काम करते हुये शायद यह पहला अवसर है कि मैं सीधे तौर पर किसी एक दो मजदूरों की मांगों को लेकर राजस्थान ^{सरकार व} श्रम विभाग के व्यवहार सम्बन्धी एक उदाहरण के रूप में पिछले अनुभवों से प्रेरित होकर इस तरह की रिपोर्ट भेजने के लिये बाध्य हुआ हूँ । मुझे विश्वास है कि आप इस रिपोर्ट की गहराई को समझकर राजस्थान राज्य सरकार व केन्द्रिय सरकार के श्रम मंत्रियों का ध्यान आकृषित करते हुये सम्बन्धित मजदूरों की मांगों के लिये सक्रीय रूप से सहयोग देंगे । साथ ही श्रम विभाग के अधिकारियों के आचरण बाबत प्रभावशाली कदम उठाने के लिये सम्बन्धित सरकारों को विवश करेंगे । यह ^{रिपोर्ट} निम्न प्रकार से सुलासा की जा रही है :-

१) मेटल वर्क्स कर्मचारी युनियन व उसका फन्क्शन :

नं. ७६/६०

यह युनियन पिछले सन् १९६० से ^{नं. ७६/६०} रजिस्टर्ड है और इसका फन्क्शन स्थानीय श्री महेश मेटल वर्क्स मदनगंज किशनगढ़ के मजदूरों पर आधारित है । इस उद्योग के मजदूरों की समय समय पर खड़ी होने वाली मांगों अथवा शिकायतों के लिये कारगर कार्यवाही करना रहा है तथा किसी दबाव या नाजायज सम-कौता प्रस्ती (सादेबाजी रहित) के अपने ट्रेड युनियन अधिकारों के आधार पर न्यायसंगत दृष्टिकोण लेकर श्रमिक कानूनों का पालन करना रहा है । यही एक कारण है कि जिसकी बदौलत कारखाने के मालिकों और राजस्थान श्रम विभाग को ^{रिपोर्ट} नज़र नहीं लगत है और क्योंकि यह युनियन ए०आई०टी० यू०सी० से सम्बन्धित

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है + इसलिये भी इन लोगों को राजनैतिक रूप से जलन आदि होती है। इसलिये मालिकों व श्रम विभाग की मिली भगत चलाई जाती रही है और समय समय पर इस युनियन को हिन भिन्न करने के लिये अलग अलग ढंग के षडयंत्र रचे जाते हैं और नाजायज व गैर कानूनी आचरण किया जाता है ।

२) श्री महेश मेटल वर्क्स के मालिकों का व्यक्तिगत व राजनैतिक अस्तित्व :-

इस उद्योग के संचालक मुख्य रूप से दो व्यक्ति हैं । एक श्री ब्रह्मदत्त जी मार्गव (रायसाहब) जो कि कारखाने के पूंजियोजक मालिक है । दूसरे श्री महेशदत्त जी मार्गव (रायसाहब के छोटे भाई) जो कि राजस्थान के मसूहूर वकीलों में से एक हैं और अब वे केन्द्रीय स्तर अजमेर डिविजन के लीगल सलाहकार भी हैं जिसके लिए उन्हें १०००.०० रुपये के लगभग माहवार दिया जाता है।

१) श्री ब्रह्मदत्त जी मार्गव लन्डन (इन्ग्लैण्ड) से बी०एस०सी० व एल०एल० बी करने के बाद भारत में अंग्रेजों की सेवार्हें (इच्छानुसार) करने पर उन्हें राय साहब के सिखाव से विभूषित किया गया। तथा प्रभावित शौत्रों या एजेन्सियों में मनोनीत अथवा पद चुर्कर किया जाता था। आजादी के बाद सामाजिक कल्याणकारी (दिखावे के) कार्यों में आगे बढ़कर हिस्सा लेने की कोशिस करते रहे हैं और राजनैतिक रूप से कांग्रेस के सेवादारी कहलाने में पीछे नहीं रहें हैं। जब कि अब वे जनसंघ या आर्य समाज के प्लेट फार्म पर भी जा मिलते हैं तथा नैतिक व धार्मिक पाषण दिया करते हैं और चन्दा आदि दिया करते हैं। फिर भी हकीकत यह है कि परिवार के अच्छे बच्चीयाँ (बड़े लड़के लड़कीयाँ) अंग्रेजों के सही वारिष, (पुरे नकलबी हैं) यानि शिक्षा दीर्घा, रहन - सहन तथा ^{वर्तमान} वातावरण में किसी भी स्थिति शोब में पीछे नहीं है ।

२) श्री महेशदत्त जी मार्गव (वकील साहब) एक पुराने कांग्रेसी हैं । ब्यावर नगरपालिका के चैयरमेन भी रह चुके हैं । (आजादी के बाद) एक अच्छे वकील की हैसियत से कानूनी उधेश्यों की मिट्टी फलीत करने के लिये कानूनी रसम अदाइयों के जरिये अपनी योग्यता बताने में माहिर वकीलों में से एक है । यही एक जड़ है जिसकी बदौलत श्री महेश मेटल वर्क्स(मदनगंज किशनगढ़) का फन्क्शन दिखने में सब

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कुछ कानूनी नजर आता है जब कि जाल साजी का पुरा चक्रव्यू (जैसे (महाभारत के समय - अमिमन्यू को देखने को मिला था) जिसे तोड़ना आसान बात नहीं है । श्री महेश जी पुराने राजनैतिक किस्से, नैतिक बातें, अपनी मिठी जवान से इस कदर से दाँटाया करते है कि साथ में उठने बैठने वाली सोसायटी में या सम्पर्क के समय पर उपस्थित रहने वाले सरकारी, गैर-सरकारी राजनैतिक कार्यकर्ता या कांग्रेस के मंत्रीगण उन से प्रभावित हुऐ बिना नहीं रह सकते है । अन्दर^{के} जकी जो भी जायज^{या} नाजायज बात को मानने के लिये प्रष्ट मशीनरी सहित सभी से वादारी बन जाते है । इन्हीं कारणों व व्यवहार पर श्री महेशमेटल-कर्म वर्क्स का मजदूर अपने बुनियादी हकी (ट्रेड युनियन अधिकारों) से वंचित है और श्रम विभाग के दुराचरण की बदौलत मजदूर और^{भी} बेबस हो जाता है ।

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श्री महेश मेटल वर्क्स का नाम श्री महेशदत्त जी के नाम पर रखा हुआ है । अन्दर फेक्ट्री में निम्न एजेन्सीयाँ और कारखाने दिखाये गये है :-

- १) श्री महेश मेटल वर्क्स ,
- २) " " " एजेन्सी,
- ३) " " मार्गव इन्डस्ट्रीज
- ४) स्टैन्डर्ड मेटल वर्क्स
- ५) शंकर एण्ड हरीश कं० आदि (ये नाम श्री राय साहब के लड़के श्री शंकर दत्त व श्री महेश जी के लड़के श्री हरिशदत्त के नाम पर आधारित) है ।

इन अलग २ उद्योगों के नाम से ही अलग २ लाईसेन्स हैं, और अलग २ लाईसेन्स के आधार पर रा- मटीरियल पाने के लिये सरकार से अलग अलग कोटा परमिट प्राप्त किया जाता रहा है । अन्दर हर एजेन्सी या इन्डस्ट्री में ठेकेदार अलग अलग रहे हुऐ है जिसे समय समय पर हथारार नामों पर एर^{एर} हस्ताक्षर लिये जाते है । ^{इसी तरह एर मजदूर एर लिये माह में तथा भरती हो गये।} इसके उपरान्त भी फेक्ट्री की एक ही सीमा में अलग २ कई दुकानदार दिखा रहे है । जिन से भी समय समय पर हस्ताक्षर लिये जाते है जिन्हें न तो कुछ बताया जाता है न पढ़ने का मौका ही दिया जाता है । बस अन्दर खास कमरों में बुला लिया उलटा सिधा जाँसा दिया

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या विश्वास अथवा आश्वासन दिया या फिर घमकी दबाव दिया जाता है, और इन्डस्ट्रीज के सम्बन्धित कानूनों को धोखा देने के लिये ढेर सारे हस्ताक्षर मिल जाते हैं। कमी फौक्ट्रीज एक्ट को, कमी इन्डस्ट्रीयल डिस्प्यूट्स एक्ट को, कमी अपनी युनियन के खिलाफ, कमी समझौतों के खिलाफ, कमी वर्करो के सीधे समझौते कर हाथ कटाने के लिये, या उद्योग के हर सम्बन्धित कानून को धोखा देने के वास्ते हस्ताक्षर होते ही रहते हैं, और उसकी प्रतिलिपियां हर सम्बन्धित विभाग व अधिकारियों को भेजी जाती है।

इस उद्योग को खालिस और परबारा मुनाफा खिलाने वाले निम्न साधन व शक्तियां सक्रिय रूप से काम देती है :-

- १) म्युनिसिपल बोर्ड किशनगढ़ के चेयरमैन के मारफत । (क्योंकि श्री महेश जी के लड़के ^{श्री श्रीशंकर जी} उनके साथ शराब -सीगरेट व ताम्र पत्तों की रम्मी खेलते हैं और दोनों सुमेरकलब किशनगढ़ के मेम्बर भी हैं तथा आये वक्त एक दुसरे की आर्थिक सहायता भी करते हैं) इसी प्रष्ठ भूमि में चौकी चुंगी के या आफिस के अधिकारी प्रभावित रहते हैं और वार त्योहार में उपहार व इनाम पाते ही हैं ।
 - २) एक्सार्डज इन्सपेक्टर (सेन्ट्रल)
 - ३) इन्डस्ट्रीज विभाग की मशीनरी (राजस्थान सरकार)
 - ४) राजस्थान का श्रम विभाग का पुरा (जिसमें चीफ इन्सपेक्टर आफ फौक्ट्रीज एण्ड वायलर्स भी शामिल हैं) आशीर्वाद प्राप्त है ।
 - ५) अन्य (फौक्ट्री का अन्दर का क्लेरीकल प्रष्ठ स्टाफ) रा-मटेरीयल परबारा आया और गया होता है लेकिन बहियों में और उत्पादन रजिस्ट्रों में उत्पादन पैदा हुआ दिखाया जाता है । रा-मटेरीयल को हथ से उधर लाने लेजाने में कारखाने की निम्न तीन, चार मोटर कारें प्रष्ठ स्टाफ की मान्ती सहयोगी के रूप में तैयार रहती हैं इन मोटर कारों की संख्या हर दुसरे वर्ष बढ़ती जाती है ।
- १) आर०जे०जेड १८४६ (एम्बेसडर)
 - २) आर जे० जेड ० १८६८
 - ३) आर०जे० क्यू० ४५४६ (एम्बेसडर)

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४) अब नई बाई है जिसे ^{नम्बर} नम्बर मिलना बाकी है। फिलहाल ट्राइल के लिये आर ०एस०एल० ६०६३ मिला है यह कार भी सम्बन्धित है।

इन मोटरों की बढोलेत चौकी चुंगी अथवा अन्य किसी शक शुबह की गुवाहेश नहीं होती है। यह सारा संक्षिप्त विवरण इस उपाग के फन्क्शन और मुाफे के आधार है।

हमारी मांगे व शिकायते :-

जब भी मजदूरों की बाजिव मांगों के लिये हम नोटिस देते है तब उपरोक्त कारखाने के मालिक लोग युनियन के खिलाफ अन्दर युनियन बनाने, मांगों को ना मंजूर करने, अम विभाग को अपने पक्ष में करते हुये और अक्सरवादी लोगों का सहा रा लेकर, मजदूरों को गुमराह करते है, और राजनेतिक व आर्थिक प्रष्ट तरीके अपनाकर अपनी मानमानी चलाया करते है/जो मजदूर इसमें नहीं फंस्ते है उन्हें परेशान करते है। इसके उदाहरण निम्न प्रकार है :-

१) बोनस सन् ६३ -६४ की मांग सही करने पर मालिकों ने यही किया जो ऊपर बताया गया है। इसके बावजूद कन्सीलियेशन फेल होकर राजस्थान इन्डस्ट्रियल ट्रिब्यूनल जयपुर पहुंचा जहां से २८-६-६५ को अवार्ड घोषित हुआ कि, स्वीकृत बोनस राशि जिन कामगारों को नहीं मिलसके है उन्हें अब दे दिया जाय। इसी बोनस का केंस का: एच० के० क्यास ने (राजस्थान टि०यू०सी के मंत्री ने) लड़ा था।

इसी बोनस के अवार्ड के बाद १४ माह बीतने पर भी निम्न दो कर्मचारीयों को बोनस नहीं दिया जा रहा है। अमेर जिले के कन्सीलेशन आफिसर और राजस्थान के डिप्टी लेबर कमिश्नर श्री टी०सी० जेन निकम्पेन से प्रष्ट होकर व्यवहार कर रहे है, और मालिकों की वकालात (माषा बोलते) करते है। फलस्वरूप इन दोनों वर्करों में से श्री किशोरसिंह पुत्र श्री पीन्डीदास दिनांक १-६-६६ से मुख हडताल पर जा रहे है। दुसरे श्री हबाहिम पुत्र श्री हीतरसा मी वैधानिक एक्शन पर जाने को मजबूर हो रहे है। श्री किशोरसिंह के मुखहडताल के नोटिस की एक प्रतिलिपि इस रिपोर्ट के साथ सलान की जा रही है।

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(६)

- २) दिनांक १४-३-६६ को ^{एक} मांग पत्र की महेश मेटल वर्क्स (मदनगंज किशनगढ़) को दिया गया, जिसका आज तक मालिकों ने कोई जबाब नहीं दिया, और श्रम विभाग ने उस पर कोई कार्यवाही नहीं की है।
- ३) इससे पहले कारखाने के महेश मेटल पार्ट में सन ६५ में छूटनी की गई जिसमें युनियन के वर्किंग कमेटी के सदस्यों को मुख्य रूप से निशाना बनाया गया और रिट्रेचमेन्ट कम्पनि सेशन देकर (कम ज्यादा) फूँटे सच्चे कागजों पर हस्ताक्षर या अ० निशानी लेकर सम्बन्धित अधिकारियों को प्रतियां भेजी गईं।
- ४) दिनांक १-८-६४ को एक समझौता अपनी युनियन व मालिकों के बीच हुआ जिसके अनुसार महंगाई भत्ते की वृद्धि के बकाया ऐरियर लेने, व लगा-तार लागू कराने के सावाल पर, मालिकों ने फेक्ट्री के ठेकेदारों की माफत साता हिलार्ड के २० मजदूरों को तारीख ६-८-६४ को, और स्पनिंग साते के २४ मजदूरों को तारीख १४-८-६४ को काम से बन्द कराया गया। इस पर युनियन की तरफ से मांग नोटिस दिनांक २१-८-६४ के अनुसार दिनांक २४-८-६४ से तारीख १३-९-६४ तक २० दिन की लम्बी मूस हड़ताल चलाई गई, जिस में गुप वार्डज (नम्बर वार्डज) १५ मजदूरों को पुलिस ने गिरफ्तार किया। आखिर उस मांग नोटिस पर तारीख १३-९-६४ को फिर एक समझौता हुआ जिसके अनुसार विवाद फिर इन्डस्ट्रियल ट्रिब्यूनल (राजस्थान को) भेजा जा चुका है और श्रम मी केश चल रहा है।

इसी बीच मालिकों ने फिर विवाद से सम्बन्धित वर्करों से ठेकेदारों की माफत फूँटे सच्चे कागजों पर हस्ताक्षर व निशानी अंगूठा लेकर प्रतियां श्रम विभाग को भेजकर यह प्रयास किया कि इन सम्बन्धित वर्करों का युनियन की मांग के अनुसार विवाद से कोई वास्ता नहीं है। ताकि केश तय होने के लिये ट्रिब्यूनल में जाने पाय। साथ ही सम्बन्धित वर्करों में से जो बाहर के रहने वाले थे उन्हें पहले तो काम के सम्बन्ध में कई दिनों तक परेशान किया गया, और बाद में अक्सरवादी नेताओं के सहयोग से उन कामगारों को छोड़ा बहुत पैसा देकर किशनगढ़ से खाना कर दिया गया, ताकि वे केश के सिलसिले में शहादत बयान न देने पाय। इस केश को भी का० एच० के ब्यास लड़ रहे हैं।

मेटल वर्क्स कर्मचारी युनियन (रजिस्टर्ड)

(अखिल भारतीय ट्रेड युनियन कांग्रेस से सम्बन्धित)

क्रमांक.....

मदनगंज (किसनगढ़) राजस्थान

दिनांक..... १६

(७)

५) अपनी युनियन के खिलाफ मजदूरों से पगार के दिन पगार देते समय पगार मेंसे अन्दर की युनियन के लिए जबरदस्ती चन्दा काटा जाता है। उस युनियन का संचालन स्पष्ट क्लेरीकल स्टाफ के हाथों में है जो कि मालिकों की इच्छा व आशीर्वाद पर चिन्दा है। जिसे अब राजस्थान ^{सरकार का} श्रम विभाग मान्यता देने जा रहा है।

इन सभी परिस्थितियों में मालिकों का मुख्य मददगार षडयन्त्र कारी राजस्थान का श्रम विभाग है। अगर स्पष्ट रूप से यह बता दूं कि राज्य के श्री मंत्री जी श्री भीखा माई राजनैतिक तौर पर पक्के पदा पाती है तो कोई अतिशयोक्ति पूर्ण नहीं होगा। उदाहरणार्थ २४-८-६४ से शुरू हुईं मूख हड़ताल के सिल-सिले में तारीख २६-८-६४ को मैरा जयपुर जाना हुआ, मेरे साथ एक भूतपूर्व कांग्रेसी, एम०एल० ए० थे। टेगोर थेटर में (जयपुर में) आयुर्वेद सम्मेलन था उस का उदघाटन श्री भीखा माई जो स्वयं आयुर्वेदिक मंत्री भी थे ने किया। सम्मेलन से लौटते समय मोटर कार में हम तीन व्यक्ति थे एक उक्त एम०एल०ए० व श्री भीखा माई और मैं। तब भीखा माई ने फरमाया कि (मेरे से) आपकी युनियन इन्टक से सम्बन्धित है या एटक से? मेरे द्वारा कोई जवाब देने से पूर्व बीच में ही एम०एल०ए० ने कहा कि अर्जी इन्टक से है, आप इनकी सुनाई करें। श्री भीखा माई ने कहा अगर इन्टक से सम्बन्धित युनियन है तो मैं अवश्य ही थोड़ी बहुत मदद करूंगा।

इसप्रकार का व्यवहार जब खुले रूप में एक राज्य के श्रम मंत्री का हो सकता है तब राज्य के सभी श्रम अधिकारियों का क्या व्यवहार हो सकता है इसके लिए किसी अलग अन्दाज लगाने की आवश्यकता नहीं रहती है।

अब कुछ सवाल हैं कि :-

- १) भारत का संविधान क्या है, उसमें दिये गये प्रजातांत्रिक नागरिक अधिकार क्या हैं।
- २) मजदूरों के ट्रेड युनियन अधिकार क्या हैं।
- ३) भारत के कानूनों के अन्तर्गत न्याय-व्यवस्था क्या है।
- ४) राजनैतिक पदा-पात्र पर आधारित शासन-व्यवस्था से समाजवादी व्यवस्था, और ^{सामाजिक} न्याय की क्या आशा हो सकती है।
- ५) अन्त में इन सब का हल किन सिद्धान्तों और तरीकों से हो सकता है?

आपका साथी ^{इच्छानन्द}
जनरल सेक्रेटरी

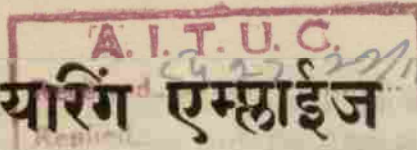
मेटल वर्क्स कर्मचारी युनियन

मदनगंज-किसनगढ़

श्री अमरनाथ भार्गव पुत्र श्री ब्रह्मदत्त भार्गव अमेरीका पढाते हैं, निसे कारखानों को कर्मचारी अर्थात् जात वर्ग को बड़ी उम्मीदें
 १९६०-६० मधुवा निवासी को ब्राह्मण जन्मे थे। इसकी इच्छा है कि युनियन का संचालन पर १ लाख ७६ हजार का युनियन निधायन का चर्चा अत्र
 इस तरह अन्य कार्य सुझे श्री पाये गये। फलस्वरूप कारखाने पर १ लाख ७६ हजार का युनियन निधायन का चर्चा अत्र
 इसी नाशक हुआ है कि यह योजना १ लाख ७६ हजार का युनियन निधायन का चर्चा अत्र

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जनरल इंजिनियरिंग एम्प्लॉईज यूनियन

- दुर्दैवी कॉम्प्टन कागदगारांमध्ये नवी फाटाफूटीची तिसरी आवृत्ति !
- आपले युनियन सोडून, दुसऱ्या युनियनमध्ये शिरकाव करू पाहणाऱ्या
- खोट्या गोष्टी सांगून, गैरसमज पसरविणाऱ्या
- बोनस, ग्रेड, महागाई भत्ता इ. सारख्या प्रश्नांची सोडवणूक ऐन तोंडाशी आली असताना कामगारांच्या एकजूतीचा एवढा विचका करणाऱ्या कमिटीच्या त्या सभामदांना काय म्हणावे ?
- असाने तुम्ही कुणाचेही हित करू शकणार नाही ! !
- फक्त कंपनीच जास्त शिरजोर होईल, हे लक्षात ठेवा !

कामगार बंधू भविषीनो,

१९५९ साली असेच गैरसमजूतीच्या आहारी जाऊन युनियन खिळखिळी केली. त्याचा परिणाम वाईट ग्रेड मध्ये झाला. तरीपण लोकरच सर्व सांबरून घेऊ आणि १९६२ पर्यंत परिस्थिती बदलून टाकली. मोठमोठ्या कंपन्यांत जे मिळत नव्हते ते आपण पदरात पाडले.

१९६२ मध्ये चिनी आक्रमणाचा फायदा घेऊन भाड्यांला सरकारने तुरंगात घातले नि बी. एल. यूने नकली लढवूणाऱ्या नांवाखाली आपली संघटना मोडण्याचा भयंकर प्रयत्न केला. तरी आपण आपली युनियन मजबूत व अमोघ ठेवली.

पण जणु नियतीनेच दुर्दैवाला तुमचा बाठलाग कायला सांगितले असावे, नाहीतर आपलेच भाईबंद, आपल्याच जुन्या कमिटीचे काही सभासद, आपल्याच युनियन विरुद्ध कां उठावे ? याचे उत्तर समजून घेणे आवश्यक आहे. आणि ते मी तुम्हांला वेधे सांगणार आहे. !

गेल्या ऑगस्ट महिन्याच्या ३ तारखेला बरळी (सोनापूर) वेधे पॅक्टेरी कमिटीची सभा झाली. पुढील कार्यक्रमाचा आराखडा आखला. १ लोकरच बोनसबद्दल पत्र पाठवायचे, २ वेतन

मंडळाने मजूर केलेली पगार वाढ ताबडतोब सिलेण्यासाठी चळवळ संधटित करावी ३. कंपनीने नाव बदलले आहे. तेव्हा नव्या कंपनीने नवी महागाई (जी. सी. सी. पी. ची.) देऊन चांगले वातावरण निर्माण करून सहकार्य घ्यावे असा भाव ज उदावयाचा, आणि कंपनीशी बोलणी सुरु करावची ४. हा कार्यक्रम समजावून सांगण्यासाठी वार्ता व कांजूर वेधे सभा घ्याव्यात, आणि ५. येत्या म्हणजे ऑगस्टच्या ७ तारखेला युनियनची वर्गणी मोठ्य प्रमाणांत गोळा करावची.

कामगार बंधुनो, या कार्यक्रमांत काय यावगे होत ? पण तुमचे सारे कमिटीचे सभासद चार दोन जण वगळून, बांचा त्याला विरोध होता ! त्याचे म्हणजे असे की, तुम्ही त्रै लिहा सभा घ्या, पत्रके काढा, कंपनीला येतायला या, आमच्या कमिटी सभासदांना भेटून काय झाले ते सांगत जा. वाटाघाटीच्या ठिकाणी आमंला बोलवा, सरकार टफतरांत ही आगंला घेऊन चला. पण वर्गणी मागू नका ! त्यांचे म्हणणे असे, आताच वर्गणी कशाला मागता ? अतांपंत जी दिली तेवढ्यांत समाधान माना ! याच्याहून जास्त वर्गणी ऑगस्टच्या कामगारानी कधी विली नाही, तो पुढे देणार नाही, आम्ही मागायला जणार नाही !

एक सन्माननीय सभासद तर असेही म्हणाला आता आपण राध्मराव वगोबर नव युनियन काढणार आहोतच, तेव्हा वर्गणीचे पुढे पाहू ? मागच्या वर्गणीचे बोलंच नका !

त्यानंतर आम्ही वर्गणीचा हिशेब दाखविला किती पुस्तके पडून आहेत, हे मागितले तेव्हा उत्तर काय ? उदा.ने पुस्तके लावविली, वाळवीने पुस्तके चळ्ळी. कच्च्याच्या टिगाऱ्यांत पुस्तके गडप झाली, गाडीतून येताना रस्त्यांत पुस्तके सांडली नाना तऱ्हेची वेपवांची व वेतवातदार उत्तरे देऊन कामगारांच्या जमवलेल्या पैशाची अशा तऱ्हेने हिशेब ट लावण्यापर्यंत यांची मजल गेली !

सांगा ! युनियनने यावर काय करावे ? जवळ जवळ १२ पुस्तकांची वाट लावण्या, त्याचा हिशेब न देणाऱ्या वर्गणी गोळा काणार नाही, असे स्पष्ट उत्तर देणाऱ्या कमिटीच्या सभासदाना काय म्हणावे ? विशेषतः कमिटीचे स्वजिनदार राधवन नायर यांनी या वर्तनात पुढाकार घ्यावा !

हे झाले १९६५-६६ च्या पुस्तकांचे ! १९६४ साली तर कुमार बुदियानी यांने २० पुस्तकांपैकी कित्येक पुस्तकांचा हिशेब अजून दिला नाही. त्याच्या बाधी अप्पू यांने किती पुस्तकांचा घांटाळा होता हे तुम्हांला माहीत आहेच

वारे स्वजिनदार ! वारे सेकेटरी त्यांना शेवटी स्पष्ट सांगावे लागजे.

७२ हिशेब द्या, जमा झालेले पैसे खर्च झाले असतीच तर त्या सर्वांचे व्हाववर करा

मागे तसे दौड ते पाउगोरीन हजार रुपयाचे तुम्हा कर्मिणीच्या पुढाऱ्यांसाठी केले त्याप्रमाणे ! आणि नवी वर्गणी ऑगस्ट महिन्यांत गोळा करा !

यावर या पुढाऱ्यांचे उत्तर एकच ! आम्ही तुमची पुस्तके हातांत घेणार नाही !

युनियनवादी एक व निवाणीचे उत्तर देणे भाग पडले मग तुमचे काम वर्गणी दिल्या-शिवाय युनियन कले शरणार नाही व हे सर्व कर्मिणीच्या कामगारांना सांगितल्याशिवाय राहाणार नाही.

म्हण युनियन ऑफिस मधून यांना हांकलले !

यांच्या इतकी खोटी लोगकडी थाप तुम्ही मिळणार नाही एका दिवस "वर्गणी गोळा करणार नाही" म्हणणाऱ्यांचा गट ऑफिसांत आला आणि सगळे लायला, "आम्ही रामरावकडून आला आहोत. तुम्ही नव्या एकजूटीच्या युनियनचे सेक्रेटरी राहू नका. तुम्ही आमच्यासाठी फार काम केले आम्ही मानतो. फाटाफूट करणाऱ्या बी एल यु. विठ्ठल फार मोठी टक्कर दिलीत व तिचे सर्व डावटेच उधळून लावून आज त्यांची संघटना खालास झाली आहे, हेही कळू ? तुमच्या हातून कोठल्याही कामगारांचे नुकसान झाले नाही, एकटेच नव्हे तर तुम्ही शेकडा व हजारो कामगारांचे वैयक्तिकमुद्दां भले केले आहे. हेच निर्विवाद आहे. पण नव्या युनियन-मध्ये राहू नका आणि सेक्रेटरी तर नकाच राहू" !

अरे पण का ! सकले काम चांगले, केले. असे एकीकडे म्हणायचे, आणि ज्या सेक्रेटरीच्या जागी राहून हे कार्य करू शकलो तो मात्र शक्ति काढून घ्यायची ! तो दुःख्या कुणाल तरी घायची ? कां ? अवा साधा प्रश्न केला ! पण पुनःपुनः त्यांची एकच विनती की, तुम्ही सेक्रेटरी राहू नका ! तेव्हां त्यांना सांगावे लागले दुसरे काही बोलायचे असल्यास बोला, नाहीतर इतर कारखान्यातील कामगार बसले आहे, त्यांच्याशी मला बोलू द्या,

यानंतर ही बड़ी मोठी मंडळी उठून चालू लागली आणि वर तक्रार काय तर म्हणे यांना ओकीसमधून हांकलले ! हांकलथला आले होते मला, आणि मघाचसे आकांड ताडवू चालले आहे ? निष्कारण गैरसमज पसरविण्याची यांना एवढी सुरत कां आसावी ?

एवढी फाटाफूट करायला शिवविणारा यांचा बोलवितां धनी घोधून काढायला वेळ लागणार नाही ?

आणि आतां रामरावचे युनियन पाहिजे

कामगार बंधूतो, आतां हीच वर्गणीचा हिशेब बुडविणारी मंडळी, आपल्या युनियनमध्ये तोंड दाखवायला जागा नाही, म्हणून रामरावच्या युनियनचे सभासद व्हायला निघाली आहे, त्यांचे फौज भरून वर्गणी जमा करण्याचा व पुनः पुढारी बनण्याचा प्रयत्न करी आहे.

कामगारांच्या भावनांचे, त्यांच्या निरीमतेचे एवढे वेमुर्वनपणे भिडवडे काढण्याचा दिवसा-दबल्या प्रयत्न क्वचितच यापूर्वी कुणी केला असेल उघड उघडपणे एका सक्रीय व कार्यक्षम

युनियनला बुडवायचे, तिने वर्गणी बाळा करा व जुन्याचा हिशोब द्या, हा आदेश दिला, म्हणून रामरावकडे जायचे नि दुसरी युनियन बनविण्याची धमकी द्यायची फूटीर व नेजबाबदार वृत्तीचा कळस घाला !

कोणता का गार हे सहन करील, व अशा कामगारांना क्षमा करील ? यांच्यावर विघास टाकीला ? खुद्द नव्या युनियनमध्ये तरी जावून काय नीतिमत्ता राहिल याची ?

जे कामगार बी. एल. यू. मध्ये गेले ते निदान "चौधरी युनियनमें कुछ नही होगा, फर्नांडिस ६ महिनेका बोनस दिलवावेगा" असे तरी बोलायचे पण आमचे हे नवे पुढारी ! काय म्हणावे याना ? कुठून फाटाफूटीची साडेसाती यांच्या अंगात शिरली कोण जाणे ?

तेव्हां आमची तुम्हां सर्वांना विनंति आहे, आपल्या जुन्या युनियनमध्ये बहुसंख्येने सभासद व्हा जुनी फॅटरी कमिटी बदलून आम्ही नवी केली आहे. त्यांच्याजवळ वर्गणी द्या आणि आपले मध्ये यांचेले कार्य पुढे चालवण्यास मदत करा ! हे केले तरच एक नवे मजबूत युनियन क्रॉम्प्टन ग्रीवजच्या अधिकाऱ्यांना टक्कर देण्यास समर्थ व बलवान अशी संघटना बांधता येईल !!!

❧ क्रॉम्प्टन ग्रीवजच्या कामगार एकजूतीचा विजय असो !

❧ लाल बावटे की जय ! !

❧ जनरल इंजिनियरिंग एम्प्लॉईज युनियन झिदाबाद ! ! !

अबदुल्ला हुसन
सचिनदार

२०-१०-६६

विठ्ठल चौधरी
जनरल सेक्रेटरी

Delay will not be Tolerated! Grant Interim Relief Immediately!

Friends,

The Wage Board for the Engineering Industry heard the representatives of the workers and the employers on the issue of Interim relief at the sittings held at Calcutta, Madras and Bombay. You are aware the National Federation of Engineering Workers of India has demanded 30 per cent increase in wages with a minimum of Rs. 30 as the Interim relief. Though it is an year since the wage Board was constituted, the workers have not yet got interim relief. It is learnt that this issue is not settled due to the intransigent attitude of the employers and since they are not prepared to consider anything reasonable. At a time when the workers have discharged their duties to the nation by way on increased production in the interests of the Nations defence, at a time when profits are increasing, and at a time when the prices are soaring up, this attitude of the employers is reprehensible to say the least. It is also a matter of regret that the Government should have kept quite over this delay, when they fully well know that other wage boards have granted once and some even twice. The working class can no longer tolerate this undue delay. It has to raise its voice of protest. In order to do so a meeting of Trade Union representatives in the Engineering industry held on 4-1-'66. has resolved to conduct a Mass Rally on 10-1-'66. All Engineering workers are requested to participate in this mass rally, through processions.

PROTEST MASS RALLY OF ENGINEERING WORKERS

on Monday 10-1-'66 at 6 p.m. at Chikkalalbagh

President: Com. M. S. Rama Rao,

Vice-President, National Federation of Metal and Engineering Workers of India.
Coms. M. S. Krishnan, M. S. C. Rao, Anandathirtha, M. S. Neelakantiah
and others will address.

Processions will start as follows :

1. Yeswantpur from Ookad near Tata Institute at 5-15 p m.
2. Mysore Road from Ookad at 4-30 p.m.

Engineering workers are requested to join the processions after their working hours and attend the meeting.

WORKING CLASS UNITY ZINDABAD!

ENGINEERING WORKERS UNITY ZINDABAD !!

- 4-1-'66 } —National Federation of Metal and Engineering workers of India
Bangalore } —Bharat Electronics Employees Union
—REMCO Employees Association
—Kirloskar Electric Co. Employees Association
—Guest Keen Williams (Sankey Division) Employees Association
—Bangalore District Engineering workers Union
—Hindustan Machine Tools Employees Association
—India Tin Industries Workers Union
—Precision Engineers and RLO Employees Union
—John Fowler Employees Union
—Jairamdas Udyog Employees Association
—Indian Hume Pipe Co, workers Union
—Steel Construction Co, Labour Association

हड़ताल

की तयारी शुरू

मजदूर दोस्तों,

- १ आप की यूनीयन की जनरल कौंसल ने नीचे लिखी मांगों का नोटिस दिया है।
- २ नजायज़ तौर पर निकाले गए साथियों को वापस काम पर लीया जावे।
- ३ महिगाई भत्ते को यहिगाई के साथ जोडा जावे।
- ४ गरेचूटी सकीम लागू की जावे।
- ५ सब मजदूरों को बोनस दिया जावे।
- ६ बसों का किराया ना लिया जावे।
- ७ ओवर टाईम का भत्ता दुगना दिया जावे।
- ८ वरदियां या वरदियों के पैसे मिलने चाहिये।
- ९ साबुन का बकाया अदा कीया जावे।
- १० ई एस आई सकीम को बनद कीया जावे। डाकटरी सहूलत मुफ्त मिलनी चाहिये।

जनरल कौंसल ने यह पास कोया है कि जनरल बाडी के फेसले के अनुसार अपनी इन मांगों को मनवाने के लिये हड़ताल की तयारी शुरू की जाए। अब अंम टी की मैनेजमेंट बहुत देर से इस कोशिश में थी कि इस कारखाने को फल करवा कर निर्जा खेतर के मूनाफे खोरों का घर भरा जाए। अपनी इस खाहिश को पूरा करने के लिये मैनेजमेंट के कुछ आफोसरा ने लगातार ये कोशिश की कि हालत खराब कीए जाए। इन की ऐसी कारसतानीयों के कारन यहां का मजदूर सदा दुखी रहा जिस का प्रभाव यहां के उत्पादन पर पडा। यूनीयन ने मजदूरों के सहयोग के साथ कारखाने की पैदावार बड़ाई। मजदूरों ने आपना अतिरकत जोर लगा कर उत्पादन को एक दम जियादा बड़ा दीया। यह बात कुछ अफसरो को बहुत दुखी और यूनीयन के लीडरों की बरखासतगी के नोटिस शुरू हो गये जिस के फल सरूप आज हमारे न साथी बेकार हो कर बैठ गये हैं। यहां तक ही नहीं इन अफहरों ने पबलिक सेकटर की फेकटरी को फेल कराने के लिये अपना रसूख इसतमाल करके मजदूरों को दी जाने वाली तीन यूनीफारम बनद करवा दीं, साबुन बनद कर दीया। ओवर टाईम की जगा जबरी छुट्टा दे रहे हैं। गेर कानूना तरीक से शिफ्ट टाईम की तबदीली की और सारे सुपरवीधन सटाफ को खास तौर पर यह हदायत की गई कि वह अपने अपने डोपारटमेंट में मजदूरों और युनीयन के लीडरों पर हर तरह से दबा डालें तां जो इन मजदूरों में गुस्सा आ जाये। इन अफसरो की इस बुरी नीयत को समझते हुये हम ने हमेशा यह कोशिश की कि पबलिक सेकटर के इस कारखाने में हालात खराब ना कीये जाऐं और अपने सब मसले बात चीत से हल कीये जाऐं। लेकिन मजदूरों की इस नेक खाहिश को कौम दुश्मन अफसरो ने मजदूरों के अनदर यूनीयन की कमजोरी कह के बता या। यूनीयन के अनदरुनी मसलों में दखल अंदाजी की और इस तरह हड़ताल की बुनियाद रख दी।

इन बातों के इलावा जब के महिगाई आसमान को छुह रही है और चीजों के भाव बढ़ते जा रहे हैं। ऐसी हालत ने मजदूर कर दिया है कि एच एम टी का मजदूर अपने हककों की बहाली और बहतर जिन्दगी हासल करने के लिये अपनी उधयोगिक शकती का इसतमाल करें। कयोकि सथापिन कीये हुये वेज बोर्ड ने बहुत देर से कारवाइ ठपकर रखी है। मजदूर नेता इस का बाइकाट करने के लिये मजबूर हो गये हैं।

अपर लिखे हालात के मुताबक यूनीयन ने आपके हुकम के मुताबक हड़ताल का नोटिस दे दिया है। इसे मैनेजमेंट से यह उमीद नहीं है कि कोई बात अदालत या बात चीत के तरीके से तह करेगी। इस लीये यूनीयन आप से अपील करती है कि आज से हड़ताल की तयारी शुरू कर दें। अपनी सैकशनल कमेटीयों कुवाटर कमेटीयों की मीटिंगें करो, हड़ताल फंड जियादा से जियादा इकटठा करो ताकि हम पबलिक और दूसरी सनअतों कीयां यूनीयनों की मदद हासल कर सकें। आज से हर मजदूर जहां कहीं भो वे रहता है, गांव में, गली में, बाजार में, हड़ताल का डाँका पीट दे।

हड़ताल को कामयाब बनाने के लिये सब मजदूरों की एकता और सहयोग की जरूरत है। अपनी इस एकता को और मजबूत करो। सब एक के लिये और एक सब के लिये हो जाये। आप की एकता के वाड़ के सामने कोई तीदका नहीं ठहिर सके गा।

हम पंजाब की तमाम सभाओं, मजदूरों, टरेड यूनीयनों, और दूसरी अंखाश संस्थाओं को अपील करते हैं की वह हमारी इस हक्की लड़ाई में हर तरह की मदद को आऐं।

आप का साथी

(अभय सिंह)

जनरल सक्तर

जनरल इंजिनियरिंग एम्प्लॉईज

युनियन

- दुर्वंदी कॉम्प्टन कामगारामध्ये नवी काटाफुटीची तिसरी आवृत्ति !
- आपले युनियन सोडून, दुसऱ्या युनियनमध्ये शिरकाव करू पाहणाऱ्या
- खोट्या गोष्टी सांगून, गैरसमज पसरविणाऱ्या
- बोनस, ग्रेड, महागाई भत्ता इ. सारख्या प्रश्नांची सोडवणूक ऐन तोंडाशी आली असताना कामगारांच्या एकजूतीचा एवढा विचका करणाऱ्या कमिटीच्या त्या सभासदांना काय म्हणावे ?
- अशाने तुम्ही कुणाचेही हित करू शकणार नाही !!
- फक्त कंपनीच जास्त शिरजोर होईल, हे नक्षात ठेवा !

कामगार बंधू भविनीनो,

१९५९ साली असेच गैरसमजूतीच्या भाशारी जाऊन युनियन खिळखिळी केली. त्याचा परिणाम वाईट ग्रेड मध्ये झाला. तरीपण लोकरच सर्व सावकून घरे आणि १९६२ पर्यंत परिस्थिती बदलून टाकली. मोठमोठ्या कंपन्यांत जे मिळत नव्हते ते आपण पदरात पाडले.

१९६२ मध्ये चिनी आक्रमणाचा फायदा घेऊन आम्हाला सरकारने तुरुंगात घासले नि बी. एल. यूने नकली लढवण्याच्या नावाखाली आपली संघटना मोडल्याचा भयंकर प्रयत्न केला. तरी आपण आपली युनियन मनवूत व अमेच ठेवली.

पण जणु नियतीनेच दुर्दैवाला तुमचा वाठलाग करायला सांगितले असावे, नाहीतर आपलेच भाईबंधू, आपल्याच जुन्या कमिटीचे कांही सभासद, आपल्याच युनियन विरुद्ध कां उठावे ! याचे उच्चा समजून घेणे आवश्यक आहे. आणि ते मी तुम्हाला वेद्ये सांगणार आहे. !

गेल्या ऑगस्ट महिन्यांच्या ३ तारखेला बरळी (सोनापूर) वेद्ये फॅक्टरी कमिटीची सभा झाली. पुढील कार्यक्रमाचा आराखडा आखला १ लोकरच बोनसबद्दल बंधू पाठवायचे, २ वेतन

मंडळाने मजूर केलेली पगार वाढ ताबडतोब मिळण्यासाठी चळवळ संघटित करावची ३. कंपनीने नाव बदलले आहे. तेव्हा नव्या कंपनीने नवी महागाई (जी. सी. सी. पी. ची.) देऊन चांगले वातावरण निर्माण करून सहाय्य घ्यावे असा आग्रह उदारवादा, आणि कंपनीशी बोलणी सुरू करावची ४. हा कार्यक्रम समाजातून सांगण्यासाठी वर्गळी व कांजूर बेथे सभा घ्याव्यात, आणि ५. येत्या म्हणजे आंगव्हटच्या ७ तारखेला युनियनची वर्गणी मोठ्या प्रमाणात गोळा करावची.

कामगार बंधून्ना, या कार्यक्रमात काय वावगे होते ! पण तुमचे सारे कमिटीचे सभासद चार दोन जण बगळून, बांचा त्याला विरोध होता ! त्यांचे म्हणजे असे की, तुम्ही पत्र लिहा सभा घ्या, पत्रके काढा, कंपनीला भेटायला या, आमच्या कमिटी सभासदांना भेटून कय झाले ते सांगत ना. वाटापाटीच्या ठिकाणी आम ांला बोलवा, सरकारी दफतरांत ही आम्हांला घेऊन चला. पण वर्गणी मागू नका ! त्यांचे म्हणणे असे, आताच वर्गणी कशाळा मागता ! आतांपर्यंत जी दिली तेवढ्यांत समाधान माना ! याच्यातून जास्त वर्गणी कॉम्पटनच्या कामगारांनी कधी दिली नाही, ती पुढे देणार नाही, आम्ही मागायला जणार नाही !

एक सन्माननीय सभसद तर असेही म्हणाला आता आपण रामराव बगवत नवे युनियन काढणार आहोतच, तेव्हा वर्गणीचे पुढे पाहू ! मागच्या वर्गणीचे बोलूच नका !

त्यानंतर आम्ही वर्गणीचा हिशेब दाखविला किती पुस्तके पडून आहेत, हे मांगितले तेव्हा उत्तर काय ! उदगाने पुस्तके दाखविली, बाळबीने पुस्तके खल्ली, कचऱ्याच्या टिगाऱ्यांत पुस्तके गढप झाली, गाडीतून बेताना रस्त्यांत पुस्तके सांडली नाना तऱ्हेची बेपर्वाची व बेवत्राबदार उचारे देऊन कामगारांच्या जमबळेच्या पेशाची अशा तऱ्हेने विस्हेव ट लावण्यापर्यंत यांची मजल गेली !

सांगा ! युनियनने यावर काय करावे ! जवळ जवळ १२ पुस्तकांची वाट लावणाऱ्या, त्याचा हिशेब न देणाऱ्या वर्गणी गोळा करणार नाही, असे स्पष्ट उत्तर देणाऱ्या कमिटीच्या सभासदाना काय म्हणावे ! विशेषतः कमिटीचे खजिनदार रावबन नायर यांनी या वर्तनात पुढाकार घ्यावा !

हे झाले १९६५-६६ च्या पुस्तकांचे ! १९६४ साली तर कुमार बुदियानी यांने २० पुस्तकापैकी कितीके पुस्तकांचा हिशेब अजून दिला नाही. त्याच्या जाधी अप्पू बांने किती पुस्तकांचा घोंटाळा होता हे तुम्हांला माहीत आहेच

बारे खजिनदार ! बारे सेक्रेटरी त्यांना शेवटी स्पष्ट सांगवे लागले.

बरे हिशेब द्या, जमा झालेले पैसे खर्च झाले अवतीत तर त्या सर्वांचे व्हावचर करा

मागे जसे दीड ते पाउणेदोन हजार रुपयांचे जुन्या कमिटीच्या पुढाऱ्यांसाठी केले त्याप्रमाणे ! आणि नवी वर्गणी अँगस्ट महिन्यांत गोळा करा !

यावर वा पुढाऱ्यांचे उत्तर एकच ! आम्ही तुमचा पुस्तक हातात बेजार नाही !

युनियनलाही एक व निवर्गणीचे उत्तर देणे भाग पडले मग तुमचे काम वर्गणी दिव्या-शिवाय युनियन करू शकणार नाही व हे सर्व क्रमूनच्या कामगारांना सांगितल्याशिवाय राहाणार नाही.

म्हणे युनियन ऑफिस मध्ये जांना हांकलले !

यांच्या इतकी खोटी लोगकडी थाप तुम्ही मिळणार नाही एक दिवस "वर्गणी गोळा करणार नाही" म्हणण्याचा गट ऑफिसांत आला आणि सांगू लागला, "आम्ही रामरावकडून आलो आहोत. तुम्ही नव्या एकजूटीच्या युनियनचे सेक्रेटरी राहू नका. तुम्ही आमच्यासाठी फार काम केले आम्ही मानतो. फाटाफूट करणाऱ्या बी एल यु. विरुद्ध फार मोठी टक्कर दिलीत व तिचे सर्व डावटेच उधळून बावून आज त्यांची संघटना खालास झाली आहे, हेही कबूल ! तुमच्या हातून कोठल्याही कामगारांचे नुकसान झाले नाही, एकडेच नव्हे तर तुम्ही शेकडा व हजारो कामगारांचे वैयक्तिकमुद्दां भले केले आहे. हेच निर्विवाद आहे. पण नव्या युनियन-मध्ये राहू नका आणि सेक्रेटरी तर नकाच राहू."

अरे पण का ! सकले काम चांगले, केले. असे एकीकडे म्हणायचे, आणि ज्या सेक्रेटरीच्या जागी राहून हे कार्य करू शकलो ती मात्र शक्ति काढून घ्यायची ! तो दुष्टाच्या कुणाल तरी घायची ! का ? असा साधा प्रश्न केला ! पण पुनःपुन त्यांची एकच विनंती की, तुम्ही सेक्रेटरी राहू नका ! तेव्हा त्यांना सांगवे लागले दुसरे काही बोवायचे असल्यास बोला, नाहीतर इतर कारखान्यातील कामगार बसले आहे, त्यांच्याशी पला बोलू या,

बानंतर ही बद्दी मोठी मंडळी उठून चालू लागली आणि वर तक्रार काय तर म्हणे यांना ऑफिसमधून हांकलले ! हांकलतला आले होते मला, आणि बघा वसें आकांड तांडव चारवले आहे ! निष्कारण गैरसमज पसरविण्याची यांना एवढी गरज कां भासली ?

एवढी फाटाफूट करायला शिवविणारा बांचा बोलवितां घनी घोधून काढायला वेळ लागणार नाही ?

आणि आतां रामरावचे युनियन पाहिले

कामगार बंधूनी, आतां हीच वर्गणीचा विशेष बुडविणारी मंडळी, आपल्या युनियनमध्ये तोंड दाखवायला जागा नाही, म्हणून रामरावाच्या युनियनचे सभासद व्हावला निघाळी आहे, त्यांचे फॉर्म भरून वर्गणी जमा करण्यांचा व पुनः पुढारी बनण्याचा प्रयत्न करी आहे.

कामगारांच्या भावनांचे, त्यांच्या नितीमतेचे एवढे वेमुबंनपणें घिडवडे काढण्याचा दिवसा-दबल्या प्रयत्न क्वचितच यापूर्वी कुणी केला असेच उघड उघडपणे एका सक्रीय व कार्यक्षम

युनियनला बुढबायचे, तिने वर्गणी गोळा करा व जुन्याचा हिशोब द्या, हा भादेश दिव्हा, म्हणून रामरावकडे जायचे नि दुसरी युनियन बनविण्याची धमकी द्यायची फूटीर व बेजबाबदार वृत्तीचा कडक शाळा !

कोणता का गार हे म्हणून वरील व अशा कामगारांना समाजातील यांच्यावर विचार टाकीळा ! खुद नव्या युनियनमध्ये तरी जावून काय नीतिमत्ता राहिल याची !

श्री. कामगार बी. एल. यू. मध्ये गेले ते निदान "चोबरी युनियनमें कुछ नही होगा, फर्नाडिस ६ महिनेका बोनस दिलवावेगा" असे तरी बोलायचे पण आमचे हे नवे पुढारी ! काय म्हणावे यांना ! कुटून फाटाफूटीची सादेसाती यांच्या अंगात शिरली कोण जाणे !

तेव्हा आमची तुम्हां सर्वांना बिनति आहे, आपल्या जुन्या युनियनमध्ये बहुसंख्येने सभासद व्हा जूनो फूटीर कमिटी बदलून आम्ही नवी केली आहे. त्यांच्याजवळ वर्गणी द्या आणि आपले मध्ये घाबिल्ले काय पुढे चाळवण्यास मदत करा। हे केले तरच एक नवे मजबूत युनियन क्रॉम्प्टन ग्रीवजच्या अधिकाऱ्यांना टक्कर देण्यास समर्थ व बलवान अशी संघटना बांधता येईल !!!

क्रॉम्प्टन ग्रीवजच्या कामगार एकजूटीचा विजय असो !

बाल बावटे की जय !!

जनरल इन्जिनियरिंग एम्प्लॉईज युनियन झिदाबाद !!!

**जबबुल्ला हसन
सचिनवार**

**बिहुल चौबरी
जनरल सेक्रेटरी**

१०-१०-१९

बरवादी

जिन्दगी आ तुम्हे कातिल के हवाले करदू।

मुँह से अब खूने तम्मन्ना देखा नहीं जाता।

मजदूर साथियों

आप सब जानते हैं कि हमारी तेज इन्डस्ट्रीज, फैक्टरी जो कि रेलवे रोड पर है में २२-६-१९६६ को यूनियन बनी और उसी दिन हमने हलफ लिया कि हम अपना काम इमानदारी से करके पूज्य गांधी जी के बतलाए हुए मार्ग पर चलेंगे हम उसी दिन से अपना काम ठीक प्रकार कर रहे हैं परन्तु हमारी फैक्टरी के फौरमैन साहिब ने हमें तंग करने में कोई कमी नहीं छोड़ी! कुछ मजदूर साथियों को निकाला जिन्हें यूनियन ने वापिस लगवाया और अभी कुछ साथियों का केस आगे भेजा गया है। जब फौरमैन साहिब को पता चला तो हमें कहा कि तुम कांग्रेस की यूनियन छोड़ कम्युनिस्टों की बनाओ और मैं तुम्हारा प्रधान बनने को तैयार हूँ परन्तु हमने साफ मना कर दिया कि हम तो इसी इन्टक की यूनियन में रहेगे इस पर उन्होंने नए नए जुल्म दाने शुरू कर दिए और फैक्टरी को बरवादी की राह पर डाल दिया जिसका प्रमाण उनके नीचे दिए हुए काले करतूतों से जाहिर है!

काले करतूत

१. मालिकों व मजदूरों के साथ हेरा फेरी करना और मजदूरों को गलत सलाह देना।
२. मजदूरों से गाली गलोच से पेश आना मालिक के खिलाफ भड़काना फैक्टरी में मैटीरियल बरबाद करना नेक नियत से डियूटी न देकर फैक्टरी से अधिकतर गैर हाजिर रहना और घर पर सोने के अलावा मेरठ फरीदाबाद इत्यादि स्थानों पर अपनी लोकरी की तलाश करना।
३. फैक्टरी के अन्दर काम के समय में शराब पीना और पिलाना।
४. मजदूरों को नाजाइज पुलिस की धमकी देकर गलत रिपोर्ट करना और बाद में मुंह की खाना इसके अतिरिक्त देहली से गुन्डे लाकर मजदूरों को और श्री कौशिक को जान से मरवा देने की धमकी देना।
५. शेखाचल्ली की तरह डींगें मारना और श्री धर्मवीर गुजराल वेज इन्सपेक्टर गुड़गावां जोकी बहुत ही मेहनती और मजदूर हितैषी अफसर है का दम भरना और उन्हें मजदूरों में बदनाम करना कि तुम्हारी क्या सुन सकते हैं और मेरा तो उनसे खानपान ही नहीं परन्तु आना जाना भी है जिसका सबूत ये है कि मैं उनके लड़के की वर्षा गाँठ पर कल परसों होकर ही नहीं आया परन्तु बच्चों को कुछ भेट भी देकर आया हूँ अतः हम इन्सपेक्टर साहब से प्रार्थना करते हैं कि वो ऐसे आदमी के खिलाफ एकशन लें हम उनके साथ हैं और अपने अफसर की ऐसी बदनामी सहन नहीं कर सकते।
६. भी बजरंग जी के पीछे बरकरों के सामने कहना कि बजरंग तो कल का छोकरा है इसे क्या पता कि फैक्टरी कैसे चलती है और यूनियन कैसे टूटती है।
७. दफ्तर के रिकार्ड में हेरा फेरी करना जो मजदूर मैडिकल अफसर की दी हुई छुट्टी के बाद फिट होकर डियूटी पर आये उसे न लेना मजदूरों को भूठी चारशीट देना और बगैर किसी कारण के फैक्टरी से निकाल देना और ५ साल का एग्जीमेंट होते हुए भी मजदूर को नोटिस दे देना। साथियों किसी ने कहा है कि -आखिर को आखिर जुल्म की कुछ इन्तहा भी है। अतः हमने मजदूर होकर निम्नलिखित प्रोग्राम बनाया जिस पर प्रत्येक मजदूर चट्टान की तरह अचल रहेगा अतः अब भी फैक्टरी के मालिक श्री पैरीवाल से प्रार्थना करते हैं कि वो कलकत्ता से स्वयं आकर फैक्टरी की बरवादी को देखें क्योंकि उन्हें भी अंधेरे में रखा जा रहा है उनसे अपील है कि यदि ऊपर की लिखि हुई धांधले बाजीयों को दूर न करके उन मानी हुई मांग पर अमल नहीं किया तो मजदूर जुम्मेदार नहीं होगा। इसवहार को कानूनी नोटिस समझा जाए।

प्रोग्राम

तारीख	दिन	प्रोग्राम
१-१०-६६	शनिवार	श्री बजरंग को देहली में मॉरैण्डम पेश करना
३-१०-६६	सोमवार	श्री वेज इन्सपेक्टर, लेबर ओफीसर कन्सिलेशन ओफीसर, S.H.O.S.P.D.C. महोदय को मॉरैण्डम पेश करना
५-१०-६६	बुधवार	श्री एल० आर पैरीवाल को कलकत्ता जाकर मॉरैण्डम व इसवहार की कापी भेट करना
७-१०-६६	शुक्रवार	श्रीमान लेबर कमिश्नर पंजाब गर्वनर महोदय को मॉरैण्डम भेट करना
११-१०-६६	मंगलवार	गेट मिटिंग
१२-१०-६६	बुधवार	मुजहरा, जलूस
१३-१०-६६	बृहस्पतिवार	जनरल बोडी मीटिंग व एक्सन कमेटी बनाना
१७-१०-६६	सोमवार	हड़ताल

नोट न० १ हम अपने मजदूर नेताओं को विश्वास दिलाते हैं कि हम अपना काम १६-१०-६६ तक और भी मेहनत करने के साथ लेन्च टाइम में भी फरी काम करेंगे और शान्त पूर्वक रह कर फैक्टरी का वातावरण ठीक रखेंगे।

नोट-न०-२ हम गुड़गावा की एडमीन्स्ट्रेशन व सब साथियों को सूचित करते हैं कि यदि हमारे मजदूर नेता श्री कौशिक व किसी भी मजदूर साथी पर कभी भी कोई हमला हुआ तो उसकी जिम्मेदारी हमारे फौरमैन श्री सुरजीत सिंह व मैनेजमेन्ट पर होगी।

नोट-न० ३ हम श्री कौशिक जी जो कि इन्टक के ओरेगनाइजर भी है से प्रार्थना करते हैं कि वो हमें सफारश करके पंजाब INTUC से हड़ताल व भूख हड़ताल की आज्ञा दिलाये।

(वाकी आइन्दा)

ब्रांच सैक्रेटरी

तेज इन्डस्ट्रीज

R NO.EMU/1/66
Dtaed.-26-9-66

श्री श्याम सुन्दर प्रैस: गुड़गावां,

इन्जीनियरिंग मजदूर यूनियन रजि०: गुड़गावां

-extra

NATIONAL FEDERATION OF METAL AND ENGINEERING WORKERS OF INDIA
5-E, Jhandewalan, Rani Jhansi Road, New Delhi-1

C I R C U L A R

To,

All Members of the
Executive Committee

3 AUG 1968

Dear Comrades,

You know that we had withdrawn our representative Com. Md. Elias from the Engineering Wage Board primarily on two grounds. Firstly, that the interim relief recommended by the majority of the Wage Board was not accepted by the Government; and secondly, that the functioning of the Wage Board was dilatory and in particular the Chairman's role on interim relief helped in further delaying matters.

The Government has now accepted the majority recommendations regarding interim relief and we understand that the Wage Board at its last meeting held at Bangalore has laid down certain norms of functioning. It may be that delays may still occur. But that is a matter which can be taken up at the appropriate time.

It is proposed that in view of these developments we should ask our representative to participate in the functioning of the Wage Board. The next meeting of the Wage Board is fixed on August 22, at Delhi for recording evidence. Decision has to be taken by us earlier than that date.

You are accordingly requested to let us know your views on the proposal that our representative should start participating in the work of the Wage Board. Should we have no reply from you before 15 August we shall presume that you agree with the proposal.

With greetings,

Yours fraternally,

Satish Loomba
(Satish Loomba)
Working President

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NATIONAL FEDERATION OF METAL AND ENGINEERING WORKERS OF INDIA
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(Satish Loomba)
Working President

President:
S. A. DANGE
Working President:
SATISH LOOMBA
General Secretary:
MD. ELIAS, M.P.

Phone: 57787

National Federation

OF METAL AND ENGINEERING WORKERS OF INDIA

5-E JHANDEWALAN, RANI JHANSI ROAD, NEW DELHI 1

11 January 1966

PRESS COMMUNIQUE

The Secretariat of the National Federation of Metal and Engineering Workers of India has issued the following statement:

"The National Federation of Metal and Engineering Workers of India expresses its profound sorrow and grief at the sudden demise of Shri Lal Bahadur Shastri, Prime Minister of India.

"Shri Lal Bahadur Shastri shouldered the heavy responsibilities of Prime-Ministership in the most difficult period after the death of Pandit Jawaharlal Nehru. In the two most difficult problems, first of the Pakistani aggression and now of securing peace, Shri Shastri acquitted himself with honour. The nation will remember him for his bold lead in the defence of motherland as for his bold lead in securing the foundation of peace between India and Pakistan.

"The Tashkent Declaration will ever remain a glorious testimony to the work of Shri Lal Bahadur Shastri. This Declaration is not to the liking of imperialists and their henchmen in India. The best way of perpetuating the memory of our departed Prime Minister would be to work unitedly for consolidating the objective had planned through the Tashkent Declaration.

"The NFEWI extends its heartfelt condolences to Mrs Shastri and other members of the bereaved family."

M. Elias
(Mohammed Elias), M.P.,
General Secretary



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TO GEN. SECY AITCCOMY THANDEWALA DELHI. Recd. here at H. M.

.... WORKERS OF HMT PINJORE AGITATING FOR BONUS GRADUITY REINSTATEMENT INTERIM RELIEF 8 WORKERS ON 72 HOURS HUNGER STRIKE PROTEST STRIKE ON 23RD AUGUST INTERVENE... ABHAISINGH GENERAL SECRETARY.

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