

PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

"SHRAMAJEEVI AVAZ" 34, SEWREE CROSS ROAD, SEWREE, BOMBAY 15.

Ref

A. I. T. U. C.	
I.R. No. 11	Date 6 JAN 1962
File No.	Replied on
P.W.U. Madras	
B.S.E.U. Madras	
P.W.U. New Delhi	

Date 3-1-1962

COPY TO:

President, A.I.P.W.F.
General Secretary, AITUC, New Delhi.
General Secretary, MRTUC, Bombay.

Dear Comrades,

280

You will find herewith a copy of the Resolution of the meeting of our Managing Committee held on 2nd January 1962. You will see in short the stand of the Oil Company is that even the same quantum as has been paid before for the last several years is to be paid now it can only be done on the condition that the Union should agree to an extension of the long term settlement, which has already been terminated by the Union. This is a proposition which our Managing Committee under no circumstances agree because both on merits and on sentiments the last long term settlement of 25th November 1958 was resisted tooth and nail by our workers.

The preliminary negotiations with Caltex showed that the Cos. attitude was that it didn't make profits and therefore it cannot negotiate "Independently" on bonus. However, if the Union reaches a settlement with the Senior Member of the Industry, viz. Burmah-Shell, the Company should be approached again.

The preliminary negotiations with Standard-Vacuum show that the Company is agreeable to offer some revision on the last contract for a new contract period of one year provided the Union is agreeable to accept a quantum of bonus paid during the last several years. Definite proposals in regard to such revision have been promised to be placed in the hands of the Union on Friday or Saturday this week.

The Management of the Indo Burma Co. is neither wholly taken the position of Burmah-Shell or that of Standard-Vacuum in a precise manner. The next meeting with the Indo Burma is on the 8th Jan. at which time we may know definitely.

It is no doubt true that we did not have the Damle Committee when the meeting of the Working Committee of the AIPWF took place in Calcutta but it seems to us that the Companies are out to exploit whatever advantages or selling points they have on the basis of their understanding of the implications of the Damle Committee.

We are undoubtedly in the midst of very difficult negotiations. Though the role of the rival P.E.U. is fundamentally altered in the context of 97% of Stanvac, about 80% of Burmah-Shell, more than 65% of Caltex and Indo Burma, of the staff having given a man-date to the Companies to negotiate and settle with us only, the Cos. are still carrying on simultaneously talks with that Union and that is the major factor which influences our members in the line of action they may finally decide.

Yours fraternally,

G. Sundaram

forward but for one more year during which period more grievances and demands will have further accumulated.

The Companies escape the logic of the fact that in Greater Bombay and the major portion of the rest of Bombay Region/Territory/District bonus has been paid by them continuously for the last 11 years @ 9/24 th of annual basic wages for workmen other than clerks and 7/24 th for clerks, irrespective of the profits made by the Companies from year to year. The Supreme Court decisions in Stanvac Refinery and Burmah-Shell Refinery bonus disputes called for an improvement in this quantum which the Companies are resisting.

This meeting declares that in view of the foregoing the proposal of the Burmah-Shell Company to resolve the demand of 7 months bonus for 1961 is completely untenable, unreasonable and unrealistic and hence rejects the same hereby.

The Managing Committee authorizes the Union Delegation to continue further negotiations with the Burmah-Shell Company only if it agrees to give up the untenable condition it has stipulated.

This meeting also warns the Burmah-Shell workers that, in the event of the Company seeking to impose such an unfair proposal on 1961 bonus either through a private agreement signed with the rival Petroleum Employees Union or by its own unilateral steps as an employer dealing with his employees, there is no other alternative open now but to strike work to oppose such unfair labour practices. This meeting calls upon all Burmah-Shell workers throughout the Bombay Region to be ready for all such eventualities. This meeting further resolves to serve forthwith such a strike notice on Burmah-Shell Company.

This meeting of the Managing Committee notes that the written replies of the four Companies - Burmah-Shell, Standard-Vacuum, Caltex and Indo Burma Petroleum - were that the Union's demand for all the workers and clerks in the entire Bombay Region for 7 months bonus (basic wages) for 1961 was unreasonable and unrealistic in the context of the uncertainties in the industry. The General Secretary's initial exploratory talks with the managements and the subsequent discussions with the Union Delegations revealed that the companies were influenced to take such a position due to the nature of and the manner in which the Government of India implemented the proposals of the Dangle Committee.

Whatever be the implications of the specific proposal of the Dangle Committee in relation to Company's Marketing and Distribution costs and bonus payable to employees, this meeting is unable to agree with the alarmist views of the companies.

While negotiations with the Standard-Vacuum, Indo Burma Petroleum and Caltex are yet inconclusive, negotiations with the Burmah-Shell management revealed that this Company insists that, if at all any bonus at the levels as paid in the past is to be paid for 1961, it can only be on the condition of the Union agreeing to renew for one year the previous three year long term settlement which has been already terminated by the Union giving 2 months notice on November 26, 1961. Burmah-Shell management is not prepared to see the unfairness of its proposal which has the chief implication of preventing its workers and the Union bringing up before the Company all accumulated grievances and demands not only now for which the workers have eagerly looking

January 4, 1962

Com.G.Sundaram,
General Secretary, AIPWF,
Bombay.

Dear Com.Sundaram.

Thank you for your letter of 29th Dec.

We are still under correspondence with the Labour Minister regarding correct recording of the conclusions. One of the points is that the decisions re. abolition of contract labour will apply to Factories only *or all establishments*

When this is finalised, we can take up issues of various industries.

But nonetheless, even otherwise, we took up the issue of abolition of contract labour in certain industries specially in coal mining. And apart from the decision of 19th ILC, the agreement has been arrived at that in certain processes, contract labour will not be utilised.

Similarly, you can take up this case with the employers separately on the basis of the principles laid down by the Supreme Court judgement and the disadvantages workers have to suffer. This should be done and when we settle with the Labour Ministry, we can make out a case of violation of tripartite decisions.

With New Year greetings,

Yours fraternally,

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

All India Petroleum Workers Federation

(Registered under Indian Trade Union Act 1926)

President :

Head Quarter Office :

Telegram : "OILWORKER"

Gen. Secretary :

"Shramajeevi Avaz",
34, Sewree Cross Road,
Sewree, BOMBAY 15.

Telephone : 61453

Ref. No.

Dated..29-12-61.....19

Com. K.G. Srivastava
Secretary
A.I.T.U.C.
4, Ashok Road
NEW DELHI

A. I. T. U. C.	
I.R. No. 1	Date: 2 JAN 1962
File No. By:	

ABOLITION OF CONTRACT LABOUR

Dear Comrade,

I read with interest your write up in the Trade Union Record of November 20, 1961 issue, on the deliberations and outcome of the 19th Session of the Indian Labour Conference, particularly on the above subject. I also read the text of the conclusions as recorded officially by the Conference and which you published in the Trade Union Record of December 5, and your note to that viz. that you are in correspondence with the Ministry with regard to certain errors in the recording of the conclusions.

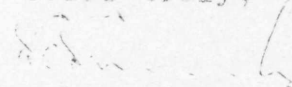
I am not aware of what you have taken up with the Labour Ministry for correction of the errors but I would certainly like that you give consideration to the following:

The Report of the Oil Price Enquiry Committee, generally known as the Damle Committee Report is now published and copies are also available. I am sure you must be having a copy too. Please refer to page 87 thereof, Chapter 20 on the subject un-loading, storage and distribution of petroleum products. After ascertaining the fact that a good deal of operations are handled by the Oil Companies through contractors, the Committee states in para 20.3 "We have no recommendation to make which might be an improvement on the present practice."

It occurs to me that the Oil Companies are bound to use this recorded conclusion of the Damle Committee to avoid all the obligations which are deliberated and being decided in the Indian Labour Conference even for "ensuring satisfactory conditions for Contract Labour where the abolition of contract labour is not feasible". (Item 7 - subject).

I shall appreciate hearing from you as to any advice you may like to give on this matter.

Yours truly,



G. Sundaram
GENERAL SECRETARY

cc: President AIPWF, PWD DELHI, PWD MADRAS, BSEU MADRAS.

C I R C U L A R

TO ALL AFFILIATED UNIONS (IV-AU/15)
TO ALL WORKING COMMITTEE MEMBERS (IV-WC/13)

19-1-1962.

Dear friends,

DAMLE COMMITTEE REPORT

I have not received any comments from any of the Affiliated Unions or Members of the Working Committee in response to my previous circular of 17th November 1961 and a subsequent reminder to the Members of the Working Committee sent on 22nd December, 1961.

I must presume that all of you have managed to get a copy of the Damle Committee Report, which you are still studying before you can let me have your comments.

I am quoting below the full text of an article which appeared in WORLD OIL - November 1961 - Vol. 153 No. 6, published by Gulf Publishing Co., P.O. Box 2608, Houston, 1, Texas, U.S.A. This article gives a point of view which may give a clue to the understanding of the certain controversial aspects raised in the Damle Committee Report. I have from this stand point marked on the margin portions which may be carefully noted by you.

" EASTERN HEMISPHERE REPORT

International Oil Company Profits - Are they too high or too low?

By EDWARDS SYMONDS, Petroleum Economist,
First National City Bank, New York City.

Although the Western Hemisphere claims to be the birthplace of the international petroleum industry and still accounts for more than half the world's oil production, the last 10 years have witnessed a dramatic shift of emphasis to the Eastern Hemisphere.

This is most striking in the case of Eastern Hemisphere reserves, which have multiplied nearly five-fold over the last decade and now account for 76 per cent of the non-Soviet world total, against 53 percent in 1950. The growth of production has, as yet, been less marked; but, with reserves up so sharply, production is bound to follow. This is all the more likely in view of the rapid expansion in the East's demand for oil, up 249 percent in 10 years, compared with a 56 percent increase in the West.

The exploration record since 1959 is a striking testimonial to the extraordinary size and richness of the area's oil resources. Last year, for instance, 7.5 billion barrels of crude reserves were proved in Saudi Arabia with the drilling of only 17 wells, whereas in the U.S. the drilling of 46,750 wells resulted in proving up only 2.4 billion barrels of reserves --slightly less than the volume withdrawn from U.S. wells during the year.

WHAT ABOUT PROFITS? Companies that have recently entered the field are learning from hard experience that large reserves alone do not guarantee profits.

Oil has to be marketed as well as produced, and profits must be calculated in the over-all operation. The value of even the most prolific wells depends on access to profitable markets. Thanks to the economies of large-scale pipe lines, such as those serving the Iraqi and Saudi Arabian oil fields, and with the trend toward bigger and more economical tankers, getting oil to market has become less of a problem.

As a result, the battle to win or hold markets has become harder, and there are increasing pressures for price cuts on products and for bigger capital outlays on refining and distribution.

To be sure, in some cases, crude producers can ease the difficulty of breaking into a new market by acquiring an existing distribution chain or by securing a long-term contract to supply crude to an existing refinery. But competition now is so intense that profitability of such arrangements may be removed by the price paid by the discounts demanded.

The extent to which profits on production are affected by these "downstream" expenditures - that is, expenditures on the transportation, processing and marketing needed to move oil from wellhead to the ultimate consumer - varies greatly from one situation to another. This study examines available financial data and seeks to determine whether downstream operations generate profits or losses - and to what extent.

Individual management entering into such operations naturally hope they will reap an over-all profit, but their investment planning must consider the possibility of downstream losses and the need for absorbing them out of producing profits.

PETROLEUM COMPANIES ARE CLOSE TO ALL-GROUP MEDIAN IN PERCENT RETURN ON NET ASSETS.

	%
Autos and Trucks - 17 Companies	15.8
Chemical Products - 78 Companies	12.9
Electrical Equipment (Radio, TV) - 161 Companies	11.6
Tires, Rubber Products - 25 Companies	10.6
Total Manufacturing - 2,034 Companies	10.5
Petroleum Production and Refining - 125 Companies*	10.2
Paper and Allied Products - 72 Companies	9.2
Non-Ferrous Metals - 52 Companies	7.8
Iron and Steel - 48 Companies	7.8
Textile Products - 62 Companies	6.9

* Of which, 82 production companies reported an 11.7 percent return on net assets, and 43 integrated companies reported 10.1 percent return.

SUMMARY OF RETURNS: Following is the percent return on net assets of the seven largest oil companies operating in the Eastern Hemisphere:

	Net Assets <u>1/1/60</u>	Net Income <u>Year 1960</u>	%Return on <u>Net Assets</u>
(Millions of Dollars)			
Standard Oil Co. (New Jersey)	6,687.7	688.6	10.3
Royal Dutch/Shell Group	5,655.8	497.0	8.8
Gul Oil Corp.	2,631.5	330.3	12.6
Socony Mobil Oil Co.	2,519.8	182.6	7.2
Texaco	2,517.8	391.8	15.6
Standard Oil Co. of California	2,120.0	266.1	12.6
British Petroleum	1,307.0	173.8	13.3

Financial data used in this study are concerned exclusively with these companies. Listed in the order of their crude oil production in the area, they are: British Petroleum, Gulf Oil, Royal Dutch/Shell, New Jersey Standard, Standard of California, Texaco and Socony Mobil. These companies account for four-fifths of the production and two-thirds of the refining capacity in the area. Moreover, they possess the longest experience in this sector of the oil industry, and, therefore, may be expected to do better than the average on their downstream business.

Results for the seven largest Eastern Hemisphere producers should be a broad but useful guide to the profitability or lack of profitability of downstream business.

RETURN OF DOWNSTREAM OPERATIONS: These seven large companies operate as integrated units, engaging in all activities from exploration to final sale. Their financial results, accordingly, generally show only the over-all picture and provide no clear evidence as to the profitability of the separate stages of the business.

Breakdowns of financial data sometimes are made for internal company purposes, but these are more likely to be governed by marketing, tax and other considerations than by an effort to split out the return on each major phase of operations.

There is, however, one important clue to the profitability of production as compared with downstream outlays. Oil concessions in the non-Soviet Eastern Hemisphere usually require companies to calculate separately a theoretical profit on crude production so the share due governments of producing countries can be determined.

The tabulation at the bottom of the page, based on revised figures that have become available and on fuller computations than have been possible previously, separates out that part of earnings of each of the seven international companies estimated to have been derived from Eastern Hemisphere operations in the years 1956-1960. It also gives revised estimates of the tax payments made to Governments by these companies.

Under the 50/50 profit-sharing ratio - which applies to much the greater part of the Eastern Hemisphere production of the seven companies, - these two amounts would be equal if downstream operations yielded neither profit nor loss.

The substantial negative amount shown for recent years suggests that there has been, in fact, a large downstream loss. It will be seen that the last two years have resulted in a shortfall of some \$ 300 million in the "half" of the profit accruing to the companies after carrying out their necessary downstream tasks.

SEVEN MAJOR INTERNATIONAL OIL COMPANY - EASTERN HEMISPHERE PROFITS AND PAYMENTS TO PRODUCING COUNTRIES, 1956-1960.

	(Millions of Dollars)				
	<u>1956</u>	<u>1957</u>	<u>1958</u>	<u>1959</u>	<u>1960</u>
Estimated Eastern Hemisphere Earnings	996.3	11059.3	962.9	987.8	1102.6
Calculated Payments to Governments	258.3	1026.0	1175.8	1299.9	1396.6
Indicated Non-Producing income	38.5	33.3	-212.9	-312.1	-294.0

PRICE vs. PROFIT: Part of this shortfall is attributable to the use of posted prices in calculating the profits on which payments to governments are based. These prices no longer represent the terms at which arm's length transactions normally take place. Instead, prices depend on the bargaining strength of buyer and seller, and, therefore, vary widely from one to another.

Nor do posted prices always represent the prices charged by a producing company to its refining and distributing affiliates; in various consuming countries, governments have induced the producing companies to charge lower prices to their affiliates.

Weakness of actual crude prices is partly a reflection of the activities of more than 30 large private companies and Government agencies that have been seeking, over recent years, to

establish themselves for the first time in the oil business in the Eastern Hemisphere. They have been anxious to recover their production investments and, where they work on their own rather than in cooperation with other companies, they have greater freedom to cut prices and step up production.

In these circumstances, it might seem surprising that the major companies have not abandoned the practice of posting prices. But retention of these postings is presupposed in most of the profit-sharing arrangements now in force.

In Libya, a recent amendment to the petroleum law substituted posted for actual prices as the basis for future profit-sharing calculations, although stipulating that the posted price should be subject to negotiation with the Petroleum Commission, rather than simply representing the company's posting.

In the Eastern Hemisphere as a whole, trade carried out at posted prices still may amount to between two-thirds and three-fourths of total trade, despite a declining trend in its share. Moreover, even where discounts have to be given, term contracts usually rely on posted prices as the benchmark from which actual prices will be calculated.

DISCOUNT FACTOR: To arrive at the downstream return, an attempt must be made to estimate the impact on the major companies' profits of these discounts from posted prices. Much of the "cut-price" oil has probably been moving in recent months at f.o.b. Persian Gulf prices of \$ 1.20 to \$ 1.40 per barrel, indicating a discount of some 35 cents a barrel off representative Middle East postings.

Assuming that about 10 percent of the crude produced in the Eastern Hemisphere by the seven major companies moves at a discount, this suggests that some 200 million barrels may have been subject to discount in 1960. Taking a discount of 35 cents a barrel over the full year for the purposes of calculation, this would point to a return on the production phase lower by \$ 70 million than that assumed in the profit-sharing calculations.

It also has to be borne in mind that shipments of oil between the Eastern and Western Hemispheres are sizable. In 1960, these ran at some 630,000 barrels a day out of the Eastern Hemisphere and 800,000 barrels a day into it. In the calculations made in this study, profits on crude shipped out of the Eastern Hemisphere are included with profits on the remainder of Eastern Hemisphere production.

With these reservations made, it is clear that the bulk of the difference between total Eastern Hemisphere earnings and the payments made to governments must result from losses on downstream operations. That such losses have been taking place in individual markets is well known. They have been particularly marked in Italy and Germany, where there is much independent crude refining and where affiliates of the international companies have shown sizable losses.

TAXES vs. PROFITS: To the tax gatherer in consuming countries, the international structure of profits has important implications. He derives substantial revenues from taxes on oil products - the tax rates on regular grade gasoline at the last year-end were 75 per cent of the retail selling price in France, 74 percent in Italy, 60 percent in the United Kingdom, 52 percent in Japan and 42 percent in West Germany. But he still is struck by the fact that value added in processing and distributing oil within the national boundaries gives rise to little or no income on which he can levy tax.

To be sure, in a few countries this lack of a taxable income base is offset to some degree by dividends and other advantages gained from the participation of national companies in the international oil business. But the United Kingdom, France and the Netherlands are the only Eastern countries where these compensations have yet reached sizable proportions. Even in these areas tax credits allowed companies on their payments to foreign governments remove much of the tax revenue that would otherwise result.

Producing countries, in contrast, gain large and sustained tax revenues from the oil operations within their boundaries.

The question as to where profit arises also is of interest to oil companies. On the face of it, the availability in the U.S. and some other tax systems of a percentage depletion provision, as a deduction applicable to income from production - but not at later stages, could be expected to shift the focus in favour of the producing link in the chain. But the taxation levied by Eastern Hemisphere producing countries now is so heavy that this provision often is less important than the tax credits granted by consuming countries for tax payments to producing countries.

COST vs. PROFIT: In the past, the necessary scale of downstream investment has amounted to some \$ 1,500 per barrel/day of additional capacity in Western Europe. This total has been made up of some \$ 750 per barrel/day for refining and a similar sum for transportation and marketing.

In the low-volume, high-cost operations typical of most parts of the Eastern Hemisphere other than Western Europe, one must now allow for an even larger figure - possibly twice as large. It might be argued, however, that the recent losses on these operations are an abnormal and temporary factor and that they may be expected to disappear soon.

Future profitability of downstream operations likely is to be affected by generally rising costs -- the prevalent drift in free economies working at full-employment levels. This should be counterbalanced by corresponding upward movements in product prices.

It is significant, however, that product prices have in the past tended not to move up so fast as the price level as a whole. In the United States, despite important quality improvements, the ex-tax price of gasoline has risen only 30 percent over the last 30 years, whereas the general consumer price level has risen more than twice as fast.

In the United Kingdom, the ex-tax price of gasoline rose only 12 percent over the 1950s, compared with a rise of almost 50 percent in consumer prices as a whole. Such lags in product prices have generated long-term pressure on profit margin despite increases in operating efficiency.

The most likely source of strength for Eastern Hemisphere product prices is expected demand growth. Over the past five years, demand for major products rose 12 percent per year in Western Europe; in Japan, it increased as much as twice as fast.

If, over the present half-decade, demand were to increase 14 percent in Japan, only 7½ percent annually in Western Europe and in other areas a little more slowly, the over-all growth rate would slacken to 8 percent per annum. But, even at this rate, consumption in the non-Soviet Eastern Hemisphere would increase from nearly 6 million barrels a day in 1960 to over 8½ million barrels a day in 1965.

Assuming demand growth rate in the second half on the decade

falls to some 6½ percent annually for the Eastern Hemisphere as a whole, sales would reach almost 12 million barrels a day by 1970.

Comparison of 1960 After-tax Return
On Total Net Assets of Seven International Oil Companies
and selected International Companies in Other Industries.

	<u>Net</u> <u>Assets</u>	<u>Net</u> <u>Income</u>	<u>% Return on</u> <u>Net Assets.</u>
	(Million of Dollars)		
Automobile and Trucks - 7 Cos.	9,523.3	1,549.5	16.3
Chemical Products - 8 Cos.	6,496.8	791.6	12.2
Electrical Equipment - 7 Cos.	4,887.2	593.3	12.1
Oil - 7 Companies	23,439.6	2,530.2	10.8
Tires, Rubber Products - 5 Cos.	2,074.6	221.9	10.7
Copper & Copper Products - 7 Cos.	2,919.5	266.0	9.1
Paper & Allied Products - 5 Cos.	1,983.9	131.0	9.1
Iron & Steel - 9 Cos.	7,958.4	685.4	8.6
Textile Products - 3 Cos.	917.0	72.4	7.9
Aluminium - 5 Cos.	2,087.9	146.8	7.1
	<u>38,828.6</u>	<u>4,507.9</u>	<u>11.6</u>

PROFIT OUTLOOK: Despite this prospective demand growth, there is reason to believe that the factors that have recently been undermining Eastern Hemisphere product prices have not yet worked themselves out.

So far, little of the production of the new suppliers has reached the market. As more of it does, the pressure to cut prices will increase.

Moreover, even on the demand side, a threat to the projected growth lies in the present tendency of Eastern Hemisphere countries to protect their coal industries, and, in some cases, to favour the use of new natural gas supplies. This will put pressure on petroleum prices - particularly that of residual oil, but the favourable relationship of these prices to those of other energy sources has been responsible for much of the growth in Eastern Hemisphere oil consumption.

A further complication arises from the successes scored by Russian Oil exports. These come from fields quite well placed to supply the largest Eastern Hemisphere markets. Their challenge will become even stronger with the completion of the 39-inch westward pipe line now under construction, and of the proposed Trans-Siberian pipe lines.

Russian supplies differ from others in that, in the short run at any rate, export prices are based on political rather than economic or accounting considerations. The setting of artificially low prices for the sake of political advantage is made particularly easy in that no 50-50 profit-sharing, nor any other royalty payment needs to be allowed for in such cost calculations as are made.

Crude markets must be expected to reflect weakness of product prices in the Eastern Hemisphere. Since the Suez peak, the average U.S. Gulf price has declined only slightly, whereas there have been falls of around 15 percent in representative Eastern Hemisphere crude postings. And more important, as mentioned earlier, there has been increasing resort to discounts both in spot and term contracts.

The loudness of the opposition to the 1960 cuts of approximately 10 cents a barrel in Middle East crude postings makes it seem that the oil companies now have a choice between holding up postings or exposing themselves to new demands under the profit sharing arrangements.

Crude prices doubtless could be strengthened if there was concerted action, including the restriction of production, among the governments of the Organization of Petroleum Exporting Countries. But it seems unlikely that such plans could work.

Considering the natural desire of individual exporting countries to increase their market share under cover of an agreement, and of consuming countries to protect their supplies and their balance of payments, the net effect for producers probably would be an increase in political friction rather than in economic strength.

Although there will be much political pressure to maintain crude postings in the Eastern Hemisphere, they face a period of considerable economic strain. Whether they hold or not, the practice of granting discounts off posted price will continue to provide some relief for refiners. But this is unlikely, on present showings, to bring about a general widening of refinery margins.

Barring major political upheavals, current surpluses of capacity in all phases of the Eastern Hemisphere industry will not be absorbed for a number of years. Until they are, the prospect is that downstream operations will continue to show a poor over-all return.

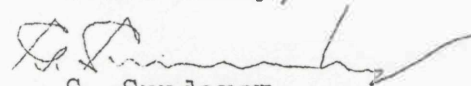
INVESTMENT OUTLOOK: Growth of investment in the Eastern Hemisphere largely represents refining, petro-chemical and transportation outlays - the costly but indispensable types of expenditure to which reference already has been made and from which the less favourable profit showing of the Hemisphere partly results.

This suggests that - so long as the private enterprise system remains free to operate and the economic and political climate remains reasonably favourable - the Eastern Hemisphere oil industry is in no danger of being starved of the capital necessary for its continued vigor.

But it must be recognised that investment by the oil industry in otherwise unprofitable downstream operations can be continued only so long as the return on crude production is large enough to justify the over-all investment. Any choking off of profits from producing operations, due to unfavourable political or economic developments in the production areas, would necessarily restrain the growth of the Eastern Hemisphere petroleum industry - and of its over-all return.

From a study conducted by First National City Bank, New York, released in pamphlet form September, 1961. "

Yours truly,



G. Sundaram
GENERAL SECRETARY

PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

"SHRAMAJEEVI AVAZ" 34, SEWREE CROSS ROAD, SEWREE, BOMBAY 15.

Ref

Date 29-1-1962


The Branch Manager,
Burmah-Shell
BOMBAY 1

Demand for Bonus for the year 1961
NOTICE OF STRIKE

Dear Sir,

Further to my letter of demand to you dated 13th November 1961, and in terms of the resolution of the Managing Committee, attached hereto, I hereby give you 10 days' notice of strike so that all workmen concerned in the dispute will be free to strike work any day after the 7th February 1962 in pursuance of the demand that bonus be paid to all the workmen in the Bombay Region (i.e. your Bombay Branch) at 7 months basic wages for the year 1961.

Yours truly,


G. Sundaram
GENERAL SECRETARY

cc: Labour Commissioner, Maharashtra State, Bombay.
cc: Labour Commissioner, Gujerat State, Ahmedabad.
cc: Labour Commissioner, Madhya Pradesh, Bhopal.
cc: Labour Commissioner, Mysore State, Mysore.

cc: MRTUC
cc: AITUC
cc: President, AIPWF.
cc: General Secretary, AIPWF.

RESOLUTION OF THE MEETING OF THE MANAGING COMMITTEE
HELD ON 23-1-1962.

Having come to know that negotiations are at a stand still from the 11th January 1962 on which date the Standard-Vacuum Oil Co. called off the scheduled meeting with the Union on the plea that certain developments have made it difficult for them to carry on further negotiations:

Having gathered that the negotiations with Standard-Vacuum Oil Company are about to breakdown with the consequent break-down of negotiations with all other Companies:

This meeting of the Managing Committee resolves that the General Secretary make one more last attempt to persuade the Companies to see reason in terms of the earlier resolution of the Managing Committee of 3rd January 1962. The Committee also resolves that the General Secretary serve a strike notice of 10 days on all the four Oil Companies on 29th January 1962 should such last attempt fail to produce any material change in the earlier offer of the Companies, regarding the demands for 7 months bonus.

The Committee ratifies the placement in the hands of the other three Oil Companies too similar outline of demands as was placed earlier in the hands of Standard-Vacuum Oil Co. concerning revision in the terms and conditions of service other than bonus for a regional settlement.

Notwithstanding the serving of the foregoing strike notice the Committee resolves to continue negotiations if a fruitful opening for such negotiations exists for a regional settlement. The Committee declares that the strike is not inevitable and hopes that the Oil Companies will in the meantime come to an amicable settlement.

The Committee further notes that the Minister for Labour is convening a meeting of the representatives of employers and workmen on 31st January 1962 to discuss the problems of workmen in the industry. The Committee resolves that the General Secretary take up with the authorities concerned relevant issues for the proposed meeting to become fruitful. The Committee however note that whereas the demand of the Union is on a regional basis and direct negotiations took place for a regional settlement, covering the workmen in States of Maharashtra, Gujerat and part of Madhya Pradesh and Mysore States, the intervention now proposed is only limited to the area of Government of Maharashtra and thereby creates fundamental complications for the workmen. However, it resolves that all useful opportunities be utilised.

COPY.

BURMAH-SHELL REFINERIES LIMITED.

SIR:525.2

REGISTERED A.D.

24th January '62

The General Secretary,
Petroleum Workmen's Union,
"Shramajeevi Avaz"
34, Sewree Cross Road,
Sewree
BOMBAY.

MERCER OF B.S.R.W.U. IN P.W.U.

Dear Sir,

We acknowledge receipt of your letter dated December 9, 1961, the contents of which have been noted.

Since receiving your letter, we were more than a little surprised to notice from the Maharashtra Government Gazette Part I-L, page 367 dated 18th January 1962, that the Union known as Burmah-Shell Refineries Workers' Union has ceased to be a Registered Trade Union with effect from 6th November 1961. We wonder, therefore, whether the steps you have taken in effecting this merger are legally and procedurally valid, and we shall be glad to have your clarification of the matter.

Apart from the above, the position with regard to unions in the Refinery is not at all clear also because of the reported formation in this Refinery of two more workers organisations, besides the Petroleum Employees' Union which has already been functioning here for over two years.

Under the circumstances, therefore, we advise you that we cannot consider the question of recognition until the entire position becomes clearer to us.

Notwithstanding the above, in accordance with our past practice, we will continue to deal with any organisation or employee who in good faith represents any of our employees.

Yours faithfully,
For: BURMAH-SHELL REFINERIES LTD.

Sd/-

cc: Registrar of Trade Unions,
BOMBAY.

PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

"SHRAMAJEEVI AVAZ" 34, SEWREE CROSS ROAD, SEWREE, BOMBAY 15.

Ref

Date _____

A. J. T. 4 P. JAN 1962

I.R. No. 231. Date.....

File No..... Replied on.....

29-1-1962

The Under Secretary to the
Government of Maharashtra,
Industries and Labour Department
Sachivalaya,
BOMBAY 1

Sir,

I received on the 22nd January a letter from you No. AJB. 2462-Lab.II, dated 20th January 1962 by which I am informed that:

1. The Minister for Labour would like to discuss with the representatives of employers and workmen in Oil Industry, problems of workmen in the industry.
2. That the meeting is being held on Wednesday, 31st January 1962 at 3 P.M. in Sachivalaya.
3. That a representative of our Union should make it convenient to attend the meeting.

In this connection I wish to make the following representations which please be good enough to communicate to the Minister.

Regarding Item 1 narrated above:

What are the problems of workmen in this industry which the Minister desires to discuss? We submit that any fruitful discussion can only take place if the problems are known to all the parties with whom the discussions have to take place. For your information the Minister is aware that a Petroleum Tripartite Conference was convened to meet on the 19th January 1959 at New Delhi by the Ministry of Labour and Employment, Govt. of India and on 15th January 1959 that Ministry had circulated a note giving a brief resume of the case which will be considered at the Conference, which was also attended, among many others, by the Hon'ble Minister for Labour, Government of Maharashtra.

As far as the problems of workmen in the industry are concerned, they are NUMEROUS. Which of them have been brought to the notice of the Minister and by whom, we do not know.

One of the numerous problems can be in respect of a demand for bonus for 1961 which we raised on the four Oil Companies as per our letter of demand of 13th November 1961

(Copy enclosed - Marked Annexure 'A'). You will see that this demand of 7 months bonus for the year 1961 is in respect of the workmen of the four Oil Companies in the Bombay Region of the Oil Companies, which covers the whole of Maharashtra State, Gujerat State and a part of Madhya Pradesh and Mysore States. The negotiations with the Oil Companies took place as far as this Union is concerned on the basis of a regional settlement being arrived at, a basis which emerged from the conclusion of the Petroleum Tripartite Conference held in New Delhi on 19th January 1959 referred to above. These negotiations have now finally broken down. In this connection, the resolution of the Managing Committee of our Union of 3rd January 1962 (copy enclosed - Marked Annexure 'B') explains why the offer of Burmah-Shell Company was earlier rejected. Though that earlier resolution stated that the negotiations with the other three Companies viz. Standard-Vacuum Oil Co., Indo-Burma and Caltex were inconclusive, the position now is that all further negotiations with them after 3rd January 1962 have proved futile; because the Oil Companies have not resiled from their earlier position notwithstanding its rejection by the Union as above.


Also, no negotiations have been possible in respect of various other matters which are recorded in the Union's letters dated 8th January to Standard-Vacuum and 20th January to Burmah-Shell, Caltex and Indo-Burma (copies enclosed - collectively marked Annexure 'C').

In view of all these reasons and for various factors mentioned in the resolution of the Managing Committee attached hereto (marked Annexure 'D'), we have now served a strike notice on the Companies in pursuance of our demand.

Regarding item 3 narrated above:

It is noted that a representative of our Union has been invited to attend the proposed meeting. However, it has been our practice all along even while carrying official negotiations with the Companies that our Union is represented by a delegation. You may also note that even in the Petroleum Tripartite Conference held in New Delhi in January 1959, delegations represented the various bodies. It is requested that we should be allowed to attend in a delegation of 6 comprising of one employee Office Bearer of the Union from each of the four Oil Companies and the President and the General Secretary of the Union.

Yours faithfully,


G. Sundaram
GENERAL SECRETARY

cc: President, AIPWF.
cc: Gen. Secy, AIPWF.
cc: MRTUC
cc: AITUC.

All India Petroleum Workers' Federation

(Registered under Indian Trade Union Act 1926)

President :

Head Quarter Office :

Telegram : "OILWORKER"

Gen. Secretary :

"Shramajeevi Avaz",
34, Sewree Cross Road,
Sewree, BOMBAY 15.

Telephone : 61453

Ref. No.

A. I. T. U. C.	Dated 30-1-1962...19
I. R. No. 271	Date 3 FEB. 1962
File No.	Registered on

Shri P.R. Gupta
Information Officer
Bureau of Petroleum Information
National Insurance Building
Parliament Street
NEW DELHI

Dear Shri Gupta,

I received your letter No. EPI/P dated January 3, 1962 and I am grateful for the courtesy. I am now receiving the 'Oil Diary' regularly.

I see from the latest copy of the 'Oil Diary' that among the various periodicals from which you gather reports for the Oil Diary there is no American Publication. Recently I had an opportunity to come across an article which was published in the magazine "WORLD OIL". I circulated that article for the benefit of our affiliated unions. I am sending you here-with the same for whatever use you may like to make use of.

Yours truly,

Encl:


G. Sundaram
GENERAL SECRETARY

cc: AITUC.

PETROLEUM WORKMEN'S UNION

(Regd, No. 764)

" SHRAMAJEEVI AVAZ " 34, SEWREE CROSS ROAD, SEWREE, BOMBAY 15.

Ref

Date **Feb 2, 1962**

Burmah-Shell Refineries Ltd.
Post Box 1725,
Administration Office,
Mahul,
BOMBAY 71.

A. I. T. U. C.
I. R. No. 284 Date 5 FEB. 1962..
File No.....Reg.....

MERGER OF B.S.R.W.U. IN P.W.U.

Dear Sirs,

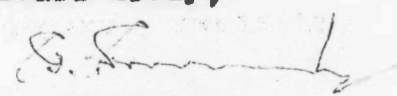
I received your letter dated 24th January 1962 (SIR: 525.2) on the 27th January, on the above subject.

As far as we are concerned, the steps we have taken are legally and procedurally valid and you may proceed on the basis that all those who have been members of the Burmah-Shell Refineries Workers' Union are now members of our Union.

For your information we send you herewith a copy of the letter we wrote to the Registrar of Trade Unions, Bombay, on the 11th December 1961, intimating him also of the merger of the Burmah-Shell Refineries Workers' Union with us.

We reiterate our request in the previous letter that you do recognise our Union to facilitate and promote common interests.

Yours truly,


G. Sunderam
GENERAL SECRETARY

cc: The Registrar of Trade Unions,
Framji Cowasji Hall
Dhobi Talao
BOMBAY 2.

cc: MRTUC. I
AITUC I With a copy of the letter under reply.
AIPWF. I

PETROLEUM WORKMEN'S UNION, SEWRI, BOMBAY 15.

CIRCULAR TO ALL DEPOTS

Feb 2, 1962

STRIKE NOTICE AND AFTER

You must have received my previous circular of January 29.


The meeting called by the Minister for Labour, Maharashtra State took place on 31st January as scheduled. However, since the Minister was busy the meeting ended after half an hour.

All the four companies were present. Three unions viz. we, Hind Oil Kamgar Sabha, Poona and the rival P.E.U. Bombay were present.

The gist of the deliberations are as follows:

The Minister himself pointed out to the Companies that bonus dispute for 1961 is an independent issue and the demand for revision of terms and conditions of service is another issue. The Minister understands that these problems of workmen in Maharashtra State as a whole are before him. Since he has influence with Gujerat State he will endeavour to persuade that Government to bring about for the workmen of that State any settlement reached for Maharashtra State. We i.e. P.W.U. maintained that no further negotiations are possible with the Companies. The rival P.E.U. dodged the issue by saying that their negotiations are not over. However, the Minister recognised that we i.e. P.W.U. have the major say in the matter. We asked that a Board of Conciliation be set up to resolve the 1961 bonus dispute. The Minister asked for a little time. He said he would meet the Companies first early next week and then meet us thereafter before deciding on the setting up of the Board of Conciliation. He referred to the strike notice we had given and pleaded that the Government should be given sometime to play its role.

As I stated in my previous circular the watch word is be ready for all eventualities.


G. Sunderam
GENERAL SECRETARY.

A. I. T. U. C.

I.R.N. *221* Date... *7* FEB 1962

File No.....

पेट्रो लिथियम वर्क मैनर्स यूनियन
(र.नं. ७६४)

आम डेपॉजिट लिथियम

२ फरवरी ६२

इंडियाल नॉटिस और इसके बाद

२९ जनवरी का सवयुक्त आपका मिला होगा।
महाराष्ट्र मजूर मंत्री के तरफसे बुलाया हुआ कॉन्फरन्स
३१ जनवरी के दिन हुआ। लेकिन मजूर मंत्री को कॉन्फरन्स
काम होने से यह कॉन्फरन्स सिर्फ आधा (१/२) घंटा चली।
चारों तेल कंपनियों हाजिर थी। लीन मुनियन, आपका,
हिंद ऑइल कामगार यूनियन और विरोधी यूनियन (पी.ई.यू.)
यह कॉन्फरन्स में हिस्सा लिखा।

कॉन्फरन्स में हुआ बातचीत का सारांश:

शुद्ध मिनिस्टरने तेल कंपनियों को बताया कि गुल्डन का
बोनस एक अलग सेवा है और पगार और इससे मांग यह
दूसरा सेवा है। (मिनिस्टर) मंत्री महाराष्ट्रने यह भी मान लिया
कि उनके सामने जो सवाल है वह आम महाराष्ट्र के लिये
है न। सिर्फ बम्बई के लिये। गुजरात राज्य के साथ उनका अच्छा
संबंध होने से, महाराष्ट्र राज्यमें कोई करार हो चुका तो मंत्री महाराष्ट्र
गुजरात राज्य के मजदूरों को वह करार लागू करने की कोशिश
करेंगे। आपने यूनियनने बताया कि कंपनियों के साथ
बातचीत चालू रखना मुश्किल है। लेकिन विरोधी यूनियन
(पी.ई.यू.)ने बताया कि कंपनियों के साथ बातचीत अबतक
चालू है। लेकिन मंत्री महाराष्ट्रने बताया कि इसके बारे
आपका यूनियनही (पी.व.यू.) बोल सकती है। हमने बताया
कि बोनस का सवाल हल करने के लिये, बीई ऑफिस
कॉन्सिडरेशन मुकर्र किया जाय। मंत्री महाराष्ट्रने
टोइम मांग के लिये और बताया कि आगले हप्ते में वह
कंपनियों को मिलेंगे और इसके बाद यूनियन के साथ
मिलेंगा। मंत्री महाराष्ट्रने इंडियाल नॉटिस का इरररररर
लिखा और अजि किया कि सरकार को भोज फुरसत दी।

लेकिन ध्यानमें रखिये और हालतके उपर
तय्यार रहिये।

[Signature]

9-2-1962

C I R C U L A R.

TO ALL DEPOTS:

STRIKE NOTICE AND AFTER

You must have received our previous circular dated Feb. 2 on the above subject. The Managing Committee met to-day and passed the following resolution:

"STRIKE TO WIN DEMAND OF 7 MONTHS WAGES/SALARIES AS BONUS FOR 1961."

By a resolution of the meeting of the Managing Committee held on 23rd January, 1962, notice of strike was served on the 4 Oil Companies - Burmah-Shell, Stanvac, Caltex and Indo-Burma Petroleum - that all workmen concerned in the dispute of bonus for 1961 throughout the Bombay Region will be free to go on strike on any day after 7th February 1962.

None of the Companies made any move to bring about an amicable settlement notwithstanding the above strike notice.

The Minister of Labour, Maharashtra State, convened a meeting of the representatives of the four employers and of 3 unions on 31st January 1962. During that meeting the Minister expressed himself that he saw no reason why the bonus dispute for 1961 should not be settled as an independent issue. The Minister also confirmed that as far as he is concerned he will deal with the bonus dispute for the workmen of Maharashtra State and that he will use his influence with the Gujarat State to promote a similar settlement for the workmen in Gujarat State. Thus the stand of the Companies that bonus for 1961 can be settled only by linking with a condition that workers and unions should raise no demands till January 1963, was made untenable. As the Companies were averse to resile from their earlier stand, further negotiations were meaningless and our Union proposed a Board of Conciliation to resolve the dispute. The Minister, however, desired that a period of 14 days be given to Maharashtra Government to settle the issue for which purpose he offered to meet the Companies and the Unions separately during this week.

It is regretted that there is no indication yet of any meeting being called by the Minister to meet the Unions during this week.

However, the meeting declares that the period of 14 days even from 31st January comes to an end by 14th February 1962.

As such the meeting resolves that all workmen concerned in the dispute will go on strike from 15th February to win the demand for 1961 bonus if no settlement comes about before that date.

The General Secretary is authorised to call the strike even earlier if necessary."

You will see from the resolution that the strike to win the Bonus demand is scheduled to start from 15th February or **earlier if I call the same as per the authority given to me.** If the strike is to take place earlier than 15th February, I shall send you telegrams. As per the situation to-day you must immediately prepare yourself to start the strike on 15th February.

A separate hand bill is being prepared and copies will also be sent to you. Please acknowledge receipt of this circular and confirm your preparedness to go on strike from 15th February.

G. SUNDARAM, GENERAL SECRETARY.

PETROLEUM WORKERS UNION

(Regd. No. 764)

"SHRAMAJEEVI AVAZ" 34, SEWREE CROSS ROAD, SEWREE, BOMBAY 15.

Ref

ADDRESSED TO:

Date **9-2-1962**

The Branch Manager, Burmah-Shell, Bombay 1.
The Territory Manager, Standard-Vacuum Oil Co., Bombay 1.
The Dist. Manager, (Caltex) India Ltd., Bombay 1.
The Manager, Indo Burma Petroleum Co. Ltd., Bombay 1.
The Burmah-Shell Refineries Ltd., Mahul, Bombay 71.

Dear Sir,

I quote below for your information and guidance the text of the following resolution of the urgent meeting of the Managing Committee held on 8th February 1962:

"Burmah-Shell Management gave dismissal orders to 19 leading workers of Sewree Installation at about 4 P.M. that day and also gave warning letters to three others. The workers of the Sewree Installations of Burmah-Shell thereupon walked out enmass.

This meeting having considered all the relevent facts which led to the above action of the Company resolves

That the action of the Company is high handed and arbitrary and is nothing but victimisation however much they may confuse by legal quibblings.

That the strike resorted to by the Sewree Installation workers be joined by all Burmah-Shell workers in other establishments of the Company, and

That this strike shall not be called off till the cancellation by the Company of the 22 dismissal orders and warning letters.

This meeting appeals to Burmah-Shell workers in all establishments to stand unitedly to resist the Company's onslaught.

This meeting appeals to all other workers in the industry to take a keen interest in the heroic struggle of the Burmah-Shell workers and be ready to extend all the help which will be required in the course of the development of this struggle."

Yours truly,

G. Sundaram
G. Sundaram
GENERAL SECRETARY

cc: The Commissioner of Labour, Mysore State, Bangalore.
cc: The Commissioner of Labour, Maharashtra State, Bombay.
cc: The Commissioner of Labour, Gujarat State, Ahmedabad.
cc: The Commissioner of Labour, Madhya Pradesh, Bhopal.

PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

"SHRAMAJEEVI AVAZ" 34, SEWREE CROSS ROAD, SEWREE, BOMBAY-11.

A. I. T. U. C.

I. R. No..... Date.....

Date Feb 10, 1962

File No..... Replied on.....

Ref

The Under Secretary to the
Government of Maharashtra,
Industries & Labour Department
Sachivalaya
BOMBAY.

STRIKE TO WIN DEMAND OF 7 MONTHS WAGES/
SALARIES AS BONUS FOR 1961.

Sir,

Please refer to your letter AJB 2462-Lab.II of 28th January 1962, and the meeting held on 31st January 1962, by the Minister for Labour.

I quote below the text of a resolution of the meeting of the Managing Committee held on 9th February 1962 and I would be much obliged if you will kindly bring the same to the notice of the Hon'ble Minister:

"By a resolution of the meeting of the Managing Committee held on 23rd January, notice of strike was served on the 4 Oil Companies - Burmah-Shell, Stanvac, Caltex and Indo Burma Petroleum that all workmen concerned in the dispute of bonus for 1961 throughout the Bombay Region will be free to go on strike on any day after the 7th February 1962.

None of the Companies made any move to bring about an amicable settlement notwithstanding the above strike notice.

The Minister of Labour, Maharashtra State, convened a meeting of the representatives of the 4 employers and of 3 unions on 31st January 1962. During that meeting the Minister expressed himself that he saw no reason why the bonus dispute for 1961 should not be settled as an independent issue. The Minister also confirmed that as far as he is concerned he will deal with the bonus dispute for the workmen of Maharashtra State and that he will use his influence with the Gujarat State to promote a similar settlement for the workmen in Gujarat State. Thus the stand of the Companies that bonus for 1961 can be settled only by linking with a condition that workers and unions should raise no demands till January 1963, was made untenable. As the Companies were averse to resile from their earlier stand, further negotiations were meaningless and our Union proposed a Board of Conciliation to resolve the dispute. The Minister, however, desired that a period of 14 days be given to Maharashtra Government to settle the issue for which purpose he offered to meet the Companies and the Unions separately during this week.


It is regretted that there is no indication yet of any meeting being called by the Minister to meet the Unions during this week.

However, the meeting declares that the period of 14 days even from 31st January 1962 comes to an end by 14th February 1962.

As such the meeting resolves that all workmen concerned in the dispute will go on strike from 15th February 1962 to win the demand for 1961 bonus if no settlement comes about before that date.

The General Secretary is authorised to call the strike even earlier if necessary."

Yours faithfully,


G. Sundaram
GENERAL SECRETARY

cc: AITUC
cc: MRTUC
cc: AIPWF

PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

"SHRAMAJEEVI AVAZ" 34, SEWREE CROSS ROAD, SEWREE, BOMBAY 15.

Ref

Date **Feb 10, 1962**

**The Branch Manager,
Burmah-Shell
BOMBAY 1**

A. I. T. U. C.	
I. R. No.....	Date.....
File No.....	Registered on.....

**The Territory Manager,
Standard-Vacuum Oil Co.
BOMBAY 1**

**The Dist. Manager,
Caltex (India) Ltd.
BOMBAY 1**

**STRIKE TO WIN DEMAND
OF 7 MONTHS WAGES/
SALARIES AS BONUS
FOR 1961.**

**The Manager,
Indo Burma Petroleum Co. Ltd.
BOMBAY 1**

Dear Sir,

I quote below the resolution of the meeting of the Managing Committee held on February 9, 1962, which you will find self explanatory:

"By a resolution of the meeting of the Managing Committee held on 23rd January, notice of strike was served on the four Oil Companies - Burmah-Shell, Stanvac, Caltex and Indo Burma Petroleum - that all workmen concerned in the dispute of bonus for 1961 throughout the Bombay Region will be free to go on strike on any day after 7th February 1962.

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Conciliation to resolve the dispute. The Minister however desired that a period of 14 days be given to Maharashtra Government to settle the issue for which purpose he offered to meet the Companies and the Unions separately during this week.

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The General Secretary is authorised to call the strike even earlier if necessary."

Yours truly,



G. Sundaram
GENERAL SECRETARY

cc: The Commissioner of Labour, Maharashtra State, Bombay.
cc: The Commissioner of Labour, Gujarat State, Ahmedabad.
cc: The Commissioner of Labour, Madhya Pradesh, Bhopal.
cc: The Commissioner of Labour, Mysore State, BANGALORE.

CC: AITUC.

CC: MRTUC.

CC: AIPWF.

PETROLEUM WORKMEN'S UNION

(Regd, No. 764)

"SHRAMAJEEVI AVAZ" 34, SEWREE CROSS ROAD, SEWREE, BOMBAY 15.

Ref

EXPRESS DELIVERY

Date Feb 10, 1962

The Under Secretary to the
Government of Maharashtra
Industries and Labour Department
Sachivalaya
BOMBAY

Sir,

Minutes of the meeting held by the Minister
for Law, Judiciary and Labour, Bombay, with
the representatives of the Oil Companies
and the Unions on 31st January 1962.

The communication from you No. AJB.2462-Lab.II dated 8th
February 1962, was received by me today afternoon.

We do not agree with the minutes which contain many
glaring omissions and inaccuracies. However, we wish to contra-
dict as follows the relevant portion of the minutes.

It is not true that "demand regarding service conditions
which are to be examined in the light of future profits of the
Companies". It is not true that "in the meanwhile the Unions
will carry on negotiations with the managements." It is also
not true that "in the following week, the Minister will meet the
representatives of the Unions." It is also not true that "in
any case if a strike is contemplated by the Petroleum Workmen's
Union 15 days clear notice will be given by the Union to Govern-
ment before taking such a step."

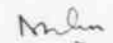
The issue of Board of Conciliation came in at the meeting
in a different context which is materially different from how it
is presented in the Minutes sent by you.

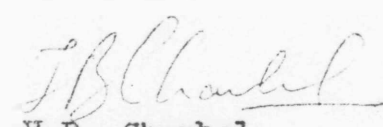
We reserve our comments on the many glaring omissions in
the minutes.

A. I. T. U. C.	
I.R. No. 34	Date 11/4 FEB 1962
File No.....	Replied on.....

Yours faithfully,


G. Sundaram
GENERAL SECRETARY


M.R. Salvi
TREASURER


H.B. Chaubal
ASST. SECRETARY.

COPY

Minutes of the meeting held by the Minister for Law, Judiciary and Labour, Bombay, with the representatives of the Oil Companies and the Unions on Wednesday the 31st January 1962 in the Chamber of the Minister.

- Present:
1. Mr. E.C.D. Homan, Burmah-Shell,
 2. Mr. N. Whitehead, Indo Burma Petroleum Co.Ltd.
 3. Mr. J.P. Saigal, Stanvac
 4. Mr. M.Y. Gupte, Stanvac
 5. Mr. J.F. Consalves, Stanvac
 6. Mr. P.C. Mehta, Caltex (India) Ltd.
 7. Mr. R.B. Sawant, Burmah-Shell, Sewree (PEU)
 8. Mr. S.R. Karlekar, SVOC, Sewree (PEU)
 9. Mr. Y.G. Vaidya, Burmah-Shell, Sewree (PEU)
 10. Mr. V.M. Joshi, Caltex (PEU)
 11. Mr. Raja Kulkarni, President, Petroleum Employees' Union.
 12. Mr. G. Sundaram, General Secretary, Petroleum Workmen's Union.
 13. Mr. Rafiq Gulzar, President, PWU.
 14. Mr. Jadunath Pandey, Vice President, PWU
 15. Mr. M.R. Salvi, Treasurer, PWU.
 16. Mr. Garud, Assistant Secretary, PWU.
 17. Mr. H.B. Chaubal, Asst. Secretary, PWU
 18. Mr. Shivaji Patil, Oil Mazdoor Sabha.

The representatives of the Oil Companies pointed out that the Companies would require time to assess repercussions on their financial position as a result of the Damale Committee's recommendations. They would, however, be prepared to pay bonus for the calendar year 1961 at the same rate as was paid in the previous years provided that the workmen would agree to defer consideration of their general demands regarding service conditions till January 1963 and would not raise these demands till that time. They pointed out that the balance sheets for 1961 were not ready but they would give bonus at the same rate provided there is agreement on both these issues simultaneously as indicated by them.

2. The representatives of the workmen urged that these two issues should be separated. Bonus was to be paid on the basis of past profits and hence need not be linked up with the demand regarding other service conditions which are to be examined in the light of future profits of the Companies. Minister for Labour agreed with this view.

3. It was decided that the Minister for Law, Judiciary and Labour, Bombay, will separately meet the representatives of the Companies next week. In the meanwhile the Unions will carry on negotiations with the managements. In the following week, the Minister will meet the representatives of the Unions. In any case if a strike is contemplated by the Petroleum Workmen's Union 15 days clear notice will be given by the Union to Government before taking such a step.

It was also agreed that if as a result of these discussions no settlement is possible, Government may appoint a Board of Conciliation to settle the dispute.

PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

"SHRAMAIEVI AVAZ" 34, SEWREE CROSS ROAD, SEWREE, BOMBAY 15.

Ref

EXPRESS DELIVERY

Hind Oil Kamgar Sabha
POONA.

A. I. T. U.	Date 12-2-62
332	Date 14 Feb. 1962
No.....	Ref

Dear Com. Shivaji Petil,

When we dispersed after the meeting on 31st Jan. with the Labour Minister you were good enough to assure me that you would contact me on the telephone and let me know on any discussions you may be able to have with the Minister. I did not get any message and my attempts and Com. Chaubal's attempt to contact you at both the telephones in Bombay did not succeed.

Since then developments as far as we in the Petroleum Workmen's Union are concerned have not been going smooth and in fact my personal opinion is that it is getting worse.

I have attached hereto a copy of the final strike notice served on the Oil Cos. which I posted to the Oil Cos. on the 10th Feb. Jan. a copy of the strike resolution delivered to the Under Secy. in the morning of the 10th Feb, and a copy of the letter written late in the evening on the 10th to the Under Secy. in regard to the Minutes of the meeting of the 31st Jan. as well as a copy of the circular I issued to all the Depots and which was mailed on the 10th Feb.

You will thus see that the day set for the strike is 15th Feb. for reasons which are already obvious in the resolution.

I just now have received a letter dated 10th Feb. from the Under Secretary to the Govt. of Maharashtra, a carbon copy, presumably of similar letter sent to you also, reading as follows:

"In continuation of this Department's letter of even number dated the 20th January 1962, I am directed to state that as decided in the meeting held on Wednesday, the 31st January 1962, the Minister for Law, Judiciary and Labour, Bombay, would like to meet the representatives of the organisations of workmen in the oil industry in his Chamber (sixth floor) in the Sachivalaya, on Friday, the 16th February 1962, at 3.00 P.M. to discuss the matter further. It is requested that the representatives of your organisation may kindly be deputed to attend the meeting."

Have you received this letter? What are your plans?

Have you made any other independant plans regarding bonus?

What are your ideas regarding the strike on which all our people wish to launch on the 15th for bonus?

Our Committee will meet this night and I shall let you know the result to-morrow.

My telephone Nos. are HOME 65330 - UNION OFFICE 61453.
If you can telephone me any time between 6 P.M. and 8 A.M. you
will get me on any of these telephones. I am very eagerly
looking forward to hearing from you at the earliest.

Yours fraternally,



G. Sundaram
GENERAL SECRETARY

cc: MRTUC.

cc: AITUC.

cc: SAD_MP

वाताहारों का दिया हुआ खबर

तर्मा-शेल, स्टैंडर्ड, कालटेक्स और जिंडोवर्मा अिस चारों तेल -
कंपनीयाँको यह बताया गया है कि, २९ जनवरी १९६२ के दिन दी
गयी हडताल नोटिस के मुताबिक, ६१ सालकी ७ महिनेकी वोनस की भाग
हासिल करनेके लिये सभी कंपनीयाँके तन्त्रजी विभागके तेल मजदूर ता. १५
फरवरी से हडताल पर जायेंगे ।

चारों कंपनीओं के, वृहन बन्तजी में अलग अलग काम की जगहपर
काम करनेवाले, तथा तन्त्रजी के बाहर, गुजरात राज्य, महाराष्ट्र राज्य,
और मध्य प्रदेश और म्हेसूर राज्यके कोअी हिस्सेमें काम करनेवाले सभी तेल
मजदूर अिस हडताल में शरीक होंगे ।

महाराष्ट्र राज्य मजदूर मंत्री के साथ दिनांक ३१ जनवरी ६२ के दिन
हुअी बैठक के बावजूद, भेजिंग कमिटीकी दिन ९ फरवरी १९६२ के दिन हुअी
बैठक के निम्नलिखित प्रस्तावमें बताये गये कारणों के लिये, यह हडताल का
पैसला देना पडा ।

' १९६१ सालके लिये ७ महिनेके तन्खाह के बराबर वोनस की

भाग जीतने के लिये हडताल

२३ जनवरी ६२ के दिन जो भेजिंग कमिटीकी बैठक हुअी उसमें राजकीय
प्रस्तावसे, तर्मा-शेल, स्टैंडर्ड, कालटेक्स और जिंडोवर्मा अिस चारों कंपनीयाँपर
तन्त्रजी विभाग के सारे मजदूरों के लिये ७ महिनेकी वोनस की भाग हासिल
करनेके लिये सभी मजदूर ७ फरवरी ६२ के बाद कोअी भी दिन हडताल पर
जानेके लिये आझाद रहेंगे जैसी नोटिस दी गयी ।

यह हडताल नोटिस के बावजूद, कोअी भी कंपनी समजोता करनेके लिये
आगे नहीं आ गयी ।

ता. ३१ जनवरी ६२ के दिन महाराष्ट्र राज्य के मजूर मंत्रिके तरफसे
तेल मालिक और तीन यूनियनों के प्रतिनिधियोंके एक बैठक बुलायी गयी ।
अिस बैठक में मंत्री महाशय ने यह कहा कि, १९६१ साल के वोनस का तंट्टा,

यह सवाल एक अलगही सवाल क्यों नहीं हो सकता ? मंत्रिं यह बताया कि, जहां तक उनका संबंध है वहांतक महाराष्ट्र राज्यमें काम करनेवाले मजदूरोंके वोनसका सवाल वे हाथमें लेंगे और गुजरात राज्यके मजदूरों के मांगके बारेमें वे गुजरात राज्य सरकार को प्रभावित करेंगे । इस तरह, 'नोहेतर १९६१ में खत्म होनेवाला छंदे मुदत का करार - २५ नोहेवर ५८ का करार - जनवरी ६२ तक बालू रखनेके लिये युनियन तैयार रही, तो ही वोनस का सवाल हल हो सकता है" यह कंपनीकी दलील निकम्मा रही । अतना होनेके बाद भी कंपनीअोंने अपनी दलील कायम रख दी । इसलिये यह तंटे को हल करने के लिये एक "कन्सलिअेशन बोर्ड" मुर्कर किया जाय जैसा प्रस्ताव युनियन के तरफन से रखा गया । लेकिन मंत्रि महाशय नै यह सवाल हल करने के लिये १४ दिन की मुदत मांग ली, और वायदा किया कि एक दफना कंपनीओको मिलने के बाद, इस हफ्तेमें वे युनियनको तुलायेंगे ।

लेकिन यह दुर्भाग्य की बात है कि, मंत्रि महाशय के तरफनसे युनियन की बैठक इस हफ्तेमें तुलानेकी कोअी सुम्मीद नहीं दिखानी देती ।

यह बैठक इस बातको ख्याल में लेती है कि, ता. ३१ जनवरी से १४ दिनकी मुदत ता. १४ फरवरी के दिन खत्म हो जाती है ।

असलिये यह बैठक प्रस्ताव करती है कि, इस तंटेसे संबंधित सारे मजदूर, १९६१ सालकी वोनस की मांग हासिल करने के लिये दि. १५ फरवरी ६२ से - तदतक कोअी पैसला नहीं निकला तो - हडताल पड जायेंगे ।

वक्तपर जरूरत पडें तो, इस तारीखके पड़ेही हडताल शुरू करनेका पूरा अधिकार नरल सेक्रेटरी को दिया जाता है ।

दिसंबर १९६१ और जनवरी ६२ अिस दो महिनेके दरम्यान, ७ महिनेकी वोनस की मांग पर कंपनियों के साथ जो बातचीत हो गयी अिसमें युनियन की मांग कैसी जायज है यह कंपनियों को बताने की युनियन के तरफनसे वहांत कोशिश हो चुकी । स्टन्डहक रिपनयमरी के मजदूरों के वेतन जादा होते हुअे सुप्रीम कोर्ट में, स्टन्डहक रिपनयमरी मजदूरों के लिये ५ महिनेका वोनस कायम किया और साथहि साथ वर्मी-शेल रिपनयमरी मजदूरों के लिये - जिनका वेतन भी हमारे से ऊंचा लेवल पर है - वर्मी-शेल रिपनयमरी के मजदूर और कर्मचारियों के

लिये साडे चार मंहिनेका समान टोनस सुप्रीम कोर्ट में कायम किया ।
अन सत चीजाँ को कंपनीयो के सामने अिस बातचीत में रखा गया ।
और अिसलिये कंपनीको यह बताया गया कि, गये ग्यारह साल कंपनीया
मजदुराँ को जो टोनस देती आयी अिसमें सुधार होना चाहिये ।

अितना होते हुवे भी, और वक्त कम रहते भी, कुछ समझोता हो
सके तो हडताल करना जरूरी नहीं होगा अैसा युनियन के निगोशिएटिंग
कमिटीका समझ है और अैसा प्रस्ताव भी अिस कमिटी में अपने ११ तारीख के
ठैक में किया है । हडताल के तारे में युनियन का यह वसूल है कि, अैसा
युनियन नै हडताल के तारे में जो नोटिस २९ जनवरी के दिन कंपनीयाँ को
दिया है, यह वसूल यह है कि कोअी समझोता हो सके तो हडताल अटल
नहीं है ।



जी. सुंदरम,

जनरल सेक्रेटरी.

ता. १२-२-१९६२.

PETROLEUM WORKMEN'S UNION,
 (Regd. No 4,764)
 Shramajeevi Avaz,
 34, Sewri Cross Road, Sewri,
 BOMBAY, 15.

Feb 12, 1962

The Editor,

A. I. T. U. C.	
File No. 333	Date: 12/2/62
File No.	Replied on:

Dear Sir,

I would esteem it a great favour if you will be good enough to publish the following statement in your esteemed paper.

Thanking you,

Yours truly,



G. Sundaram
 GENERAL SECRETARY

-----oOo-----

PRESS STATEMENT

All the four Oil Companies - Burmah-Shell, Standard-Vacuum, Caltex and Indo Burma Petroleum - have been informed that on the basis of the strike notice served on them on the 29th January all the workers in the Bombay Region of the Oil Companies will strike work on the 15th January 1962 to win the demand of 7 months wages/ salaries as bonus for 1961.

This strike notice covers all the workmen of the four Oil Companies in their numerous establishments in Greater Bombay as well as several other establishments in Maharashtra State, Gujerat State as well as parts of Mysore and Madhya Pradesh States.

Notwithstanding the convening of a meeting by the Minister for Labour, Maharashtra State on 31st January 1962, the above step has become necessary for reasons outlined in the following resolution of the Managing Committee of Petroleum Workmen's Union which had met on the 9th February 1962.

" STRIKE TO WIN DEMAND OF 7 MONTHS WAGES/SALARIES AS BONUS FOR 1961.

By a resolution of the meeting of the Managing Committee held on 23rd January 1962, notice of strike was served on the 29th January on the four Oil Companies - Burmah-Shell, Stanvac, Caltex and Indo Burma Petroleum - that all workmen concerned in the dispute of bonus for 1961 throughout the Bombay Region will be free to go on strike on any day after 7th February 1962.

None of the Companies made any move to bring about an amicable settlement notwithstanding the above strike notice.

The Minister of Labour, Maharashtra State, convened a

meeting of the representatives of the four employers and of three unions on 31st January 1962. During that meeting the Minister expressed himself that he saw no reason why the bonus dispute for 1961 should not be settled as an independent issue. The Minister also confirmed that as far as he is concerned he will deal with the bonus dispute for the workmen of Maharashtra State and that he will use his influence with the Gujarat State to promote a similar settlement for the workmen in Gujarat State. Thus the stand of the Companies that bonus for 1961 can be settled only by linking with a condition that workers and unions should raise no demands till January 1963, was made untenable. As the Companies were averse to resile from their earlier stand, further negotiations were meaningless and our Union proposed a Board of Conciliation to resolve the dispute. The Minister, however, desired that a period of 14 days be given to Maharashtra Government to settle the issue for which purpose he offered to meet the Companies and the Unions separately during this week.

It is regretted that there is no indication yet of any meeting being called by the Minister to meet the Unions during this week.

However, the meeting declares that the period of 14 days even from 31st January comes to an end by 14th February 1962.

As such the meeting resolves that all workmen concerned in the dispute will go on strike from 15th February to win the demand for 1961 bonus if no settlement comes about before that date.

The General Secretary is authorised to call the strike even earlier if necessary."

The justification for the demand of 7 months bonus have been brought home to the Oil Companies in the fruitless negotiations which went on during December 1961 and January 1962. It was particularly brought home to the Oil Companies that the Supreme Court decision on the Stanvac Refinery of 5 months bonus on a much higher level of wages prevailing there and in Burmah-Shell Refineries of equal quantum of bonus for clerks at high level of wages of 4½ months - all this call for an improvement in the quantum which the Companies were paying for the last previous 11 years.

The negotiating Committee of the Managing Committee resolved on the 11th that even at this late hour if a satisfactory solution was available there need be no strike. The policy of the Union regarding strike continues to be as was declared earlier in its resolution which decided to serve the strike notice on 29th January viz. that the Committee declares that the strike is not inevitable provided the Oil Companies reach an amicable settlement.

-----oOo-----

Feb 15, 1962

C I R C U L A R

ALL DEPOTS:

You must have already received my circular in Hindi of 14-2-1962, regarding the appointment of the Board of Conciliation for investigating the dispute relating to Bonus for the year 1961, and regarding other terms and conditions of service. I also explained in that circular the reason why we took a decision to postpone the strike scheduled to start on 16-2-1962, not only in Bombay but also in all the depots, divisions and installations outside Bombay.

But, the strike of 3000 Burmah-Shell workers including clerical and Service Staff working in the Company's installations and offices in Ballard Estate in Greater Bombay, which started on 9th February 1962 demanding cancellation of the dismissal orders served on 19 workers of Burmah-Shell Sewri Installation has now entered its sixth day.

In spite of this the Company is trying vainly to maintain its supplies through the help of Officers and Supervisors of the Company drawn from all its upcountry workplaces. The Company is also trying to boost-up deliveries through contract labour.

I do hope that you have received the copy of the strike bulletin No. 1 in English, which was sent to you on 9th inst. Thereafter the copies of the Managing Committee resolution in Marathi and Hindi have been sent to you on 12th and 13th. You must have by now studied them, and understood how the strike was absolutely necessary because of the high handed action of the Company.

You must have seen in the above Strike Bulletins the resolution of the Managing Committee. That resolution in fact called upon all Burmah-Shell workers to go on strike in support of the cause of the 19 dismissed workers. However, we had not given you specific instructions to join the strike because we felt that the powerful strength of 3000 Burmah-Shell workers in Greater Bombay alone would serve to win our aim and demand.

However, you will see from the press statement issued yesterday that the Burmah-Shell management is still remaining adamant. Copies of the press statement are sent herewith.

Yesterday the Managing Committee met to take stock of the situation and plan further steps to win the strike.

How shall we stop the officers and supervisors from doing the work, the workers were doing all along? In other words these officers and supervisors are being used by the Company as strike breakers. How shall we deal with them? When we approached them individually during the last three days they no doubt admitted that they were suffering. But pleaded helplessness because they are simply being driven by the top management. The Committee decided the best way to put these Supervisors and Officers out of action is to bring maximum amount of moral pressure. It was thus decided that we will offer SATYAGRAHA in batches before the delivery lorries driven by the officers and supervisors. We have given publicity to this decision of ours through huge processions taken out and through announcement in the press. The Committee hopes that this further effort on our part is enough to bend down the Burmah-Shell management

and seek a settlement with us.

The next question before the Committee was this. Suppose, the Burmah-Shell management refused to bend before our SATYAGRAHA, what else should we do to win the strike. Naturally, we must bring all other resources to support the strike. These reserve forces are available in Bombay among our membership in Stenvac, Caltex and I.B.P. as well as Burmah-Shell Refineries. We have to use this judiciary; according to the need of the occasion.

The Committee, however, very strongly came to the conclusion that the issue is involving in fact the labour policy of the Burmah-Shell marketing. So, who should be next to give support? The answer is, all the rest of our forces in the Burmah-Shell Marketing who are working in depots, divisions and installations outside Greater Bombay.

It was after this mature consideration, the Managing Committee decided TO CALL UPON YOU TO STRIKE WORK FROM MONDAY, THE 19TH FEBRUARY 1962, IF NO SETTLEMENT IS REACHED WITH THE COMPANY BY THAT TIME. I AM THEREFORE ISSUING THIS DIRECTIVE THAT YOU STRIKE WORK FROM 19TH FEBRUARY 1962, UNLESS YOU HEAR FROM ME TO THE CONTRARY.

I do hope that you understand the seriousness of the situation and not fail your co-workers in Bombay who are fighting your cause for better bonus and better terms and conditions of service. I have already sent a notice to the effect to Burmah-Shell Company. You may inform the Depot Supdt./Division Office Manager/Installation Manager accordingly.



G. Sundaram
GENERAL SECRETARY

PETROLEUM WORKMEN'S UNION
(Regd.No. 764)
"Shramajeevi Avaz"
34, Sewri Cross Road, Sewri,
BOMBAY, 15.

Feb 16, 1962

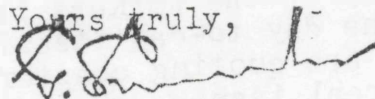
The Editor,

Dear Sir,

I would esteem it a great favour if you will be good enough to publish the following statement in your esteemed paper.

Thanking you,

Yours truly,



G. Sundaram
GENERAL SECRETARY.

-----oOo-----

PRESS STATEMENT

The strike of more than 3000 workers in the Burmah-Shell went on peacefully to-day also. The highlight of to-day's activities was in the form of a long procession which started from 8.30 A.M. from Sewri, wended its way gather other workers on strike in other establishments and finally converged into a mass rally at Sunderabai Hall at 12^o Clock. More than 2500 workers and clerks participated in the procession in the final stages.

Addressing the mass rally, Com. S.A. Dange, M.P. and General Secretary of the All India Trade Union Congress extended his whole-hearted support to the Burmah-Shell workers who are on strike. He referred to the anti-national policies of the Oil Companies in general and of Burmah-Shell in particular which are being tackled by Minister Malaviya. He regretted that the Labour Minister, Shri Shantilal Shah, was taking the side of the employers' anti-labour policies and thereby encouraging these employers in such anti-labour policies; as for instance, the dismissal of 19 Burmah-Shell workers. He referred to the latest propaganda bulletin of the Company issued this morning and remarked the absurdity of the Company's logic that they have inflicted these dismissals as a piece of "Normal disciplinary action". After referring to the various events which led to the workers' justified opposition to Shri Raja Kulkarni being foisted upon them against their will, he characterised the Company's high handed action and the various measures they instituted which finally led to the dismissal of the workers, as open attempt to break the solidarity of the workers organised in the Petroleum Workmen's Union. He regretted that inspite of two leaders of INTUC Union having become also victims of the dismissal with the rest, Shri Raja Kulkarni as a Trade Unionist found no necessity for championing their cause by supporting the solid strike of the workers. While appreciating the decision to resort to Satyagraha as announced by the Union for to-morrow, he recommended that all other petroleum workers not only in the Bombay Region but throughout India should support by solidarity actions. He also referred to the solidarity action of the Bombay working class last time when the Premier Automobile workers were on three months old strike and declared that such solidarity action must also take place for the Burmah-Shell workers.

A particular point stressed by Com. Dange was that the Trade Union struggle should be above party politics. For example, he himself was not addressing an election meeting on this occasion. However, it happens that, as in the instant case, the workers resorted to a strike against the Burmah-Shell employer against his high handed action in dismissing the 19 leading workers. If in the process of this struggle the workers find the employer getting the support from the Government and not the workers, workers are left with no other alternative but to struggle against both the employer and the Government.

Messages of solidarity and sympathies from the Petroleum Workers' Union, Ernakulam and Petroleum Workers' Union, Calcutta were read to the rally and was wildly cheered.

The Company's latest desperate attempts to break the solidarity of the workers is by the issue of two propaganda bulletins in one day to-day itself in the form of notices to employees. They are quoting chapter and verse of Standing Orders to cloud the real issue. However, this desperate propaganda attempt cuts no ice, because it is the experience of all workers and employees in Burmah-Shell that there has not been even a single instance of punishment meted out according to the Standing Order having been changed to the benefit of the worker whenever he went on appeal in the vain hope of relying on Company's good sense.

The meeting of the three unions, two in Bombay and one in Poona with the Labour Minister which was called much earlier took place to-day as scheduled at 3 in the afternoon.

Proposals for the representatives of the workmen to sit on the Conciliation Board were discussed as well as the demands to be referred to the Board of Conciliation. On behalf of our Union we communicated to the Minister that we nominate both the General Secretary, G. Sundaram of Petroleum Workmen's Union and Shri Shivaji Patil, General Secretary of Hind Oil Kamgar Sabha, Poona. The rival Petroleum Employees' Union nominated only one, viz. Shri G.D. Ambekar and it was therefore left to the Minister to decide the two to be appointed to the Board. He announced that he will be meeting the companies' representatives to-morrow to finally decide two representatives on behalf of the employers. He will also finalise the Chairman and will proceed to issue the orders to-morrow itself for constituting the Board of Conciliation.

PROGRAMME OF SATYAGRAHA - TIME 8 A.M. SATURDAY, 17-2-1962

Petroleum workers have experience of picketting delivery lorries in the past whenever they resorted to strike. However, this time the programme is offering of SATYAGRAHA. The concrete programme for Saturday, 17th February, is batches of satyagrahis will stand before the delivery lorries outside the three gates of the Benzine and K.A.B. Installations at Sewri as well as two gates of Furnace Oil and Lube Oil Installations at Wadi Bunder and go on appealing to the Supervisors and Officers driving the lorries and persuading them to help the cause of the strikers and not the cause of the Company. This token resistance will end as soon as the Police arrest them.

Feb. 21, 1962

The Editor,

Dear Sir,

I would esteem it a great favour if you will be good enough to publish the following statement in your esteemed paper.

Thanking you,

Yours truly,



G. Sundaram
GENERAL SECRETARY

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PRESS STATEMENT

The strike continued with full vigour on the 13th day to-day. The Company has been pouring out statement after statement claiming "satisfactory attendance" and "normal maintenance of supplies". It is also consistently maintaining that a "noisy minority is preventing the loyal workers from attending work." Above all Mr. Raja Kulkarni also issued a statement after all these days congratulating those who worked during the strike.

During yesterday and to-day the Union has fully demonstrated its solidarity and the iron discipline of its members and well wishers. The work places were completely deserted to-day in accordance with the decision of self imposed curfew. All those who shouted intimidation and violence stand fully exposed and the Petroleum Workmen's Union stands fully vindicated. In spite of vigorous and personal canvassing by some Company's officers on the one hand and Mr. Raja Kulkarni on the other only 2% of the strikers went to work to-day. The employees have refused to be cowed down by circulars and notifications of the Company containing covert and overt threats. They have also refused to be carried away by the Leaflet-Maniac Mr. Raja Kulkarni. They have decided to stand out and fight for justice.

SUPPLIES: The number of lorries that left the installations considerably dwindled to-day. Knowledgable sources indicate that this is due to sickness among supervisors and officers and also due to the fact that some of the supervisors had to go upcountry to man the depots which have been crippled by the strike.

The strike thus continues and will continue with full vigour till its aim is realised namely either a direct amicable settlement or adequate intervention by Government.

The General Secretary addressed Burmah-Shell Refinery workers to-day at several meetings held at the gate in the afternoon. Having appraised them of the latest situation he appealed to them to be ready for all eventualities.

Arrangements were completed to-day to effect to-morrow morning the mass release on bail all the remaining 101 satyagrahis under Judicial Custody in Byculla Jail as under-trials.

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STRIKE BULLETIN NO. 1

ALL MEMBERS AND WELL WISHERS,

9-2-1962

Why the strike in Burmah-Shell and the issues at stake?
First of all the following is the text of the resolution of the Managing Committee held on 8th February 1962:

"Burmah-Shell Management gave dismissal orders to 19 leading workers of Sewree Installation at about 4 P.M. on 8th February and also gave warning letters to three others. The workers of the Sewree Installation of Burmah-Shell thereupon walked out enmass.

This meeting having considered all the relevant facts which led to the above action of the Company resolves:

That the action of the Company is high handed and arbitrary and is nothing but victimisation however much they may confuse by legal quibblings,

That the strike resorted to by the Sewree Installation workers be joined by all Burmah-Shell workers in other establishments of the Company, and

That this strike shall not be called off till the cancellation by the Company of the 22 dismissal orders and warning letters.

This meeting appeals to Burmah-Shell workers in all establishments to stand unitedly to resist the Company's onslaught.

This meeting appeals to all other workers in the industry to take a keen interest in the heroic struggle of the Burmah-Shell workers and be ready to extend all the help which will be required in the course of the development of this struggle."

This resolution has been sent to all the five companies i.e. Burmah-Shell, Standard-Vacuum, Caltex, Indo Burma and the Burmah-Shell Refineries Ltd.

WHO ARE THE 19 WHO HAVE BEEN DISMISSED?

One is a Muccadam, an ex-leader of the Union and a stalwart leader for the Sewree Installation. One is a Checker and an organising Secretary of the Union and at the same time a member of the Canteen Managing Committee and Managing Committee of the M.C.C. Credit Society and officiating Works Committee Member. The third one is an Office Hamal and a Canteen Committee Member. One is a member of our Managing Committee and member of the Works Committee. Another is a member of the Managing Committee and acts as a Muccadam and also an ex-Works Committee Member. 2 are our Union Legates. Two others are rival Petroleum Employees Union leaders.

WHY ARE THEY BEING PUNISHED?

As per the Charge-Sheet issued by the Manager of the Sewree Installations, it was reported to the Manager that "at about 10.30 on 16th January 1962, while Mr. Raja Kulkarni was in the Personnel Office", all the 23 charge sheeted workers "along with large number of other workmen unauthorisedly left the appointed place of work and took part in the disorderly crowd which surrounded the Personnel/Time Office and was shouting for Mr. Raja Kulkarni to be brought out of the office."

Who reported to the Manager that the 23 charge-sheeted employees had left their appointed place of work to take part in the demonstration? Who saw these 23 employees "shouting for Mr. Raja Kulkarni to be brought out of the Office"? The Installation Manager very cleverly omitted to give these particulars because he was more anxious to fish for incriminating evidence from the charge-sheeted employees themselves. Later on in the charge sheet Sewree Installation Manager had to say this: "When the Company's Officers came on the scene and ordered all the men assembled to go back to their respective place of work", the 23 charge sheeted employees "along with many others continued to remain there, thereby disregarding the lawful orders of the superior officers". But the Installation Manager was very clever in not telling the men concerned in the charge-sheet which particular officer of the Company gave the particular order to the individual workmen. Why? Because if such details were given the employees concerned could have been able to defend themselves adequately.

It was in this strange fashion that the Burmah-Shell Management strove to rope in 23 of their workers for a spontaneous strike which had taken place in Sewree Installation on that day and in which perhaps more than 800 had participated.

Why was this spontaneous strike and why the demand for Mr. Raja Kulkarni to be sent out of the Installation? Who can forget the ignominious part played by Mr. Raja Kulkarni in 1958 in foisting an agreement on the thousands of unwilling workers in Bombay? If the Company however chose to forget that, did they not at least remember the thousands of protest letters individually written to the Company at that time against that unfair agreement. More than anything else why did the Company want to forget that the Sewree Installation workers enmass had informed in writing as recently as four months^{ago} in unmistakable terms that they disown all negotiations which either Mr. Raja Kulkarni may carry on with the Company or the Company may chose to carry on with him. Did the Company ever try to live up to the implication of such unambiguous aspirations of its workers? Or, did they try to thwart these aspirations of their workers through as many ways as was open to it. Under this circumstance why was the management callous about the demands of the workers on the 16th. Did they make any attempt to meet the worker leaders even to talk over the demand? If not why not?

Well, the only thing the Company thought it had to do was to summon the Police - perhaps the most modern civilised method for handling the problems of industrial relations and the Police came and took away Mr. Raja Kulkarni without any obstruction from anyone. The workers resumed their work promptly and everything was normal. This cannot be denied by anyone least of all the Installation Manager. Then how came about that many hours after this resumption of work and establishing normal conditions three individual workers are called for questioning by the Police inside the Installation, then marked out for arrest and six other persons with their names and house addresses made available to the Police for taking action. In other words the Police did not arrest anybody from the crowd. They obviously arrested certain persons whose names were given to the Police by someone. Who is that someone? We can never know, because the 9 men who were so arrested were produced in the Magistrate's Court the next morning and charged for offences under Section 143, 145, 147, 149, 336 and 426 I.P.C.

Having handed over the matter to the Police what prompted the Burmah-Shell management to take further law into their hands because of the plea that they have Standing Orders. What happened during the six days from the 17th to the 23rd to provoke the Company to issue charge sheets to these very 9 men who were

already handed over to the Police for action to be taken against them and in addition 14 other men. That is a dark chapter which the Company wants to hide from everyone and that alone can explain the manner in which the strange type of charge sheets as narrated above were issued on the 23rd January.

What is the defence the 23 employees advanced to save themselves from the charge-sheets? It was a very brief and simple one in the following words "I plead not guilty to the charges framed against me. I am not in a position at present to offer any other defence because I and my colleagues (my colleague leaders) are involved in a criminal case which is subjudice".

It was in answer to this plea that the Company deliberated for 15 days and at last gave the dismissal orders as above. What does the dismissal letters say? That the 19 workers "have been found guilty of the charges levelled" against them. That it has been decided to dismiss them without notice or without any compensation in lieu of notice from the evening of 8th February 1962." What evidence the Company had to find them guilty? How did they apply their mind to that evidence? Whose evidence they found more suited to their need? What exactly is the game the Company wants to play?

Dear friends these are the vital issues at stake. The path already traversed and still being pursued by the Company is a dangerous path for us workmen but perhaps a very profitable path for the Company. There is no other way left to us but to resort to this weapon of strike because the entire policy of the Company as abetted and inspired by whoever mightly they may be is revolting and is directed to establish conditions of slavery for its workmen. Let us pledge all the resources at our command to achieve this goal. We shall not fail because our cause is just.

LATE NEWS:

To-day the strike was complete in the Sewree establishments as well as in Wadala Installations, Marine Oil Terminal - Butcher Island and Santacruz Airport. The office employees in the Ballard Estate have resolved to join the strike from to-morrow morning.

All glory to Burmah-Shell workers.



G. Sundaram
GENERAL SECRETARY.

PETROLEUM WORKERS STRIKE IN BOMBAY

Bombay, February 21: Com. S.A. Dange, General Secretary of the All-India Trade Union Congress and leader of the Opposition in the Parliament has backed the decision of the striking workers of the Burmah-Shell to launch a peaceful satyagraha before the delivery lorries at Seweri and Wadi Bunder installations of the Shell.

Speaking at a mass rally of the petroleum workers at Santerbai Hall on Friday, the General Secretary of the AITUC pledged support for the Shell workers fight.

He said that all other petroleum workers throughout India including the Bombay region should support Shell workers by solidarity actions. Com. Dange in this connection referred to the solidarity action of the Bombay working class shown last time when the workers of the Premier Automobile were on three months strike.

"Once again such solidarity action must take place for the Burmah-Shell workers", he declared.

Com. Dange regretted that the State Labour Minister Shantilal Shah was taking the side of the anti-labour employers.

"If in the process of this struggle the workers find that the sympathies of the Government are with the companies, then they are left with no other alternative but to struggle against the employers, and the Government", Com. Dange said.

Messages of solidarity and sympathies from the Petroleum Workers' Union, Ernakulam and Petroleum Workers' Union, Calcutta were read to the rally and were wildly cheered.

The strike involves more than 3,000 workmen in all the establishments of Burmah-Shell Oil Company in Bombay. All clerical, service staff in the Shell's installations and offices in Ballard Estate and later joined by the 300 cartmen belonging to the Greater Bombay Kerosene Oil Tank Carts Associations are on strike since February 9, demanding cancellation of the dismissal orders served on 19 workers of Sewri Installations.

According to an advertisement of the Shell published in local papers, "these men (the 19 workers) were found guilty of grave charges of misconduct. All the charge-sheeted workers "along with large number of other workmen unauthorisedly left the appointed place of work and took part in disorderly, shouting that the self-styled General Secretary of the INTUC-led Petroleum Workers Union, one Mr. Raja Kulkarni "be brought out of the office" of the personnel officer. Mr. Kulkarni had to leave the place under "protection", the advertisement alleges.

Later, police came to the Installation and called three persons for questioning and arrested nine persons. They were produced in the Magistrate's Court the next morning and charged for offenses under Section 143, 145, 147, 149, 336 and 426 I.P.C.

Having handed over the matter to the police what prompted the Burmah-Shell management to take law into their hands on the plea that they have Standing Orders? What happened during the six days from February 17 (when the arrests were made) to 23, to provoke the Company to issue Charge-sheets to these very nine men and in addition 14 other men?" are some of the important questions which would give clues to the thinking of the company and also its relation with Mr. Kulkarni.

Mr. Raja Kulkarni heads a minority union in the industry. But paradoxically enough the four oil companies, namely, the Burmah Shell, Standard Vacuum, Caltex and Indo-Burmah Petroleum Companies entered into an agreement with Mr. Kulkarni and his union.

Under the three year agreement, the companies agreed to pay bonus at 9/24th of the annual basic wages for workers other than clerks and 7/24th for clerks. This formula, however, has been continuously followed for the last 11 years, irrespective of the profits made by the companies from year to year.

On 25th November 1961 the "three year bondage" came to an end. The Petroleum workers union had earlier, in September, got mandate from 98 per cent, 80 per cent and 60 per cent workers of the STANVAC, Shell, Caltex and IBP respectively to negotiate with the employers on their demands which include 7 months' basic wage as bonus. Further, the workers gave notice to the companies against entering into any agreement with the Petroleum Employees Union whose president is Raja Kulkarni. "Nevertheless if any agreement is signed, it would be without our knowledge and unauthorised and as such, it will not be binding on us", it was declared.

Under these

Under these circumstances some of the oil companies like the Standard Vacuum Oil Company started negotiations with P.W.U. But in the first week of last month they (employers) abruptly called off the negotiations on the plea "that certain developments have made it difficult for them to carry on further negotiations".

These "further developments" were nothing but pressure from the Bombay Labour Minister Shah and other oil companies. They resented the Stanvac oils more because it would jeopardise their plans to "do away with the communists" and bolster the INTUC-led union and the Minister's pet Sri Kulkarni.

But the P.W.U. did not sit idle during all these manouvres. The union served a strike notice to the companies with a specific announcement that the union "resolves to continue negotiations if a fruitful opening for such negotiations exists for a regional settlement".

Outwitted, the companies and the Government agreed on Friday, after nearly a month of the serving of the notice, to refer the workers demands to a Board of conciliation.

But during this last one month Sri Raja Kulkarni and his patron the State Labour Minister hectically tried to break the unity of the workers and get recognition for PEU. In one of these attempts Sri Kulkarni visited the personnel officer of the Burmah Shell at Wadi Bunder. This led to the spontaneous outburst of indignation and resentment on the part of the workers, who were ~~not~~ watching all along the anti-labour policies of the INTUC, PEU and its President.

The 19 employees who have been victimised following this incident are important office bearers and active workers of the P.W.U.

The strike of 3,000 workers and clerks of the Shell has almost paralysed the work of the company. The company, however, is trying vainly to maintain its supplies through the help of officers and superiors of the company drawn from all its upcountry work places. The company is also trying to boost up deliveries through contract labour.

If the Government does not intervene and secure the reinstatement of the dismissed workers, the situation may go out of hand and there might be complete strike in all the installations including the refinery of the company, it is pointed out by workers' leaders. --FOC

FASCIST DANGER IN FRANCE AND COMMUNIST PARTY

New Delhi, February 21: Given below are extracts from a report made to the Central Committee of the French Communist Party by Paul Laurent. It gives an idea of the situation in France today:

In his report to a plenary meeting of the Central Committee of the French Communist Party which discussed problems of anti-fascist struggle and of establishing a united front, a member of the Central Committee Paul Laurent spoke about the bloodshed which took place in Paris on February 8. At the moment when 60 thousand Parisians were peacefully demonstrating their growing determination to see that the fascist criminals from the OAS are stopped, he said, the government exposed its real face to millions of French men and women. While none of the criminals have been brought to book for their crimes, to the list of victims of the OAS there have been added the victims of the Government. Eight anti-fascists perished under the blows and the bullets of De Gaulle's police, right at the time when the terrorists continued their crimes with impunity throughout the capital.

Speaking about the attempts of the government to lay the blame for the savage actions of the police on the anti-fascist demonstrators and on the French Communist Party, he declared that the "crude anti-communist provocation of the government will only reveal more clearly the reactionary essence of the government, its extreme hostility to everything that comes from the people, its actual collusion with the OAS".

The hopes of the De Gaulle government that it would succeed in frightening the working people and containing the anti-fascist movement are futile. The people are becoming increasingly aware that they must rely on their own forces, on the unity of all their forces, to bar the road to fascism.

However, in face of the threatening danger, the speaker continued, it is imperative that the actions of the mass of the people become still broader and more powerful. The threat of fascism is growing, the war in Algeria continues.

The rebels.....

The rebels from the OAS are still going scot free. The right wing socialist leaders put up obstacles to the road of unity of the working class forces and persist in their anti-communism. They are preparing fresh reactionary combinations jointly with political leaders some of whom do not conceal their agreement with the OAS thesis.

The problem, confronting today the working class, the people of our country, the speaker said, is to rapidly effect unity of the forces that can strike decisive blows at the OAS fascists, to frustrate any compromise with them, to prevent intensification of De Gaulle's dictatorship, to compel De Gaulle to restore peace in Algeria without delay.

Stressing that the Government of the monopolies has brought the nation to chaos, Paul Laurent pointed out that De Gaulle's policy which is the policy of the monopolies, has solved nothing. Moreover, in all the principal spheres of the nation's life the situation has grown worse. In his foreign policy De Gaulle, while continuing to boast that it is he who raises the main obstacles to negotiations on the German problem, is concerned in the main for ensuring best the interests of imperialists, spending tremendous sums for the development of an atomic shockforce.

He also exposed those people like the right-wing socialist leader Guy Mollet who are trying to minimize the fascist danger. The threat of fascism, he explained, is real, serious, and any attempt to under-rate it is to increase this danger.

It is true that, as before, fascists have no real base among the people. In reality, the fascist danger lies not so much in the strength of the OAS, as in the criminal connivance of the government on the one hand, and the policy of splitting democratic forces, of surrender of right-wing socialist leaders and of some politicians who pose as democrats, on the other hand.

Speaking of the decisive contribution made by the French communists to the unfolding of the anti-fascist struggle, Laurent pointed out that the domestic situation is characterized by the stepping-up of the anti-fascist struggle of the broad masses.

In face of the criminal intensification of the activity of the "Ultras", the French Communist Party has in recent months correctly guided the anti-fascist movement in the country, proclaiming precise slogans that are comprehensible to the broad mass of the people. The Party has always exposed the complicity of the authorities and the stratagems of the splitters,

The idea of systematic rejection of joint actions with the communists had become groundless. The activity of the right-wing socialist leaders attests to the difficulties they encounter in carrying through their policy of refusal to build up a united anti-fascist front.

It should be re-emphasised that the choice before France is not between capitalism and communism, but between democracy and fascism.

We oppose the fascist threat, the position of the government and the disruptive machinations, Paul Laurent said, with a policy of unity of action of all anti-fascists in order to render harmless the OAS, all its masterminds and accomplices; to force the government to arrest and severely punish all OAS ringleaders; secure the resignation of the men who like Frey (Minister of the Interior - Editor) and Papon (Paris Police Prefect - Editor) bear the personal responsibility for carrying out the government's policy; to secure a purge in the army and the machinery of government and to give the workers and democratic organisations the right and facilities for an effective protection of their headquarters and militants and for holding demonstrations. We oppose De Gaulle's desire to preserve the colonial privileges which is responsible for the continuation of the war in Algeria with the demand for the immediate conclusion of a peace treaty on the basis of an effective application of the right to self-determination. We oppose De Gaulle's personal dictatorship, which subjects France to unrest and the danger of civil war, with a policy of republican order, resting on the democratic participation of representatives of the people in administering the affairs of the country.

The slogans of the Communist Party help to make it clear what could be the activity of a Democratic government formed by a united National Assembly whose deputies would be elected on the basis of the principle of proportionate representation and could be recalled. Along with stepping up explanatory work, Paul Laurent pointed out, the most urgent task is to develop united anti-fascist action, to establish a united front. In the conditions of the bankruptcy of the regime of personal authority, and of the growing movement of the masses for democratic reforms, Paul Laurent stressed, the role and responsibility of the French Communist Party increased still. He noted that communists everywhere are fighting in the front ranks, without sparing their strength. Further he pointed out that the correction of opportunistic mistakes which were advocated by Servin and Casanova was highly important. The Party's ties with workers, with youth, with women, with all the working sections of the population are growing ever stronger. This is attested by the influx of 15 thousand new members, by the establishment of 650 new Party cells, by the great success of the campaign of collections of the Party fund. -FOC

PETROLEUM WORKMEN'S UNION
(Regd.No.764)
"Shramajeevi Avaz"
34, Sewri Cross Road, Sewri,
BOMBAY, 15.

Feb 23, 1962

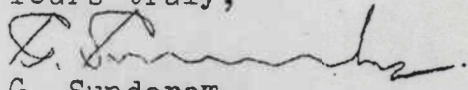
The Editor,

Dear Sir,

I would esteem it a great favour if you will be good enough to publish the following statement in your esteemed paper.

Thanking you,

Yours truly,


G. Sundaram
GENERAL SECRETARY

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PRESS STATEMENT

The Managing Committee of the Petroleum Workmen's Union, which met on 23rd evening, resolved as follows:

When the Chief Minister of Maharashtra Government arrived in Bombay to-day, our General Secretary approached him and he was good enough to meet the General Secretary. The Chief Minister advised that the strike need not continue and he promised to look into the dispute.

The Managing Committee hereby resolves to accept the advice of the Chief Minister and hereby withdraws the strike of Burmah-Shell workers effective morning of Saturday, 24th February 1962 and calls upon all those on strike to report for work to-morrow i.e. Saturday, 24th February. Those who are late in receiving this intimation should make it a point to report for duty at least on Monday, the 26th February 1962.

The Committee congratulates all members and well wishers for their steadfastness and a high sense of discipline and solidarity displayed during the whole period of 13 days of strike including to-day. The yeomen service rendered by 134 workers who came forward to offer Satyagraha as well as the initiative displayed by innumerable volunteers will ever be remembered as a particular contribution. The Committee congratulates also those workers in upcountry depots who found it feasible to go on solidarity strike at the call of the Union in the cause of 19 workers who were dismissed unjustly by the Company. The Committee is grateful to all fraternal unions and others who sent solidarity messages and also the press in Bombay for their co-operation. The Committee is also grateful to Com.S.A.Dange General Secretary, All India Trade Union Congress, for the support he extended and the personal interest he took in guiding us.

The Committee takes note of the highly provocative and lying propaganda let loose to-day by the rival Petroleum Employees' Union and appeals to all members and well wishers not to fall a victim to the provokers' designs.

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Shri Sudhindra Pramanick, General Secretary, All India United Trades Union Congress, President, I. O. C. Contractors Labour Union and

Indian Oil Workers' Union, Assam, and Chairman, Negotiating Committee of Assam Oil Company Labour Union, in course of his statement to the Press, said in regard to the possibility of settlement of the two and half month-old strike of ~~42000~~ 4500 Contractors Labour in Assam Oil Fields that there could be settlement on any day on a readily-available fair basis.

Shri S. K. Pramanik pointed out that this fair basis always existed to the knowledge of All concerned and there could have been settlement even before the strike or at any stage of the strike on a fair basis, had the Oil Companies and their Contractors or the Central Labour Inspector or any higher Conciliation Officer cared to give effect to the long-standing irreducible minimum wages paid for long time payable to the Contractors labour in the Oil industry for a comparable kind of work, unskilled, semi-skilled, skilled, and of artisans, and complied with other terms and conditions of service.

The said wages and other terms, Shri Pramanik claimed, were established by awards or agreement or undertakings voluntarily given and forceable in law and justice not only on the Assam Oil Company but also on the successor Oil Companies like the Oil India Ltd, admittedly managed by the same Assam Oil Co. staff till 31.12.61, and owned by the same Burmah Oil Co. owning the Assam Oil, until sometime in May 1961 as a major shareholder and later fielding 49 per cent of the shares to the Central Government. The Ten-point dispute on the strike since dt. 31.10.61 was mainly based on these terms which were also acceptable in fairness and reasonableness Shri Pramanik said to all Oil Companies and their Contractors alike.

Nevertheless, Shri Pramanik pointed out, the Central Labour Inspector & Conciliation Officer, though duty bound in law and fairness as well as according to the duties of his office, made no attempt during this long period since the first STOPPAGE of WORK on 28.9.61 made mainly in protest against the continued nonpayment and underpayment of due wages for many months, to secure payment of long-overdue wages or to prosecute any of the defaulting Contractors.

Shri Pramanik further emphasized that the said officer or higher Conciliation Officer made no attempt, too, to prevent or shorten the strike by holding conciliation informally or formally with the principal parties including particularly the strikers and their representatives or their duly-authorized Union conducting the strike so long to their knowledge, although the best interests of the industry and all concerned demanded it.

On the contrary, Sjt. Pramanik stated, the Conciliation Officer, Dibrugarh, deliberately obstructed the process of settlement at every stage by unfair means, presumably in league with the vested interests and a small INTUC Union that had nothing to do with the strike but supported for long the most unfair wage-cut. The so-called agreement, Shri Pramanik wanted to clarify, was said to be between the said Union, that represented NOT EVEN ANY SMALL FRACTION of the strikers, and ONE group of Contractors, to the exclusion of ~~their~~ other contractors and Oil Companies, only in the matter of FUTURE payment of minimum wages on the same Assam Oil Company terms, thus leaving NOT ONLY NINE OTHER ISSUES BUT ALSO THE FIRST ISSUE OF FULL PAYMENT OF LONG OVERDUE WAGES ON THE SAME FAIR BASIS COMPLETELY UNSETTLED. No wonder, the strike continued and Sjt. Pramanik added:- The STRIKERS STILL REMAIN UNPAID AND UNBERPAID FOR SEVERAL MONTHS.

Shri Pramanik stated that he had, therefore, sent telegrams and explanatory letters to the Prime Minister Pundit Nehru and the Minister Shri G. L. Nanda, appealing to them to intervene IN THE BEST INTERESTS OF THE INDUSTRY AND ALL PARTIES CONCERNED and to appoint a high-ranking Conciliation Officer above the rank of Regional Labour Commissioner with full power TO SETTLE THE DISPUTE on a reasonable basis and, later, to INQUIRE INTO OMISSIONS

AND COMMISSIONS of the said L.I. and Conciliation Officers concerned resulting in UNNECESSARY PROLONGATION OF THE STRIKE AND CAUSING SO MUCH LOSSES TO ALL, which the reported and ~~much-beleated~~ of the same wages from 1.1.62 or little earlier at least by a group also ~~stri~~ clearly showed, despite the continuation of the combined unfair ATTEMPT TO DENY THEIR DUES PAYABLE ON THE SAME FAIR BASIS.

Shri Pramanik pointed out that similar resolutions were adopted at many ~~largely-attended~~ meetings of workers of different Oil Companies and their Contractors at Digboi, Duliajan and Tinsukia supporting the strike and making the same appeal to the Prime Minister and Labour Minister.

Shri Pramanik stated that in these General Meetings attended by many thousands of direct employees of the Oil India, Assam Oil and other B.O.C. Subsidiaries and held under his chairmanship at Duliajan and Digboi (at Duliajan with the permission of the S.P. Dibrugarh because of the continued ban under Police Act), resolutions were also adopted strongly URGING ON THE OIL COMPANIES and their Contractors to come TO A NEGOTIATED SETTLEMENT WITH THE STRIKERS' ACCREDITED REPRESENTATIVES ON THE AVAILABLE FAIR BASIS WITHOUT FURTHER DELAY and warned all against the dangers of CONTINUED INDUSTRIAL UNREST COVERING ALL OIL WORKERS ~~as a result~~ *result* of their UNCONCILIATORY AND REPRESSABLE POLICY AND UNFAIR ACTS.

Shri Pramanik further pointed out that PUBLIC MEETINGS HAD BEEN held at Dibrugarh, Tinsukia, Digboi and Duliajan, and Margherita, sympathising with the strikers' just cause and their sufferings and DEMANDING A JUDICIAL INQUIRY into the matter of incidents at Duliajan and earlier including his arrest and imprisonment long before occurrences of any incident and later repressive measures including arrest and prosecution of 135 workers and 4 shop keepers and even assaults on a LARGE NUMBER OF UNDERTRIAL PRISONERS AT DIBRUGARH JAIL GATE AS WITNESSED FROM THE NEARBY COURT AND COMPLAINED BY MANY PROMINENT LAWYERS AND others citizens of Dibrugarh to the Deputy Commissioner, Lakshimpur.

Shri Pramanik these pointed out the above-mentioned LONG -STANDING TERMS AND CONDITIONS OF SERVICE, on the basis of which the TEN-POINT DISPUTE was based. The said terms and issues are as follows:-

- 1). The same STARTING WAGES scales which the Company engaging the Contractors have to pay to their counterparts in the direct employ of the Company.
- 2). Full payment of due wages regularly by the tenth of each month by issue of pay slips 48 hours before payment.
- 3). Saturday work for 4 hours on payment of full day's wages
- 4). The fair principle of SENIORITY to be observed in case of allotment of work, lay off, retrenchment, reemployment etc.
- 5). Issue of proper leave slip at the time of going on leave which is usually without pay. They have no privilege or casual leave, provident fund or gratuity-most of them do not get even 10/15 days' work in a month, despite their long years of service.

All workers and their organizations and the general people should take serious note of the strike of the Oil Companies' Contractors Labour in Assam Oil Fields involving over 4000 workers and their 20,000 family members under starving conditions. The strike is - nearing FOUR MONTHS for no fault of their own.

The long-oppressed workers were driven to this ultimate course in despair. The following facts tell their own tale:-

1. No conciliation was held on their Charter of Demands since 1957-58. Even the inquiry of Deputy Chief Labour Commissioner made in March '58 remained admittedly incomplete. He left also the Charter for later inquiry and conciliation which was never held.
2. The contravention of award and agreements on various issues continued. So also nonpayment and underpayment from time to time.
3. The cyclostyled resolutions of the Annual Conference of the A.O.C. Contractors Labour Union were sent to all in February '61 inviting serious attention ~~to~~ the attempted reduction of minimum wages ~~in~~ by the Oil India and other issues of the strike.
4. No action was taken by anybody concerned. The result was the FIRST spontaneous STOPPAGE OF WORK from 28.9.61 to 3.10.61 by Duliagan workers as a protest against all such wrongful acts.
5. Even after resumption of work no action was taken by the Oil Companies or their contractors or by any Government officer.
6. The strike notice was given on 31.10.61. Over 4000 workers marched 23 miles from Duliagan to Digboi on 5.10.61 ~~am~~ and marched back on the same night after holding meeting attended by several thousands of direct employees of Oil Companies, and endorsing the strike decision. Still no action was taken to hold conciliation.
7. The workers marched 13 miles to Tinsulia from Maharkotyia on 2.11.61 and their procession paraded Tinsukia streets. The meeting of direct and indirect employees was held endorsing the strike decision.
8. Yet no conciliation was held on the strikers' DEMAND POINT DIS-
THE raised by the strike notice covering even scavenging service. The
I. (Central) took ^{no} notice of their ^{Temporary} ~~dis-~~ ~~service.~~
9. The strike occurred on 20.11.61 at Duliagan and other oil fields and from 27.11.61 at Digboi refinery and oil fields.
10. Shri S. Premnik, chairman of the strike committee, was arrested and imprisoned on 28.11.61 under such charges as 307/302 I.
10. before the occurrence of any incident anywhere.
11. During his imprisonment about 5000 workers marched about 2 miles to Dibrugarh to demand his release and immediate Government conciliation with the strikers' representatives and returned peacefully. Nothing happened, on the strikers' part.
12. Yet many complaints were made to the Police and other authorities re: abuses, assaults ~~on~~ or attempted assaults and the report-

14. The repressive measure and the Police terror followed. Assaults on the large batch of undertrial prisoners were made at the entrance of the Dibrugarh District Jail as witnessed (by many citizens) and complained by leading lawyers from the nearby Court to the D.O.

15. En Masse arrests numbered about 145 including 4 shop keepers. The Police terror stopped for the time being.

16. Sometime ago at Duliajan two strikers and at Digoai 23 strikers were suddenly arrested in a questionable manner.

17. The stalemate continues. No action has been taken to settle the dispute based on award and agreements or on long-standing terms and conditions of service and fair principles.

The Central Ministry and the Labour Minister took no further action even at a later stage relying on the DEGRASSILY PALAN axxxxxxx information given by its officer or officers to the effect that the strike has issues had been settled, that the strikers have resumed work long ago and that even their long-overdue wages had been paid — Shri G. L. Manda himself told all this to S.J. Pramanik on the 13th February last.

Over 2700 workers later have sent a representation to the Labour Minister under their signatures and L.T.I. and demanded IMMEDIATE APPOINTMENT OF A TOP OFFICER OF INTEGRITY TO SETTLE THE DISPUTE AND LATER TO MAKE A SEARCHING INQUIRY INTO THE OMISSIONS AND COMMISSIONS OF THE CENTRAL LABOUR INSPECTOR AND JUDICIAL CONCILIATION OFFICER involved.

Shri S.K. Pramanik has also sent a telegram to the Labour Minister and to the Premier Pandit Nehru making the said demand and urging upon them to arrange to pay their due wages through the Oil Companies, to prosecute the guilty contractors and to conciliate without further delay in the best interest of the national industry and all concerned.

*Editor National Herald, Lucknow
for favour of publication*

Cawnpore

*25.3.62
out to day to Delhi*

*S. Pramanik
General Secretary, All India Union
Radio Union Congress*

Shri S.K. Pramanik, General Secretary, All-India United T.U.C., also representing A.O.C. Contractors Labour Union, Assam Oil Companies' Contractors Labour Union, Indian Oil Workers' Union, Assam, as their President, and chairman, Negotiating Committee, A.O.C. Labour, has issued the following statement to the Press:-

The Oil Companies' Contractors workers' strike in Assam Oil fields has been continuing for the last FOUR MONTHS for no fault of the strikers. I contest the statement made in the Lok Sabha on 30.3.62 by Deputy Labour Minister Mr. Abid Ali as untrue and misleading on essential points. There was no conciliation on the TEN-POINT DISPUTE raised by the STRIKE NOTICE dt. 31.10.61 and given NOT BY Assam Oil Contractors Labour Union BUT BY A.O.C. Contractors Labour Union, Assam Oil Companies' Contractors Labour Union and BY DULY-ELECTED REPRESENTATIVE of workers of the Oil Companies' contractors, including also SCAVENGING SERVICE of PUBLIC UTILITY, over which GOVERNMENT CONCILIATION was COMPULSORY under Sec. 12 of the Industrial Disputes Act. The Central Labour Inspector and C.O. intimated the representatives on 15.11.61 that he was not holding conciliation on the strike notice which he did not take any cognizance of. This was made clear to him - also in the Union's letter dt. 17.11.61, which remained uncontradicted.

The A.O.C. Contractors Labour Union of the same Oil industry was duly supported and authorized by the workers concerned and as such had every lawful right to represent the workers IN ANY PROCEEDING under the said Act under Sec. 35(1)(a) and (c). The Union and the workers in their meeting dt. 14.11.61 and said letter dt. 17.11.61 questioned the BONAFIDE, LEGALITY AND FAIRNESS of the conciliation meeting called on 15.11.61, ~~and~~ The conciliation and so-called settlement made much later by ~~another~~ Officer WITHOUT ANY NOTICE TO THEM on a different dispute on the question of only future payment of minimum wages to the exclusion of other parties, the Oil Companies and their contractors including even the long-standing Contractors Association, ~~was~~ had no validity in law or in fairness. The dispute was also raised not by Assam Petroleum Masdoor Union, a small Union of the INTUC having nothing to do with the long-pending issues and the strike dispute, BUT BY the ~~same~~ A.O.C. Contractors Labour Union from 1960-61 and as endorsed by its Annual Conference dt. 31.1.60 and 28/29.2.61. The CHARTER OF DEMANDS was pending from 1957-58. There was no conciliation on the same. This led to the SPONTANEOUS STOPPAGE OF WORK from 28.9.61 to 3.10.61 by the STARVING WORKERS AS A PROTEST AGAINST NONPAYMENT AND UNDERPAYMENT OF DUE WAGES FOR MANY MONTHS AND CONTINUED VIOLATION OF LAWS, AWARDS, AGREEMENTS, LONG-STANDING WAGES & OTHER TERMS, against the advice of the Union officials who later persuaded them to resume work RELYING ON THE VERBAL ASSURANCE of Manager, Oil Matters, for a NEGOTIATED SETTLEMENT AND PAYMENT WITHOUT DELAY. This was not fulfilled nor any conciliation had during a very long period. The strike notice was thereafter given on 31.10.61 not only by A.O.C. Contractors Labour Union and Assam Oil Companies' Contractors Labour Union BUT ALSO BY representative of the workers concerned.

trying to be
The workers and the Union supported by them, fair from making a party to the so-called settlement, challenged its validity. The fact remains that all the ~~long over-~~ long over- NINE ISSUES/~~including~~ the FIRST ISSUE of Payment of due wages remain fully un- much-belated settled. The ~~said~~ DUES are payable also on the/acceptance of the fairness of the

Assam Oil Basis of payment by the Oil India, which is still not a SIGNATORY to the so-called settlement to which other Oil Companies & their contractors are also NOT PARTIES. The majority of the strikers in their RECENT REPRESENTATION have made all this clear to the Labour Minister and appealed to him TO SETTLE THE DISPUTE BY ANY OF THE RECOGNISED METHODS, negotiation, conciliation or arbitration, and to make A SEARCHING INQUIRY INTO THE WHOLE MATTER including omissions and commissions of the Central L.I. & C.O. and any conciliation officer concerned.

803
12-4-1962

CIRCULAR TO ALL BRANCHES AND DEPOTS.

This is a short report being sent to you in a hurry.

You are aware how a Board of Conciliation was appointed in Bombay on 17th February 1962. The Board had before it bonus and other demands concerning only the workmen of the establishments of Greater Bombay.

The Board has to conclude its deliberations and submit a report within two months, which expires naturally on 16th April. There were number of meetings of the Board and report of the Board has been finally submitted on the 12th.

As I said earlier this is a short report in a hurry. I am not therefore in a position to tell you many things which certainly are of interest to you with regard to the deliberations of the Conciliation Board of Bombay. All that I should tell you is agreements were reached first with Standard-Vacuum (Now ESSO) on the 22nd March 1962 and thereafter with Burmah-Shell, Caltex and Indo-Burma on the 11th April. One thing common to all the four agreements is that bonus for 1961 is to be paid at the same rate as was paid for the previous years viz. at 3½ months for clerical and 4½ months for other employees. With regard to all other demands namely new wage scales etc. the provision in the Stanvac Agreement is as follows:

"In the interest of ensuring industrial peace during 1962 the Company and the party of the second part agree that they would hold active and mutual negotiations on those items which will be included in the next settlement, the effective date of such settlement to be decided by mutual consent. These items will cover Reclassification of Job/Revision of Scales and other pertinent items which may be brought up by either party."

However, the provision in the other three agreements is as follows:

"The Party of the Second Part in order to avoid controversy agrees that the claims now made and any other claims shall remain in abeyance till 1-11-62 when they may be revived by the opening of negotiations. On the negotiations resulting in a mutually acceptable settlement, the effective date for retrospective effect, wherever applicable, will be 1-1-63. It is however clearly understood that the Company shall not be involved in any additional financial commitment for any period prior to 1.1.63."

Therefore we are now carrying on negotiations with Stanvac with regard to implementing what they have offered in the above provision. With regard to the other 3 companies such negotiations can only start on 1st November 1962.

One thing is common to all the agreements. This is an agreement for about a year. The Companies were not prepared for a long term settlement neither are we in a position to commit ourselves for such long term settlements in view of the many points they raised regarding the implications of the Damle Committee Report.

The agreement with Stanvac was negotiated first when there was a strike notice on them and they were prepared to offer terms to avoid a strike. That is not the case with regard to

the other agreements. The other agreements are negotiated in the background of the Board of Conciliation which had come into existence and the Chairman of that Board, Mr. F. Jeejibhoy, had recommended to the parties to reach ad hoc settlements.

Re: Bonus and other terms and conditions of service for workmen outside Greater Bombay: When we were negotiating with the Government for appointment of a Board of Conciliation we had requested the Maharashtra Government to appoint a Board at least for all the workmen in Maharashtra State, which includes Bombay and various other depots and Divisions. Our request was not complied with and the Board was appointed exclusively for the workmen of Bombay only. Mr. Shivaji Patil who also took part in those negotiations with the Government did not press for the bigger Board which we had asked for. There was a general assurance given that after the Board concluded its deliberations for Greater Bombay, the Maharashtra Government may consider appointment of another Board for the workmen outside Greater Bombay if it was found necessary. How far that assurance will now be fulfilled is something on which I cannot throw much light to you to-day.

What I have done for promoting settlements on behalf of all of you is as follows:

I have served on the 11th April 1962 on Stanvac, Burmah-Shell and Caltex notices terminating the settlements which were dated 11th April 1959. These notices cover the following work places.

BURMAH-SHELL: Port Okha, Ahmedabad, Surat, Poona, Baroda, Palanpur, Vapi, Rajkot, Bhavnagar, Gondal and Surendranagar.

STANVAC: Ahmedabad, Nadiad, Surat, Baroda, Jalgaon Palanpur, Dhulia, Nasik Road, Aurangabad, Gondal and Bhavnagar.

CALTEX: Ahmedabad, Poona, Nasik Road, Baroda, Surat Jalgaon and Gondal.

Another notice on the 12th has been served on Caltex covering Kandla Terminal because the agreement concerning the Kandla Terminal had also been entered on the 11th April 1962.

I am serving further notices on the 14th April 1962 on the 3 companies covering the following work places for terminating the old agreements dated 14th April 1959:

BURMAH-SHELL: Nagpur Div. Office, Nagpur Air field, Nagpur Depot, Akola, Malkapur, Murtizapur, Amravati, Gondia, Sagar, Itarsi and Jabalpur Depots.

STANVAC: Itarsi, Jabalpur, Khandwa, Akola, Amraoti, Nagpur and Murtizapur.

CALTEX: Indore Sales Office, Nagpur and Amravati Bulk Depots.

I still have to terminate the following settlements which have not expired.

Agreement with Burmah-Shell dated 6th May 1959 covering the workmen in the establishments of:

Mhow Div. Office and Bhopal Depot.

Agreement with Burmah-Shell dated 11th May 1959 covering Belgaum Divisional Office. Agreements signed with Burmah-Shell dated 28th April 1959 signed by various clerical employees of

Kandla Installation. Agreement with Burmah-Shell dated 29th April 1959 signed by various labour employees of Kandla Installation.

Agreement dated 5th May 1959 signed with Stanvac covering the establishments of Bhopal, Gwalior, Indore and Ratlam.

Agreement dated 11th August 1959 signed with Stanvac covering the establishment of Hubli.

Agreement dated 22nd July 1959 signed with Stanvac covering the clerical and labour employees of Kandla establishments.

In the meantime I have requested by letters dated April 11, both the Branch Manager of Burmah-Shell and the Dist. Manager of Caltex to conclude settlements with us with regard to bonus for 1961 and all other demands on the lines of the settlements reached for Greater Bombay establishments, for all of you. I hope that they will do so without much delay.

On the basis of negotiations already initiated with Stanvac (Now ESSO) the agreements would be on the same model as is signed for Bombay, for all Esso employees outside Greater Bombay. The signing of the agreement will be done soon.



G. Sundaram
GENERAL SECRETARY.

- cc: All Affiliated Unions
- cc: AITUC
- cc: MRTUC
- cc: All Delegates.

MEMORANDUM OF SETTLEMENT UNDER SECTION 13(2)
OF THE INDUSTRIAL DISPUTES ACT, 1947.

This Settlement made the 11th day of April 1962 BETWEEN THE INDO-BURMA PETROLEUM COMPANY LIMITED, Bombay, being the Party of the First Part (hereinafter called "The Company") and the Clerical and Labour (which includes Service, Watch and Ward and Transport) employees in the Company's establishments in Greater Bombay, being the Party of the Second Part (hereinafter called "the Party of the Second Part") WITNESSETH AND IT IS HEREBY AGREED BETWEEN THE Parties hereto as follows:-

1. The Company agrees ad hoc and as a special case and without creating a precedent or a basis for any future bonus payments, to the payment of bonus for the year 1961 only, in full and final settlement at the same rate and on the same terms and conditions as has been granted for the year 1960 viz:-
 - (a) The Company will pay to the Clerical employees in the Company's establishments in Greater Bombay who have worked for any period in the year 1961 bonus equivalent to 7/24ths of the basic salary earned during the said year, in full and final settlement of bonus for the said year.
 - (b) The Company will pay to the Labour Employees in the Company's establishments in Greater Bombay who have worked for any period in the year 1961, bonus equivalent to 9/24ths of basic wages earned during the said year in full and final settlement of bonus for the said year.
 - (c) The bonus will be calculated on the amount of basic salary/wage earned during the said year excluding overtime and all other allowances.
 - (d) In the case of employees who have been dismissed for misconduct resulting in financial loss to the Company the amount of such loss shall be deducted.
 - (e) The substantive right to receive bonus in respect of employees who have worked in the service of the Company, during the year for which bonus is payable under the terms of this Settlement but who cease to be in the service of the Company on the date the payment of bonus is made, will arise only if application for the bonus with details of service is received by the Company within 12 months from the date this Settlement is signed.
2. The Party of the Second Part in order to avoid controversy agrees that the claims now made and any other claims shall remain in abeyance till 1.11.62 when they may be revived by the opening of negotiations. Should such negotiations result in a mutually acceptable settlement, such settlement where applicable shall be implemented with effect from 1.1.63. It is however clearly understood that the Company shall not be involved in any additional financial commitment for any period prior to 1.1.63.
3. This Settlement shall not in any way prejudice the right, if any, of the Party of the Second Part to raise a demand for bonus for the year 1962.

IN WITNESS WHEREOF the parties hereto have hereunto set their hands the day, month and year first above written.

SIGNED FOR AND ON BEHALF OF
THE PARTY OF THE SECOND PART
BY
THE PETROLEUM WORKMEN'S UNION

Sd/- G. Sundaram

SIGNED FOR AND ON BEHALF OF
STEEL BROTHERS & CO. LTD.
MANAGING AGENTS:
THE INDO-BURMA PETROLEUM CO. LTD.

Sd/- N. Whitehead.

Witness : Jadunath S. Panday. (Signed)

BRANCH MANAGER.

Sd/- F. Jeejeebhoy.
CHAIRMAN, BOARD OF CONCILIATION
MAHARASHTRA.

PETROLEUM WORKERS' UNION
(Regd.No.109),
4215, TEL MANDI, PAHARGANJ,
NEW DELHI.

CIRCULAR NO.54E/PWU/1962

24th April 1962.

To

ALL CENTRAL WORKING COMMITTEE
MEMBERS IN DELHI & OUTSIDE.

Dear Comrades,

SUB: CENTRAL WORKING COMMITTEE MEETING.

A meeting of the Petroleum Workers' Union would be held on Sunday, the 6th May 1962, at 10 A.M. sharp at Regal Hotel, Queens Road, Delhi.

The following is the Agenda :

1. To confirm the minutes of the last meeting.
2. Bonus for the year 1961.
3. Position of pending cases.
4. Any other item with the permission of the Chair.

Yours fraternally,

Y.D. Sharma.

(Y.D.SHARMA)
GENERAL SECRETARY.

*Com K.G. Srinivasan
Secretary, A.I.T.U.C.*

with request to please attend the meeting.

*Y.D. Sharma
27.4.62*

Petroleum Workers' Union

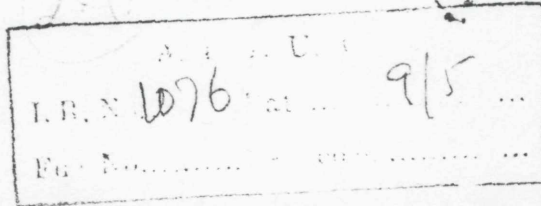
(Regd. No. 109)

4215, TEL MANDI, PAHARGANJ,
NEW DELHI.

Ref. No. 62/PWU/449

Dated 8th May 1962

The Hon'ble Minister,
Labour & Employment,
Government of India,
New Delhi.



Dear Sir,

SUB:-PROVIDENT FUND IN FOREIGN OIL COMPANIES.

Effective June 30, 1961 the Provident Fund Scheme of the Employees Provident Fund Act 1952 was applied to Oil Industry. As a result of this scheme the rate of Provident Fund was changed from '10% on basic salary' to '6½% on basic salary plus Dearness Allowance'. The workers of the Oil Industry were hoping to get their Dearness Allowance merged into basic pay after the expiry of Long Term Agreement in June 1962 and thereby gain substantially in the shape of increased retirement benefits i.e. Provident Fund and Gratuity. In the meantime, however, this scheme was made applicable.

As every one is aware that these foreign Oil Companies i.e. Messrs Burmah-Shell Oil Storage & Distributing Co. of India, Ltd., Esso Standard Eastern Inc., Caltex (India) Ltd., Indo-Burma Petroleum Co., and Assam Oil Company are making huge profits and have large amount of capacity to bear the increased burden of Provident Fund by contributing 8½% instead of 6½%. The other industries which have been found in a capacity to bear the burden of increased provident Fund are no match to Oil Companies. We would, therefore, request you to kindly consider our humble request to enhance the rate of contribution by the employers to the Provident Fund from 6½% to 8½%.

Thanking you in anticipation.

Yours faithfully,

[Handwritten Signature]
GENERAL SECRETARY.

CC:-The Central Provident Fund Commissioner, New Delhi.

CC:-The Regional Provident Fund Commissioner, Delhi.

CC:-All India Trade Union Congress.

CC:-All Affiliated Unions.

CC:-The General Secretary, All India Petroleum Workers' Federation, Bombay with a request to follow up.

31-5-1962

C I R C U L A R

ALL BRANCHES AND DEPOTS:

Dear friends,

In my last circular of April 12, I informed you of how the settlements were reached for Greater Bombay Workmen for bonus and other terms and conditions of service and also indicated to you the steps we are taking for concluding settlements for bonus and other demands for all those outside Greater Bombay.

As I indicated to you in my circular there was a Board of Conciliation appointed to go into the disputes of workmen in Greater Bombay. I am now copying below the unanimous Report of the Board of Conciliation which was sent by the Maharashtra Govt. for publication in the Gazette dated 27th April 1962, under the Industries and Labour Department notification No. AJB 2462/Lab-II:

" BEFORE THE BOARD OF CONCILIATION, BOMBAY
 Industrial Dispute
 Between

1. Burmah-Shell Oil Storage & Distributing Company of India Ltd., Bombay.
2. Standard-Vacuum Oil Company, Bombay
(Now known as Esso (Esso Standard Eastern Inc.))
3. Caltex (India) Limited, Bombay.
4. The Indo-Burma Petroleum Co. Ltd., Bombay.

and

The workmen employed under them in their establishments in Greater Bombay.

In the matter of bonus, wages, etc.

Appearances: Shri E.C.D. Homan, for Burmah Shell Oil Storage & Distributing Co. of India Ltd., Bombay.
Shri P.S. Minhas for Standard-Vacuum Oil Co. Bombay (now known as Esso (Esso Standard Eastern Inc.))
Shri P.C. Mehta, for Caltex (India) Ltd. Bombay
Shri N. Whitehead for Indo-Burma Petroleum Co. Ltd. Bombay.
Shri Raja Kulkarni for the Petroleum Employees' Union
Shri D.S. Nargolkar for the Petroleum Workmen's Union.

R E P O R T

By Notification No. AJB.2462-Lab.II dated 17th February and 12th March 1962, the Government of Maharashtra in the Department of Industries and Labour constituted the following Board of Conciliation for promoting a settlement of certain disputes between the four oil companies specified in the said notification and their workmen.

MEMBERS OF THE BOARD

- | | |
|--|----------|
| 1. Shri F. Jeejeebhoy, Barrister-at-Law, | Chairman |
| 2. Shri P.C.R. Coates | Member |
| 3. Shri W.R. Connell | Member |
| 4. Shri G.D. Ambekar | Member |
| 5. Shri G. Sundaram | Member |

2. The Companies in question, which are separate entities, deal with the storage and distribution of oil; and the total strength required for their work is a staff of about 6,000. The companies in the past have been entering into settlements as regards their labour problems with the Unions, and as these oil companies generally had been prosperous they had been able to pay reasonable wages and bonus, and the conditions of service have also been determined from time to time mostly by negotiation and agreements.
3. In respect of the disputes now before us the Companies contend that they have been adversely affected as to their financial position following the Report of the Oil Price Enquiry Committee as accepted by the Government of India. They say that the new price scheme which the report has brought into existence has limited the companies' financial expectations from 1st October 1961 when it came into operation, and that it could not longer be said as a matter of course, as was said in the past, that these oil companies have the capacity to pay any reasonable amount which might be fixed by way of wages and bonus. The companies contend that the working of the last three months of 1961 has resulted in deterioration of their profits. The workmen are however of the view that their claims can be met.
4. The claims in dispute fall within two broad categories from the point of view of financial commitments; the first claim is for bonus for the year 1961; and the second set of claims relates to improvement in wages, conditions of service, and other matters, all of which involve substantial money commitments.
5. The companies are not opposed to taking into consideration these claims, but they contend that this is not the appropriate time for discussing or taking decisions on these matters. The companies say that the report of the Oil Price Enquiry Committee as accepted by the Government having substantially altered their financial position from 1st October 1961, they have not had time to prepare their respective balance sheets for 1961, because their financial position based on the new price formula has not yet been adequately assessed; and they say that even now there are matters arising out of the new price structure which are under discussion with the Government of India for consideration and clarification.
6. It is clear that in the absence of balance sheets it will not be possible to investigate the question of bonus payable for the year; and for improvement in service conditions, wages, etc. which would involve substantial financial commitment, decisions will have to await an assessment of the future financial expectations of the companies.
7. It was therefore evident that this Board of Conciliation had no material upon which it could at present decide the issues which had been raised. Furthermore the life of this Board of Conciliation is limited by the Act; and although it can be extended by consent of parties, the companies do not envisage any extension which might take the Board over to the next year.
8. In these circumstances the Chairman urged upon the parties to this conciliation the desirability of arriving at some ad hoc settlement which, while doing justice to the parties would not delay a decision on the bonus for 1961. The Chairman pointed out that for some years past the companies had been paying bonus at a particular rate and that it would be reasonable if for the year 1961 the companies would, by way of settlement, pay the same rate of bonus, the employees accepting the same in full satisfaction of their claim for bonus

for the year 1961; it was felt that in a settlement of bonus on these lines neither party would be taking any undue risk or be under undue disadvantage (except possibly Caltex), and that the payment of such bonus would be immediately available, a consideration which would not be ignored. The Chairman also suggested that the question of improvement in wages and service conditions should be removed from controversy and pressure until such time as the companies were in a position to judge their future financial expectations and the extent to which the claims of workmen could be accepted.

9. The Board is glad to report that the parties have proceeded to a settlement on the lines indicated by the Chairman and agreements have been signed between each of the four oil companies concerned and their workmen represented by the two unions. The Standard-Vacuum Oil Company during the course of these conciliation proceedings had an alteration in its structure and is now known as Esso (Esso Standard Eastern, Inc.); this company's problems during the course of conciliation were not exactly the same as those of the other three companies.

10. The original signed agreements, numbering Eight are annexed to this report.

11. This Board of Conciliation having completed its duty hereby submits this unanimous report and these agreements to the Government of Maharashtra in the Department of Industries and Labour.

12. The Board is grateful to the parties for their co-operation, and to the staff of the Board, namely Shri R.S. Pandit, the Secretary, Shri H.M. Vakil, the Clerk of the Court, Shri A. Fernandez, the Stenographer and Shri B.R. Rege, Clerk-typist, for their efficient and whole hearted work.

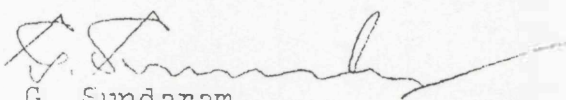
Sd/- (F.Jeejeebhoy, Chairman)
Sd/- (P.C.R.Coates, Member)
Sd/- (W.R.Connell, Member)
Sd/- G.D. Ambekar, Member)
Sd/- G. Sundaram, Member.

Sd/- R.S. Pandit
Secretary,
Bombay, 12th April, 1962.

"

The position with regard to negotiating a settlement for bonus and other terms and conditions of service for the workers in depots and branches is still indefinite and as soon as I have some definite information to convey to you, I shall write you.

Yours truly,


G. Sundaram
GENERAL SECRETARY.

Affiliated Unions.

extra

A. I. T. U. C.
Received <i>Andhra-1158-7/62</i>
Replied.....

ALL INDIA PETROLEUM WORKERS' FEDERATION, BOMBAY 15.

31st May 1962

C I R C U L A R.

ALL AFFILIATED UNIONS (Ref. IV-AU/16)
ALL WORKING COMMITTEE MEMBERS (Ref. IV-WC/14)

Dear friends,

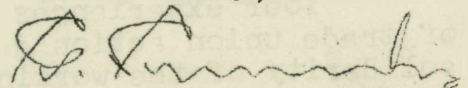
The meeting of the Administrative Committee of the Trade Unions International (Trade Dept. of W.F.T.U.) of Chemical, Oil and Allied Workers was held in Bucarest from 22nd to 25th April. I attended the same by special invitation.

Based on the report submitted earlier by the Secretariat and the further discussions held in the Session of the Committee itself the following General Resolution was adopted.

As you will see from the following Resolution, one of the important decisions taken is to convene the 4th World Conference of the Chemical, Oil, Pharmaceutical, Rubber, Paper-cardboard and Glass and Ceramics Industries in May 1963 in Moscow. A special appeal was also finalised at the meeting which also I am sending you herewith. I will send you more copies as I expect to receive them soon from T.U.I. Headquarters, Budapest. You may also be interested to know that the Administrative Committee has nominated me as a member of the 15 man preparatory Committee for the 4th World Conference. Another decision of the Session was to send a message to the Geneva Conference to express the will of peace of the workers of our Industries. The Delegation to be present in the ILO Meeting early May was also called upon to present this message on the question of disarmament.

I have sent a short report to the Trade Union Record, the official organ of the A.I.T.U.C., for publication. You will see it printed in the issue of June 5. Nevertheless, you may be good enough to give publicity to the entire material which I am sending herewith.

Yours truly,



G. Sundaram
GENERAL SECRETARY

APPEAL.

To the workers and trade unions of the Chemical, Oil, Pharmaceutical, Rubber, Paper-Cardboard, Glass and Ceramics Industries of all countries.

In May 1963 will meet in Moscow the IV Conference of the Chemical, Oil, Pharmaceutical, Rubber, Paper-Cardboard and Glass and Ceramics workers, summoned by the TUI of the Chemical Oil and Allied Workers (WFTU).

This Conference will have a truly international character because of the fact that we are already assured of the

presence of big trade union organisations of the most industrialized capitalist countries, of newly independent countries and of the trade union organisations of our sectors in the socialist countries.

The agenda of the Conference stresses the importance of the problems to be discussed which are the very basis of the life of all trade union organisations of our sectors:

1. The action of the workers of the Chemical, Oil and Allied Industries
 - for the improvement of living and working conditions,
 - for the strengthening of the trade unions,
 - for the defence and extension of trade union rights and liberties
 - for trade union unity,
 - for social progress and peace.
2. The struggle and solidarity of the Chemical, Oil and allied workers of all countries for the definite abolition of colonialism and against the new forms of domination of the monopolist groups.
3. Report of the Auditing Commission
4. Election of the Governing bodies of the T.U.I.

So, we invite all trade union organisations of the interested sectors to send their delegates or observers to this Conference, independently of their political conviction or religious beliefs, of their trade union affiliations, race and nationality.

We summon this Conference in the spirit of the broadest unity and solidarity, its tribune will be open to all representatives of the workers, who shall be able to express their opinions freely and to debate the problems interesting the trade union movement in our sectors.

Such discussion will be a precious contribution to the carrying out of united action and solidarity and to the strengthening of the working class action in the anti-imperialist and anti-monopolist struggle, for the liquidation of colonialism, for national independence and for better living and working conditions.

Your experiences have shown you already that the success of trade union action depends mainly on the unity and fraternal solidarity of the working class. This is the means by which you can defend your vital rights and interests.

The United struggle of the workers on the international level has become a necessity particularly in our industries characterised by the presence of powerful groups extending their domination beyond the frontiers of one country.

In their struggles the workers of our industries are facing monopolist powers making use of the divisions of the trade union movement in their attempts to defeat the demands of the workers. It is therefore in the interest of the workers and their organisations to join their struggles on the international level.

The Conference will enable the trade union organisations struggling for their independence against the monopolies, to join their struggles for independence to the struggle against the monopolies and to enjoy the support of all the workers of all countries.

These same monopolies and particularly the American Monopolies are the main causes of international political tension, of a new general conflagration in the world and of the refusal to negotiate on disputed international questions. This is why the struggle against these monopolies on the social and economic level and the struggle for peace is one of the duties of the trade unions of our industries.

The Conference will bring home to the workers the force they represent against the monopolies because of the broad participation of the representatives of the workers and organisations of our sectors.

Answer to our Appeal:

Send your delegates and observers to the IVth World Conference. Do it in the same spirit of fraternity which leads us in inviting you.

May all the obstacles and hindrances in the way of the gathering of all organised forces in our industries be done away with.

Thus fulfill the aspirations of our workers in all countries of the world.

-----c0o-----

General Resolution of the XIIth Session of the
Administrative Committee of the T.U.I.

(Bucharest, April 22-25)

The XIIth session of the A.C. of the TUI of the Chemical, Oil and Allied Workers, having met in Bucharest from April 22 to 25, 1962, discussed and approved the report on the activity, tasks and finances presented by the Secretariat, and traced the work of the TUI until the IV. World Conference, to be held in May 1963, in Moscow.

1. The Vth World Trade Union Congress.

This XIIth session of the A.C. held four months after the Vth World Trade Union Congress, emphasises on stressing the heroic importance of this Congress for the working world. This international Congress is unprecedented, not only because of the number of organisations participating, but also because of the importance of the problems it treated and decisions it adopted. It proves the maturity attained by the international trade union movement.

Our TUI is proud to adhere to the biggest world trade union organisation, grouping 120 million workers in the capitalist, socialist and the newly liberated countries.

The force of the trade union movement will develop still more thanks to the orientation and the decisions adopted by the Vth World Trade Union Congress. This orientation and decisions have been made explicit in the documents issued by the Congress, which are the basis of the whole of our activity.

- Programme of Trade Union action in the present stage for the defence of the interests and rights of the workers-

- Resolution on the development of the activities and solidarity of the trade union organisations in the struggle of the peoples for the liquidation of colonialism.

- The Character of Social Security.

It is in the light of the appreciation made by the Vth World Trade Union Congress and within the scope of its decisions that the work of the XIIth session of the A.C. progressed.

So, our TUI engages itself to apply concretely the decisions of the Vth World Trade Union Congress in its own field.

II. The IVth World Conference of the Chemical, Oil and Allied Workers.

It is in this spirit that, right from now, the affiliated organisations will prepare for the IVth Conference of the Chemical Oil, Pharmaceutical, Rubber, Paper-Cardboard, Glass and Ceramic workers to make of it, for these industries, an event reflecting the importance and repercussions comparable to those of the Vth World Trade Union Congress.

The A.C. accepted with enthusiasm the invitation of the Federation of the Chemical and Oil Workers of the USSR to hold this Conference in Moscow and thanks them warmly for their offer.

The agenda is fixed to be the following:

1. The action of the Chemical, Oil and Allied Workers
 - for improving living and working conditions,
 - for the strengthening of the trade unions,
 - for the defence and extension of trade union rights and liberties
 - for trade union unity
 - for social progress and peace
2. The struggle and solidarity of the Chemical, Oil and Allied workers of all countries for the definite abolition of colonialism and against the new form of domination of the monopolist groups.
3. Report of the Auditing Commission.
4. Election of the governing bodies of the TUI.

III. The conditions of the workers of our industries:

Its main characteristics are:

- in the socialist countries an outstanding development of production accompanied by a spectacular improvement of the material, moral and cultural conditions of the workers.
- in the capitalist countries, on the contrary, the consequence and aim of the development of production is the increasing of the profits while the workers have to wage hard and unceasing struggles to defend their living conditions and to impose demands which while hardly are satisfied, are already jeopardized.

IV. The struggle against the monopolies.

The Vth World Trade Union Congress has laid particular stress on the necessity to struggle against the monopolies.

In all its previous sessions our TUI has emphasised the importance of the monopolies in our sector, a number of these monopolies having an international character.

The A.C. deems that the organisation of the anti-monopolist struggle must be strengthened by applying the following means:

a) The publication of studies like that published of the IG Farben, about the big monopolies.

These studies will permit to highlight the disastrous role of the monopolies and denounce them before the workers and before public opinion.

These studies will also allow us to expose better American Imperialism which, through the agency of the monopolies, exerts its power not only in Asia and Africa practising its policy of neo-colonialism, but also in the most advanced capitalist countries.

b) The thorough study of the policy of monopolies towards the workers in order to be able to organise concrete struggles in all countries particularly against:

- the integration of the workers in the enterprise by the means of bonus systems which are degrading or aimed at obscuring the conception of class and so weaken the action of the workers.

- the policy called human relations,

- the division of the workers by the practice of paying different wages for identical work and the attempt to keep as the wage-earners of the monopoly only a reduced number of workers occupying key positions, all other works being given to other enterprises which are different from a legal point of view, but which, in reality, are closely tied up with the monopoly itself.

c) Particular attention to be given to everything going on in our sectors within the Common Market.

d) the building of relations between the organisations and the workers of the same trust by holding conferences, these conferences being aimed not only at rallying the affiliated and friendly organisations, but also the non-affiliated organisations (particularly those of the ICFTU and the ICCTU)

The holding of the Solvay Conference is the first step on this road; the aim is now to broaden the contacts to Western Germany and Great Britain.

Besides this, united conferences should be held for the Mobiloil, Unilever, Michelin, Dunlop, St.Gobain, Bowater. These conferences should enable us to wage a more effective struggle through common aims.

e) The propaganda and action for the nationalisation of monopolies, for the defence of the nationalisation already carried out and that the nationalised and State enterprises should be in fact in the service of the nation. In this connection the Administrative Committee deems that as soon as possible a conference of the T.Us of the countries where ENI is operating, should be called.

V. The Economic and Social demands.

The A.C., without neglecting any of the demands defined previously by the TUI as well as by the WFTU and particularly by the Vth World Trade Union Congress, deems that particular stress should be laid upon:

- the raising of wages and the fixation of guaranteed wages,

- the reduction of working hours and its limitation to maximum 40 hours in the week without reduction of wages.

- longer paid holidays,
- the lowering of pensionable age,
- the necessity of obtaining large reliefs, first of all by a supplementary reduction of working hours and a better arrangement of rest time for those working in continuous shifts, the necessity to limit this form of work as far as it is possible.

- the improvement of labour hygiene and safety; in this field the full responsibility of the management of the enterprises and the right unhindered control of the trade unions must be made to be accepted.

In this connection the A.C. refers to the decisions adopted at the previous session concerning the studies to be carried out by the Secretariat on the basis of the documentation that must be furnished by the affiliated organisations.

- the particular demands of the working women. One third of the personnel in our sectors are women; this makes it the special duty of all our organisations to prepare the IInd International Conference of Women Workers, summoned by the Vth World Trade Union Congress.

- the defence and extension of trade union rights and liberties.

The outstanding development of our industries, the considerable profits they are gaining in the capitalist countries are an argument more for imposing all these demands.

VI. The activity of industrial commissions.

The A.C. emphasises the necessity of the functioning of the industrial commissions also beside holding their meetings, through a permanent contact between their members and close cooperation between the Secretariat and the Presidents of the Commissions.

Being aware of the importance of practical activity, i.e. of an activity as specialised as possible, particularly in order to have the broadest united contacts, the A.C. decides that during the IV Conference in Moscow particular sessions will be devoted to professional problems and to the working out of programmes of demands for each of our sector.

The perspective of this particular sessions will permit the individual commissions to participate more efficiently in the preparation of the Conference by making use of all their professional relations.

VII. On some aspects of our struggle for peace.

A few months have passed since the Vth World Trade Union Congress; the events occurring in this period fully confirmed the appreciation of the Vth World Trade Union Congress as regards the struggle for peace and the A.C. requests the affiliated and friendly organisations to do always more in the line determined by the Vth World Trade Union Congress.

The A.C. greets joyously the treaty of Evian, creating the conditions for the building up of an independent Algeria.

This big victory on colonialism is due, in the first place to the heroic struggle of the Algerian people which the A.C. greets warmly.

The A.C. also insists on greeting the support given to the Algerian people by the workers of the world and on greeting this big battle of the workers and people of France against their own imperialism.

Our TUI and the affiliates must be fully conscious of the fact that the monopolies, particularly those established in the Sahara will continue to attempt to keep their economic domination over Algeria and they will try to hinder the full independence of the Algerian people. Our TUI and the affiliates will continue as before to help the Algerian people and to vigorously denounce the manouvres of the monopolies and defeat their aims.

The end of war in Algeria is a new demonstration - after the demonstration brought about by the liberation of Cuba and Goa - that for the imperialists it will be more and more difficult to impose their domination and their solutions through violence.

These facts strengthen the idea that it is possible and necessary to settle all international disputes by negotiation. They must give a new impetus to our struggle for general and controlled disarmament, in which the forthcoming Moscow Conference will be an important phase.

If, as shown by the holding of the Conference of the 18 nations in Geneva, it becomes more and more difficult to oppose the ceaseless actions of the peace forces and to the repeated proposals of the USSR for disarmament, it is not less true that American Imperialism pursues its aggressive policy and that dangerous war centres still subsist.

It is always the chemical monopolies who are at the bottom of the manouvres of the German militarists.

So the organisations of the TUI must strengthen their action to denounce the role of these monopolies as already begun with the IG Farben and to impose a solution of the German question in conformity with the resolution of the Berlin Conference.

In this action for the elimination of war danger coming from Western Germany the organisations of France and Italy, besides the organisations of the GDR, have a particular responsibility because of the more or less close agreements of their governments with the Adenauer government; so they must wage action in their own country and they must make efforts to make many contacts with the workers of our sectors in the GFR.

VIII. Unity in the struggle of the workers of our industries of all countries.

The programme of trade union action adopted by the Vth World Trade Union Congress ends with the affirmation of the necessity and the possibility of international unity.

It determines the orientation permitting to arrive at this end in the best condition.

The A.C. calls upon our TUI and the affiliates to contribute largely to this policy by

- supporting the struggles waged in the different countries, which implies in particular:

- a) - that the Secretariat should be informed immediately if there is struggle of some importance going on.
- that the affiliated and friendly organisations should be informed immediately

- that they should take all the measures to ensure solidarity.
- b) By supporting all united initiatives and the immediate preparations for holding a Conference of Chemical and Oil workers of Latin America.
- c) To put at the disposal of the workers of the newly independent countries the trade union experience of the other countries.
- d) To make known in a concrete and lively manner the marvelous social conquests of the workers of our sectors in the socialist countries:
 - through exchanges of delegations.
 - through correspondence between enterprise and enterprise.
 - through bulletins prepared by the organisations of the socialist countries and published by the Secretariat.

Considering the perspective of showing to all our workers the inspiring example of the socialist countries, the A.C. decides that a special document will be published in the preparatory work for the Moscow Conference which will complete the appeal addressed to all workers and organisations.

The working out of such a document demands immediate and persistent work of the affiliates and of the Secretariat to be able to publish it as soon as possible.

This document will show the development of production and of the living conditions of the workers of our sectors in their many aspects in the different capitalist and socialist countries during the last 10 years.

It will give a concrete answer to our workers to the question of our era who will win in the peaceful competition, socialism or capitalism.

-----oOo-----

cc: A.I.T.U.C.

cc: All affiliated Unions of A.I.T.U.C.

Telegram: "OILWORKER" Bombay.

PETROLEUM WORKMEN'S UNION

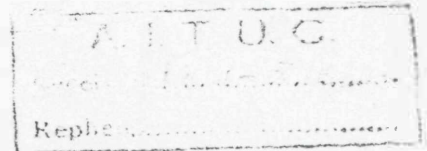
(Regd. No. 764)

"Shramajeevi Avaz" 34, Sewree Cross Road, Sewree

Ref:

Bombay 15, 2-6-62

A.I.T.U.C.
NEW DELHI



Dear Com. Srivastava,

A Seminar is being held in Bombay on the 8th and 9th June on the subject of Joint Consultation in Industry. I received an invitation from the Workers' Education Centre in Bombay, as per copy herewith. I have accepted the same.

I gathered from you when I last met you in Delhi that you are compiling a note for some paper on a similar subject for the Government of India and I would like to have your advice on any points you like me to stress and the general line I should adopt in participating in this Seminar.

Yours fraternally,

G. Sundaram
GENERAL SECRETARY

Encl:

cc: M.R.T.U.C.
BOMBAY.

COPY.

GOVERNMENT OF INDIA
MINISTRY OF LABOUR AND EMPLOYMENT
CENTRAL BOARD FOR WORKERS' EDUCATION.

Office of the Regional Director of
Workers' Education, Workers' Education
Centre, 197, Turner Road, Bandra,
BOMBAY 50 - Dt. 8 May 1962.

No. W.E.(R)8(20)/620530/

From: Shri M.F. Khan, B.A. LL.B, Regional Director, BOMBAY.

To : Shri G. Sundaram, 21, Bhaweshwer Sadan, Plot 207, Sion East,
BOMBAY.

Sir,

It is proposed to organise a Seminar in Bombay on 'Joint Consultation in Industry' on 8th and 9th June 1962 under the auspices of the Central Board for Workers' Education set up by the Government of India. The venue and details of the programme will be intimated to you in due course. The plan of the Seminar will be as follows:-

A Working Party of 7 persons already formed under the Chairmanship of Dr. Basu (of Hindustan Lever) will be responsible for organising and conducting the Seminar and reporting on its conclusions. The Working Party met on the 12th April 1962 and decided to invite you to the Discussion Group i.e. the Seminar. This Discussion Group will comprise about 30 persons who have experience in joint consultation in Industry. The Discussion group is expected to be a forum for vigorous give and take of opinions, experiences and suggestions. The intention is to examine closely the working and functioning of the various forms of joint consultation in vogue including the joint managements councils which are functioning in Bombay region and to find out the best methods of joint consultation and the means and measures to be adopted for improvement.

The Seminar, as I mentioned earlier, will be held for a full day on 8th June and half a day on the 9th June 1962. After the Seminar, the Working Party will meet and prepare a report. The reporting will be anonymous in the sense that individual participants will not be quoted. This will ensure uninhibited discussions.

It is proposed to make this Seminar a very businesslike affair with no formal inauguration ceremonies or publicity. I will be thankful if you agree to join the discussion group and make your contribution to the Seminar on the basis of experience which you already have had in this field. Your consent to serve as a participant in the discussion group may please be intimated to me at the earliest in any case, before 18th May 1962.

It would be very much appreciated if necessary documents such as constitutions and minutes of joint management councils or other institutions of this nature and other material bearing on it are also brought at the Seminar as it will considerably help the deliberations of the Seminar.

Yours faithfully,

Sd/-

REGIONAL DIRECTOR OF WORKERS' EDUCATION, BOMBAY.

PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

"Shramajeevi Avaz" 34, Sewree Cross Road, Sewree

Ref:

Bombay 15, 2-6-62

A.I.T.U.C.
NEW DELHI

Dear Com. Srivastava,

Thank you for your letter of May 29. In the meantime I have issued a circular to all the Affiliated Unions giving the full text of the Resolution of the Administrative Committee as well as the Appeal for the 4th World Conference. I am sending you 3 copies by book-post.

Handwritten note: This is not a copy.

You will see from the foot-note to my circular that copies are also made for the Affiliated Unions concerned of the AITUC. I have, therefore, prepared additional 50 copies for you. Please let me know how you would like me to dispose of the same.

I have just received a letter from the T.U.I. as per copy herewith. The job is a very difficult one and without your co-operation it cannot be handled. Please let me know how you wish me to handle this matter.

Yours fraternally,

Handwritten signature
G. Sundaram
GENERAL SECRETARY.

Encl:

Budapest May 24 62

Com. G. Sundaram
Gen. Secr. AIPWF, BOMBAY.

CIRCULAR.

Dear Friends,

The XIIth Administrative Committee of our Trade Unions International, held from April 22 to 25 in Bucharest has decided to put forward an inquiry in each of our sectors and in every country affiliated or not to our TUI on the evolution of the conditions of the workers between 1953 and 1961.

As you can see from the questionnaire, we have limited the questions to be studied to only a few, and we request you to answer as exactly as possible enabling us like this to make comparisons between our sectors in each country, and also to compare the countries themselves. This is why we limited our questions to those of which you may easily obtain documentation and figures.

One of the aims of this inquiry is to prepare, with the help of our Industrial Commissions, a documentation for each branch of ours this documentation will be spread broadly.

We hope to prepare with this documentation our IV World Conference and to put forward the demands of our workers in every sector.

The results of this inquiry will also furnish us the documentation for the meetings of the Industrial Commissions scheduled for the time of the IV Conference and the Commissions will be able to draw the necessary conclusions.

We remind you that the Administrative Committee decided to have sent the questionnaires by the end of May and that the member organizations promised to send their answers until the end of July enabling like this the Secretariat to study and to work out the documents resulting from the inquiry.

QUESTIONNAIRE

Of the Secretariat of the TUICAW on the inquiry on the situation of our workers as decided by the XIIth Administrative Committee.

1. Relation between the production in 1961 and in 1953/for each of our sectors/
-Oil - Chemicals - Rubber - Paper-Cardboard -
-Glass - Pottery.
2. Comparison between the production of 1961 and 1953 as regards the output per working hour /"productivity"/for each of our sectors.
3. The average working week in 1961 and 1953, for each of our sectors.

P.T.O.

PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

" Shramajeevi Avaz " 34, Sewree Cross Road, Sewree

Ref:

A.I.T.U.C.
NEW DELHI.

A I T U C
Received 14/6/62
Replied.....

Bombay 15, 4-6-62


Seminar

Dear Com. Sriwastava,

With further reference to my previous letter, I have received a note from the Office of the Workers' Education, stating that Shri R.L. Mehta will attend the Seminar. The working party consists of Chairman, Dr. Basu, Shri B.N. Datar (Lab. & Emp. Adviser, Govt. of India), Shri R.G. Gokhale, Shri K. Neoroji, Shri Bagaram Tulpule, Shri V.R. Hoshing and Shri M.F. Khan (Regional Director, Workers' Education, Bombay). It is also stated in the note among other things "the group will consist have to decide the extent of joint consultation that is feasible under present conditions in Indian industry and the best and most practical means to bring about effective consultation in industry..... It is clearly understood that the deliberations of the group will be private and it will not be reported in the Press. At the end of the discussion when the working party writes its report no individual participant will be quoted and the entire reporting will be anonymous.

As far as the agenda is concerned the note that I have received has given six items, each item has a narration of a number of questions. I am sending it herewith.

Yours fraternally,



G. Sundaram
GENERAL SECRETARY.

Encl:

1. What are the areas that joint consultation should normally cover? Is it a good idea to have a single committee to deal with all agreed areas of joint consultation, or would it be more effective to have a series of committees? Would it be desirable to lay down any specific pattern in this regard, or would it be better to suggest that each unit should choose the pattern that suits it best, taking into consideration local problems, individual concerned, presence or otherwise of trade unions and so on.
 2. What organisational form joint consultation itself should take? Here again it would be important to examine very carefully whether in emphasizing the forms of consultative committees, there is a danger of the spirit of consultation being lost. Would it be better to suggest, in fairly clear cut terms, a form of joint consultative body for application in Indian Industry as a whole, or would it be better to suggest that, as long as consultation is effective the form does not matter?
 3. In the constitution of committees, should there be any generally applicable rule about nomination by unions or by election? If there is a very effectively representative union with almost hundred percent membership, would there be any point in forming a separate committee for joint consultation? On the other hand, if there is a representative union with a marginal majority, how much harm can be done by nomination of representatives by the union?
 4. What rights should consultative committees have? Will any harm be done by insisting on rights? Would it be better to clearly define rights about what information should be provided, or would it be better to let each unit decide for itself through its own experience and practice.
 5. Should joint consultative bodies have any administrative or supervisory responsibilities? If so, what should be the extent and how is it best exercised? If some responsibility is clearly vested in a joint committee there has to be proportionate authority. If this is done, what happens to the statutory and managerial responsibilities of factory management? How does the factory manager fulfil his responsibility in the particular areas where the authority is vested in joint consultative bodies over which he has no administrative or disciplinary control.
 6. What would be the most effective means of stimulating joint consultation in Industry? What educational activity would be most suitable not only to gain acceptance of the idea but also to make sure that those who participate in joint consultative activity have the right approach to it?
-

June 5, 1962

Dear Com. Sundaram,

Thank you for your letter of 2nd inst. regarding the Seminar on Joint Consultation in industries, being organised by the Workers' Education Centre in Bombay on June 8 & 9.

I am sending per separate post two booklets entitled (1) Labour Management Relations in India; and (2) Report of Second Seminar on Labour-Management Corporation and a paper read by Dr. Raj Bahadur Gour ~~read~~ in a Seminar on a similar subject.

Please see that these are sent back to us as soon as you have done with them.

As for my suggestions in this respect, I think it is necessary to stress that such joint consultation will not lead to socialism. These consultations are ~~not~~ by their very nature limited in scope since only effective control over industry by the workers could provide the material basis for successful functioning of the scheme. In the transitional period, while we do not bar the workers from ~~the~~ participating in the experiment, we do impress on the workers to know the limitations and be on guard so that their vital interests are not affected.

Also linking it with the success of the Plan as Dr. Gour has done is not agreed to by me. Stress on recognition of the union and bipartite talks is our stand.

Please send us a report on the Seminar at your earliest.

With greetings,

Yours fraternally,

K.G.

(K.G. Sriwastava)

Com. G. Sundaram,
General Secretary,
Petroleum Workmen's Union,
Bombay

June 8, 1962

Dear Com.Sundaram,

Please refer to your letter of 2nd inst. and the copies of the circular which you sent separately on the Appeal of the Administrative Committee.

I am enclosing the list of unions affiliated to us in the chemical, glass and pottery and paper industries. Please send copy of your circular direct to these unions.

With greetings,

Yours fraternally,

Encl:

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

PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

" Shramajeevi Avaz " 34, Sewree Cross Road, Sewree

Ref:



Bombay 15, 8-6-62

A.I.T.U.C.
NEW DELHI

Sub: Seminar - Discussions Group on
Joint Consultation in Industry

Dear Com. Sriwastava,

I received your previous letter and I attended the Seminar this morning. I shall write a brief report of what happened to-day itself.

Among those who were invited to attend, Shri B.N. Dattar of Government of India and Shri K. Naoroji were absent. Instead of Mr. Hoshing, Mr. Deshpande was there from the INTUC. I was alone from the AITUC.

As I informed you earlier it has been made clear even at the outset that the deliberations of the group will be private and that it is the policy to avoid a public or semi-public function. There was also another aspect made clear in the invitation that it is each individual attending the discussion and not any organisation. The report is to be prepared by the Working party and is also to be anonymous in the sense that individual participant will not be quoted.

With the above background I restricted myself to make my contribution so that our point of view is not brought into discussion. The discussion was very much informal and all points of view were heard and opinions also expressed. Naturally, both Shri R.L. Mehta who attended the Seminar and Dr. Basu, who presided, participated in the discussions more than all others. Shri Mehta quoted many times the conclusions of the earlier Seminar on the subject. I shall refer to that hereafter when I come to the specific points. However, the main draw back was that the Seminar consisted of such members among whom only one had some experience though on a very limited scale in worker participation in management and he was almost silent all the time. One another gentleman, a Research Student, who spoke on his study of the various undertakings in Bombay where the worker participation in management was initiated, tried to make out the main point that the whole thing has failed. He was very prominent in the initial discussion in the morning. Nobody tried to challenge him and the whole discussion went as though we were to throw some fresh lights and make new points on the subject. So you see that the hopes raised in the minds of mine and others in the letter of invitation "the intention is to examine closely the working and functioning of various forms of joint consultation in vogue including the joint management councils which are functioning in Bombay Region and the measures to be adopted for improvement" were completely belied in the sense that no report was placed as basis for discussion.

In the general discussions a lot of ground was covered and

which also touched on the aspects of the agenda which was before us. Some of the important points I noted down are as follows:

Mr. Mehta said that there is no difference whatsoever in the name used "labour participation in the management" or "worker participation in management" or "joint consultation in Industry" or "labour management co-operation." He stressed that the functions should be for administration of standing orders and for passing on information. Mr. Tulpule made a point that three aspects of good industrial relations were basic before the super structure of labour participation could be built. These are the existence of recognition of union, collective bargaining, and proper grievance procedure. I endorsed and I added that it should also include a period of successful works Committee functioning, a point made by the Research Student who was present. Mr. Mehta did not disagree that the formulated criteria being the existence of recognised union and unblemished record for a year or two of good industrial relations. One of the employers representative, Mr. Rajaram of Tatas stressed that the genuine desire of management is essential but they have the problem of multiplicity of trade unions. Mr. Tulpule pointed out and Mr. Mehta agreed that the Code of Discipline provides for majority union to be recognised. The sum total of the discussion would perhaps run on these lines that the agreement and attitude ~~went~~ of the parties is essential and that the setting up of labour management council should be preceded by the requisite conditions of recognised union and good industrial relations.

AGENDA 1.: Mr. Mehta quoted the Tripartite decisions of 1958 and stated that the areas should exclude wages, bonus and individual grievance. Mr. Tulpule made the point that there should be no laid down areas. It should be left to each union to settle between themselves. Prolonged discussion took place on the 8 subjects quoted by Mr. Mehta for information to be passed on which discussion is to take place including suggestions to be made in the joint consultation machinery. The employers' representatives generally opposed. Mr. Tulpule indirectly supported them by stating that any attempt to codify the subjects reduced the whole thing to the least common denomination factor, ~~en-the~~ I joined up by pointing out that if everything is to be kept vague and if employers approach is such that the whole thing is to be made a trivial affair why should workers be enthused and ~~sought~~ that at least the guiding subjects must be there and then it can be left to the parties to settle among themselves. To that extent I supported Mr. Mehta for the 8 subjects on which information is to be passed on by management with the right to discuss and make suggestions, as provided in the Model Agreement.

While the discussions went on, naturally the general question was also covered and many expressed including Mr. Mehta that the joint consultation machinery is to be had only if both the parties wanted.

AGENDA 2: Organisational form or structure. Sum total of the discussion was that there should not be any hard and fast rule for this, and Mr. Mehta restricted himself to the Model Agreement already prepared.

AGENDA 3: I asked that the workers' representatives should be

the management of recognised unions

elected by workers and I explained how all the contingencies posed in the agenda could be satisfactorily met by elections. However, nobody supported me. Mr. Mehta made the particular point that when there is no acceptance of electing members and since the joint consultation is a matter for the recognised union and the management, nomination is the only method that can be prescribed. However, some of the employers' representatives posed certain practical difficulties arising from representative unions which are recognised not being really representative in the sense that if it is recognised for the industry as a whole as in the Textile Industry of Bombay, the union does not represent some of the units of the Industry. In some units of the Industry or in other factories for which recognised unions exist, the recognised union has no following at all in certain key departments. What is to be done when nomination principle is to be accepted. The answer was almost like this - Don't support joint consultation council if representative union is not capable of delivering the goods. On this discussion arose because the point was posed whether there should be one centralised Committee for the plant or for the Industry or the different committees for various unions and for various departments. The consensus was that there should be one committee with sub-committees appointed by it.

Not much

AGENDA 4: In large discussions took place because this issue was already dealt with during the discussion on Agenda 1.

AGENDA 5: Mr. Mehta quoted a number of items namely Administration of welfare measures, provision of safety measures etc. I made a point that responsibility is to be wholly on the management and there cannot be any responsibility on the workers who have no control on the day to day functioning of the industry or the plant. Many others were not prepared to give the whole hog with me; Dr. Basu almost agreed with me and Mr. Mehta was *talking* between both the items of proportionate authority and wholesale authority and generally stated that the management has to take the responsibility.

To-morrow the discussion continues.

I received your letter of June 6, after I came to the Union Office as well as the two booklets and the newspaper cutting. In view of what I have written above you will see that this Seminar was more of an *in* opinion gathering unofficial machinery and there is no attempt to commit anyone because the general approach all along has been that the thing is to be started only when both the parties wanted. In other words if recognised unions who have very good industrial relations are not keen on this, and there is nothing more to be done about it. In the same way, if management who has very good industrial relations with recognised union and if it is not keen on it, well, nothing can be done about it. As we are not insisting for "labour participation in management" I think my only job is to see that our points of view are stated and leave it to the group to make its own conclusions.

Yours fraternally,

G. Sundaram
GENERAL SECRETARY.

CC Mr. Rao sent D. file 14/6/52

PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

" Shramajeevi Avaz " 34, Sewree Cross Road, Sewree

Ref:

EXPRESS DELIVERY

Bombay 15, 12-7-62

AITUC
NEW DELHI

Sub: Seminar - Discussions Group on
Joint Consultation in Industry.

Dear Com. Srivastava,

After I finished dictation of the accompanying letter it was my plan to give you a report of what happened on the next day i.e. on the 9th June. I have for some reason or the other found myself unable to fulfill that task as I planned. Of course there was nothing very serious that emerged out of the whole thing and that partially explains my mental lethargy.

On the 2nd day i.e. on the 8th June, the attendance was poor because of heavy rain and what was attempted was only the summing up for compiling the report, which is to be done by the Chairman, Dr. Basu. He therefore almost monopolised this second day session. I will now narrate only the new points that came in this session.

The aspect of successful Works Committee functioning as a pre-condition which I had stressed the previous day was ignored and Mr. Mehta's attitude was very unhelpful. The list of 8 guiding subjects was taken as illustrative only.

AGENDA ITEMS 1, 2 & 3.

There was no need to demarcate areas. There should be flexibility regarding areas as well as regarding the structure and organisation.

The joint consultation is effective at Plant level.

Item 4: Redundant in view of what is summed up for the previous three items.

Item 5: There should be some administrative and supervisory responsibility.

Item 6: Many difficulties are there - Not enough men available.

The idea should be propagated preferably through organisation including Trade Union Organisations, publicising wherever success has been achieved and through holding many seminars - all seminars should have Government representatives attending.

Mr. Mehta concluded that the outcome of this seminar will be publicised from Delhi.

Yours fraternally,

G. Sunderam
GENERAL SECRETARY.

12-7-62

Com. Trivedi
Maha Gujarat Trade Union
Wadi, Vayada Pole,
BARODA

A. T. U. C.
Received.....
Replied.....

Dear Com. Trivedi,

I have been thinking as to how to respond to your letter of 2nd July in a really helpful manner.

I think I am correct in formulating that as far as you are concerned it is primarily an issue of looking after a good cadre viz. Com. Joshi. It is of course a matter which equally interests me but I have to assume the added responsibility of thoroughly analysing the pros and cons on the responsibility involved in case our Union has to take over this cadre.

That brings me to the major issue I am concerned with. Organisational responsibilities of the Union are increasing day by day. As you know we have already got Burmah-Shell Refinery Workers Union merged in our Union. Now we are on the threshold with your help of organising the Oil Field and Prospecting workers. According to the news you had published in the TU Record of November 5, 1961, you decided in a meeting, of the employees of the Oil and Natural Gas Commission, held on September 10, in Ankleshwar, to form a Union and affiliate to the AIPWF. However, I have no reliable information as to the name of the Union which has been formed, whether you have got registered and whether any resolution has been passed on behalf of the Union for affiliation to the AIPWF. I am making a particular enquiry now because when we had met you were more inclined to open a branch of the Union and for which purpose you had taken our application forms etc.

AIPWF has received an invitation from the Soviet Oil and Chemical Workers Union for a delegation of 3 to visit the Soviet Oil Fields and Refineries and they want the delegation to reach Moscow by September, 15th, 1962. If everything is in order in your Ankleshwar organisation I would like to consider the possibility of an Oil Field worker to be a member of this 3 man delegation and if this has to materialise application for Passports etc. must be made promptly. Before doing that I will have to finalise the members of the Delegation in consultation with the President of AIPWF.

Has there any possibility of your visiting Bombay when we may be able to have a thorough discussion on all the aspects of the various questions before us? Or would you like that I pay a visit assuming such a visit is fruitful to finalise matters.

Though I have delayed replying you please be good enough to let me know promptly.

Yours fraternally,

July 20, 1962

Com. G. Sundaram,
Petroleum Workmen's Union,
Bombay

Dear Com. Sundaram,

Yours of 16th inst. The draft may be amended as follows, from 2nd para onwards:

"The following delegates have been selected by our organisation for visiting USSR at the invitation of . . .

...

"Our organisation will bear the expenses of the above delegates for journey from India to USSR and back. *The first class air fare*

"It is requested that instructions may kindly be sent at your earliest to the respective Regional Passport Officers for grant of passports to our delegates.

"We would also request you to kindly advise the Reserve Bank authorities to grant the necessary permission to book the seats for the delegation."

2. As soon as you have finalised your list of delegates, move for the Reserve Bank permission. Since sanction is being made in Bombay, it would be an easy task for you, provided you make some personal efforts. The delegates need not apply separately. The AIPWF may apply, as sponsors of the delegation, attaching the original invitation along with the P Form.

With greetings,

Yours fraternally,

(K.G. Sriwastava)
Secretary

PRESS COMMUNIQUE

Union Building, Digboi.
Dt. 27.7.62.

The following communique has been issued by Shri S.K. Pramanik, General Secretary, All-India United T.U.C., to the Press:-

The OIL COMPANIES' CONTRACTORS LABOUR STRIKE CONTINUES FOR OVER 8 MONTHS, despite mass arrests and repressive measures. Largely-attended mass meetings are held now and then at Digboi and Duliajan and Tinsukia. The strike situation took a new turn with the SERVING OF SEVEN DAYS' NOTICE by a mammoth General Meeting held under the auspices of A.C.C. Labour Union, Indian Oil Workers' Union, Assam, and Assam Oil Companies' Contractors Labour Union, and attended by over 8000 direct and indirect workmen of all Oil Companies at Digboi Union ground on 14.7.62 after their mile-long procession through streets of Digboi in support of the strike and their respective CHARTER OF DEMANDS. Shri ~~RyRyRyRyRy~~ D. Borgohain presided. Shri S.K. Pramanik explained the results of his discussions with the Central Ministry of Labour and the Minister of Labour and the R.L.C., Calcutta, nonfulfilment of the assurances given to examine the whole dispute and take necessary action speedily, and the unjustifiable failure of the Central conciliation officers concerned to hold conciliation as required in law and fairness during this long period. The vast assembly voiced support for UNITED ACTION OF ALL OIL COMPANIES WORKERS if the resolution adopted by them unanimously and urging upon the ~~Assam Oil Co.~~ Assam Oil Co., the Oil India Ltd. and the B.O.C. controlling its subsidiaries to OPEN NEGOTIATIONS WITHIN SEVEN DAYS TO SETTLE THE TEN-POINT STRIKE DISPUTE AND THE LONG-PENDING CHARTER OF DEMANDS OF DIRECT & INDIRECT EMPLOYEES, and in the alternative, calling upon the Conciliation officers to SETTLE THE SAID DISPUTES BY CONCILIATION and, failing conciliation, BY ARBITRATION OR ADJUDICATION, produced no results. Shri N. Biswas and Shri N.P. Das moved and seconded the resolution.

~~recruits~~
recruits

As a result of the JOINT APPEAL, most of the new ~~recruits~~ recruits working in place of strikers stopped work from 16.7.62. Immediately all the forces of wealthy and powerful vested interests were mobilised. Some stray incidents occurred simulta-

reported to the Police in advance by many disinterested inhabitants. No investigation was made into numerous complaints against ~~the~~ ^{many} contractors and their agents and officials and workers of a small interested Union who had been publicly threatening volunteers with arrests. The Police - ^{their} repression swiftly followed according to ~~the~~ threats. On unsubstantiated and wild complaints of the defaulting contractors publicly known for their various acts of intimidation and threats, assaults or attempted - assaults, **INDISCRIMINATE ARREST OF ANY WORKERS THEY NAMED** were made ~~from~~ from different places at Duliajan and Digboi on 17.7.62 immediately ~~the~~ ^{the} after their complaints and without any investigation into ~~the~~ ^{the} their allegations from the people of the localities concerned who knew what was happening and really happened.

49 arrested -NO ARREST MADE OF MISCREANTS DESPITE LOSS OF LIFE OF A UNION VOLUNTEER SATYA NARAYAN ON THE 16th July'62
on 17.7.62

24 Union volunteers and other workers were arrested at Digboi and 17 at Duliajan from different places including even one Asstt. Secy. of the Union Shri Durga Yadav and Shri Triloki Lohar, who had been looking after the Court cases so long. Later two others from Duliajan and 4 others from Digboi were arrested. They are still in Dibrugarh Jail. Their bail petitions were rejected by the A.D.M., Dibrugarh. However, the bail petitions moved for 39 accused on the 25th July at the Distt. Judge's Court at Jorhat were allowed on a bail of Rs 1000 and a surety of the like amount for each of them. They are still to be released.

On the very day of occurrence of an obviously -staged incident near the Bus station at Malinbari ((16.7.62), Shri Satya Narayan was reported to have been seen sometime in the evening lying injured according to some later report. He seems to have succumbed to his injuries and his dead body was recovered from the roadside ditch by one retired - officer of the Assam

circumstances .No information was sent by the Police, although he was known as a volunteer and red cap was found with him, either to the Union or to his ~~cowillagers~~ coworkers of Shri L.R. Thakurai's firm contractors .No attempt was made to find out his co-villagers and inhabitants of Bans Gaon Tahsil of Gorakhpur, who are numerous here. His dead body was sent ~~inxxxxxxxxx~~ ~~suspicious~~ ~~circumstances~~ ~~and~~ ~~in~~ unknown manner to the Dibrugarh hospital on the next morning in the car of the same retired officer and accompanied by the same three men and brought by them to Digboi later in the afternoon. Reports about this and attempts to ~~xxx~~ bury or dispose off the dead body in a ~~jur~~ ~~xixx~~ ~~ixix~~ by the said persons in indecent haste without informing the Union and the ~~ixix~~ said Gorakhpurites and his coworkers and villagers, created a sensation in the ~~ixix~~ Digboi town. Everything in this regard was suspicious. According to reports the same contractor/who ~~xxxx~~ was seen by many residents in the morning of the Maliabari incident to carry in his vehicle lathis, rods and other weapons, and who with his workers complained against the Union volunteers and other people who were later arrested, were found actively interested in all these happenings and the said attempts to dispose off the dead body. This heightened the suspicion of the public, especially because of the curious Police inactivity in apprehending and arresting any suspects.

A.O.C. Labour Union and Assam Oil Companies' Contractors Labour Union called joint meeting to protest against the Police repression and indiscriminate mass arrests without any investigation. Meanwhile, all kinds of reports and rumours spread. About 10000 workers and other people gathered at the Union ground on 17,7,62. In this protest meeting unexpectedly the dead body of Late Satya Narayan was brought by some unidentified people who had become mixed up in the vast assembly. There was naturally a great excitement. ~~After~~ The meeting paid tribute to the ~~body~~ of this martyr whose ~~dead~~ funeral rites were performed late at night with the help of the police.

New Free Worker's Union...
 Premchand, P. N. Bhattacharjee, N. Biswas and N. P. Das had disapproved the report...
 the S. D. O. and D. C. P. and they had been assured that proper post mortem examination had been made by a competent Medical Officer. The post mortem report is still not available. No arrests have been made.
 Question

7

Petroleum
MAZDOOR

MONTHLY

Vol. III No. 12.

Only For Members

August 1962

THIRTEENTH ANNUAL REPORT

AND

AUDITED STATEMENTS OF ACCOUNTS

FOR 1961-62

RETIRING MANAGING COMMITTEE

President :	Shri Rafiq Guljar	(Hon.)
Vice Presidents :	Shri Jadunath Panday	(IBP Wadala Inst.)
	.. R. P. Parmar	(SVOC Office)
General Secretary :	Shri G. Sundaram	(Hon.)
Assistant Secretaries :	Shri H. B. Ghanekar	(Hon.)
	.. B. W. Kulkarni	(B/S Branch Office)
	.. P. S. Desai	(B/S Sewree Inst.)
	.. K. M. Kusurkar	(ESSO Office)
	.. H. B. Chaubal	(ESSO Mazagaon Inst.)
	.. G. B. Garud	(Caltex Sewree Inst.)
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	.. Ahmedmiya Balamiya	(B/S Sewree Inst.)
	.. Habib Raza Khan	(B/S Sewree Inst.)
	.. Imam Ghodubhai	(ESSO Sewree Inst.)
	.. Ganpat Bapoo Patil	(B/S Wadibunder Inst.)
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	.. Ramnaresh Ramswarup	(" ")
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	.. A. Raghavan	(B/S Santacruz - Av. S.S.)
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	.. G. G. Naik	(B/S Refineries)
	.. P. Thomas	(B/S Refineries)
	.. Stanley Pereira	(B/S Refineries)
	.. A. Sadanandan	(B/S Refineries)

THIRTEENTH ANNUAL REPORT

On 9th and 10th September 1961 we held our Annual General Meeting last year. Though one full year is not yet over at the time of writing this report of our activities, I can say that the period we passed through since then was a period of trials, achievements, and growth. It was a period of intensive activities perhaps as intense as it was in 1958/59.

Many events of vital significance to our life and functioning—local, national and international—have taken place during the period. Let me list them at the outset briefly.

IN THE FIELD OF COLLECTIVE BARGAINING

Major industrial awards as pronounced and direct settlements reached in Bombay during the period were:

a. Rejection of Union's demand for more bonus than 3 months paid for 1954-55 in Associated Cement Company.

b. With reference to the demand of the Company for establishing 37¼ working hours week, the Tribunal raised the weekly working hours from 34 to 36 for Head Office staff of Associated Cement Co. with provision to fix it at 36¼ if Company and Union wanted to go in for a five day week (the Union's appeal over this adverse award is admitted in Supreme Court). Peons working hours are 1 hour more per day, coming half an hour before opening time and remaining for ½ hour, if necessary, after closing hours.

c. With reference to the demand of the company for reducing the number of office holidays to 16 as against all Bank holidays amounting to 27 or 28, the Tribunal reduced it to 21 having regard to the fact that the Company gives 21 days sick leave on full pay with right to accumulate to 42 days, 10 days casual leave and one month's privilege leave for 11 month's duty.

d. Higher wage scales were awarded for the different categories of workers (excluding clerical staff) of Calico Mills Chemical Division (Caustic Soda Chlorine Factory) at Chembur.

e. The age of retirement in Shaw Wallace and Co. Ltd. was raised from 55 to 58 "but the Company may, in its discretion, with the express or implied consent of the employee concerned continue an employee after he attains that age."

f. BEST arbitration award (i) consolidated four grades for clerks into one grade of Rs. 75-5-95-7.50-140-EB-10-250-EB-12.50-275-15-350 and the same grade was awarded for typists and Stenographers but typists who do not know short-hand will not cross the stage of Rs. 250 and Stenographers should start on a minimum of Rs. 140 in the grade.

Various increased grades for other monthly paid technical workers, as well as Service Staff were also awarded. The lowest category for Hamals and Sweepers, Watchmen and Sepoys the grade awarded is 35-2-47-3-65 but for unskilled mazdoors, Rs. 39-3-66. Adjustments in the new scales were also awarded depending upon the number of years service put in plus a minimum increment of Rs. 4/- for all. New classifications agreed to were also awarded. The existing dearness allowance paid on the old Textile Scale on the basis of 30 days in a month with the surcharge for clerical staff at Rs. 7/8 for salary upto Rs. 100/- and over, was not revised upward. Various other allowances were also prescribed for example lunch allowance increased to Rs. 1.25 to Rs. 1.50 per day, de-

pending upon the categories. Sepoys working hours which existed as 8-30 AM to 5-30 PM on Mondays to Fridays and 8.30 AM to 1.30 PM on Saturdays were not revised. The existing practice of privilege leave of 21 days per year for those who were compensated by additional payment for working on holidays and 30 days for others, was kept unchanged. Existing facilities of 21 days privilege leave, 20 days sick leave and 10 days casual leave in a year were held as adequate.

The messengers who were part time employees and who work 4 hours a day were awarded Rs. 20/- dearness allowance over and above the fixed wage of Rs. 60/- per month.

g. Bonus awarded for the Greaves Colton and Co. workers for the year 1959-60 was 3/8ths of basic earnings after providing for contingent liability for paying arrears of wages and dearness allowance pending before the Supreme Court. 30% of the basic earnings for the year 1959 was awarded as bonus for the workers of Rustom and Hornsby. The demand of Bombay Gas Co. workers for revised wage scales etc. was rejected because the Tribunal found that the previous award was not properly terminated.

h. East Asiatic Company workers were awarded suitable wage scales for each class of workmen, a scale of dearness allowance, scheme of gratuity and directions as regards payment of acting allowance. Unskilled workers were awarded Rs. 39-2.50-69, semi-skilled Rs. 60-3-75-4-95-5-105; skilled Rs. 85-5-110-6-152; highly skilled Rs. 120-7.50-165-10-225. Adjustments in existing scales depending upon the number of years service were awarded and Acting allowance at the rate of half the difference between the minimum of grade of his category and the minimum of the grade of the category in which he acts was directed to be paid for those who are asked to work temporarily in higher capacity for the period of 15 days or more. The new dearness allowance scale fixed gave the new textile scale as the minimum and a slab system depending upon salaries uniformly for both clerical and labour. Bonus for 1959 and 1960 was settled directly by the Union with the Company — 20.883% for those drawing upto Rs. 100 basic wages; 16.667% for those drawing higher.

i. In rejecting the demands of the workmen including the clerical staff of J. Walter Thompson and Co. the Tribunal observed, with regard to gratuity and leave, that in the previous adjudication substantially the same demands were adjudicated on merits as recently as 1959. Since then the circumstances had not been so altered as to make the existing gratuity scheme and leave rules unreasonable or inadequate to meet conditions prevailing at the time when the present reference was made. In this context, the Tribunal pointed out that the mere fact that in the awards of two other companies provisions with regard to gratuity and leave rules were different would not justify it in holding that there had been a change of circumstances justifying a revision of the gratuity scheme and the leave rules.

j. For the workers excluding clerical staff of Indian Oxygen Co. higher suitable wage scales were fixed long ago in 1949. Since then dearness allowance fluctuated with the cost of living index but the dearness allowance neutralised 100% of the cost of living only for workers drawing a basic wage of Rs. 30/-; for wages higher than this minimum the percentage of neutralisation became less and less. During the period since 1949 there had been number of awards and agree-

ments in prosperous concerns wherein better wages had been awarded to the workmen than those prevailing in Indian Oxygen. The Tribunal did not grant merger of dearness allowance on basic salaries on various grounds. The lowest grade Mazdoor II scale was raised to Rs. 40-2.50-3-68 and Mazdoor I to Rs. 45-3-63-4-87 as compared with the old 35-1-45- and 40-1-50 respectively. However, the sweepers grade was fixed at Rs. 35-2-51-3-66 and for Darwans Rs. 40-2-60-3-75. Adjustments were awarded at the rate of 1 increment for 3 years service and 2 increments for 5 years service and more. As regards new classifications the Tribunal observed "when I visited the factory it did appear to me that some workmen who are classed as Mazdoor I and II are doing work of higher categories which require both training and experience. The demand in this case is a reasonable one viz. that the Union should be consulted in advisory capacity", for reclassifications.

k. Long term settlement for 5 years ending December 31, 1965 reached for the I.C.I. (India) Ltd. Office employees provided the lowest grade of clerical scale at Rs. 80-5-100-7-50-130-EB-10-250-260 (Graduates to start at Rs. 90/-) and the highest for the Head Clerk at Rs. 230-30-290-20-310-30-460-500-40-546. The lowest scale for the service staff, viz. Sepoys, Hamals and Watchmen was Rs. 35-2-45-2.50-60-3-75-3-81. Adjustments at the rate of one increment for clerical and technical as well as two for service staff.

l. The long term settlement signed outside Conciliation earlier on 23rd May 1961 for 3 years ending 31st December 1963, for the Hindustan Lever employees provided for new wage and salary scales. The lowest scale for hourly rated (daily rated) workmen was Rs. 46 to 72 and the highest Rs. 162 to Rs. 269. As far as Service Staff is concerned the lowest for sepoy was Rs. 45-2-50-60-3-87 for 42 hours week and Rs. 53-2.50-68-3-95 for 48 hours week. Sweepers and coolies on 48 hours week is Rs. 53-2.50-68-3-95. Clerical grades were consolidated into 4 as against the 6 which prevailed and the lowest was Rs. 100-10-150-12-270 and the highest Rs. 215-17-300-20-500. As against the 3 grades of Stenographers existing at present they are now placed on the clerical grades of Rs. 140-12-200-15-350; Rs. 188-15-255-17-425 and in the highest clerical grade also. Bonus was included in the agreement for the 3 years at 1/3rd of the basic earnings per year. Adjustments were also given in the existing salaries in view of the revised scales. Maternity leave with full pay for a maximum of 12 weeks i.e. upto 6 weeks including the day of delivery and 6 weeks immediately following that date. Sepoys working on outdoor work on Cycle, engaged on duplicating machine and also those working on Franking machine had to be paid Rs. 10/- as monthly allowance. Lever Brothers Employees Union's efforts to get the inadequacies of this settlement removed through a possible adjudication did not succeed due to the Maharashtra Government's refusal to refer the dispute to adjudication.

m. The decision of the Board of Conciliation set up for the Premier Automobiles workers was published on 15th March 1962. Improvements made by the Conciliation Board over the settlement reached earlier outside Conciliation on 8th June 1960 were: For transport from nearest railway station by Company bus to the factory is to be Re. 1/- per month. The Company to run the staff and workers' canteens departmentally on the basis of "no profit no-loss" along with the present subsidies being given by Company. The existing settlement stipulates that employees sent by the Company to centres outside Bombay should be paid daily allowance of Rs. 5/- or as per voucher

subject to a maximum of Rs. 7.50 per day. Privilege leave for daily rated is as per Factories Act upto 240 days and thereafter 1 day's leave for every 10 days worked beyond 240 days subject to a maximum of 18 days in a year and accumulation for 3 years. Attendance bonus equivalent to 12 days extra wages with dearness allowance at the end of each calendar year for those who work for full number of working days in April, May and June and do not remain absent for remaining 9 months of calendar year except on leave sanctioned whether privilege, casual or sick leave. Casual leave for daily rated is 9 days and no sick leave. Contract system is restricted to casual or temporary work which would end with the job or the leveling of ground etc. Their scales of pay and other conditions should be fixed in line with the pay and conditions of work of similar categories. Monthly rated workmen except monthly rated subordinate staff to be paid dearness allowance at the same rate as paid to clerical staff and monthly rated subordinate staff at the rate applicable to daily-rated. Casual leave for monthly rated is 10 days. Wage scales for daily rated workmen were Rs. 1.38-0.13-2.63 for unskilled; semi-skilled (a) Rs. 2.25-0.20-3.85-0.25-4.60; (b) 2-0.20-4.00; (c) 1.65-0.15-2.70-0.20-3.10; Skilled (a) 4.50-0.35-9.40 (b) 3.55-0.30-7.15 (c) 2.75-0.25-5.25; Highly skilled 6.40-0.40-9.20-0.70-12.00; Specialists highly skilled maximum to be extended by means of 3 increments of 70 nP each; Cleaners 1.65-0.15-2.70-0.20-3-10 and Sweepers 1.38-0.13-2.63. Peons, Watchmen and Firemen Rs. 40-4-80; Havildar Rs. 47.50-4-87.50, Jamadar Rs. 50-4-90. Adjustments in existing pay at the rate of 1 increment upto 3 years service, 2 increments upto six years and 3 increments for more than six years. The revised scales and adjustments to be effective from 1st May 1959. Neither the skilled workman nor the semi-skilled workman should await a vacancy in order to raise from one scale to another within the 3 scales of his category and that he need pass only the appropriate trade test when he has reached the maximum. Lunch allowance is to continue at Rs. 1.50 per day. Acting allowance for the daily rated workmen at the rate of the difference between the minimum basic wage of the category in which he acts and minimum basic wage of his own category subject to satisfactory production and if he has to work for more than 4 consecutive working days. Monthly rated employee will get at the rate of 50% of the difference if he is asked to work in the higher category for the period exceeding 2 consecutive weeks.

n. In the Award for French Motor Co. of Bombay, given in January 1962, the wage scales which prevailed since October 1948, subsequently amended by an Award in 1954 and by an Agreement in 1954, were revised upward. The previous 4 clerical grades were consolidated into 3 new grades. Junior grade clerical was awarded at Rs. 85-7-127-8-175-10-215-EB-10-275 and the Senior grade Rs. 125-10-185-12.50-260-20-340-EB-20-460. Unskilled workmen of the Workshop were given a scale of Rs. 35-5-80. Semi-skilled Rs. 65-6-113-EB-7-134. Skilled Rs. 115-8-163-EB-9-199. Since the question of classifications into different classes according to the skill was deferred by agreement between the Union and the Company, no scale was prescribed for the highly skilled class. For the subordinate staff the lowest scale for Watchmen, Peons and Cleaners was Rs. 50-3-77-4-85 and for Sweepers Rs. 40-2-58-3-73. In addition to retrospective effect being given for the scales being given from 1st July 1960, adjustments in existing salaries were awarded at the rate of 1 increment upto 3 years service and 2 increments of 3 years service and more. There was no revision

in the dearness allowance scale for operatives and subordinate staff for whom the textile scales prevailed but a new dearness allowance scale on salary slab basis with a minimum dearness allowance of Rs. 85/- for the consumer price index group 341-350 was prescribed for the clerical staff retrospective from 1st July 1960. The provident fund contribution was directed to be on the basis of 8% of basic salary and dearness allowance by both the employer and employee, to be brought into effect from 1st April 1962. Acting allowance was awarded and lunch allowance was increased to Rs. 2.50 per day for skilled and semi-skilled operatives and Rs. 1.25 per day for unskilled workmen and subordinate staff. However, the Company went on Appeal to the Supreme Court and the entire award has been stayed with the result the benefits of the award have not reached the workers.

o. For Dumex Factory employees the Company declared 5 months basic earnings as Bonus for 1961 and the workers are agitating for more bonus in view of the high profit. The demands of the Company for introduction of a six day week, 3 shifts and increasing of working hours were rejected by the Tribunal. However, the Company succeeded in reducing the paid holidays to 10 as against 26 to 27 under the Negotiable Instruments Act which prevailed before for workmen other than Watchmen. However, the Tribunal awarded compensation for all the workmen affected by directing that an additional increment be given in their grade with effect from 1st August 1962. The privileges which have existed all along and which have not been varied by this new award for the 801 employees (nearly 300 are women employees) of the Bombay factory are — privilege leave of 21 days per year with accumulation upto 42 days for workmen who have not completed 5 years of service and 28 days per year to those who have completed 5 years service; 7 days casual leave and 7 days sick leave with full pay in addition to benefits under ESI. The weekly working hours are 43 $\frac{3}{4}$ hours on a 5 days week basis and 45 hours on a 6 days week basis. For work beyond this the Company pays overtime at 1 $\frac{1}{2}$ times and for work beyond 48 hours at double the rate. As regards shift working, the Tribunal rejected the introduction of a general 3rd night shift and for the two workers who rotate on the 3rd night shift in agreement with the Union was to continue for a period of one year and the award is that they should be paid shift allowance of 10% over their basic wage and dearness allowance.

p. The dearness allowance for Municipal workers of Bombay was increased from 1st July 1962 by Rs. 10/- for those employees getting less than Rs. 150/- and provisionally Rs. 7/- for those getting higher salaries to be reconsidered after a month. This settlement was reached after over 30,000 Municipal workers went on strike from the midnight of 12th July and in which Wardboys of seven major Municipal Hospitals, Maternity Houses and dispensaries, workers of the water works and watchmen in Municipal offices, had walked out of their places of work; after the strike was declared "illegal" by the Maharashtra Government; and the settlement being reached in presence of Chief Minister on July 14, 1962 when the strike was called off.

q. Paid weekly offs have been conceded for Shore labour of Bombay Port Trust.

r. The strike of 2500 employees of Times of India publications on July 16 was called off next day after the intervention of Maharashtra State Labour Minister. The settlement reached is that there should be industrial truce in the under-

taking for four years and the setting up of a tripartite committee before which all demands have to go. Strike took place because they were tied to a flat dearness allowance of a minimum of Rs. 68 per month and they wanted Rs. 20 flat increase.

s. More than 2 lakhs textile workers of Bombay are still deprived of bonus for the years 1959, 1960 and 1961; the dispute raised by the representative union facing a deadlock in the Industrial Court and out-of court bi-partate negotiations between that Union and the Mill Owners' Association reaching no amicable settlement.

t. **Personnel Management Service of Govt. of Maharashtra:** The Office of the Commissioner of Labour, Government of Maharashtra claimed:

"The personnel management advisory service recently introduced by the Government of Maharashtra has played a big part in maintaining good relationship between the employers and the employees. Experience has shown that the response to this scheme is very satisfactory, both from the labour unions and the managements.

Under the scheme, the labour officers approach both the employers and the employees and investigate the problems they are confronted with and guide and advise them accordingly. During the first quarter of the current calendar year, 86 cases were received for investigation in addition to the 62 pending at the beginning of the quarter. Out of the 77 cases disposed of during the period, 50 were successful."

(Labour Gazette — August 1961)

u. Of major national events which will have implications in our struggle for a better living and improvements in terms and conditions of service, we must take note of the recent Bank Award. The welcome feature of the Bank Award is that pay scales for both clerical and service staff are fixed on the level of prices prevailing as disclosed in all India working class consumer price index of 1949, i.e. considerable dearness allowance merged. The highest scale for 'A' class banks in Bombay City for clerical is Rs. 140-6-182-11-281-13-307-15-322-EB-15-337-16-369-18-405 and for subordinate staff Rs. 86-1-105-E.B.-108-2-112. New scales of dearness allowance scales have been evolved separately for clerks and service staff on a percentage of the new basic salaries i.e. 3% for every change of 4 points in the quarterly average of the index for clerical staff and 4% for others i.e. service staff i.e. 100% neutralisation in the case of subordinate staff and 75% for clerical staff. However, the new pay scales are varying according to the class of banks and the regions in which they are situated.

Various other allowances (should be paid for the employee even while on leave) have also been awarded like enhanced special allowance for Cyclostyle Machine Operators, Comptists Stenographers, Graduates, Head Clerks, Head Cashiers, etc. Slightly higher House Rent allowance of Rs. 12/- to Rs. 20/- for clerical and Rs. 9 for others, and Washing Allowance for uniforms. Leave fare concession recommended for employees in 'A' class banks is once in every three years when employee goes on leave for not less than 30 days for distance upto 800 K-meters. Basic pay for calculating gratuity was reduced in the light of the new pay scale for clerical to 80% and to 75% for others. Most of the allowances are to be taken into consideration for the purpose of Provident Fund and Gratuity. Gratuity becomes payable on voluntary retirement or resignation after 10 years continuous service and income and super taxes, if any, payable on the amount of gratuity will not be borne by the Bank. The

award is one month per year of service subject to a maximum of fifteen months in 'A' Class banks, 12 months for 'B' class banks and 9 months for 'C' class and additional gratuity of 1/2 a month per year for service over 30 years. Compulsory gratuity in addition to pension as a 3rd retiring benefit was not granted and where there is a pension scheme in existence workmen will have to choose between the gratuity and the Bank's pension scheme unless the bank desires to give benefit of both to the workmen. For the purpose of calculation of pension the award considered that the staff basic pay may be taken to be 80%, and the subordinate staff 75% of the pay scales awarded. Privilege leave of one month for 11 months of service for all employees and accumulation of 3 months continues but, workmen are not entitled to take privilege leave on more than 2 occasions in a year. Public Holidays and weekly offs falling within the period of casual leave should not be treated as part of casual leave. Sick leave as before viz. where an employee has served the bank for at least a period of 5 years he shall be permitted to avail himself sick leave on full pay upto a maximum period of 6 months during the full period of service, such leave on full pay being entered as twice the amount of leave taken in his sick leave account, continues. Special casual leave upto 7 days in a calendar year should be granted to the Office Bearers and Executive Committee members of the Bank Federation and other similar organisation in order to enable them to attend meetings and conferences. Such leave given to various unions by certain banks should also continue. Working hours are 6 1/2 hours for Mondays to Fridays and 4 hours on Saturdays and subordinate staff to attend duty half an hour earlier and stay half an hour late. An elaborate overtime schedule was fixed. As far as retirement age is concerned, the direction is, that, after a workman has reached the age of 55 years he may be retired after giving him 2 months notice in writing in case his efficiency is found by the employer to have been impaired. Otherwise, he should not be compelled to retire before he is 58 years old.

Bank Award came into force only from 1st January 1962 though over two years have passed since the reference of the dispute to the National Industrial Tribunal in March 1960. The pay increase in the case of clerical staff worked out to 7.5% and that in the case of the subordinate staff to 10%. Directions given for fitting existing employees in the new scales of pay and for adjustments are (a) those governed by previous Sastri Award on a stage to stage basis i.e. a clerk in 'A' class bank in Bombay drawing Rs. 140/- basic pay which is at the tenth stage of the existing scale of pay, will be entitled on January 1, 1962, to Rs. 204/- which is the tenth stage in the new scale of pay (b) those who are not governed by Sastri Award will be first fitted as provided under the Sastri Award and then again fitted as per the new award in the same manner as in (a); (c) as a result of adjustment, if the total emolument (basic pay, D.A. Special Allowance and house rent allowance) falls short of the total emoluments on 1st January 1962, the difference should be given by way of additional allowance to be called temporary adjustment allowance until such time the difference is fully absorbed by future increments in the new scale of pay (d) However, the banks have been given a maximum period of five years time for making the requisite adjustment for making payments.

Option has been given to employees, to retain the present terms and conditions of service if they find the award is unfavourable.

All India Bank Employees' Association representing the majority of employees have criticised some of the inadequate features of the award particularly in respect of pay scales and have demanded modifications because the Tribunal had not examined the industry's real capacity to pay and that looked incongruous with the ruling of the Supreme Court that wages should be fixed taking into consideration the paying capacity of the industry. The Tribunal considered the capacity of the industry as a whole and classwise but did not go unitwise.

IN THE FIELD OF NATIONAL DEVELOPMENTS.

The major national event during the period is the 3rd general elections to Assemblies and Parliament in February. The result have many lessons for the working class, particularly in the City of Bombay where many well known trade union leaders with the sole exception of Com. S. G. Patkar, who contested from the Sewree-Lalbag area, were defeated in the contest and Shri V. K. Krishna Menon, Union Minister of Defence regained his seat in North Bombay with a thumping majority. Shri Shantilal Shah though he regained his seat, was not chosen for the Ministry of Labour in the new Maharashtra State Cabinet and Shri M. G. Mane the new Labour Minister has announced that he would follow a policy of non-discrimination between INTUC affiliated and other unions and that the long delays in settlement of industrial disputes would be ended.

The 111rd Five Year Plan, the principal declared aim of which is to raise the per capita income from its level in 1951 in the shortest possible time and to secure an increase in national income of over 5% per annum, etc. had called for a total investment of Rs. 11,600 crores about 54% higher than the investment in the Second Plan. This investment is planned to be 7500 crores in the Public Sector, including 1200 crores for expenditure on staff, subsidies etc. and Rs. 4100 crores in the Private Sector of which foreign capital to come was 300 crores. But more than half of the public sector investment is to be raised by additional taxation of Rs. 1710 crores and external assistance of Rs. 2200 crores. Actually, the total external assistance is planned for Rs. 3200 crores of which Rs. 500 crores is for repayment of loans maturing during the Plan. This state of affairs brought about a high spurt of additional taxation this year in the Central Government Budget and in the State Government Budget of Maharashtra along with other State Governments. At the call of the All India Trade Union Congress protests were launched against the manner in which this taxation was being levied on the lower income people who could least afford to bear such burden and who were also groaning under the burden of rising prices. We also took part in the campaign launched under the auspices of Maharashtra Rajya Trade Union Committee of the AITUC. The resolution of the MRTUC appears on page 12 of the supplement to this report.

The target for petroleum products in the 111rd Plan is a 70% increase i.e. from 5.7 million tons in 1960-61 to 9.96 million tons in 1965; however, it was raised subsequently to 11.9 million tons. But in 1960 itself the all India consumption was 7.5 million metric tons. It rose from 3.02 million tons in 1950 and nearly 100% from 3.960 tons in 1951. The estimate for future is:

By the Chairman of Oil India Ltd. and Oil Advisory committee

1961	8,232 million Metric tons
1962	9,106 million Metric tons

1963	10.070 million Metric tons
1964	11.241 million Metric tons
1965	12.657 million Metric tons
1966	14.143 million Metric tons

This increase in consumption is about 11.1% annual compound increase. However, Burmah-Shell estimates the consumption in 1966 to be 16.2 million tons (latest is 17 million tons) inclusive of half a million tons refinery fuel and the rate of increase in previous years to rise correspondingly from 1961 itself. The indigenous production of crude oil is likely to reach a level only of 6.5 million tons by 1966.

Thus, the scope for a high degree of increasing the workload on petroleum workers is there in view of the declared policy of the Oil Companies several years ago not only not to increase the manpower but to continuously decrease it by a high degree of rationalisation through different means of which intensification of labour is a major effort. As it is, this feature is already confronting our workers in Marine Oil Terminal who have to handle from July, 1962, tankers for the additional volume of 700,000 tons per annum for Burmah-Shell Refinery and about 400,000 tons per annum for Esso Refinery in Bombay. I am dealing separately with the additional problems of B.S. Refinery workers in the new situation.

Damle Committee Report: The outstanding development of vital concern to both the industry and workers which took place during the year is the publication of report of the Government of India Oil Price Enquiry Committee and its implementation.

We published in "Petroleum Mazdoor" Vol. III — Oct/Dec 1961 issue a preliminary review of that Report and the extract of the report on their observation on bonus. Looking to its major significance and the fact that our tasks in relation thereto are going to further develop, I am dealing with it exhaustively towards the end of this report.

The deliberations and conclusions of the State Level Evaluation and Implementation Committee concern us very much because that Committee has been devoting its attention very much to the charges of violations of Code of Discipline in which many unions, including the Burmah-Shell Refineries Workers' Union (now defunct) have been found guilty by the Evaluation and Implementation Officer of the Maharashtra Government. As I write this report we know that the 20th Session of the Labour Conference has many items on agenda and those deliberations and conclusions will also affect us in many ways.

The Bonus Commission appointed by Government of India with the President of Maharashtra Industrial Court as Chairman and including Com. S. A. Dange as one of the two members representing workers has the following terms of reference:

"(1) To define the concept of bonus and to consider, in relation to industrial employments, the question of payment of bonus based on profits and recommend principles for computation of such bonus and methods of payment.

Note: The term "Industrial employments" will include employment in the private sector and in establishments in the public sector not departmentally run and which compete with establishments in the private sector.

(2) To determine the extent to which the quantum of bonus should be influenced by the prevailing level of remuneration.

(3) (a) To determine what the prior charges should be in different circumstances and how they should be calculated.

(b) To determine conditions under which bonus payments should be made unitwise, industrywise, and industry-cum-regionwise.

(4) To consider whether the bonus due to workers, beyond a specified amount, should be paid in the form of National Saving Certificates or in any other form.

(5) To consider whether there should be lower limits irrespective of losses in particular establishments, and upper limits for distribution in one year and, if so, the manner of carrying forward profits and losses over a prescribed period.

(6) To suggest an appropriate machinery and method for the settlement of bonus disputes.

(7) To make such other recommendations regarding matters concerning Bonus that might be placed before the Commission on an agreed basis by the employers' (including the public sector) and the workers' representatives.

The Motor Transport Workers' Act 1961, which received the assent of the President of India on May 20, 1961, is now coming to force with the Maharashtra Government rules having been framed to take effect from 31st March 1962. According to these rules, some major issues which will concern the existing mode of working of our Truck/Lorry drivers in all the Companies, are:

(a) The employer has to apply to the Inspector for taking work for more than 8 hours in any day or 48 hours in any week in no case more than ten hours in a day and 54 hours in a week. The Inspector will then permit subject to such conditions and for such period as he may think fit.

(b) Only in the case of a breakdown or dislocation of a motor transport service or interruption of traffic or act of God, the employer can ask for additional work, and even then, it should not be for more than 16 hours a day or 72 hours a week with at least 8 consecutive hours of rest between the termination of duty and commencement of the next duty.

(c) There is to be a compulsory weekly rest day fixed for him which if not given, must be given "substitute day for a whole day on one of the three days immediately before or after the said day and a notice for which is to be displayed earlier.

(d) Overtime is to be paid for any work in excess of 8 hours a day at the rate of 1½ times normal rate of wages i.e. including dearness allowance. For work on prescribed day of weekly rest he should be paid twice the rate.

(e) Every Motor Transport worker travelling with the vehicle has to carry and retain with himself an individual Control Book and he has to make entries daily in that Book as well as forward or hand over to his employer the original copy of the prescribed form. That form has to be filled in respect of time and place of taking up duty, ending duty, spreadover, period of interruption of 5 minutes or more (any interruption of less than five minutes is counted towards running time), time spent in subsidiary work, hours of work, length of overtime worked and remarks. Each form is for a week beginning at midnight on Saturday.

(i) Hours of work means the time during which a motor transport worker is at the disposal of the employer or of any other person entitled to claim his services and includes:

i. The time spent in work done during the running of the transport vehicle.

ii. the time spent in subsidiary work i.e. work in connection with accounts, paying in of cash, signing of registers,

handing in of service sheets, checking of tickets and other similar work; taking over and garaging of the transport vehicle, travelling from the place where a person signs on to the place where he takes over the transport vehicle and from the place where he leaves the transport vehicle to the place where he signs off; work in connection with the upkeep and repair of the transport vehicle; the loading and unloading of the transport vehicle.

iii. period of mere attendance at terminals of less than fifteen minutes i.e. period during which a person remains at his post solely in order to reply to possible calls or to resume action at the time fixed in the duty schedule.

(g) Motor Transport worker includes a driver, conductor, cleaner, station staff, line checking staff, booking clerk, cash clerk, depot clerk, time-keeper, watchman or attendant but does not include any person who is employed in a factory as defined in Factories Act and also to those who are governed by the Shops and Establishments Act.

(h) Each motor transport worker must have an interval for rest for at least half an hour after 5 hours maximum work but it is not necessary for those who are not required to work for more than 6 hours on a day.

(i) The Certifying Surgeons who issue certificate of fitness will carry out, upon request of the Chief Inspector examination and furnish report where case of illness have occurred which it is reasonable to believe are due to the nature of work or other conditions of work prevailing there.

The Workmen's Compensation Act, 1923. Bombay Workmen's Compensation (Amendment) Rules 1962 coming into force from May this year, have many new additions. It now covers those employed on monthly wages, not exceeding Rs. 400/-. Notices containing abstracts of the Act as prescribed in the Rules have to be displayed by every employer at a conspicuous place near the Time Keeper's Office or the main gate through which majority of the workmen employed by him enter, in English and in a language understood by the majority of such workmen.

The Bombay Shops and Establishments Act, 1948 as amended by the Shops and Establishments Extension and Amendment Act, 1960 has been brought into force from October 1, 1961. New uniform rules under the Act have been brought into force from March 6, 1962.

The Apprentice Act, 1961. Parliament has enacted this law on 12th December 1961 to provide for training of apprentices and has been made applicable from 1st March 1962 for various industries which include Petroleum refineries.

The Maternity Benefit Act 1961 has also been enacted by Parliament on 12th December 1961. It has to be brought into force by the State Government. It does not apply to such factories as are covered by E.S.I.S. It provides that no employer shall knowingly employ a woman during six weeks prior to the following day of her delivery or miscarriage and no woman should work in any factory during six weeks immediately following her delivery, etc. Maternity benefit is payable at the rate of average daily wage or at Re. 1 whichever is higher for the period of her actual absence immediately preceding and including the day of her delivery and for six weeks immediately following that day. Maximum period for the benefit is 12 weeks.

IN THE FIELD OF INTERNATIONAL DEVELOPMENTS

The Fifth World Trade Union Congress which met in December last year have many object lessons for us. In the supplement to this report you will find on page 9 extract from a review of its proceedings by Com. Srivastava, Secretary of the AITUC. As is known, Com. Atin Sadhu President of AIPWF had attended the session as an observer. We had planned as resolved at the last annual general meeting to send at least one observer from our Union for which both Com. Ghaneekar and Salvi had applied for passports. We also raised a donation of Rs. 665 to meet a part of their travel expenses. However, as the AITUC could not accommodate more observers none of them could go.

I had attended the meeting of the Administrative Committee of the Trade Unions International of Chemical, Oil and Allied workers held in April in Bucharest. This meeting has also resolved to convene the IV World Conference in Moscow in May 1963 for which the Oil and Chemical Workers Union of Soviet Union are playing the hosts. We have to make our contribution to ensure the success of this convention. Elsewhere in the supplement to this report you will find on pages 6 and 7 the report on this meeting as well as the Appeal issued for the IV World Conference.

In response to an invitation from the Oil and Chemical Workers' Union of Soviet Union for a delegation of 3 to visit the Oil fields and Refineries and meet the workers in September this year, in pursuance of the declaration for mutual exchange of delegation between that Union and All India Petroleum Workers' Federation, the AIPWF has announced both President Rafiq Gulzar and M.C. Member G. G. Naik (B.S. Refineries) and we are vigorously prosecuting the arrangements for their travel including sharing part of the travel expenses. You will be glad to know that the Government of India advised the AIPWF that it has no objection to the invitation being accepted and AIPWF has informed the Government of the members of this delegation, the third member of which is the AIPWF Vice-President Shri Umed Singh, President of Delhi Petroleum Workers' Union. Thus, there is no problem now which we had to experience in the past, of difficulties in passports being issued to them for their travel and we are certain that Reserve Bank too will have no objection since no foreign exchange is involved in their travel.

The convening of the World Congress for General Disarmament and Peace in July this year was a historic landmark in the struggle for the maintenance of peace. A short review and the message to the People of the World which emanated from it are given on page 8 of the supplement to this report.

Burmah -Shell Refineries' Workers Join us:

The circumstances and the basis for the merger of Burmah-Shell Refineries Workers' Union into our union are given in "Petroleum Mazdoor" Vol. III Oct/Dec. 1961 issue. I am not repeating them here. There are many outstanding issues which have to be tackled to a finality. However, we should be aware of the following pressing problems these refinery workers face.

The Burmah-Shell Refinery was designed to process not less than 6000 metric tons per day equivalent to 2.13 million tons per annum when it came on stream in 1955. The throughput increased to 2.3 million tons average by 1958, 2.5 in 1959, 2.8 in 1960 and 2.9 in 1961. Now the Company has received sanction from Government to put through 3.5 million tons from

1st July 1962 — an increase of 700,000 tons per year. These 700,000 tons of additional production is going to bring to the Company further fabulous profits.

The processing of 700,000 tons of additional crude oil the General Manager says, may give rise to a few minor problems but none that cannot be solved.

Let us see what these so called minor problems are from the vital interests of workers. The General Manager says that operations and maintenance will have to be turned to high pitch of efficiency, and repairs to machinery and equipment will need to be carried out with great urgency to keep the refinery running, as far as possible at maximum capacity.

Strange as it may seem to the understanding of the working class the manner in which the practical preparation in addition to technical preparations took shape, are:

1. At the very time, i.e. beginning of May 1962 when they initiated negotiations with Minister Malaviya and very soon after they informed the Government in September 1961 that the refinery could manage 3.5 tons a year, an attempt was made to find out how much man-power they had in the workmen's categories, that could be disposed of! In January 1958, the Refinery had 1617 labour and 188 clerical in the various departments out of 2001 total staff and labour. The policy has ever since been not to recruit any new hands but to "distribute" the work of those who leave among the rest who remain.

2. Early this year about 10 clerks showed willingness to go if they got some additional benefits for separation which the Company offered and gave, following the earlier tentative agreement it had reached with the rival P.E.U. for separating a few members of the service labour staff.

3. In their letter to us of 10th May 1962, the Company stated that it had surplus in various employee categories and, if we accepted that, they would offer to such surplus categories additional separation benefits as they gave to the clerks who had left. We refused to accept the existence of any surplus and negotiated for those benefits for such of those workers who thought that under the circumstances being created by the Company, they should look for their prospects elsewhere and wanted to leave of their own accord. It is understood that about 10 operators and a few engineering department labour left even without looking for such additional benefits. About 13 operators and 2 engineering labour left with compensation when we negotiated. Subsequently 8 operators left without additional benefits and 7 engineering labour had also left similarly. A few more may have left too of which we are still gathering particulars.

4. The point for our consideration is that the Company is not satisfied with so much reduction in manpower for putting through nearly 25% additional production. The labour manpower had already come down to 1518 as of 31st March 1961 and was around 1420 before the above mentioned persons left. Its greed seems to be unlimited. In this connection it is worthwhile to note the following observations of Tribunal Shri Meher, in rejecting the demand of Dumex employers:

"It is not that the Company has been making losses so that it has come to look to all possible economies and that on that account it is compelled to have a three shift system for the whole factory. The Company has been prospering, has been making very good profits and paying good dividends. It wants to increase production and earn more profits but the convenience of the workers and the practice of the industry

are factors to be taken into consideration. I cannot see my way to concede the demand of the Company which would mean for the bulk of the workers concerned in this reference inconvenient working hours as well as giving up the benefit of a five day working week."

5. But, what the B.S. Refinery has done is to let loose a reign of terror because more man-power is not volunteering to go away as they wanted. They picked a lot from among the senior most employees about 36 skilled and high skilled workers of Engineering Dept. and issued a commonly worded letter to them on 23rd July suggesting they are no good for the Company because they did not get any promotions in the Refinery as others had and that they do not measure to the degree of skill etc. which is expected of them. In other words, the training Centre in the Refineries is out of bounds for them! Why? These men who belong to the original recruits in 1955 and 1956 were confirmed after severe testing through a period of probation and after they survived the weeding of about 300 probationaries in all categories. And that did not influence the Company. They want them to go anyway for which they are prepared to pay additional benefits. A kind of compulsory retrenchment after giving a bad name.

6. Indignation is sweeping among all the workers of the Refinery 75% of whom would be affected by this novel approach of the Company because they are also those who were not lucky to get a promotion in the Refinery. Many of the men have family responsibilities and they cannot afford to be thrown on the street which the Company is seeking to do.

7. We are moving in the matter with a view to save the job security of not only those among the 36 who have approached us but also all others who are now threatened. But, it is a grim situation fraught with dangerous consequences.

8. The relation between our Union and the Company is that they do not accord us recognition which we sought and opportunities for talking over things are such that it is a matter solely at the discretion of the Company. Because of the earlier period of terror a year ago when charge-sheeting and dismissing was the policy and to which a member of the Works Committee fell a victim, the remaining members of the Works Committee resigned en bloc as a protest and refused to function without adequate facilities and guarantee of no victimisation. When in April last year the refinery workers under our inspiration moved as one man to put the refinery back in full operation after about 10 days of intensive work as against Company's calculation of major shut down and consequent lay-offs for one month time, the Company moved to get the Burmah-Shell Refineries Workers' Union found guilty of violating the Code of Discipline for having gone on strike in February 1960. That finding had been given by the Evaluation and Implementation Officer of Bombay though that Union was never given recognition by the Company under the very provisions of the Code which they were charged with violating.

9. The subsisting 4 year long term settlement covering wage scales, bonus etc. for all the labour employees will expire only on 4th March 1964 and therefore, there are no major demands which we have to pursue for the moment. The clerical employees of their own have a separate long term settlement which runs up to 15th June 1964. Negotiations for new agreements would be started 6 months before the expiry of the settlement, are applicable to both the agreements. Though not arrived at in agreement with the Union, there is a set-out grievance procedure with definite time limit, introduced by the

Company, as per its notice to the employees on 4th June 1958. Of course, the victory of the Burmah-Shell Refineries Workers' Union in the Supreme Court, which rejected the Company's Appeal to reduce the clerical quantum of bonus from 4½ as awarded by Bombay Tribunal brought us the benefit of refund of their expenses in the suit to the extent of Rs. 1585.00.

MAJOR STRUGGLES WE WAGED, THE OUTCOME THEREOF AND THE PROBLEMS STILL FACING US.

First of all, the background was the perspective which emerged out of deliberations of the 3rd Delegates Conference of the AIPWF held in Bombay at the end of March 1961 and further reinforced in the resolution we adopted out of our deliberations at the Annual General Meeting last year. Actually speaking, these were borne out of bitter experience of petroleum workers in the country in general and of Bombay region in particular, during the period 1958 to 1961. The fact that the Companies succeeded in by-passing our Union for signing agreement with the four Oil Marketing Companies in 1958 after betraying us in the earlier negotiations they carried on with us, was a source of strength for the Cos. because of the poorly organised character of the rival union — PEU INTUC. Many struggles had to be fought only to retain the existing facilities and the workers were led to the conviction that unless new conditions are established in the fresh contracts the interests of the workers can always be in jeopardy. It was unanimously approved that the value of labour has appreciated due to the rationalisation schemes they put through and reduced even the existing complement of clerical and labour man power right from 1953 when the policy of no recruitment was initiated even when additional volume of trade had to be put through year after year. It was also approved that the quantum of bonus given during the past several years could be raised in the light of the latest Supreme Court awards in the industry. It was further recommended that the national policy of the Government of India be supported in general while criticising the short coming thereof. It was generally accepted that the AIPWF alone can deliver the goods. The struggles of petroleum workers plus timely Government action alone could divert the oil companies from the path of lavish expenditure and enormous profits at the cost of Indian consumer and the Indian petroleum workers.

The Working Committee of the AIPWF which met in September 1961 further observed in its resolution on 1961 bonus "notwithstanding the benefits brought to them through long term agreements concluded in 1958 and 1959, the Companies have not shared with the workers the benefits of increased productivity achieved during the 3 year period. Affiliated unions are, therefore, urged not to allow themselves to be dragged into package deal negotiations in concluding a negotiated settlement for a higher quantum of 1961 bonus."

We raised the demand for 1961 bonus for 7 months for all the workers of the Bombay region organised in our Union by our letter to the 4 Oil Companies on 13th November 1961. Subsequently came some details of the Damle Committee Report recommendations and the activities of the Cos. to agitate against its implementation and to use them simultaneously as bargaining counter for declining to negotiate on the just demands of the petroleum workers. The previous 3 year settlement was terminated on the due date — November 25, 1961, and the Managing Committee declared its policy of signing no

new contract which will have the infamous financial clause and which will not provide for adequate grievance procedure. The Managing Committee also declared publicly that it disagreed with the alarmist views of the Companies on the implications of the Damle Report. I have dealt elsewhere at the end of this report in more detail on this report, which was not possible at that time. The Oil Companies made the maximum capital out of Damle Committee.

At this time an unexpected development took place in the co-ordination which was envisaged earlier between the affiliated unions of AIPWF. The prolonged negotiations initiated by the Madras Unions took the sudden turn of the spontaneous stay-in-strike in Burmah-Shell Installation there on 12th January. That led to the signing of a settlement between the Cos. and all the three Unions including the INTUC Union M.K.O.W. not only for the same quantum of bonus as was paid before but also for agreement by the Unions that demands for improvement in terms and conditions of service would only be raised on 17th October 1962. This development which the Madras Unions justified as a good compromise looking to their conditions was played up both by the Cos. and the rival P.E.U. in the deadlock they created in the negotiations with us.

It appeared that not only adequate bonus but also some satisfaction for various long outstanding grievances could not be had without a stiff struggle. Hence and notwithstanding the directive from the AIPWF our Managing Committee decided to raise an outline of demands for improved terms and conditions of service which were sent to the Companies in January 1962. The SVOC (Esso) showed some favourable inclination but was isolated firmly from an industry position only in February 1962, after the 10 days strike notice was served on the 29th January for bonus.

We took rightly protective measures earlier right from September 1961 by organising collective notices to the Oil Companies so that the latter cannot manouvere us into acceptance of improper terms under legal compulsion as they did in 1958 by signing with the rival PEU. When we found that the negotiations which were promising earlier even with ESSO was reaching a deadlock for reasons which I need not go into here, the Managing Committee decided on the strike notice referred to above. The activities of the rival union at this time were full of provocations.

In that difficult situation an unfortunate incident took place on 16th January in Burmah-Shell Sewree. Burmah-Shell, seem, either of its own volition or for reasons best known to itself to have exploited the inter-union rivalry. It charge-sheeted on 22nd January a number of workers. Finally mass dismissal of 19 of these workers on 8th February resulted in a spontaneous strike. Earlier 9 of these 19 workers had also been hauled up by the Police for rioting under various sections of I.P.C. on a complaint of Mr. J. V. Shah, the Installation Manager. All events pertaining to this strike are fresh in your minds. However, I have given in the supplement to this report on page 10 a report which appeared in AITUC's 'Trade Union Record' at that time.

Finding that the Company was refusing to negotiate and settle even after a very successful strike we finally approached the Chief Minister on 23rd Feb. and on his advice and assurance that he would look into our grievance the strike was called off from 24th February. Our memorandum elaborating our grievance in connection with the unjust dismissal of these 19 men is still pending with the Labour Minister to whom the

Chief Minister referred our grievance that the unjust dismissal must be cancelled. I have already dealt with in the previous issue of "Petroleum Mazdoor" that due to the good offices and intervention of the Chief Minister the police prosecution of 134 satyagrahis who offered Satyagraha during the strike has been withdrawn. Our Office-bearers Committee has expressed its gratefulness to the Chief Minister for his intervention. The meeting of the Delegates held on 10th August however resolved to express its sense of disappointment at the long delay being experienced at the hands of the Minister in bringing about a settlement of this acute problem still facing the petroleum workers. Meanwhile the 19 men are being given subsistence relief from Union's funds augmented by voluntary donations from our members.

Coming back to the course of negotiations on the bonus and other demands the then Labour Minister met the representatives of the employers and workmen on 31st January 1962. Looking to the adamant stand of the oil companies even after this intervention a way out of impasse was suggested by us by making a concrete proposal that the Govt. of Maharashtra appoint a Conciliation Board to resolve the demand for at least the Maharashtra State. But the Minister showed his willingness for such a Board for Greater Bombay only, for bonus and other demands. However, the Conciliation Board proposal was then dodged by the Government; hence and in view of this unforeseen development out of deliberations at the meeting of the 31st, the Managing Committee decided on the strike notice referred to above.

The report of the Conciliation Board is given in full in the supplement to this report on pages 1 and 11. It need only be said that the Companies stuck to their own position and the Chairman, Mr. Jeejibhoy was veered to their reasoning even at the inception. They held that since the Balance Sheets are not likely to be ready by the time the Board Expires its term, the position of profits cannot be determined and hence the claims of the workers also cannot be entertained. We had carried out our obligations to submit the statement of our claim to the Board but the INTUC — PEU helped the Companies' position by dodging its obligations to submit the statement of claim. Under the circumstances we were forced to define our approach to individual Companies separately and a certain breach was possible with ESSO coming out independently on its own to a settlement which was the barest minimum we could consent to, as a Union.

When the Chairman suggested at the very first public session on 9th March that we should negotiate some amicable settlement directly with the companies in which he offered to use his good offices, we made an attempt to at least bring those benefits to our workers which the Oil Companies had extended in the long term settlement signed with the Madras Unions in 1958. Those benefits consisted of better classifications and corresponding scales of pay, merger of dearness allowance with the basic pay to the extent of 250 to 300 points thereby giving very substantial increase in retirement benefits i.e. in pension, provident fund and gratuity as well as more money in bonus to the lower paid workers and clerks arising out of 3 months bonus being paid in Madras on the merged and revised salary scales of pay. However, the Oil Companies were adamant and the rival PEU was not prepared to take a stand along with us. The Chairman's attitude was of course not favourable to any negotiated settlement on the basis of any new financial burden on the companies as they disputed their capacity to pay.

One would have thought that Caltex which had merged nearly 80% of the dearness allowance for their supervisory staff in basic pay would come forward to give equal justice to the lower paid employees. Perhaps some of you will be shocked to know that the ethics of Burmah-Shell which also took adamant stand at that time is that for their supervisory staff they are voluntarily extending from 1st July 1962 better provident fund and pension benefits by merging certain portion of the dearness allowance in the basic salary.

That shows that the laudable objective of III Five Year Plan "to bring about a reduction of inequalities in income..." and Labour and Planning Minister Nanda's exhortation last year on the occasion of inaugurating the new building of Bombay Labour Institute :

"Emphasising the need for every section of society in the country accepting the ideals of socialism, Shri Nanda said that the private sector of a socialist country was expected to behave in a manner different from that of the capitalist countries."

(Labour Gazette, August 1961)

cannot have any meaning for these Oil Companies. The stiff terms initially offered by Burmah-Shell for a proposed agreement were resisted successfully and after very prolonged by-partite negotiations as well as with certain good offices rendered by the Chairman agreements were signed on the 11th April 1962, with the 3 companies, Burmah-Shell, Caltex and I.B.P. The terms and wordings are uniform for all these 3 companies. Agreement was signed earlier on 6th April by the ESSO before the Conciliation Board. Text of both these agreements appear in the supplement herewith on pages 2 and 3. To the extent similar agreements were signed by the companies separately with the rival PEU, one cannot say for certain that the companies have abandoned even now the dangerous game of playing upon the inter union rivalries. That is a situation which calls for continuous vigilance and tact.

The sore issue of the 19 dismissed men and the letters issued to the 134 satyagrahis in Burmah-Shell was tackled until the last moment of signing the agreement for an amicable solution. Whereas the Company's spokesman stuck to the position until the last that the issue of 19 dismissed men should be settled through the very quarters which intervened for the calling off of the strike, he gave oral assurance that they do not contemplate any vindictive action regarding the 134 satyagrahi workers who had been charge-sheeted by the Police for their Satyagraha during the strike.

A question asked by some of our Installation workers and office employees is that in 1958 the agreement signed by companies with rival PEU brought 2 additional increments and increase of maxima of scales to that extent over and above the same quantum of bonus as was being paid before. What happened in 1962 that we had to undergo so much trials to get only the same quantum of bonus and no wage increase at all. The answer to that can be found from an understanding of various new developments which I have dealt with in this report. To put it in brief, we could have got in 1958 much more than what rival PEU managed to get in 1958, because, the Company's profit making capacity was not then curbed as it has now been and they could not then plead their incapacity to pay. But for their self-righteous attitude and refusal to pursue a policy of genuine co-operation with our Govt. we could have had a better deal even in the short term agreement now signed with us. In fact, we got for the Esso employees an additional iii-

ement for such of those who had reached the maximum of their scale and that meant 75% of the Installation workers. We are still in discussion with ESSO for new classifications and better and enhanced scales of pay. We have to open with the other three companies negotiations from 1st November this year. Two months hence for new classifications, revision of scales of pay, etc. as per the agreement signed with them. We must now create conditions and sanctions by which the companies will no more succeed in imposing their will upon us.

In these agreements you will find only the Esso having come forward partially at least to set up a regular grievance procedure. Numerous grievances are now being raised by workers in the manner in which they are being dealt by Esso company authorities at various levels are an object lesson for us in that we still have a struggle to wage for this machinery to resolve workers' grievances to some satisfaction particularly in those work places where intensity of labour and a high degree of rationalisation is the order of the day. As far as Burmah-Shell and Caltex are concerned they stuck to the last to their policy decision not to set up such a laid down procedure. Burmah-Shell having understood perhaps the meaning of the state of affairs which led to the very solid strike of all workers and all workers agreed to go into the various outstanding grievances when they are tabled by the Union. That has been done in several lots right from the first list given on 14th April and many meetings have taken place at the Personnel Manager level to resolve all those which they agreed to resolve. Caltex spokesman gave an oral assurance before signing the agreement that within the limited financial capacity they have they are prepared to resolve the outstanding grievances. This matter is being progressed. For I.B.P., certain channels of discussions and prompt settlement at high levels of workers' grievances will be kept open for us, have not compelled us to seek the establishment of a regularised grievance procedure.

I consider that in the background of the general policy of the Oil Companies which I have dealt with earlier nothing less than a pucca and established grievance procedure will protect the worker against the continued onslaught of intensification of labour and rationalisation of man power. The absence of such a thing leaves the worker open to utmost exploitation through vagaries and vague assurances, which in the end are not kept as it has happened in the case of Okha Installation workers.

Bonus payment in cash and National Savings Certificates. Esso interpreted the statutes correctly for paying the cash quantum of bonus and workers were satisfied. But the three companies, B.S., Caltex and IBP interpreted the statutes wrongly and thereby paid lesser quantum in cash than their workers were entitled to. Hence we had to seek the intervention of the Chief Inspector of Factories, who is also the authority under the Payment of Wages Act, on 21st April. His intervention after we called on him a number of times succeeded a little sooner in the case of Burmah-Shell who also took a little interest in the points we raised and the ruling in our favour was given by him to B.S. on 24th May. However, it took one more month for BP and still one more month for Caltex to come round to the ruling of the Inspector in our favour.

The course of negotiations both with Companies and in the Conciliation Board during this period were matters of prolonged discussions in the deliberations of the Managing Committee, Negotiating Committee and Office Bearers Committee. The developments were swift and overtaking our capacity to draw

conclusions from our almost day to day deliberations. This led to certain differences of opinion remaining behind the final signing of the settlement narrated above. The Managing Committee tackled these differences which arose in a concrete form subsequently through resignations by 2 members of the Office Bearers Committee as a protest against the manner in which the agreements were signed. Prolonged discussions both in the Office Bearers Committee and in the Managing Committee finally led to the position that the Annual General Meeting will have an opportunity to pronounce its final verdict on the entire outcome of the struggle we waged and thereby resolve once for all any differences which had cropped up.

The demand for bonus and other terms for upcountry workers which had been taken out of jurisdiction of the Conciliation Board set up for workers of Greater Bombay only, is outstanding with the companies and the negotiations so far have not succeeded in bringing about a settlement.

Contract Labour: This is an issue which should receive our continuous attention, because, the general tendency of oil companies in the light of declared policy of no recruitment in spite of the abnormal increase in the volume of their trade, is, whenever overtime work becomes impossible, to resort to contract labour, a form of labour exploitation which has been taken serious note of by the Indian Labour Conference.

You will find in the supplement to this report on pages 4 and 5 extracts from a recent award of a Madras Tribunal which could be utilised by us to reach our objective of at least mending this evil system if not ending it altogether one day.

Works Committees: In all the elections to the works committees in all the companies held during the year, only the accredited leaders of our union have won, most of them uncontested, thus proving once again that the loyalty of workers to Petroleum Workmen's Union is indestructible in spite of the disrupting activities of rival PEU — INTUC and the playing on inter union rivalries by the Companies. The very recent election to Burmah-Shell Sewree Installations Works Committee should be an eye-opener to Burmah-Shell and should convince them that the workers will not abandon the case of the 19 dismissed workers whatever may be the vicissitudes they have to pass through.

Damle Committee Report.

REPORT OF THE OIL PRICE ENQUIRY COMMITTEE COMMONLY KNOWN AS DAMLE COMMITTEE REPORT

SOME VITAL QUESTIONS AFFECTING PETROLEUM WORKERS

The Report in Essence

The above Report was signed on 19th July 1961 by the three members of Committee, Shri K. R. Damle, I.C.S., Secretary, Government of India, Ministry of Food and Agriculture, as Chairman (Shri Damle is a former Tariff Commission Chairman), Shri C. P. Sinha, retired Chief Justice of Assam High Court as member after 14th March 1961 when the original nominated member Shri P. N. Sapru resigned on grounds of ill health, and Shri N. Krishnan, Chief Cost Accounts Officer, Ministry of Finance as the third member. However, the Government announced its decision on

September 27, 1961, that the Damle Committee's Report was accepted by the Government in toto and given effect to from midnight of September 27, 1961, barring the enforcement period. Instead of the 4 year duration proposed by the Committee with option to reopen the question after about two years, the Government decided to maintain the reduced prices only upto two years in view of the growing glut in world oil production.

The effect of implementing this report saw for the first time planned agitation by the Oil Companies through the many channels open to them including the press to which they contribute substantial revenue through heavy advertisements. The Government seems to have reached the Report to the Oil Companies on 28th September and they started giving their studied reactions from 17th October 1961, as for example, Burmah-Shell did by a write up for its Supervisory staff. All India Petroleum Workers' Federation and ourselves came to know only on 14th November 1961 some details of the report through a monthly called "Petroleum Trade Journal" published in Bombay. We could get hold of the full text of the Damle Committee Report only on 26th December 1961.

The Damle Committee's recommendation implied on the basis of the estimated sales of 1962 a reduction of about Rs. 15 crores annually in the selling prices of the major petroleum products and bitumen. This is composed of about Rs. 4.89 crores due to drop in landed costs, (This is not new, as it was payable by the Companies under previous agreement) Rs. 6.54 crores towards the discount the Committee consider reasonable in the posted prices of bulk refined products and Rs. 3.34 crores towards distribution charges and profit margins, for the three major Oil Companies. Thus the net imposition by the Damle Committee is only Rs. 9.88 crores per year.

Apart from this, ceilings on the marketing and distribution charges and profit margins on an average for the groups of lubricants, greases and specialties have also been recommended.

The Government decided to mop up the reductions. The consumer prices of these products will remain unchanged.

Companies agitate and Govt. answers

Dealing with the controversy and agitation launched by Oil Companies, Minister Malaviya made the following points during the debate in Lok Sabha on November 20, and in Rajya Sabha on 1st December as per the published newspaper reports.

1. The Companies had agreed for reductions on two accounts (viz. Rs. 4.89 crores due to drop in landed costs and Rs. 3.34 crores due to distribution charges and profit margins, total being Rs. 8.23 crores) and "the dispute" was about Rs. 6.54 crores representing the discounts on imported petroleum products.

2. All legitimate charges of Companies had been permitted and the prices fixed after ensuring a return of 12 per cent on capital employed.

3. The agitation of the foreign companies is an attempt to ward off any claim of the Government for further discounts beyond those suggested by the Damle Committee. The agitation was intended to extract concessions from the Government under the threat of breakdown of supplies of an essential commodity. The findings of the Committee are just and the companies were in a position to obtain discounts on petroleum products, just as they could do on imported Crude Oil. The refineries and distribution in India are in effect owned by the companies' so called principals and/or associates who in turn are the producers/suppliers of crude oil and products in the Middle East. The difference between them and the Companies operating in India is that between tweedledum and tweedledee. Discounts on crude oil exports to Western Europe were given by the very same Companies at rates much higher than those given in India 8.5% (This discount was given after Soviet Union had offered to supply at much higher discount). On the imports from rupee sources, from the Soviet block, the Indian Government was getting discounts at much higher rates.

4. While adhering firmly to the reductions in oil prices proposed by the Damle Committee the Government would allow greater flexibility to the Companies in regard to utilisation of foreign exchange allocations for importing petroleum products "at the most favourable prices, either from their traditional or other sources".

In case of apprehension of shortage of any product, the Companies could give timely notice to the Government which would make alternative arrangements to meet the situation.

5. The Government was not satisfied with the quantum of discounts recommended by the Damle Committee. In spite of this disagreement, the Government accepted the Committee's findings treating these in the nature of an award.

6. The Oil Companies were not consulted before bringing the Committee's recommendations into force from October 1, 1961, for two reasons. One was that they had ample opportunity to put forward their case before the Committee, and secondly, past experience had always shown that negotiations tended to be long-drawn-out.

7. The Companies were welcome to make representations in regard to the price structure. But, it had to be recognised that the Damle Committee's recommendations had the force equivalent to the Tariff Commission's findings and were therefore binding on both parties.

8. The expansion of existing refineries was brought in by the Companies but that had no relation to Damle Committee recommendations in regard to the price structure. It was a separate question altogether and had to be considered on merit.

Over the past few years the throughput of the refineries has been increased by the Companies by about 44 per cent. The Companies' further demand for increased throughput is a matter quite distinct from the issue of implementation of the Damle Committee's recommendations to which the Government is committed. Further expansion of the capacity of the private sector refineries was considered not feasible under the existing agreements.

Nationalisation of existing units of the Oil Industry was ruled out as it would be inconsistent with the country's immediate interest. Fifteen years ahead India might be able to consume 50 million to 60 million tons of oil, perhaps even 70 million tons per annum. There was no geological indication yet that it would be possible to get all that oil within the country. The oil so far discovered was nowhere near that quantity. In two or three years, perhaps, it might be possible to say whether India could produce all the oil that was needed and we shall not be bound down by the big monolithic companies. We shall get oil whenever we want it and we shall have our own refineries and distribution companies.

HOW DID THE OIL COMPANIES USE THE RECOMMENDATIONS OF THIS REPORT AGAINST US ?

BONUS :

Damle Committee ruled that bonus must come out of the profits and cannot be an item of expenditure in the cost of production and that in the return on capital employed, provision has been made for inclusion of bonus payments. Yet, and having agreed to the recommendations on profit margins and distribution costs during its controversy with Minister Malaviya, they raised before us their incapacity to pay adequate bonus because it seems the 12% return they accepted is not adequate. No doubt, in their pleadings in 1958 with the Govt. Cost Accounts Officer, Ministry of Finance, they had won the point that bonus must be provided in cost. It must be noted that the Tariff Commission, in the fixation of prices of some of the major commodities, recommended return of only 10% on capital employed and Chief Cost Accounts Officer also provided for only 10% for the Oil Companies as against the 12% now recommended by the Damle Committee.

Another point worth consideration is that in increasing the level of salaries of supervisory and managerial staff, which act had been criticised by the Chief Cost Accounts Officer in his report, the companies had taken into calculation the element of average 4 months bonus they were paying since several years for the non-supervisory and non-managerial workmen. They had justified that action on the plea of maintaining parity between the level of remuneration of these two groups of employees, one of whom was receiving bonus as deferred wages.

Thus, what are we to say of the ethics of these companies, who now sought to attack the bonus payable to the lower-income group of clerical and labour employees in the name of the imposts arising out of the Government's implementation of Damle Committee recommendations?

Both Burmah-Shell and Esso have now announced in a note to all their staff that they have approached Govt. for converting the Sterling and Dollar marketing companies respectively into Rupee Companies just as their refining companies. The announced attraction is that it will enable substantial and widespread equity participation to the Indian public in both the refining and marketing companies. May be, it will be said that all employees and labour will have opportunity to take shares in the Rupee Companies and thereby become part owner of the companies, themselves! Of course, such a conversion will enable a tax saving of 18% to the companies who have to pay now 63% as against 45% by a rupee company. Will that move the companies to give better bonus and remuneration to the clerical and labour employees? That has to be seen.

But, what about the foreign exchange needed for such conversion? Foreign exchange crisis in our country i.e. non-availability of foreign exchange even to fulfill the targets of IIIrd five year plan is now no more a debatable issue. It is a reality and those who should know are already shouting from house tops. During the year ending March 1962, imports of Petroleum Products Cost Rs. 95.5 Crores (42.3 crores Crude and 53.2 crores products) out of the total imports of Rs. 1038 crores. A lot of foreign exchange is already consumed for oil imports apart from exchange for remittance of their profits. Therefore, who is to oblige the Oil Companies?

BETTER BONUS OR BETTER REMUNERATION BY WAY OF INCREASED SALARY/WAGES ETC.

2. The recommendations of the Chief Cost Accounts Officer in March 1959 stipulated that, apart from adjustments for C.I.F. elements etc. and variations in the price of tin plate used, the price formula he recommended should be adjusted for increase in the level of wages for labour over 1957 brought about through Govt. action. However, his recommendations had simultaneously called for substantial economies to be put through (a) in the emoluments of the higher supervisory and managerial staff because in one Company it was as high as Rs. 11200 per month and Caltex was capable of effecting a reduction of about Rs. 75/80 lakhs in the emoluments of the higher executives, (b) 20% reduction could be made in 1958 and onwards over 1957 incidence of marketing and distribution charges. The charges and remuneration were based in the formula on the volume in 1958 and 1959. With the continuous

increase in volume the marketing charges would show a decline. The extra remuneration in the increased volume in 1960 over 1959 level was to be considered as an incentive for the industry. The Oil Companies had successfully resisted the imposition of those recommendations which called for about Rs. 23 crores per year for 1958-59 and 1959-60 during the period from 1st April 1958 to 31st March 1961. Instead, they came to a voluntary ad hoc agreement with the Government for the period from 1st April 1959 to 31st March 1961 which was thereafter extended to 31st August 1961.

Minister Malaviya had announced in Parliament on 9th December 1959 that this comprised ad-hoc agreement was in the nature of reductions to the extent of Rs. 5 crores (approx.) per annum in addition to the reduction of Rs. 10 crores (approx.) agreed in 1958. Also a further reduction of Rs. 4 crores (approx.) a year due to drop in the landed costs. Thus the total gap between the recommendations of Chief Cost Accounts Officer and the reductions conceded by the Oil Companies would have come to roughly about Rs. 14 crores. That difference was not made up.

The Oil Companies oppose the imposition on the count of discounts assumed by Damle Committee as available to them. One can be certain that, as they are international companies, trading in different countries, they are worried by this imposition. They are bound to be apprehensive of the likely international repercussions in view of the prospect of various other countries, who also have to import refined products being marketed by these very companies, taking to the lead given by the Government of India and demanding price reductions on this count. So, we, the workers are being confronted with a new situation. As far as the Govt. is concerned, the decision of the Govt. announced in Lok Sabha by Minister Malaviya, stands and Oil Companies cannot escape it. But, since the oil companies will not, they will show correspondingly lower profit margins in their accounts. The verdict of Supreme Court on capacity to pay and on future prosperity as disclosed from "compiled accounts", is handy for the companies to deny any substantial wage/salary revisions or substantial betterment of other terms and conditions of service. The Labour Appellate Tribunal formula as endorsed by Supreme Court is another handy weapon for denying adequate bonus.

But, the question remains: Was it not open to the companies to urge before the Damle Committee that among the factors provided for revision of the new price formula, the factor of costs for revision of wages/salaries should also be granted just as the previous recommendations of Chief Cost Accounts Office conceded? Nowhere will one find that the companies thought of doing so. For obvious reasons, which I do not have to go into

I may only say that when they were confronted with various recommendations made by Chief Cost Accounts Officer in 1958/59 they understood them as drastic perhaps because of those recommendations emphasising economy on top-heavy administration and lavish advertising. To counter it and without dealing with that in essence, they came forward in a grand manner to agree for ad-hoc voluntary reductions in the incidence of their remuneration and distribution charges for the reason as Burmah-Shell put it at that time: "The removal of rationing and, the upward surge of post-war demand, were additional factors and the total effect was the vast expansion in expenditure, both revenue and capital, that reached its peak around the years 1956/57. When this peak was passed our costs naturally tended to stabilise and we accelerated this process by the application of modern methods and equipment, and by a continuous examination of all our methods, operational and administrative, with a view to ensuring maximum efficiency in our organisation. Our exertions have achieved a considerable measure of success and it is noteworthy that it has been, for the present, possible to stabilise costs; since trade has expanded considerably there has been a perceptible decline in per unit charges and it has been possible to reflect this decline, in the proposals put forward to Government". Naturally the logic of this was taken up by Damle Committee which had before it the lower costs incurred by them in 1959 as compared with 1958 and extended this logic of year to year drop in unit costs for the future period ending 31st March 1965. The Oil Companies say that the Govt. has not agreed to accept this full period for the implementation and they are naturally worried what will Govt. do after 1962.

However, they seem to have already found a means to overcome this worry by getting the Govt. sanction in case of Burmah-Shell Refineries 25% and Esso 20% additional throughput effective 1st July 1962. After all, these sister companies whose profits can be fattened on the basis of 45% taxation, are a good enough cushion to offset all the loss in profit margins of the marketing companies.

But, what about the labour and clerical employees at whose expense alone all the so called economies have been put through during the last several years and part benefit thereof very generously tendered to Govt.? The dictum for the Oil Companies seems to be: In order to conserve their profit margins, if the consumer does not prove handy because of the discontinuance of the old "valued stock accounting" procedure for price formula, the milch-cow can still be found in the exploited clerical and labour employees who are fettered by any number of laws in industrial field.

This unholy situation has to be changed and can be done only by the organised strength of petroleum workers, first of those in Bombay region and secondly of all of them throughout India.

In retrospect: 1) Is it not necessary that the Damle Committee should have given the organised petroleum workers the same opportunity as the employers had at least in focussing and expressing their views on such problems that are intimately and directly connected with them? For example: the issue of bonus and its place, whether it should be a part of cost or whether it should be an issue related to profits only. The question was and still is of utmost interest to us. On the one hand, a quantum of bonus **arbitrarily decided** in 1951 by a Labour Appellate Tribunal for the year 1950 even without regard to the very formula that Tribunal had devised and on the reasoning that formula was more designed for the textile industry and cannot be said to be capable of universal application, though the Supreme Court nowadays, appears to hold a different view, is being paid year after year for the last 11 years — either through award or agreement — and naturally has become deferred wages from the workres point of view and reality of his life and living. On the other hand, there are some vital implications in favour of the workers in the judgement of the Supreme Court rejecting the Stanvac (now Esso) Refining Company's appeal (the plea of the Company was they were paying fair and/or living wages because they cited figures of comparatively high wages prevailing for the workers in the Refinery) to reduce the 5 months quantum award of the labour Tribunal of Bombay. The question to be considered and decided was why in other branches of petroleum industry, as for example in marketing, a better and comparatively high level of wages should not prevail for both clerical and labour/service and transport employees because the quantum of bonus paid for marketing workers was less than five months and for marketing clerks only 3½ as compared with 5 in Stanvac Refinery and 4½ in Burmah-Shell Refinery awarded and upheld by the Supreme Court? If not, why not a better and higher bonus be paid because bonus is only an expression of a part of basic wage/salary?

2. Was it not necessary for the Damle Committee to have heard us in view of the earlier recommendations of Chief Cost Accounts Officer that the pricing formula they recommenced should be subject to review for increase in labour costs if any, even if the Oil Companies were to be saddled with the burden of establishing it for eventual sanction because of the criticism of the Chief Cost Accounts Officer regarding the lavish expenditure on supervisory/managerial level and on advertising? Even if the Companies ignored to raise it before the Committee, at least an observation by the Committee, at least an observation by the Committee why such a provision was considered unnecessary, was called for the reasons aforesaid.

3. Petroleum workers justly feel that the absence of organised workers' representation before the Damle Committee has meant that their interests have gone by default because the Oil Companies interpret the recommendations of the Damle Committee as one which gives them ample scope for denying all the just and necessary improvements in wages/salaries and other terms and conditions of service. The Oil Companies do not hesitate to interpret the Damle Committee recommendations to mean that wage/salary level should be capable of being frozen at 1959 levels, as, the marketing and distribution charges have been plugged on that level, and that 12% return on capital employed granted by the Damle Committee does not give them in fact adequate return on their capital.

4. Petroleum workers are aware that the terms of reference before the Damle Committee did not include the issue of deciding the adequacy or otherwise of the level of remuneration to the workers in marketing companies and that the Committee was appointed on 2nd August 1960 only to examine the principles and elements according to which the selling prices of various petroleum products in India should be determined after 1st April 1961. The daily press at that time had also carried the news that "As the process of negotiations with the Oil Companies has proved odious and failed to yield a long term agreement, the Govt. of India now proposed to set up unilaterally a Committee of its own experts to devise a new formula for petroleum products. The Govt. has been trying to devise a new formula for the last 2½ years to reduce the oil prices in the country. Protracted negotiations in this regard with the British and American Oil Companies operating in the country had only resulted in evolving two ad-hoc formulae."

Petroleum workers are also aware that the Damle Committee had ruled in their report: "We are not very much concerned in this enquiry with the actual definition or the scope of bonus. What we are concerned with is whether bonus should be included in the cost of production or whether it should come out of the profits made by the industry." Having finally decided that "bonus must come out of the profits and cannot be an item of expenditure in the cost of production" the Company interprets it as though the issue of bonus is closed once for all because there will be no adequate profits to pay bonus as per the formula of Labour Appellate Tribunal.

But, the Minister having stated in his statement in the Lok Sabha that the companies were welcome to make representations in regard to the price structure, petroleum workers would look to the Minister to safeguard their interests even if the Oil Companies, for reasons best known to them, may fail to do.

ORGANISATION :

After the last Annual General Meeting we held 6 general meetings of delegates, 12 meetings of Managing Committee excluding its adjourned sessions and 23 meetings of Office Bearers Committee. In addition several meetings of the Action Committee for conducting the Burmah-Shell strike took place during that period as well as separate meetings of Negotiating Committees particularly of the Esso members of Managing Committee.

Several mass meetings and sectional meetings were held for installation workers and office employees separately. We could not make any visits to the branches.

Inasmuch as the year under review was a year during which we were confronted with acute and serious problems, our organisational ability was fully tested. We have not come out with as much success as we should have. In spite of active services of many office bearers and others who also put in extra time in the Union office, there was considerable dis-organisation. My own experience is that lack of precision in the division of work and responsibilities among the various Asst. Secretaries and Organising Secretaries, almost all of whom I look forward to being re-elected at this Annual General Meeting, has been the single contributing factor to these shortcomings.

PETROLEUM MAZDOOR also could not come out more regularly after the Annual General Meeting. We brought out only 3 issues, one for September 1961, the next combined issue for October/December 1961 and the third combined issue for January/July 1962. Of course certain hand-bills were issued in addition to various strike bulletins in order to keep our members informed of the major developments.

Membership : The membership position is as follows :

No. of members on books at the beginning of year	4009
No. of members admitted during the year (both new 751 and revived 360)	1111
	<hr/>
	5120
No. of members who left during the year (Compulsory/voluntary retirement death etc. 81 plus removed for arrears 595)	676
	<hr/>
Final membership as of 31st March 1962	4444
	<hr/>
MALES 4410	FEMALES 34.

Of the new membership of 751, 462 is the membership which has newly come to us from among Burmah-Shell Refineries' workers. Though the membership shows improvement over last year to the extent of 435, you will see that it is almost absorbed with the acquisition of Burmah-Shell Refinery membership. Therefore, it is very necessary that we concentrate on activating the 595 who have been removed for arrears, besides others who shall have to be organised.

Audited Statement of Accounts: I draw your particular attention to some of the important features of the audited statements of accounts which follows in the report. Contributions received for the year of Rs. 23,632.00 during the year consists

of Rs. 8060.50 we had collected in advance the year before, Rs. 2749 from BSR workers and the balance of Rs. 12822.50 collected during the year from among marketing workers. It is because we did not keep up our vigilance in collecting subscriptions currently, an arrears of Rs. 7732.00 has remained to be collected notwithstanding ignoring the arrears of 595 members whom we have reckoned not on the rolls due to excessive arrears. Moreover the advance collected during last year for current year amounts to only Rs. 3482.50 which includes Rs. 1768 from B.S.R. workers. Thus, we have a tremendous collection effort ahead of us during this year. I am handing you herewith a statement showing the collection effort from members in each work place and major departments which will help you to spot out where we have particularly lagged behind in this primary task of subscription collection which each delegate has to concern himself.

Excess Cash on hand in Bombay was only due to difficulty in banking the subscriptions which came in large amount at the close of the month of March.

Biggest and additional item of expenditure is Rs. 4599.79 for conducting trade dispute which includes the strike expenses and court expenses.

I am handing you herewith a detailed statement of expenses incurred under Section 15J.

Unpaid subscriptions written off is only Rs. 117.50 because we succeeded in collecting all the balance of Rs. 4659.50 arrears we had provided for collection in last year's accounts.

If in the last analysis we maintained our General Fund at the close of the year unimpaired by the heavy expenditure we incurred, it is partly due to the income we had taken over from B.S.R. Workers' Union of which Rs. 1585.00 is refund of Cost by Supreme Court's orders from B.S. Refineries.

CONCLUSION

The report so far has been very elaborate and I have tried to draw conclusions on each issue as I have dealt with them. I do not wish to burden you further with the various conclusions once again except to say that I derived great inspiration in working with all the colleagues and particularly our President, Rafiq Gulzar. I am, and I am sure, all of us are also indebted much to Com. Dange, General Secretary of All India Trade Union Congress who gave us valuable help during the period of strike of Burmah-Shell workers.

- ★ PETROLEUM WORKMEN'S UNION ZINDABAD !
- ★ ALL INDIA PETROLEUM WORKERS' FEDERATION ZINDABAD !!
- ★ ALL INDIA TRADE UNION CONGRESS ZINDABAD !!!
- ★ WORLD FEDERATION OF TRADE UNIONS ZINDABAD!!!!

10th August 1962.

G. SUNDARAM,
General Secretary.

APPEAL

to the chemical, oil, pharmaceutical, rubber, paper-cardboard and glass-ceramics workers and trade unions of all countries

The IVth World Conference of the chemical, oil, pharmaceutical, rubber, paper-cardboard and glass-ceramics workers summoned by the Trade Unions International of the chemical, oil and allied workers (WFTU) will be held in May 1963 in Moscow.

This Conference will have a truly international character because we are already assured of the presence of big trade union organisations of the industrially most advanced capitalist countries, of the newly independent countries and of the trade union organisations of our sectors of the socialist countries.

The agenda of the Conference contains the questions that are at the very basis of the life of our trade union organisations :

1. The action of the chemical, oil, pharmaceutical, rubber, paper-cardboard, glass-ceramics workers
— for better living and working conditions,
— for the strengthening of the trade unions, the defence and extension of trade union rights and liberties,
— for trade union unity,
— for social progress and peace.
2. The struggle and solidarity of the chemical, oil and allied workers in all countries, for the definite liquidation of colonialism and against the new forms of domination of the monopolist groups.
3. Report of the Auditing Commission.
4. Election of the leading bodies of the Trade Unions International.

Like this we invite all trade union organisations of the interested sectors to send their delegates or observers to this Conference, independently of their political convictions or religious beliefs, of their trade union affiliations, race and nationality.

We convene this Conference in the spirit of the broadest unity and solidarity ; its rostrum will be open to all representatives of the workers, who shall be able to express their opinions freely and to debate the problems interesting the trade union movement in our sectors.

Such discussion will be a precious contribution to the carrying out of action unity, solidarity and to the strengthening of the working class in the anti-imperialist and antimonopolist struggle, for the liquidation of colonialism, for national independence and for better living and working conditions.

Your experiences have already proved that the success of trade union action mainly depends on the unity and fraternal solidarity of the working class. This is the means by which you will manage to defend your vital rights and interests.

The united struggle of the workers on the international level has become a necessity particularly in our sectors characterized by the presence of powerful groups extending their domination beyond the frontiers of one country.

In their struggles the workers of our sectors are facing monopolist powers making use of the lack of unity in the trade union movement in their attempts to defeat the demands of the workers. It is, therefore, in the interest of the workers and their organisations to unite their struggles on the international level.

The Conference will permit the trade union organisations of our sectors of all tendencies to compare the living conditions of the workers in every country, to compare demands and their methods of struggle. The Conference will enable the trade union organisations struggling for their independence against the monopolies to tie up their struggles for independence

with the struggle against the monopolies and to enjoy the support of all workers of all countries.

These same monopolies, and particularly the American monopolies are the main causes of international political tension, of the danger of a new general conflagration in the world and of the refusal to negotiate on international disputes. This is why the struggle against these monopolies on the social and economic level and the struggle for peace is one of the duties of the trade unions of our sectors.

The Conference will make it plain to the workers what force they represent against the monopolies because of the broad participation of the representatives of the workers and organisations of our industries.

Answer to our Appeal!

Send your delegates and observers to the IVth World Conference in the same spirit of fraternity which leads us in inviting you!

Let us eliminate all the obstacles and hindrances preventing the gathering of the organised forces in our sectors.

This will satisfy the deepest aspirations of our workers throughout the world!

The Administrative Committee
of the Trade Unions International
of the Chemical, Oil
and Allied Workers (Trade
Department of the W.F.T.U.)

Bucharest, April 25th 1962.

REPORT OF THE CONCILIATION BOARD

(A Board of Conciliation was appointed to go into the disputes of workmen in Greater Bombay. I am now copying below the unanimous Report of the Board of Conciliation which was sent by the Maharashtra Govt. for publication in the Gazette dated 27th April 1962, under the Industries and Labour Department notification No. AJB 2462 Lab.-II. —Editor)

BEFORE THE BOARD OF CONCILIATION, BOMBAY

Industrial Dispute Between

1. Burmah-Shell Oil Storage and Distributing Company of India Ltd., Bombay.
2. Standard-Vacuum Oil Company, Bombay. (Now known as Esso Standard Eastern Inc.)
3. Caltex (India) Limited, Bombay.
4. The Indo-Burma Petroleum Co. Ltd., Bombay.

and
The workmen employed under them in their establishments in Greater Bombay.

In the matter of bonus, wages, etc.

Appearances :

Shri E. C. D. Homen, for Burmah-Shell Oil Storage and Distributing Co. of India Ltd., Bombay.

Shri P. S. Minhas, for Standard-Vacuum Oil Co., Bombay (now known as Esso Standard Eastern Inc.)

Shri P. C. Mehta, for Caltex (India) Ltd., Bombay.

Shri N. Whitehead, for Indo-Burma Petroleum Co. Ltd., Bombay.

Shri Raja Kulkarni, for the Petroleum Employees' Union.

Shri D. S. Nargolkar, for the Petroleum Workmen's Union.

REPORT

By Notification No. AJB.2462-Lab. II dated 17th February and 12th March 1962, the Government of Maharashtra in the Department of Industries and Labour constituted the following Board of Conciliation for promoting a settlement of certain disputes between the four oil companies specified in the said notification and their workmen.

MEMBERS OF THE BOARD

1. Shri F. Jeejeebhoy, Barrister-at Law, Chairman
2. Shri P.C.R. Coates Member
3. Shri W.R. Connell Member
4. Shri G.D. Ambekar Member
5. Shri G. Sundaram Member

2. The Companies in question, which are separate entities, deal with the storage and distribution of oil; and the total strength required for their work is a staff of about 6,000. The companies in the past have been entering into settlements as regards their labour problems with the Unions, and as these oil companies generally had been prosperous they had been able to pay reasonable wages and bonus, and the conditions of service have also been determined from time to time mostly by negotiation and agreements.

3. In respect of the disputes now before us the Companies contend that they have been adversely affected as to their financial position following the Report of the Oil Price Enquiry Committee as accepted by the Government of India. They say that the new price scheme which the report has brought into existence has limited the companies' financial expectations from 1st October 1961 when it came into operation, and that it could no longer be said as a matter of course, as was said in the past, that these oil companies have the capacity to pay any reasonable amount which might be fixed by way of wages and bonus. The companies contend that the working of the last three months of 1961 has resulted in deterioration of their profits. The workmen are however of the view that their claims can be met.

4. The claims in dispute fall within two broad categories from the point of view of financial

commitments; the first claim is for bonus for the year 1961; and the second set of claims relates to improvement in wages, conditions of service, and other matters, all of which involve substantial money commitments.

5. The companies are not opposed to taking into consideration these claims, but they contend that this is not the appropriate time for discussing or taking decisions on these matters. The companies say that the report of the Oil Price Enquiry Committee as accepted by the Government having substantially altered their financial position from 1st October 1961, they have not had time to prepare their respective balance sheets for 1961, because their financial position based on the new price formula has not yet been adequately assessed; and they say that even now there are matters arising out of the new price structure which are under discussion with the Government of India for consideration and clarification.

6. It is clear that in the absence of balance sheets it will not be possible to investigate the question of bonus payable for the year; and for improvement in service conditions, wages, etc. which would involve substantial financial commitment, decisions will have to await an assessment of the future financial expectations of the companies.

7. It was therefore evident that this Board of Conciliation had no material upon which it could at present decide the issues which had been raised. Furthermore the life of this Board of Conciliation is limited by the Act; and although it can be extended by consent of parties, the companies do not envisage any extension which might take the Board over to the next year.

8. In these circumstances the Chairman urged upon the parties to this conciliation the desirability of arriving at some ad hoc

(Contd. on Page 11)

AGREEMENTS SIGNED WITH OIL COMPANIES

MEMORANDUM OF SETTLEMENT UNDER SECTION 13(2) OF THE INDUSTRIAL DISPUTES ACT, 1947.

This Settlement made the 11th day of April 1962 BETWEEN THE INDO-BURMA PETROLEUM COMPANY LIMITED (Calex (India) Ltd.) (Burmah-Shell O.S. and D.G. of India Ltd.) Bombay, being the Party of the First Part (hereinafter called "The Company") and the Clerical and Labour (which include Service, Watch and Ward and Transport) employees in the Company's establishments in Greater Bombay, being the Party of the Second Part (hereinafter called "the Party of the Second Part") WITNESSETH AND IT IS HEREBY AGREED BETWEEN THE Parties hereto as follows:—

1. The Company agrees ad hoc and as a special case and without creating a precedent or a basis for any future bonus payments, to the payment of bonus for the year 1961 only, in full and final settlement at the same rate and on the same terms and conditions as has been granted for the year 1960 viz:—
 - (a) The Company will pay to the Clerical employees in the Company's establishments in Greater Bombay who have worked for any period in the year 1961 bonus equivalent to 7/24ths of the basic salary earned during the said year, in full and final settlement of bonus for the said year.
 - (b) The Company will pay to the Labour Employees in the Company's establishments in Greater Bombay who have worked for any period in the year 1961, bonus equivalent to 9/24ths of basic wages earned during the said year in full and final settlement of bonus for the said year.
 - (c) The bonus will be calculated on the amount of basic salary/wage earned during the said year excluding overtime and all other allowances.
 - (d) In the case of employees who have been dismissed for misconduct resulting in financial loss to the Company the amount of such loss shall be deducted.
 - (e) The substantive right to receive bonus in respect of employees who have worked in the service of the Company, during the year for which bonus is payable under the terms of this Settlement payment of bonus is made, will arise only if application for the bonus with details of service is received by the Company within 12 months from the date this Settlement is signed.
2. The Party of the Second Part in order to avoid controversy agrees that the claims now made and other claims shall remain in abeyance till 1-11-62 when they may be revived by the opening of negotiations. Should such negotiations

result in a mutually acceptable settlement, such settlement where applicable shall be implemented with effect from 1-1-63. It is however clearly understood that the Company shall not be involved in any additional financial commitment for any period prior to 1-1-63.

3. This Settlement shall not in any way prejudice the right, if any, of the Party of the Second Part to raise a demand for bonus for the year 1962.

IN WITNESS WHEREOF the parties hereto have here unto set their hands the day, month and year first above written.

MEMORANDUM OF SETTLEMENT BEFORE THE CONCILIATION BOARD APPOINTED BY THE GOVERNMENT OF MAHARASHTRA AS PER NOTIFICATION NO. A/JB 2462-LAB-II DATED FEBRUARY 17, 1962 ACCORDING TO SECTION 13 AND 18 OF THE INDUSTRIAL DISPUTES ACT, 1947 AND RULE 62 OF THE INDUSTRIAL DISPUTES (BOMBAY) RULES

This settlement made the 6th day of April 1962 between the Esso Standard Eastern Inc., Bombay (including its successors and assigns) being the party of the first part (hereinafter called "the Company") and the clerical and labour (which include service, watch and ward and transport) employees in the Company's establishments in Greater Bombay, being the party of the second part (hereinafter called "the party of the second part") witnesseth and sheweth as follows:

WHEREAS the party of the second part has placed its demands for 1961 bonus on the Company as per letter dated November 13, 1961 and November 15, 1961 and whereas the party of the second part has also placed a charter of demands on the Company dated January 8, 1962 and February 2, 1962 and whereas discussions have been held between the Company and the party of the second part both in conciliation and outside with a view to maintaining industrial peace and to promoting effective operation of the Company's business, it is hereby agreed between the parties hereto as follows:

TERMS OF SETTLEMENT

I BONUS

- (1) The Company will pay to the regular clerical staff in Greater Bombay bonus equivalent to 7/24th of basic salary earned during the year 1961 in full and final settlement of the claim for bonus for the year 1961.
- (2) The Company will pay to their regular labour (service, watch and ward and transport) employees of their establishments in Greater Bombay bonus equivalent to 9/24th of basic wages earned during the year 1961 in full and final settlement of the claim for bonus for the year 1961.

(3) The bonus mentioned in (1) and (2) above will be calculated only on the amount of basic wage/salary earned during the year 1961 excluding overtime and all other allowances. In the case of employees who have been dismissed for misconduct resulting in financial loss to the Company, the amount of such loss will be deducted. The substantive right to receive bonus in respect of employees who have worked in the service of the Company during the year 1961 but who ceased to be in the service of the Company on the date the payment of bonus is made will arise only if applications for the bonus with details of service is received by the Company within twelve months of the date on which the Company will make payment to these in employment.

II GRIEVANCE PROCEDURE

The Company hereby incorporated in this agreement the attached Grievance Procedure which will be followed by it and the party of the second part for expediting the settlement of any individual grievance.

III OTHER DEMANDS

In the interest of ensuring industrial peace during 1962 the Company and the party of the second part agree that they would hold active and mutual negotiations on those items which will be included in the next settlement, the effective date of such settlement to be decided by mutual consent. These items will cover Reclassification of Job/Revision of Scales and other pertinent items which may be brought up by either party.

In view of this agreement to reach a settlement on the above issues the party of the second part agrees that it will not disturb industrial peace or indulge in direct action (including agitation/demonstration/conciliation, etc..) during the year 1962.

IN WITNESS WHEREOF the parties have hereto set their hands the date, month and year first above written.

Attachment to the Memorandum of Settlement under Section of the Industrial Disputes Act, 1947.

GRIEVANCE PROCEDURE

With a view to having an effective arrangement for the quick disposal of employee grievances the following Grievance Procedure is agreed between the Company and the party of the second part.

1. Employee grievances shall be expeditiously attended to at each level of supervision.
2. Time limit for disposal of a grievance at each level of supervision is three working days upto the level of Terminal Superintendent/Operations Assistant/Accounting Assistant. Thereafter, the time limit at each level will be seven working days.

3. Supervisors are responsible for the administration of this policy in respect of employees under their supervision, thereafter the next higher level of supervision till the Territory Manager/General Manager's Office Department Head.

4. PROCEDURE

- a) An employee will present his grievance to his immediate supervisor by completing the Grievance Documentation Form. One copy will be sent to his immediate supervisor the second copy to the Employee Relations Supervisor and the third retained by the employee himself.
- b) The Supervisor will review the grievance with the employee, record his disposition on the employee's copy and his own copy and return the employee's copy to him.
- c) An employee may, if he so desires, be assisted by another employee of his Department/establishment who may be a representative of the Union in presenting and discussing the grievance with his supervisor.
- d) If the employee is not satisfied with the supervisor's disposition of the grievance, the supervisor will send his (supervisor's) copy of the Grievance Documentation Form to the next higher authority.
- e) After review of the case and recording of his disposition by the next higher supervisor, action will be taken as in (d) above if the employee is not satisfied. The same procedure will be followed for disposal of the grievance at subsequent levels of supervision till the grievance is disposed of. If desired by the employee or if found necessary otherwise, the employee and/or his representative shall be present and assist in the discussion in the subsequent levels.
- f) The Territory Manager/General Manager's Office Department Head is the final authority in reviewing grievances.
- g) Once the grievance is settled, the employee concerned will make an appropriate endorsement in the space provided in the Form, sign and date the Form.
- h) The copy documenting the final disposition of the case will be sent to the immediate supervisor of the employee in all cases. In turn the immediate supervisor will route the copy to the personnel folder of the employee.
- i) At all stages of the grievance procedure, the Employee Relations Department may advise the supervisor or the employee in regard to the existing policy and procedure of the Company. The Employee Relations Department will undertake to keep action on the grievance in appropriate channels and to expedite prompt settlement by timely assistance at any stage but without short-cutting the Grievance Procedure. ◆◆

CONTRACT LABOUR SYSTEM MUST GO !

Award of the Industrial Tribunal in the dispute raised by Burmah-Shell Employees' Union, Madras.

(The Madras Govt. referred on 11th October 1961 the dispute raised by the Union. The dispute was raised in the form of 2 issues. The lengthy award given by the Tribunal on 29th Dec. 1961 was published in Madras Govt. Gazette of 24th Jan. 1962. We publish below the Issues considered by the Tribunal and salient portions from the award—Editor).

ISSUES

1. Whether the demand that the management of Burmah-Shell Oil Storage and Distributing Company of India Limited, Madras should abolish the contract system in respect of any items of work now being carried out by contract labourers is justified and if so to what extent;

2. Whether any, and if so who, among the casual labourers employed by the Company should be made permanent or provided with regular employment on any of the items of work in respect of which the contract system may be directed to be abolished with reference to issue 1 above.

AWARD

All this work, which may be conveniently called "maintenance of the installation", consists of: (1) minor repairs to the tanks and pipelines; (2) scraping, painting and cleaning the same; (3) excavation and laying new pipelines or replacing worn-out ones; (4) keeping the premises clean, as required by the rules, by cutting the grass and removing the shrubs.

3. For the execution of the various items of work relating to the maintenance of the installations and the premises, the company did not engage its own staff. Till July 1959, it requisitioned outside labour from the contractors under, what may be called, the labour supply contracts. Rajarathnam Naicker, examined as W.W. 1, was one such contractor. He will supply as much labour as was required for the day, and the workers will

execute the work under the guidance of maistries according to the instructions of the Company Officers who will allocate the work. The contractor would submit bills to the Company mentioning the number of workers supplied and the days of work. He maintained a muster roll of those workers. After getting the bills passed, the Contractor will pay what is due to the workers.

4. This system of labour supply contract was given up in July 1959, and thereafter the company constituted a department of its own, called the Construction Department, consisting of three skilled workmen and eight unskilled workmen, with two foreman to supervise their work. But that staff was a mere skeleton staff, wholly inadequate to cope with the entire work relating to the maintenance of the installations and premises; and the company had to resort again to the contract system but this time of a different pattern namely, works contract system, by which the labour is not supplied by the contractor to the Company, but the contractor must with his own staff of workers undertake to execute the work entrusted to him within the stipulated time and money. The old Contractor Rajaratnam Naicker continued to work even under the revised system. Not only he, but some other contractors also took up the execution of this work, and all such works-contracts are mentioned in the list Exhibit M-1 furnished by the management.

5. The contention of the union is that taking collectively all the

items of work now got executed on work-contract system, it would be found that the works are of a permanent or perennial nature lasting for the entire period of the year, and the entrustment of such works to contractors amounts to unfair labour practice, and accordingly the contract system must be abolished and the casual labourers working for the company for a period of nearly 10 years must be recruited on a permanent basis for the execution of all the items of work relating to the maintenance of the installations and the premises. On the other hand, the contention for the management is that all those items of work are of odd-intermittent and specialised nature and not of a permanent character; and so the company will be perfectly justified in resorting to contractors for carrying out such jobs.

6. The law bearing on this question has been laid down by the Supreme Court in the Standard Vacuum Refining Company of India case reported in (1960) II L.L.J. 233. In that case, the dispute was in respect of contract labour employed by the Company for cleaning maintenance of the refinery belonging to the company, that is, for cleaning office and plant premises and the housing colonies.

Their Lordships answered the question in these words (at page 239)—

"So far as this work is concerned, it is incidental to the manufacturing process and is necessary for it and of a perennial nature which must be done every day. Such work is generally done by workmen in the regular employ of the employer and there should be no difficulty in having regular workmen for this kind of work. The matter would be different if the work was of intermittent or temporary

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nature or was so little that it would not be possible to employ full-time workmen for the purpose."

7. That being the law, on the facts of the present case we have to decide whether the various items of works relating to the maintenance of the installations and the premises are of perennial nature which must be done every day or whether they are of intermittent, or temporary nature. It is fairly clear that the various items of work relating to the maintenance of installations and premises are of a perennial nature which must be done every day. This work is vital to the business and must be attended to with care from day to day. All the items of work that go to make up the maintenance of the installations and premises cannot be split up or isolated and entrusted to various contractors on the ground that the individual items are by themselves intermittent or occasional. All the items of work form one integer, and taken co-operatively as they should be, they would constitute work of perennial nature to be attended to from day to day.

9. When the labour supply contract system was abolished in the year 1959, the contractor Rajarathnam Naicker found himself under an obligation to pay statutory compensation to his workers who were thrown out of employment by reason of that abolition. Being a poor man himself, he approached the company to pay him the compensation payable to his workmen. By the reply, the Company agreed to relieve him of that obligation in respect of his workmen "who have been working regularly", as a special case in view of his long association with the company as a contractor. The company paid the entire compensation amount, and the contractor disbursed it to the workmen on their receipts, most of the workers getting few hundred rupees. If those workers had

been executing only jobs of a casual or intermittent character, there would have been no statutory obligation to pay them retrenchment compensation, and the company itself would not have been a willing party for the payment of any such compensation. The payment of such compensation rather shows that all those workers to whom compensation was paid, and they are about 47 in number, must have been doing work more or less continuously for a number of years. The company agreed that they were "working regularly".

10. If the work in relation to the maintenance of the installations and the premises was a work of perennial nature attended to daily by the contractor Rajarathnam Naicker prior to the year 1959, such work must continue to be of the same nature even after the year 1959, for, the very same work continued to exist. There has been no reduction and no change in the nature of that work.

11. But the installation Manager of the Company, Mr. Fowler examined as M.W. 1, has given evidence. I am therefore unable to agree with his estimate that the work will not be sufficient for all the days of the month for a permanent staff. He has given another reason why the Company does not engage a permanent staff, that is, if they do the work themselves and if the workers do not do it properly, they will lose the paint and the money spent, whereas if they give the work to a contractor, he will do the work over again free of charge if anything goes wrong. But that cannot be accepted as a valid reason for engaging contractors, as that argument will hold good for every other department having perennial work.

14. The result is, the various items of work in relation to the maintenance of the installations and the premises (excluding the officers quarters) are collective-

ly works of a perennial nature to be attended to from day to day, so that the management will not be justified, according to the decision of the Supreme Court, to entrust any part of that work to contractors. The execution of such works through contractors must cease in the future and should be carried out through workmen engaged by the company. Even now the company has got a staff in the construction department for that purpose. If that staff itself is adequate for the purpose, no necessity will arise to entrust such work to a contractor or to increase the strength of the staff. In case that staff is found inadequate, then the strength of such permanent staff must be increased, and the work should not be entrusted to a contractor.

15. Issue No. 2.—This issue raises the question whether the casual workers employed by the company should be made permanent if the contract system is abolished. According to the Union, there are 46 casual workers doing work for the company for the past 10 years, and they should be made permanent on the abolition of the contract system. As stated above, if there is any necessity to augment the permanent staff of the construction department, the discretion must necessarily vest with the management how they should fill up the vacancies. It is represented for the management that there are already a large surplus of employees to be provided for and that it will not be possible to take the casual labourers on a permanent footing. It is not necessary to go into the question from what pool the vacancies should be filled up, and that must be left to the discretion of management. I am unable to see what priority of preference these casual labourers have got. Of course, in filling up vacancies, the management will pay due consideration to the claims of these labourers as well.

CONVENING IV WORLD CONFERENCE OF CHEMICAL

12th Session of Administrative Committee of T. U. I. of C. O. & A. W.

The 12th Session of the Administrative Committee of the Trade Unions International of Chemical, Oil and Allied Workers, met in Bucharest from April 22 to 25. G. Sundaram participated in the meeting from India.

This session held four months after the Fifth World TU Congress resolved to engage itself to apply concretely the decisions of that Congress, particularly the Programme of Trade Union Action, the resolution on the development of the activities and solidarity of the trade union organisations in the struggle of the people for the liquidation of colonialism and the Charter of Social Security.

The meeting discussed the report of the Secretariat on the situation of workers, their struggles and achievements and heard supplementary reports from the comrades attending.

In the General Resolution adopted unanimously, it has been pointed out that the V World TU Congress laid particular stress on the necessity to struggle against the monopolies who dominate the chemical, oil and allied industries in the capitalist world. A number of these monopolies have an international character.

American imperialism exerts its power not only in Asia and Africa practising its policy of neo-colonialism through the agency of the monopolies but its disastrous job is also practised in the most advanced capitalist countries. Hence, one of the tasks laid down in the resolution is for the organisations of the TUI to denounce the role of the monopolies, as the I. G. Farben in Germany and to impose a solution of the German question in conformity with the resolutions of the Berlin Conference.

In this action for the elimination of war danger coming from Western Germany, where the chemical monopolies are at the bottom of the manoeuvres of

PROCEEDINGS

German militarists, the organisations of France and Italy, besides those in GDR, have a particular responsibility in mobilising common action of workers.

In dealing with some other aspects of the struggle for peace, the resolution greeted the Evian treaty, creating the conditions for the building of an independent Algeria. The big victory against colonialism, though primarily was due to the heroic struggle of the Algerian people, was also due to the support given by the workers the world over and in this connection, the resolution particularly greeted the workers and people of France who fought against the French imperialists.

However, the TUI and its affiliates are fully conscious of the fact that the monopolies, particularly those established in the Sahara, will continue to attempt to keep their economic domination over Algeria and they will try to hinder the full independence of the Algerian people.

The TUI and its affiliates will continue as before to help the Algerian people and to vigorously denounce the manoeuvres of the monopolies and defeat their aims.

Though the end of the war in Algeria, the defeat of counter-revolution organised by American imperialism against the Cuban revolution and the liberation of Goa, etc., from Portuguese imperialism demonstrate that it will be more and more difficult to impose their domination and their solutions through violence, it is no less true that American imperialism pursues its aggressive policy and that dangerous war centres still subsist.

Of course, it becomes more and more difficult to oppose the ceaseless actions of the peace forces and the repeated proposals of the Soviet Union for disarmament and the holding of

the Conference of the 18 Nations in Geneva for attaining disarmament. However, our struggle for general and controlled disarmament, in which the forthcoming Moscow Conference will be an important phase, has to continue.

The delegation of the TUI to be present in the forthcoming ILO Chemical Committee meeting in Geneva will deliver the message of the Committee expressing the will of the workers of our industries for peace, to the Geneva Disarmament Conference.

A number of measures were decided upon in the resolution for strengthening the organisation of anti-monopoly struggle. Similar studies as already published on I.G. Farben are to be undertaken to expose their character and to denounce them before the workers and before public opinion, particularly the role they are playing in the Common Market.

United conferences of workers and trade unions in the Common Market are to be held to wage a most effective struggle through agreement on common aims.

Looking to the continuous development of the industries and the considerable profits the monopolies are gaining in the capitalist countries, the resolution emphasised the intensification of the struggle for the economic and social demands such as increased wages and the fixation of guaranteed wages, reduction of working hours to 40 hours a week, longer paid holidays, lowering of pensionable age, better arrangement of rest time for workers on continuous shifts, improved safety and hygienic measures placing responsibility for same wholly on management, defence and extension of TU rights and liberties and the particular demands of women workers, looking to the fact that one-third of working force comprise of women in our industries.

(Continued on next page)

OIL AND ALLIED WORKERS

AN APPEAL

To the workers and trade unions of the Chemical, Oil, Pharmaceutical, Rubber, Paper, Cardboard, Glass and Ceramics Industries of all countries.

In May 1963 will meet in Moscow the IV Conference of the Chemical, Oil, Pharmaceutical, Rubber, Paper, Cardboard and Glass and Ceramics workers, summoned by the TUI of the Chemical Oil and Allied Workers (WFTU).

This Conference will have a truly international character because of the fact that we are already assured of the presence of big trade union organisations of the most industrialized capitalist countries, of newly independent countries and of the trade union organisations of our sectors in the socialist countries.

The agenda of the Conference stresses the importance of the problems to be discussed which are the very basis of the life of all trade union organisations of our sectors:

1. The action of the workers of the Chemical, Oil and Allied Industries

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Finally, it was resolved to convene the Fourth World Conference of the Chemical, Oil, Pharmaceutical, Rubber, Paper, Cardboard, Glass and Ceramic Workers at Moscow in May 1963. A special appeal was issued in connection with the world conference, outlining its aims and agenda.

All trade union organisations, irrespective of trade union or political affiliation, race and nationality, have been urged to send their delegates to the conference.

A preparatory committee has been formed which will meet in December 1962 in Budapest to work out the programme of the conference. ◆◆

- for the improvement of living and working conditions.
 - for the strengthening of the trade unions,
 - for the defence and extension of trade union rights and liberties,
 - for trade union unity,
 - for social progress and peace.
2. The struggle and solidarity of the Chemical, Oil and allied workers of all countries for the definite abolition of colonialism and against the new forms of domination of the monopolist groups.
 3. Report of the Auditing Commission.
 4. Election of the Governing bodies of the T.U.I.

So, we invite all trade union organisations of the interested sectors to send their delegates or observers to this Conference, independently of their political conviction or religious beliefs, of their trade union affiliations, race and nationality.

We summon this Conference in the spirit of the broadest unity and solidarity, its tribune will be open to all representatives of the workers, who shall be able to express their opinions freely and to debate the problems interesting the trade union movement in our sectors.

Such discussion will be a precious contribution to the carrying out of united action and solidarity and to the strengthening of the working class action in the anti-imperialist and anti-monopolist struggle, for the liquidation of colonialism, for national independence and for better living and working conditions.

Your experience have shown you already that the success of trade union action depends mainly on the unity and fraternal solidarity of the working class. This is the means by which you can defend your vital rights and interests. ◆◆

The United struggle of the workers on the international level has become a necessity particularly in our industries characterised by the presence of powerful groups extending their domination beyond the frontiers of one country.

In their struggles the workers of our industries are facing monopolist powers making use of the divisions of the trade union movement in their attempts to defeat the demands of the workers. It is therefore in the interest of the workers and their organisations to join their struggles on the international level. The conference will enable the trade union organisations struggling for their independence against the monopolies, to join their struggles for independence to the struggle against the monopolies and to enjoy the support of all the workers of all countries.

These same monopolies and particularly the American Monopolies are the main causes of international political tension, of a new general conflagration in the world and of the refusal to negotiate on disputed international questions. This is why the struggle against these monopolies on the social and economic level and the struggle for peace is one of the duties of the trade unions of our industries.

The Conference will bring home to the workers the force they represent against the monopolies because of the broad participation of the representatives of the workers and organisations of our sectors.

Answer to our Appeal:

Send your delegates and observers to the IVth World Conference. Do it in the same spirit of fraternity which leads us in inviting you.

May all the obstacles and hindrances in the way of the gathering of all organised forces in our industries be done away with.

Thus fulfill the aspirations of our workers in all countries of the world. ◆◆

WORLD CONGRESS FOR DISARMAMENT AND PEACE

Message to the Peoples of the World

We have come to Moscow from the four corners of the earth. We have various professions and differing convictions. We for a week discussed with the utmost frankness the questions arising from the danger of nuclear war that hangs over mankind. This has helped us to know one another better and we are convinced that it is possible to find a way out of the situation that today threatens every country and every people.

The arms race increases tension and mistrust between nations. The tension and mistrust between nations promotes the arms race. A vicious circle has been created. The destructive power of weapons grows more and more frightful, yet voices are heard demanding the unleashing of a preventive war.

Nevertheless, we firmly believe that disarmament is not only imperative, it is possible. No longer is it a dream only of the best minds of humanity. For the first time in history it has become a practical task facing each and every one of us.

Lifting the burden of the arms race would bring benefit to all.

Disarmament would release resources that could be applied to raise the standard of living in all countries.

Disarmament would save funds that could be applied to increase the rate of development of countries so far economically underdeveloped.

Disarmament would involve the disappearance of all foreign military bases and the withdrawal of all foreign troops, thus aiding the peoples struggling for national independence.

Disarmament must be general, complete and under strict international control. There can be no disarmament without control, no control without disarmament.

We have thoroughly studied the obstacles that hinder its re-

alization, and we know that its achievement will be hard. There are those who oppose even negotiations, some from blindness and inertia, others from private interests or from military ambition. We are convinced, however, that all obstacles can be overcome. In every disarmament plan weak aspects can be pointed out but we hold that it is better to agree on a compromise acceptable to all than to pursue the arms race.

Disarmament
Would Release
Resources To
Raise The
Standard of Living
In
All The Countries

However, experience has shown that it would be a dangerous illusion to believe that disarmament can come of itself. It is impossible to rely only on the diplomats and military specialists who prolong discussions from year to year. Only the efforts of the people of all lands can compel the statesmen to find a solution. Divided protests are not sufficient. It is time for a mighty movement of resistance to the arms race and all war preparations.

If humanity has escaped being plunged into nuclear war during the past seventeen years, this is due above all to the tireless efforts of the peoples for peace. But we must openly recognize that there are still many who stand aside from active struggle against the arms race. There are

still many not alert to its danger, many who have not yet realized the full seriousness of its threat, nor their responsibility for saving peace. And to all these we say: "Realize the dangers of the days in which we live, rally to the ranks of those who are fighting for disarmament and peace."

Time does not wait. Thermo-nuclear weapons may soon be found in the arsenals of dozens of countries, and the improvement of means of delivering such weapons may make control impossible.

We are firmly opposed to all testing of nuclear bombs and similar devices, firstly, because of their threat to life and health of this and future generations, and, secondly, because they increase the tempo of the arms race.

We earnestly appeal to the Governments of all the nuclear powers. We call on them to reach, without delay, agreement on renunciation of all tests of nuclear weapons and conclude a treaty banning for ever all such tests everywhere—in the atmosphere, in outer space, underground and under water.

This would be a first step towards the complete prohibition and elimination of all nuclear arms and means of delivering them.

Our chief and urgent task is the conclusion by the governments of a treaty on general and complete disarmament under strict international control. We therefore call for businesslike and practical discussions on all the plans put forward, enabling the swift conclusion of the treaty.

Under the pressure of public opinion, and thanks to the action of the uncommitted countries, the positions of the chief negotiating powers in respect to the principles of disarmament have to a certain extent grown closer.

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REVIEW OF THE FIFTH

WORLD TRADE UNION CONGRESS

By K. G. Sriwastava, Secretary, AITUC.

The Fifth World Trade Union Congress held in the first city of the first socialist State in the world—Moscow, from December 4 to 15, 1961, is an outstanding event in the history of the international TU movement.

Never before have so many delegates and guests as 958 from 97 countries, representing—to be precise—142,831,927 workers of all the five continents, assembled together to discuss their common problems of liquidation of colonialism, world peace and social progress.

Workers had come from the battlefield of Algeria, Angola; from Spain and Iran where the imperialists and their stooges have made the normal functioning of trade unions impossible; from Britain and Australia where the national TU centres had done everything to bar the delegates from coming, and last but not the least, from the victorious land of Cuba which not only liberated itself but had last year given a crushing defeat to the American imperialists.

Workers came from socialist countries, who are building socialism in their own countries and amongst them, the Soviet workers, who stood at the head of all, with their programme of building communism in this very generation.

Representatives of French, German and Italian workers who are fighting against monopoly capital and also against the imperialist warmongers doggedly, were present in the Congress.

Workers who came from the newly liberated countries and specially those 22 countries which have liberated themselves from imperialist yoke since the war and are busy defending their

newly-won independence from all sorts of pressure and attacks and reconstructing their country's economy to stand on their own feet were full of enthusiasm.

The Indian delegation to this Congress—25 delegates and 7 observers—was one of the biggest ever sent to any international conference and it included a good number of actual workers coming from all parts of India.

All this amply showed the growth of the WFTU—from its First Congress in Paris in 1945 representing 66 million organised workers of 56 countries and 106 million workers from 81 countries represented at the Fourth Congress (Leipzig, 1957), the membership of the WFTU had risen to 119 million organised workers of 89 affiliated national centres represented in this Congress. Among observers representing 23.5 million workers were those from Japan, Egypt, Yugoslavia and many African and Latin American countries as well as from organisations not affiliated to the WFTU.

The Revolutionary Confederation of Cuban Workers which was till now participating as observers in WFTU Conferences had recently decided to affiliate with the WFTU. This decision of theirs was warmly applauded by the Fifth Congress. Attired in military uniforms, the Cuban delegates—both men and women—symbolised the revolutionary Cuba.

Delegates were full of praise and enthusiasm about the Soviet Communist Party's 20 Year Programme for building Communism, which has been fully adopted by the Soviet people and their trade unions. To those who had doubts as to why this should be discussed in a TU Conference, S. A. Dange, Vice-President, WFTU and leader of the Indian

delegation, in his speech to the Congress, aptly replied as follows:

“If the Party and the trade unions of a country promise and take concrete steps to give the shortest working day and the highest standards of living, free housing and free meals, free education and free social and medical services, with no taxes and no unemployment, will not the trade unions the world over, who also have to discuss hours of work, wages, taxes, housing, employment, take note of that country and that Party, which already is on the road to fulfilment of just what they want? And if that country and Party are Communist, shall we cease to speak of them and cease to speak of free meals, free housing and five-hour day, because that would mean communism?”

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But serious differences of opinion are still producing a deadlock. Only if the peoples intensify their pressure can a treaty be secured.

It is for the forces of peace to set an example towards bringing about better understanding and dissolving mistrust. To this task we believe our Congress has made a powerful contribution. Ways must be found, appropriate to every country and every organization, to continue this beginning.

Passivity harms the cause of peace. On us all depends the dawn of the day when mankind will be liberated from the threat of nuclear death. We who want peace are many. If we all should act, and if all who act should act together in friendship, we could clear the road to our common aim, enduring peace.

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BURMAH-SHELL OIL WORKERS ON STRIKE

THE strike of three-thousand workers in the oil installations and offices of the Burmah-Shell in Greater Bombay which began on Feb. 9 demanding cancellation of the dismissal orders served on 19 workers continued till Feb. 23.

The Managing Committee of the Petroleum Workmen's Union which led the strike called it off on Feb. 23, following the advice of the Chief Minister of Maharashtra. The Chief Minister had promised to look into the dispute.

During the period of the strike, 134 workers had offered passive resistance.

Addressing a rally of the workers on strike, on February 16, S. A. Dange, General Secretary, AITUC, extended the whole-hearted support of the AITUC to their struggle.

He referred to the anti-national policies of the oil companies in general and of Burmah-Shell in particular which are being tackled by Minister Malavia.

He referred to the propaganda bulletin of the company issued on Feb. 16 and remarked the absurdity of the company's logic that they have inflicted these dismissals as a matter of 'normal disciplinary action'.

Later, on Feb. 21, addressing a meeting, S. A. Dange showed before the gathering a document—a concrete proof of the State Labour Minister's anti-labour and anti-national policies. This was an official letter signed by Shantilal Shah, the Labour Minister and addressed to the

Burmah-Shell assuring them that the Government and he himself personally would be responsible for the police and if necessary, for military **bandobust** at the installation during the strike.

The strike completely paralysed the work of the Burmah-Shell in Greater Bombay. The black-legging activities of the INTUC could produce not more than 2 per cent attendance.

According to the management, the 19 workmen at the Sewri installations were found "guilty of grave charges of misconduct". On January 16, it was alleged, all the charge-sheeted workers along with large number of other workmen "unauthorisedly left the appointed place of work and took part in disorderly crowd which surrounded the Personnel/Time Office and was shouting for Mr. Raja Kulkarni to be brought out of the office."

Raja Kulkarni later left the place under protection of the police who had been called in by the management.

Later, police came to the installation and called three persons for questioning and arrested nine persons. They were produced in the Magistrate's Court the next morning and charged for various offences.

Even after handing over the matter to the police, the Burmah-Shell management began to take action on the workers allegedly as per the Standing Orders. Six days after the incident, the company issued charge-sheets to 23 workers. After 15 days, dismissal orders were served on 19 workers, effective

from Feb. 8. This was a clear case of victimisation and all the 800 workers at the Sewree installations walked out when the dismissal orders were served.

Protesting against the high-handed and arbitrary action of the company, the entire employees and workers of the Burmah-Shell installations and offices in Greater Bombay struck work from Feb. 9.

The victimisation of the 19 workers for allegedly demonstrating for removal of Raja Kulkarni, the INTUC leader, from the office of the Sewree installations serves to illustrate the relationship between the INTUC and the foreign oil monopolies, a relationship blessed by the Maharashtra Labour Minister, Shantilal Shah.

Raja Kulkarni heads a minority union in Bombay's petroleum industry. But inspired by the Labour Minister, the four oil companies—Burmah-Shell, Standard-Vacuum, Caltex and IBP—entered into an agreement with Raja Kulkarni and his union.

Under the three years agreement, the companies agreed to pay bonus at 9/24th of the annual basic wages for workers other than clerks and 7/24th for clerks. This formula, however, has been continuously followed irrespective of the profits made by the companies from year to year.

On Nov. 25 last, the "three-year bondage" as the workers described the agreement signed by the INTUC, came to an end. The Petroleum Workmen's Union (AITUC) had earlier, in

(Continued from previous page)

September, got mandate from the overwhelming majority of workers of the four oil companies to negotiate with the employers on the demands.

Further, the workers gave notice to the companies against entering into any agreement with the Petroleum Employees' Union (INTUC) whose president is Raja Kulkarni.

Under these circumstances, some of the oil companies like the Standard-Vacuum started negotiations with the Petroleum Workmen's Union (PWU). But in the first week of January, the employers abruptly called off the negotiations on the plea that "certain developments have made it difficult for them to carry on further negotiations".

These "further developments", it is reported, were nothing other than the pressure from the Labour Minister and other oil companies.

When the management refused to negotiate, the PWU issued a strike notice to the companies with the specific announcement that the union "resolve to continue negotiations if a fruitful opening for such negotiations exists for a reasonable settlement".

Following this, on Feb. 16, the workers' demands were referred to a Board of Conciliation.

But during the last two months, Raja Kulkarni and his patron, Labour Minister Shantilal Shah, hectically tried to break the unity of the workers and get recognition for the Petroleum Employees' Union. In one of

Report of the Conciliation Board (Contd.)

settlement which, while doing justice to the parties would not delay a decision on the bonus for 1961. The Chairman pointed out that for some years past the companies had been paying bonus at a particular rate and that it would be reasonable if for the year 1961 the companies would, by way of settlement, pay the same rate of bonus, the employees accepting the same in full satisfaction of their claim for bonus for the year 1961; it was felt that in a settlement of bonus on these lines neither party would be taking any undue risk or be under undue disadvantage except possibly Caltex), and that the payment of such bonus would be immediately available a consideration which would not be ignored. The Chairman also suggested that the question of improvement in wages and service conditions should be removed from controversy and pressure until such time as the companies were in a position to judge their future financial expectations and the extent to which the claims of workmen could be accepted.

these attempts, Kulkarni visited the personnel officer of the Burmah-Shell. This led to the spontaneous outburst of indignation and resentment on the part of the workers, who were watching all along the anti-labour policies of the INTUC, the PEU and its President.

The 19 employees who have been victimised following this incident are important office-bearers and active workers of the PWU.

("Trade Union Record" March 5, 1962.)

9. The Board is glad to report that the parties have proceeded to a settlement on the lines indicated by the Chairman and agreements have been signed between each of the four oil companies concerned and their workmen represented by the two unions. The Standard-Vacuum Oil Company during the course of these conciliation proceedings had alteration in its structure and is now known as Esso (Esso) Standard Eastern, (Inc.); this company's problems during the course of conciliation were not exactly the same as those of other three companies.

10. The original signed agreements, numbering Eight are annexed to this report.

11. This Board of Conciliation having completed its duty hereby submits this unanimous report and these agreements to the Government of Maharashtra in the Department of Industries and Labour.

12. The Board is grateful to the parties for their co-operation, and to the staff of the Board, namely Shri R. S. Pandit, the Secretary, Shri H. M. Vakil, the Clerk of the Court, Shri A. Fernandez, the Stenographer and Shri B. R. Rege, Clerk-typist, for their efficient and wholehearted work.

Sd/- F. Jeejeebhoy Chairman
Sd/- P.C.R. Coates, Member
Sd/- W.R. Connell, Member
Sd/- G.D. Ambekar, Member
Sd/- G. Sundaram, Member.

Sd/- R.S. Pandit
Secretary,

Bombay, 12th April, 1962.

VIRTUC CONFERENCE

TEXT OF THE RESOLUTION ON — AGAINST PRICE RISES AND TAX INCREASES —

This Conference of the Citizens of Bombay held under the auspices of the Maharashtra Rajya Trade Union Committee and other Organisations of Women, Youth and other sections, expresses its firm opposition to the new taxation measures proposed in their latest budgets by the Central and Maharashtra State Governments. The proposed tax increases will impose new unbearable burdens upon the common people already crushed under sky high prices. The Conference declares that these tax increases are unfair and unjustified and violate the solemn promises given by the Government.

The Government has proved incapable of controlling prices despite planning during the last ten years. Constant rise in prices of all necessities has adversely affected the standard of living of the people. Even after ten years of planned development the standard of living of the Workers and Middle Class Employees has either deteriorated or frozen at the pre-plan level. On the other hand the high price level has benefited the rich classes, with a substantial rise in profits as revealed by official figures, while the wealth commanded by the richest capitalists has multiplied several times.

The taxation policy of the Government has helped this process. To-day the direct per capita burden of taxation exceeds Rs. 31/- and it can very well be imagined what intolerable burdens it means for every family, in view of the limited income of the common man. Besides, the proportion of direct taxes, falling on the capitalist, has been much less compared to the proportion of indirect taxes, the burden of which falls on the common people.

The new taxation proposals of the Central and State Govern-

ments will increase the cost of cloth, beedies, gur, cycles, railway and bus travel, entertainment, education etc., and this will make further inroads into the living standards of the people.

Since the principle of taxing people or groups according to their capacity to pay has not been observed nor has there been a proper distribution of direct and indirect taxes with a view to reduce the economic inequalities, this Conference does not accept the contention of the Government that these tax increases are inevitable for national development. The manner in which tax increases are being imposed in fact militates against the declared objectives of planning, as it is leading to a reduction of the share of the people and an increase in the share of the rich classes, out of the total wealth produced.

There are many ways of raising resources for national development, without putting added burdens on the people. According to the official estimates, tax evasion by capitalists and other rich people runs into hundreds of crores. By tightening the machinery of tax collection and by imposing severe penalties upon the major tax evaders, the Government can recover these huge amounts. By making repeated concessions to the capitalists, the Governments have surrendered a large income running into crores. These concessions must be ended. It has become urgent to nationalise Banks and the General Insurance companies, who are earning huge profits through economic manipulations. It is not only possible but has become necessary, to take steps to retain in the Country and use for nation building activity, the crores of rupees, which the foreign companies send out of this Country

by way of profits and royalties. Despite repeated pronouncements of taking over the wholesale trade, the Government has done nothing so far. It is possible for the Government to take over this trade. By increasing the number and the sweep of public sector undertakings the Government can, minimise the dominance of the monopolies and at the same time secure large amounts which they need.

The Government can also save crores of rupees annually by stopping the privy purses to the Princes. By tightening up the Government administration and preventing the waste, the Government can save still larger amounts. If these and similar methods are used there will be no need to levy taxation of a single naye Paise on the people.

The Government therefore should withdraw the proposed taxation methods and also change the taxation policy. This Conference demands a correct taxation policy which will be in consonance with the declared objective of building up socialism and removal of economic inequalities.

The Conference holds that it is the responsibility of the Government to hold the price line. The Conference therefore demands that while the peasant should be assured of proper rates, there should be a control over the prices.

This Conference is aware that it has become inevitable to struggle unitedly to get these Government policies changed. This Conference while welcoming the steps taken by various organisations and democratic parties against the increasing taxes, calls upon all to come together for achieving the common objective.

◆◆

With Compliments to Gen. Secy AITUC

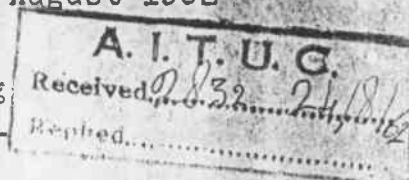
PETROLEUM WORKMEN'S UNION, BOMBAY, 15.
(Regd.No. 764)

NOTICE TO DELEGATES

10th August 1962

280

Sub: Notice of Annual General Meeting
and Programme



As scheduled the Annual General Meeting will take place on the 25th and 26th August 1962 - Saturday and Sunday respectively in the Union Hall. The following is the detailed programme:

SATURDAY - 25TH AUGUST 1962 - EVENING SESSION: 2-30 to 9 P.M.

1. Session begins with hoisting of AITUC Flag by the General Secretary or the President of AITUC.
2. Introduction of Delegates
3. President's inaugural speech.
4. Fraternal messages and speeches, if any.

INTERVAL FOR TEA AND LIGHT REFRESHMENTS.

4. General Secretary's Report.

MEETING WILL ADJOURN AT 9 P.M.

SUNDAY - 26TH AUGUST 1962:

MORNING SESSION - 9 AM to 12-30 PM

Discussions on the General Secretary's Report and adoption of the Report and Accounts.

LUNCH INTERVAL - 12.30 to 1.30 PM

EVENING SESSION - 1.30 to 9 PM

Discussions on the General Secretary's Report and adoption of Accounts and Report.

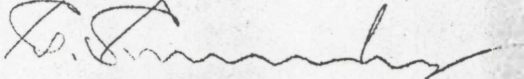
Resolutions.

TEA INTERVAL

Election of new Managing Committee.

Any other item with the permission of the Chair.

There will be a further session on Monday, 27th August at 6 PM if the items are not disposed off till evening session of Sunday, 26th August 1962.


G. Sundaram
GENERAL SECRETARY

P.S. The Annual Report and the Audited Statement of Accounts are now under print and are being printed in "PETROLEUM

देशीय वन विभाग युनिशन
डायरेक्टर के कार्यालय (ज. नं. ७६४)

10/3/2012

विषय: सातवां अंश और कार्यवाही

युनिशन की सातवां अंश अंश की लक्ष्य पुनः शनिवार
और शनिवार 24 और 25 अगस्त 2012 पर युनिशन
आधिकारी द्वारा / सातवां अंश का कार्यवाही विधि निर्देश
आदिशं 24 अगस्त 2012 द्वारा 2-30 अंश.

- 1) अंश- वंश
- 2) डायरेक्टर की पदवी
- 3) अंश का कार्यवाही
- 4) सातवां अंश और कार्यवाही

निर्देश

40 अंश अंश की रिपोर्ट
अंश वंश 2 अंश लक्ष्य अंश।

शनिवार - 24 अगस्त 2012 सुबह 9:30 तक
अंश अंश की रिपोर्ट पर अंश और अंश
और रिपोर्ट पास करना

दुपहर 12-30 से 4-30 तक

9-30 से 2 अंश तक

अंश अंश की रिपोर्ट और अंश पर अंश
और अंश।

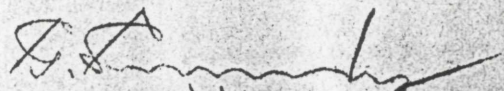
अंश

अंश

अंश अंश की रिपोर्ट

उन अंशों को अंश का अंश पुनः लक्ष्य पुनः अंश
शनिवार 24 अगस्त 2012 के अंश अंश के अंश
और अंश

अंश अंश की रिपोर्ट और अंश "अंश अंश"
अंश अंश का अंश


अंश अंश

Head Quarter Office :

" Shramajeevi Avaz ",
34, Sewree Cross Road,
Sewree, BOMBAY 15.

Telegram: "OILWORKER"

Telephone: 61453

retary :

CIRCULAR TO

Dated..3-2-62.....19

ALL AFFILIATED UNIONS (Ref. IV-AU/)

Re: Submission of Returns to the Registrar of
Trade Unions

Dear friends,

As you are aware the last date for submission of Returns of the AIPWF to the Registrar at Delhi is 31st July 1962.

I have of course asked for a small extension because my return cannot be complete without my having authentic details regarding the dues of the various affiliated unions as reflected in the Return submitted by the affiliated unions to the Registrar in their States.

My records show that the dues as of 31st March 1962 of the various affiliated Unions are as follows:

Petroleum Workmen's Union, Bombay (with which is merged the Burmah-Shell Refineries Workers' Union, Bombay).	.. Nil AIPWF owes
Hind Oil Kamgar Sabha, Poona.	.. Rs460.00
Oil Cos. Field Staff Association of India, Poona.	.. 150.00
Petroleum Workers' Union, New Delhi.	.. 2636.87
Standard-Vacuum Employees' Union, New Delhi.	.. 695.00
Petroleum Workers Union, Calcutta	.. 725.00
Petroleum Workers Union, Madras	.. 200.00
Burmah-Shell Employees' Union, Madras	.. 846.00
Petroleum Workers' Union, Ernakulam	.. ^{45.00} plus dues 1958 onwards

Immediately on receipt of this letter please be good enough to let me have a copy of the Annual Return which you have doubtless already submitted. If for any reason you are likely to delay sending me the Return as of 31st March 1962, please let me know:

- a) What is the liability you have provided in the account of your return as your dues to AIPWF.
- b) Irrespective of whatever liabilities you may have provided as in (a) do you accept the liabilities as mentioned by me above against you. If not please let me know the reasons so that I can have the Auditors concurrence for the liabilities I provide on the AIPWF Return.

I would very humbly request you to treat this matter as very urgent requiring your personal attention so that I can be held to discharge my statutory duties as the Gen. Secy. of AIPWF.

RESOLUTIONS REITERATED by another mammoth Joint General Meeting held on 28.7.62 extending notice to a further period after exchange of telegrams between the R.L.C.(C).Calcutta and Shri S.K.Pramanik.

A.O.C. LABOUR UNION
(Regd.No. 43).

Resolutions adopted by the Joint General Meetings of workmen/employees of the Oil Companies and their Contractors in Assam Oil Fields and members of A.O.C. Labour Union, Assam Oil Companies' Contractors Labour Union and Indian Oil Workers' Union, Assam, held at the Digboi Union Ground on 14-7-62, after their united procession through the streets of Digboi.

Demand for settlement of the
Charter of Demands without
further delay.

1. This Joint General meeting of a large majority of workers/employees of Assam Oil Company Ltd, Digboi, the Oil India Ltd., Duliagan, B.O.C. (India Trading) Ltd., Digboi, and the Burmah Oil (Pipe Lines) Ltd., Duliagan, and members of the A.O.C. Labour Union, Indian Oil Workers' Union, Assam, and Assam Oil Companies' Contractors Labour Union (same as A.O.C. Contractors Labour Union with the same old Regd. No. 60), hereby strongly reiterates the Charter of Demands adopted in their respective meetings held from time to time at Digboi, Duliagan, Nahorkatiya, Tinsukia and Moranhat, and the resolutions in regard to various demands and ~~grievances~~ grievances, as submitted to the said Oil Companies and their Contractors and to Government Conciliation Officers and the Central Ministry of Labour & Employment. (Resolutions of last General Meeting dated 17-5-62 of A.O.C. Labour Union with reference to resolutions of previous General Meetings, General Meeting dated 10-1-62, 19-1-62, 27-4-62 and 11-5-62 of Indian Oil Workers' Union, Assam, notice dated 5-5-62 submitted to the General Manager, Oil India Ltd. by a majority of workers of the Oil India (of Assam Oil Co.Ltd. up to 31-12-61 without any interruption of service employed under the Oil India Ltd. from 1-1-62) and members of Indian Oil Workers' Union, Assam, Regd. No. 512, and various resolutions and communications of A.O.C. Contractors Labour Union/Assam Oil Companies' Contractors Labour Union, Regd.No. 60).

This Joint General Meeting emphasizes on the main demands/ issues of the Industrial Dispute raised by the Unions and workers previously and in this meeting, as set forth in the Annexure "A" to this resolution separately in respect of the Oil Companies and their contractors, subcontractors and agents.

This Joint General Meeting strongly urges upon the Oil Companies and their contractors to come to a negotiated settlement on a fair and reasonable basis by holding negotiations without further delay.

Demand for settlement of the
eight months' strike.

2. This Joint General Meeting especially underlines the following minimum demands in respect of the ten-point dispute of the strike notice dated 31-10-61 including also sweepers and sanitation workers of Public Utility Service, and strongly urges upon the Oil Companies' contractors, the Contractors Association, Digboi and the Oil India Contractors' Association, Duliagan, to hold immediate negotiations with the A.O.C. Contractors Labour Union/Assam Oil Companies' Contractors Labour Union, (Regd.No. 60), representing a large majority of the workers and their accredited representative on the ten-point dispute.

Demand for stoppage of Unfair
Unfair Labour Practices.

This Joint Meeting further urges upon the Oil Companies to persuade their contractors to stop unfair labour practices and wrongful acts of nonpayment and underpayment, underemployment, discharge and lay-off and taking of L.T.I. by deceptive and criminal means by intimidation and threats of lay-off, discharge and nonpayment of wages, in order to compel them to take short payments at Rs. 2.50 per day or little more or even less, and to arrange for a negotiated settlement in the best interests of the nationally important industry, really-profitable and productive efforts in terms of quantity and quality of work, and for any really-abiding industrial peace, and to prevent further loss and harm to the industry and all concerned and continuation and even extension of industrial unrest and bitter resentment among all direct and indirect workmen of all Companies and their contractors.

Protest against the unconciliatory,
repressive and oppressive policy and
acts of the Assam Oil Co. and some similar acts of Oil India.

3. This Joint General Meeting points out that the Oil Companies, however, powerful and wealthy, should not continue to act recklessly and pursue their present unconciliatory, repressive and oppressive policy with increasing attempts to deny the direct and indirect workers their lawful and just dues, to curtail their existing service benefits, and even to take away their age-old rights and privileges and customary benefits, and to let loose various kinds of oppressions and injustices to many individual workers and sections by unjust dealings, in utter disregard of the mounting discontent and resentment among all sections of workers.

Demand for stopping any further deal with
the very small Minority Union.)

This Joint General Meeting still expects that the Oil Companies will not be unrealistic and short-sighted enough to pursue such policies and do such injustices and, to add insult to the injury, to attempt so unwittingly and wrongfully to impose upon the increasingly resentful workers a very small & insignificant minority Union named "Assam Petroleum Mazdoor Union" which could not hitherto hold any meeting attended by more than 20/25 persons even to explain the so-called agreement between the said Union representing none but a few and having nothing to do with the ten-point strike dispute and whose workers had been encouraging various unfair labour practices by a worse group of Oil India and even Assam Oil Contractors and publicly propagating for acceptance of the lowest possible minimum wage of Rs 2.50 per day instead of Rs 4.73, a little more or less, before and during the strike. This most unfair and wrongful attempt is being made to impose this insignificant minority Union of the ruling congress party's organ I.N.T.U.C. even on the direct employees/workmen of the Oil India Ltd. whose management has gone to the most unfair and wrongful extent of even recognising this small union and continuing to deal with it in flagrant violation of all fair principles and standards of recognition and in utter disregard of the incontrovertible facts that a large majority of them had been members of the A.O.C. Labour Union and employees of the Assam Oil Company up to 31-12-61, and thereafter members of the Indian Oil Workers' Union, Assam, and that the majority of workers of the Oil India in Duliajan, Nahorkatiya and Moranhat.

Notice served to Oil India.

This joint meeting points out that the Oil India workers have already served a notice under their signatures and L.T.I. to the General Manager, Oil India Ltd., disowning the said insignificant Union and demanding immediate withdrawal of such wrongful recognition and stoppage of any dealing with the same, and intimating that the Company will be held fully responsible for any loss of or damage to their interests, rights, privileges or benefits arising out of any deal with the said Union and that any so-called agreement with it shall be treated as null and void in law and fairness. This meeting strongly deplores and protests against the similar attempt to deal with the said insignificant Union and impose it even on the Assam Oil Company workmen who have been members of this highly-representative and recognised majority Union of long-standing, and to foist upon them some unfair proposals and wrongful alterations of the standing orders and long-standing terms and conditions of service in league with the said Union, serving the employers' unfair interests and ulterior purposes.

Demand for full and exclusive recognition of the representative majority Union.

This Joint General Meeting demands immediate withdrawal of unfair and wrongful recognition of the said small minority Union and strongly urges upon the Oil Companies to stop forthwith any such dealing with it and to give full and exclusive recognition to the A.O.C. Labour Union, Indian Oil Workers' Union, Assam, and Assam Oil Companies' Contractors Labour Union, each representing a majority and even a large majority of the workmen/employees concerned. This meeting also reiterates the terms of the notice already given by a majority of workmen of the Oil India Ltd. and members of Indian Oil Workers' Union, Assam, and hereby serves to the other Oil Companies and their contractors including those of the Assam Oil Co.Ltd. a similar notice in similar terms as stated above in brief and as may be subsequently clarified and stated fully and in details by a separate notice by the Union President and Secretaries, as well as by the workers themselves.

Notice for settlement of the strike and negotiation on Charter of Demands within 7 days.

4. This Joint General Meeting, in the circumstances, strongly urges upon the said Oil Companies and their contractors to open negotiations with the said respective Unions concerned for a negotiated settlement on the Charter of Demands and especially for settlement of the strike issues, within seven days. This meeting will welcome a fair attempt at amicable settlement on reasonable basis in a joint conference of all Oil Companies and their contractors concerned in the best interests of the Industry, as a whole, and all concerned since all the parties of employers and workers are concerned with the same industry in same Oil Fields and same or closely-similar demands/issues and other grievances.

Evident consequences of rejecting the modest proposal.

This Joint General meeting earnestly seeks to impress upon the Oil Companies and their contractors to be realistic and prudent enough to accept this modest and reasonable proposal and also to realise the evident consequences of rejecting this

proposal which necessarily includes also settlement of any disputed and unsettled issues by reference in an agreed manner of arbitration or adjudication to promote healthy industrial relations and the cause of the industrial peace and good of the industry and the working people and the employers, from not only a long term but even a short-term view.

This joint general meeting further resolves that since long-continued representations to the Companies and their contractors as well as to the Central Labour Ministry and its machinery of inspection and conciliation have hitherto been ineffective to produce satisfactory results on some important matters and issues, the workers and their said Unions will have no other alternative but to consider seriously and without further delay the question of taking to the lawful and peaceful strike action in any suitable form with the consent of its members and workers in general, in the event of the said modest proposal being rejected by the Oil Companies and also in the event of their taking no effective steps to settle the long-drawn strike of their contractors labour by negotiation or by agreed reference to Arbitration or Adjudication.

Seriousness of the situation created
by unconciliatory policy and
repressive acts and injustices.

5. This Joint General meeting points out that more than sufficient time and notice has already been given to the Oil Companies and their contractors to come to a fair settlement and undo the wrongs and injustices done to them in an increasing manner. In the circumstances it should be noticed by the Oil Companies that except in case of Public Utility service, no notice is required in law (nor in fairness as pointed out) if the exasperated workers, as a result of the continued and increasing oppressions and injustices and denial of dues and other similar provocative acts, stop work on any day or days as a mark of protest against the same more or less in the like circumstances in which the Oil Companies contractors labour were driven to stop work from 28-9-61 to 3-10-61 at Duliajan, as a protest against nonpayment and underpayment of long-undue wages and violation of the prevailing terms and conditions of service settled by award/agreements/undertakings, though against the advice of the Union officials as well-known even to the general people of this region. In that eventuality the responsibility will be entirely on the Oil Companies, their contractors and on the Govt. conciliation officers and the higher authorities concerned in denying the workers any scope of settlement of the issues by negotiation and conciliation, arbitration or adjudication.

Sd/- N. Biswas

Sd/- N.P. Dash

Joint Secretaries

A.O.C. Labour Union,

Digboi.

Digboi, 15th July 1962.

S. Charter of Demands will follow.
(Almost same, except some additions/alterations,
as in our resolutions submitted on 17-5-52).

Please help
to yourself &
your movement
10.8.62
10.8.62
10.8.62

of 3 major Unions
at Duliagan today 10.8.62

A.O.C. LABOUR UNION.
(Regd.No. 43).

Rel. C. later telegram
recd by me on 9.8.62
copy to J. J. J. J.
Fuller

Joint General Meeting of direct and indirect workmen
of Oil Companies and their contractors held on
28-7-62 at Digboi Union Ground under the ~~presidentship~~
of Sri N.C. Gogoi.

Received... 2675... 11/8/62

This Joint General Meeting held under the auspices of A.O.C. Labour Union, Indian Oil Workers' Union, Assam, Regd. No. 512, and Assam Oil Companies' Contractors Labour Union, Regd.No.60, reiterates the resolutions adopted unanimously at the Joint General Meeting of about 8000 workers of all Oil Companies and their contractors held on 14-7-62 serving seven days' notice on them and Governmental authorities including Conciliation - Officers for settling the ten-point strike dispute and the long pending charter of demands of direct employees of Assam Oil Company Ltd., Oil India Ltd. and other Oil Companies.

This Joint General Meeting strongly deplores the unconciliatory and harmful attitude of the Oil Companies and their contractors and their reckless act of gambling with the present and future of nationally important industry regardless of the losses and risks they are running in not heeding the united voice of the workers and in making no constructive move to negotiate on the long-pending disputes and thereby deliberately aggravating the situation and embittering the feelings of oppressed and discontented workers and making the industrial unrest deeprooted and wide-spread. This joint meeting refers to the demands already passed and annexed hereto.

This joint meeting points out that a fortnight had already passed after the serving of the notice dated 14-7-62 and the workers are quite free to take to any lawful and peaceful strike action at any time as notified, if they are driven to by oppressions and suppression and continued provocation whether the Union advises them or not. Nevertheless, this joint meeting expects that wiser counsel will prevail with the Oil Companies and their contractors and the Central Labour Ministry and its Conciliation Officers under the C.L.C. and necessary action will be taken to settle the disputes of not only the Oil Companies' Contractors labour but also of the direct employees/workmen of all Oil Companies, by negotiation or conciliation, and, failing conciliation, by arbitration or adjudication without further delay not later than another week.

FOR FAVOUR OF NECESSARY ACTION.

Forwarded to:-

P. L. Yadav

2560 8/11/62
DULIAJAN, Dt. 5.8.62

Press Communiqué

JTC
P.S. Das
S. N. Das

After a mile and a half long procession of about 8000 workers of Oil Companies and their contractors including those of the Assam Oil Co. Ltd., Oil India Ltd. and B.O.C. Subsidiaries through streets of Digboi voicing the UNITED DEMANDS of A.O.C. Labour Union, Digboi and Tinsukia, Indian Oil Workers' Union, Assam, Duliajan and Moran, and Assam Oil Companies' contractors Labour Union of Digboi, Duliajan, Tinsukia and Moran, the vast assembly returned to Digboi Union ground on 4.8.62 amidst great enthusiasm and excitement to hold a mammoth meeting - attended by 10,000 people including many sympathetic members of the public. Shri T.N. Bhattacharjee presided. Both the procession and the meeting created a record.

Sri S. K. Pramanik explained the latest position of the UNPRECEDENTED strike struggle of starving contractors Labour for OVER 8 MONTHS and despite the recent renewal of Police repression and terror and MASS ARRESTS of 49 volunteers at Digboi and Duliajan just after the STOPPAGE OF WORK by a large majority of - even new hands for days together from 16.7.62, the carrying of new hands in unauthorised trucks by intimidation and threats of dismissal, deprivation of earned wages and even ^{and} arrests, the loss of life by fatal injury of a Union volunteer - He referred to the Satya Narayan, REPEATED TELEGRAMS of the Regional Labour Commissioner, Calcutta, to him requesting him ^{in a questionable manner} not to precipitate matters and assuring ~~that~~ that all the disputed matters are ^{still} under consideration/after the UNITED CALL GIVEN in support of the strikers' cause and the NOTICE GIVEN IN MAMMOTH GENERAL MEETINGS on 14.7.62 and 28.7.62 for SETTLING THE STRIKE DISPUTE AND OPEN NEGOTIATION and conciliation ~~for~~ on the CHARTER OF DEMANDS OF ALL OIL WORKERS (directly-employed). Sri Pramanik also explained the result of negotiation with the Assam Oil Company on BONUS issue, and the verbal offer of three months' wages as bonus and the Management's / refusal to supply balance sheet and income & Expenditure account. The meeting reiterated the demand for FIVE MONTHS WAGES AS BONUS in the circumstances.

Ampt...
S. N. Das
P.S. Das

The VAST JOINT MEETING/deplored the unfair and wrongful attitude of RIC, and notice and its Conciliation Officers given to the Oil Companies & their contractors and the Union Government to settle the STRIKE DISPUTE AND CHARTER OF DEMANDS OF DIRECT EMPLOYEES WITHOUT FURTHER DELAY/or to take the FULL RESPONSIBILITY of ~~stoppage~~ spreading the INDUSTRIAL UNREST AND BITTER RESENTMENT AND DRIVING THE DIRECT EMPLOYEES, too, to lawful and peaceful strike action sooner or later. . The three Majority Unions still expected that wiser counsel will yet prevail and necessary action will be taken to settle the dispute before it may be too late. The resolutions were moved and seconded by Sri N.P. Das and N. Biswas and Bhattacharjee and passed unanimously.

S. N. Das
General Secretary, Assam Oil Workers' Union
JTC

A. I. T. U. C.
Received..2554.....8/8/62
Replied.....

A.O.C. LABOUR UNION.
(Regd.No. 43).

Joint General Meeting of direct and indirect workmen of Oil Companies and their contractors held on 28-7-62 at Digboi Union Ground under the presidentship of Sri N.C. Gogoi.

This Joint General Meeting held under the auspices of A.O.C. Labour Union, Indian Oil Workers' Union, Assam, Regd. No. 512, and Assam Oil Companies' Contractors Labour Union, Regd.No.60, reiterates the resolutions adopted unanimously at the Joint General Meeting of about 8000 workers of all Oil Companies and their contractors held on 14-7-62 serving seven days' notice on them and Governmental authorities including Conciliation - Officers for settling the ten-point strike dispute and the long pending charter of demands of direct employees of Assam Oil Company Ltd., Oil India Ltd. and other Oil Companies.

This Joint General Meeting strongly deplores the unconciliatory and harmful attitude of the Oil Companies and their contractors and their reckless act of gambling with the present and future of nationally important industry regardless of the losses and risks they are running in not heeding the united voice of the workers and in making no constructive move to negotiate on the long-pending disputes and thereby deliberately aggravating the situation and embittering the feelings of oppressed and discontented workers and making the industrial unrest deeprooted and widespread. This joint meeting refers to the demands already passed and annexed hereto.

This joint meeting points out that a fortnight had already passed after the serving of the notice dated 14-7-62 and the workers are quite free to take to any lawful and peaceful strike action at any time as notified, if they are driven to by oppressions and suppression and continued provocation whether the Union advises them or not. Nevertheless, this joint meeting expects that wiser counsel will prevail with the Oil Companies and their contractors and the Central Labour Ministry and its Conciliation Officers under the C.L.C. and necessary action will be taken to settle the disputes of not only the Oil Companies' Contractors labour but also of the direct employees/workmen of all Oil Companies, by negotiation or conciliation, and, failing conciliation, by arbitration or adjudication without further delay not later than another week.

FOR FAVOUR OF NECESSARY ACTION.

Forwarded to:-

----- for S. Lyadon
ASSAM OIL COMPANIES' CONTRACTORS
LABOUR UNION, Regd. No. 60.
DULIAJAN, P. O. Hugrijan, Assam.

Dt.....

PETROLEUM WORKMEN'S UNION
(Regd. No.764)
"Shramajeevi Avaz"
34, Sewree Cross Road, Sewree,

BOMBAY 15: 1st Sep.1962

The Registrar of Trade Unions,
Government of Maharashtra
Dhobi Talao
BOMBAY 2.

NEW MANAGING COMMITTEE

Dear Sir,

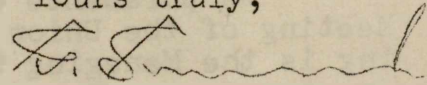
In pursuance of the election held in the Annual General Meeting of the Union held on 25th & 26th August 1962, the following is the Managing Committee of the Union for the year 1962-63:

PRESIDENT	:	Shri Rafiq Guljar	(Hon.)
VICE PRESIDENTS	:	" Jadunath Panday	(IBP Wadala Inst.)
GENERAL SECRETARY	:	" G. Sundaram	(Hon.)
ASSISTANT SECRETARIES	⌘ :	" H.B. Ghanekar	(Hon.)
		" P.S. Desai	(B/s Sewree Inst.)
		" K.M. Kusrkar	(Esso Office)
		" K.N. Krishnan	(Esso Mazagaon Inst.)
		" R.R. Mayekar	(Caltex Office)
		" N.T. Sule	(B/S Refineries Ltd.)
ORGANISING SECRETARIES	⌘ :	" Ahmed Miya Balamiya	(B/S Sewree Inst.)
		" V.B. Menon	(Esso Wadala Inst.)
		" K.B. Powar	(Caltex Sewree Inst.)
		" Stanley Pereira	(B/S Refineries Ltd.)
		" Habib Raza Khen	
TREASURER	:	" M.R. Salvi	(B/S G.M's Office)
ASST. TREASURER	:	" J.P. Gomes	(Esso Office)
MEMBERS OF THE MANAGING COMMITTEE	⌘ :	" V.S. Hardikar	(B/S Branch Office)
		" Narayan Gangaram Bane	(-do-)
		" P.N. Power	(B/S Sewree Inst.)
		" Gohar Rahman	-do-
		" Bala Krishna Papad	-do-
		" Azizuddin Md. Yasin	-do-
		" Rupen Dasai	-do-
		" Madhavan Nair	-do-
		" Sakharan Vishram Dalvi	-do-
		" Hassan Baboo Patel	-do-
		" Ramnaresh Ramswarup	-do-
		" Kalekhan Goharkhan	-do-
		" Miyamohmed Syed - Badsha	(B/S Wadibunder Inst.)
		" Ramshiroman Ramruch	-do-
		" Ramasre Rai Ramji Rai	-do-
		" Nana Kashiram	-do-
		" Ramavtar Shivnarayan	(B/S M.O.T.)
		" A. Raghavan	(B/S Santacruz Av. SS)
		" A.N. Menon	(Esso Office)
		" Imam Godhubhai	(Esso Sewree Inst.)

contd.....

MEMBERS OF THE	:	Shri Allabux	(Esso Sewree Inst.)
MANAGING	✓	" Vijay Bahadur	-do-
COMMITTEE	✓	" Leo Fernandes	(Esso Mazagaon Inst.)
		" Dayashankar S.Pande	-do-
		" Y.R. Mani	(Caltex Office)
		" N.P. Salian	(Caltex Office)
		" P.K. Gopalan	(Caltex Office)
		" B.S. Ughade	(Caltex Sewree Inst.)
		" B.K. Power	-do-
		" R.D. Bansode	(Caltex Haybunder Inst)
		" Batuknath Sukla	(IBP Sewree Inst.)
		" G.G. Naik	(B/S Refineries Ltd.)
		" P. Thomas	(B/S Refineries Ltd.)
		" Sakharam Mahipat Salvi	
		" Ramdas Matabedal	

Yours truly,



G. Sundaram
GENERAL SECRETARY

- cc: The Commissioner of Labour
Government of Maharashtra
Dhobi Talao
BOMBAY 2.
- cc: The Commissioner of Labour
Government of Gujarat
Municipal School Building
Tokershah Pole, Jamalpur
AHMEDABAD.
- cc: The Commissioner of Labour
Government of Mysore
BANGALORE
- cc: The Commissioner of Labour
Government of Madhya Pradesh
BHOPAL
- cc: The Branch Manager,
Burmah-Shell
BOMBAY
- cc: The Territory Manager,
Esso Standard Eastern, Inc.
BOMBAY.
- cc: The Dist. Manager
Caltex (India) Ltd.
BOMBAY.
- cc: The Manager
Indo Burma Petroleum Co.Ltd.
BOMBAY
- cc: The General Manager
Burmah-Shell Refineries Ltd.
BOMBAY.
- cc: AIPWF/AITUC/MRTUC/TUICOAW

extra

280

Dear Punditji,

In response to your appeal in this NATIONAL EMERGENCY, we have immediately given a CALL FOR UNITED RESISTANCE AGAINST THE CHINESE AGGRESSION AND ADVANCE ON THE INDIAN SOIL and for the promotion of necessary climate for effective defence with calm courage, sacrifice and determination befitting an independent and strong people. Our Joint General Meetings of OIL WORKERS, direct and indirect employees of Oil Companies including those of OIL INDIA LTD. and its Contractors have already passed UNANIMOUS resolutions to that effect on 26.10.62 at Duliajan under my Chairmanship. Members of Indian Oil Workers' Union, Assam and Assam Oil Companies' Contractors Labour Union (same as A.O.C. Contractors Labour Union) have decided to contribute at least ONE DAY'S WAGES (excepting the long-unpaid and underpaid, starving strikers until payment of their - long-overdue wages) and to do everything possible to help the - Indian Government and its armed forces to throw back the invaders out of the Indian soil and to create and promote the NECESSARY CLIMATE for the same and for INDUSTRIAL PEACE AND INCREASED PRODUCTIVE EFFORTS.

2. To this desirable end, we have offered our close cooperation which, however, depends to a great extent on the necessary RESPONSE of the Oil employers, the Oil India Ltd. owned by the Union Government in equal partnership with the B.O.C./A.O.C.Ltd. and the B.O.C.-owned subsidiaries and their contractors. The incontrovertible fact remains that the long-suffering strikers had been driven to the ultimate course under unbearable conditions of underpayment of due wages payable before July '61 and nonpayment of wages payable between July '61 and November '61 and continued violation of award/agreements/laws/Company's scheduled rates/terms and conditions of service. This resulted in the FIRST PROTEST STOPPAGE OF WORK from 28. 9.61 to 3. 10.61. Still nothing was done to pay their due wages or comply with the long-standing terms and conditions of service applicable to the contractors labour in the Oil Industry in those Oil Fields even after their resumption of work in negotiation with the A.O.C. Contractors Labour Union. Even the Strike Notice involving sanitation workers of Public Utility service went unheeded. The lawful and peaceful strikers constituting a large majority of Oil Companies contractors Labour and their accredited and well-known representatives and their TEN-POINT STRIKE DISPUTE were bypassed and everything was done behind their back in a manner unthinkable in a democratic and progressive country. All doors to settlement by conciliation, arbitration or adjudication were blocked. The strikers - , though still unpaid and underpaid, have been compelled to continue the strike for over 11 months. They still constitute a large majority of those who had been working before the strike dt. 20. 11. 61. The lists have been given to the Manager, Oil India, again during the recent negotiations in September '62 between the Oil India Management and the strikers' representatives. Yet nothing has been done despite assurances given from time to time by the Management and the Chairman of the Board of Directors re: direct and indirect workmen, and by the Regional Labour Commissioner (C) in his repeated telegrams to me. Nothing could be more deplorable. Non-recognition of large-majority Unions continue against all fair principles.

3. Nevertheless, the direct and indirect workmen and the long-suffering strikers/experienced and senior workers, in view of the NATIONAL EMERGENCY AND YOUR APPEAL, have offered their services as their patriotic duty and we expect that the Oil India Ltd. and other Oil Companies and their contractors bound by their terms will also respond to this offer of cooperation and industrial peace and do the needful to recognise the majority Unions and especially to take back the strikers/senior and experienced hands to work and pay their long-overdue wages through their contractors without further delay.

4. We earnestly expect, not only workers but also employers will do their duties alike.
Dt. 27. 10. 62 Indian Oil Workers' Union, Assam, A.O.C. Contractors L. Union.

Sd/- S. K. Pramanik, President



Resolutions adopted unanimously at a joint General Meeting of direct and indirect employees/workmen of Assam Oil Company and their contractors held on 29-10-62 at the Union Ground, Digboi, under the chairmanship of Sri T.N. Bhattacharjee.

This joint general meeting of members of A.O.C. Labour Union and Assam Oil Companies' Contractors Labour Union (same as A.O.C. Contractors Labour Union) constituting a large majority of the above-mentioned workmen calls upon their members in particular, and appeals to the working people and other inhabitants of the country and Assam, in general, to contribute their mite to enable the Indian people and their Government and their armed forces to put up effective resistance against the Chinese aggression on the Indian soil by all means in their power as a patriotic duty with calm courage and determination befitting an independent and strong people under a Government non-allied with any Power Block, and to help them to ~~xxxx~~ throw back the invaders out of the Indian soil. It has been unanimously decided to contribute one day's wages to the National Defence Fund.

This joint general meeting further appeals to all sections of people inhabiting the country to promote a necessary atmosphere among the people for such effective resistance and action and for settling the border disputes honourably whenever really possible at any opportune stage after the clearance of the invaders from the Indian soil, in the best interest of humanity, world peace and freedom of all peoples.

On the urgency of enlisting willing services and close cooperation of the working people including just and lawful strikers/senior and experienced workers by removal of widespread discontent among the Oil Workers in the National interest of promoting the cause of abiding industrial peace and increased productive efforts in response to the appeal of the Prime Minister of India.

This general meeting particularly of workmen of Assam Oil Co.Ltd. strongly urges upon the Oil Companies and their contractors and especially the Assam Oil Company and their contractors to take serious notice of the above mentioned national situation and ~~xxxxxxxx~~ national necessity and to take the first step forward and do the needful to promote a proper climate for effectively resisting and throwing back the Chinese invaders out of the Indian soil.

This meeting strongly feels that in the National interest of promoting the cause of abiding industrial peace and willing services of all sections of the working people, the Company should not only to settle the disputes on Charter of Demands, Bonus and superannuation age and benefits by any of the well-recognised methods and in accordance with the provisions of the Code of Discipline, namely, negotiation, conciliation and arbitration in preference to adjudication (Adjudication only in case there is no agreement on arbitration which the Unions have repeatedly offered), but also arrange through its contractors bound by their own terms as well as agreement with them, for immediate resumption of work by the strikers still constituting, even after over 11 months' just and lawful strike supported by most of the direct workmen of the Oil Companies concerned, a large majority of senior and experienced hands, whose services also are needed for abiding industrial peace, willing and close cooperation of all Oil workers and for increased productive efforts.

This meeting therefore, offers the following reasonable proposal for simultaneous calling off of the strike and resumption of duty by the strikers who have been driven to this ultimate course ~~xxxx~~ under conditions of nonpayment and underpayment of their long overdue wages payable before and after July 1961 and violation

of award, agreements and laws, and compelled to continue the strike for over all months under starving conditions for want of any settlement by negotiation or conciliation with their representative on any reasonable basis on their ten point strike dispute or by any of the said well-recognised methods of arbitration or adjudication. The offer is as follows:-

1) The strike will be simultaneously called off with the arrangement for resumption of duty of the strikers (who are senior and experienced workers). This is to be done by the Assam Oil Co. and their contractors who are also bound by the Company's terms of contracts and also by agreement between them, as well as by award and agreements with the said A.O.C. Contractors Labour Union on various matters including the observance of the fair principle of seniority in the matter of employment, lay off, discharge by retrenchment or otherwise and re-employment. The acceptance of this well-recognised fair principle upheld by Central Government Industrial Tribunal concerning contractors labour in this Oil Industry will automatically solve the problem of any future employment of all senior and junior hands including those working now according to the requirements of the Company from time to time.

2) Payment of long-overdue wages in full within a week from the date of calling off of the strike and resumption of work.

3) Compliance with the laws, statutes, award, agreements and prevailing terms and conditions of service.

4) Any disputed issue or issues covering the ten point dispute will be settled by any of the said recognised methods. In case of failure of negotiation and conciliation there should be agreed reference to Govt. within a month for settlement by arbitration or adjudication. (The Union have always agreed to arbitration).

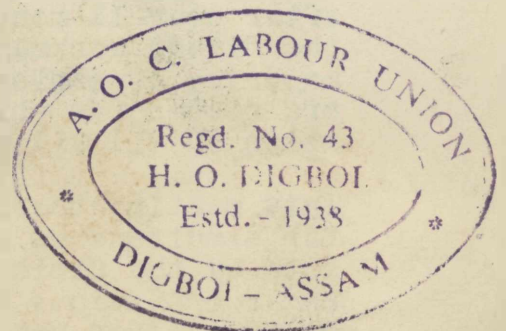
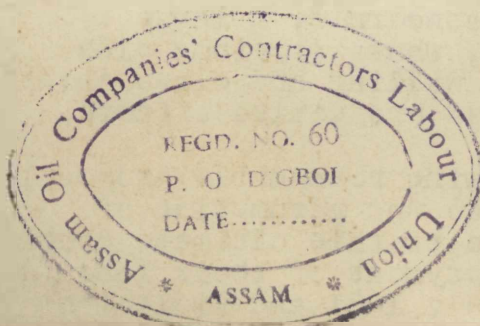
This general meeting consisting particularly of workmen of Assam Oil Co.Ltd., apart from Company contractors labour, urges upon the Company to accept the above mentioned reasonable term No. 4 and makes it clear that the time limit for such settlement may be extended to a reasonable period as may be agreed upon by the Company. This applies also to the Company's contractors labour. This joint meeting therefore, earnestly hopes that the Company and their contractors would agree to the reasonable proposal and open negotiation for the purpose without delay on the said proposals as the starting point, to come to a negotiated settlement.

This meeting also appeals to the Oil India Ltd., the B.O.C. Subsidiaries and their contractors also to do the needful in this regard.

This meeting assures all concerned that the workers and members of the said Unions will do everything possible to help the Government and its armed forces according to the National necessity and trusts that the Government will do the needful in regard to the said offer, in the National interests.

Sd/- T.N. Bhattacharjee
Chairman of the Meeting and
President, A.O.C. Labour Union,
Digboi.

Digboi, 29th October 1962.



RESOLUTIONS ADOPTED UNANIMOUSLY AT THE JOINT GENERAL MEETING OF WORKMEN OF OIL COMPANIES AND THEIR CONTRACTORS INCLUDING A LARGE MAJORITY OF DIRECT AND INDIRECT WORKMEN OF OIL INDIA, AND MEMBERS OF INDIAN OIL WORKERS' UNION, ASSAM, and ASSAM OIL COMPANIES' CONTRACTORS LABOUR UNION (same as A.O.C. CONTRACTORS LABOUR UNION) held at Dulaijan on 26.10.62 under the Chairmanship of Shri S. K. Pramanik, President of both Unions.

1. ON THE CHINESE AGGRESSION AND A CALL FOR RESISTANCE & AID

This Joint General Meeting calls upon the direct and indirect workmen of the Oil India Ltd., and other Oil Companies & their Contractors and members of Indian Oil Workers' Union, Assam and Assam Oil Companies' Contractors Labour Union, and appeals to the working people and other inhabitants of Assam to contribute their mite to enable the Indian people and their Government to put up effective resistance against the Chinese aggression and advance on the Indian soil by all means in their power as their patriotic duty with calm courage, sacrifice and determination befitting an independent and strong people under a Government non-allied with any Power Bloc, and to help the Government and its armed forces to throw back the invaders out of the Indian soil. This meeting also appeals to all to promote a necessary atmosphere among the people for such effective resistance and action and for the purpose of settling the border disputes honourably whenever really possible at an opportune stage after the clearance of the invaders from the Indian soil, in the best interests of humanity, world peace and freedom of all peoples.

2. ON NEEDS OF THE HOUR-INDUSTRIAL PEACE & PATRIOTIC DUTY OF WORKERS AND EMPLOYERS ALIKE.

This General meeting invites the pointed attention of the Oil India and other Oil Companies to the Chinese aggression and the patriotic duty of employers and workers alike at this critical juncture and urges upon the employers to discontinue their present unfair policy of non-recognition of the workers' large majority Unions and non-fulfilment of their just demands by negotiations, and to stop the oppressive and vindictive attitude toward the starving strikers who had been driven to just and lawful strike for over 11 months against heavy odds and under inhuman conditions of non-payment and under-payment of their due wages payable over long periods before and after July '61, and violation of award/agreements/Company rates/terms and conditions of service.

This Meeting urges upon the Oil India and other Oil Companies and their contractors to agree to settle the disputes of direct and indirect workmen by any of the well-recognised methods, negotiation, conciliation, arbitration or adjudication as the **ONLY ALTERNATIVES TO STRIKE OR LOCK-OUT**. The Unions have repeatedly made the offer and again REPEAT THE SAME OFFER WHICH SHOULD BE ACCEPTED IN NATIONAL INTERESTS WITHOUT DELAY.

3. EVEN ONE DAY'S PROTEST STRIKE NOT TO BE RESORTED TO, IN RESPONSE TO PUNDIT NEHRU'S APPEAL; FAVOURABLE RESPONSE FROM EMPLOYERS, ESPECIALLY FROM THE OIL INDIA EXPECTED.

In response to the recent appeal of Pundit Nehru, this Joint General Meeting resolves that the Oil India workmen, who have in their General Meeting today expressed their unanimous opinion in favour of protest strike for one day, still wants to and will avoid it in national interest, although it is not meant in any way as a threat but as an ultimate attempt to bring home to the Oil employers and the Governmental authorities concerned including - Conciliation officers, especially Regional Labour Commissioner, Calcutta, and the Ministry of Labour and Oil the **EXTENT AND DEPTH OF WIDESPREAD DISCONTENT AND RESENTMENT** caused by non-recognition of the large-majority Unions against all fair principles, the provocative act of continued recognition of a small minority Union and the said vindictive treatment of the long-suffering strikers

by blocking ALL DOORS TO SETTLEMENT BY ANY OF THE CROCKED METHODS.

This Meeting expects FAVOURABLE RESPONSE FROM THE OIL INDIA AND ITS CONTRACTORS and other employers concerned in the same spirit at an earliest date by the 31st October at the latest, failing which the situation is likely to take its own course, although the Union is continuing its attempt to avoid even a protest strike for a day, which may well do good in its possible effect by putting an end to COMPLACENCY AND CALLOUSNESS FRAGMENT WITH BRAVE CONSEQUENCES.**

(However, the Union will not resort to any protest strike.)

In the same spirit this Joint General Meeting opines in favour of CALLING OFF THE LONG-DRAWN STRIKE SIMULTANEOUSLY WITH THE NECESSARY ARRANGEMENT FOR RESUMPTION OF THEIR WORK at the earliest opportunity on a reasonable basis and offers MINIMUM terms :-

- i) The strikers are to be taken back without any victimisation according to the fair principle of seniority upheld generally by Tribunals and Courts in similar cases and especially by the Central Government Industrial Tribunal in regard to employment, lay off, retrenchment, discharge and reemployment of the contractors labour in the Oil Industry in these oil fields.
- ii) Payment of long-overdue wages payable for periods before July '61 and from July '61 to November '61.
- iii) Compliance with award, laws, agreements, irreducible minimum wages and other terms and conditions of service.
- iv) Any disputed issues are to be settled by arbitration in preference to adjudication.

The said terms are to be taken as the STARTING POINT for negotiation. There is no valid reason why the strike dispute can not be settled on a reasonable basis and called off immediately in the interest of INDUSTRIAL PEACE, PRODUCTIVE EFFORTS AND NATIONAL CAUSE. The Unions will do their best to promote favourable conditions for the same.

Sd/- S.L.Yadav
For Secretary,
Assam Oil Companies' Contract-
ors Labour Union, same as A.O.C.
Contractors Labour Union, Regd.No.60.

Sd/- P. C. Sharma
For Secretary,
Indian Oil Workers' Union, Ass-
am, Regd.No.512.

PETROLEUM WORKMENS UNION

34, SHRAMAJEEVI AVAZ,
SEWREE CROSS ROAD,
BOMBAY-15.

Aug 16, 1962

A.I.T.U.C	
Received	2720 18/8/62
Replied

AITUC
NEW DELHI.

Attn: Com. Sriwastava

Dear Comrade,

13th Annual General Meeting of the Union
being held on 25th & 26th August, 1962.

honey You must have already received my letter of invitation for your presence at the above meeting, if not your fraternal message which will enthuse our delegates.

The Office Bearers Committee of the Union subsequently met and resolved that on the occasion of this Annual General Meeting we should hoist the T.U.C. Flag on the Flag Pole of our building. This was long overdue and we have decided that it should not be a short coming any more. The Office Bearers Committee's desire is that if possible Com. Dange himself should grace the occasion and hoist the T.U.C. Flag. If for any reason he is not available the Office Bearers Committee feels that President of the A.I.T.U.C., Com. Mirajkar may be kindly approached for this purpose.

I would like you to give particular importance to the desire of the Office Bearers Committee of this Union, as expressed above, and let me know as early as you can what arrangements you have made.

Fraternally yours,

INLAND LETTER

AUG 30



All India Trade Union Congress

4, Ashok Road,

NEW DELHI.

← तीसरा मोड़ Third fold →

↑ दूसरा मोड़ Second fold ↓

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

PETROLEUM WORKERS UNION

SEWREE CROSS ROAD,

BOMBAY-15.

इस पत्र के अन्दर कुछ न रखिये NO ENCLOSURES ALLOWED

← यहाँ काट कर खोलिये To open cut here →

*late date of 1st info memo
of 1st info memo
of 1st info memo
of 1st info memo
of 1st info memo*



Resolutions adopted unanimously at the Joint General Meeting of employees/workmen of Oil Companies and their contractors including a large majority of employees particularly of Assam Oil Company and Oil India, besides others of B.O.C. Subsidiaries, and members of the three large majority Unions, two of direct employees/workmen, namely A.O.C. Labour Union, Digboi, Tinsukia, Regd. 43, and Indian Oil Workers Union, Assam, Duliajan and Moran Regd. No. 512 and Assam Oil Companies' Contractors Labour Union which is same as A.O.C. Contractors' Labour Union with the same Regd. No. 60. The meeting was held on 19-8-62 at Digboi Union Ground under the Presidentship of Sri T.N. Bhattacharjee.

28/11/62
23/8/62

*Shri P. S. Prasad, ex officio
to the effect that it is decided to prepare to meet
any such policy carefully & peacefully*

This Joint General Meeting reiterates the resolutions adopted unanimously on 14-7-62, 28-7-62 and 11-8-62 and notices given to all Oil Companies and their contractors to settle the ten-point strike dispute, charter of demands and other matters. Notices have been given to the R.L.C., Calcutta, and other Conciliation Officers and the Chief Labour Commissioner and the Ministry of Labour. The notices have been also extended from time to time for a further period in response to the repeated telegrams sent by the R.L.C. However, this meeting deplors that nothing has been done either by the Oil Companies or their contractors or by the R.L.C. as a conciliation Officer or by other conciliation officers of Assam or by the C.L.C. and the Ministry of Labour to settle the disputes by any of the recognised methods, despite the R.L.C.'s assurances that all matters had been under consideration. This meeting points out that the said conciliation officers concerned have not done their duty nor taken any action as required under the provisions of the Industrial Disputes Act, 1947, within this long period.

In the circumstances this Joint General Meeting and especially the employees/workmen of the Oil Companies and members of two large majority Unions, in pursuance of the said resolutions and notices, finds no alternative but to proceed with the preparation for a lawful and peaceful strike action, if ultimately forced on them by such unconciliatory, unfair and even wrongful attitude or policy and hereby resolves to take the FIRST STEP forward to demonstrate the Oil workers' unity and solidarity behind their just and legitimate demands. The first step will consist in the wearing of badges in which the words "FULFIL OUR DEMANDS", will remain inscribed in white against black background. This meeting calls upon all its members and supporters to wear the said badge for all time and while on duty in order to demonstrate their active support to the demands submitted by their highly-representative Unions, A.O.C. Labour Union, Digboi and Tinsukia, and Indian Oil Workers' Union, Assam, Duliajan and Moran, to their employers and all concerned and as a mark of their sorrow and resentment against nonfulfilment of their just and legitimate demands and continuous reminder to all that their long-standing demands should be fulfilled without further delay. The badge will be worn by all until their demands are fulfilled appreciably and/or a similar joint general meeting takes any other decision in the best interests of the workers and its members.

This joint general meeting finally notifies the Oil Companies and their contractors as well as the said conciliation officers and other Governmental authorities concerned that if no effective action is taken by any of them within a further period of notice for a week to settle the said disputes by any of the recognised methods, negotiation, conciliation, arbitration or adjudication, despite the solidarity shown by a large majority of Oil workers behind their demands, a general meeting of workmen and members of respective Unions will be held at Digboi on 29-8-62 and at Duliajan or before 30-8-62 to take a final decision in the matter of taking ~~xxx~~ to a lawful and peaceful strike action on any day and for one day or more as may be deemed necessary, without giving any further notice to the employers and conciliation officers and other Governmental authorities concerned.

An order has been issued by the Joint employees of Assam Oil Co. & Oil India (the Oil Companies) are wearing black badges from 20.8.62 while on duty (for all time) amidst great enthusiasm.

This joint meeting strongly urges upon all contractors workers who are still working mostly as new recruits, to join the lawful and peaceful strike in the best interests of the workers in general including them, so that employment under fair terms and conditions is ensured for all workers.

ON BONUS.

2. This general meeting strongly deplores the attitude taken up by the management of the Assam Oil Company in the matter of negotiation with this recognised and representative A.O.C. Labour Union (having a large majority of its workers as its members) on the important Bonus dispute for the year 1961-62. The management has not only refused to furnish the Union even with a copy of the Balance Sheet usually containing also Profit and Loss a/c for some past years or even for the year in question, but also refused to place the same and any income and expenditure account for the year even during the Negotiation Committee's meeting held on 3-8-62 between representatives of the Company and the said Union to consider the matter of amicable settlement of the dispute. In the circumstances the Union rightly claimed that their demand for five months' wages as bonus for the year was just and reasonable in view of the Company's general prosperity, production, income and profit and the workers' knowledge about the same from their day-to-day knowledge of the working of the concern, and especially in view of the admission by the Company representative that the Company has capacity to pay. The Union representatives referred to the well-settled principles repeatedly upheld by the Supreme Court and also particularly in the case of Oil Companies that "the quantum of bonus must be determined on the relevant facts pertaining to the year in question" and since the Companies concerned admitted their capacity to pay a reasonable amount and did not therefore produce their balance sheets and did not want a finding as to the available surplus, the Supreme Court held that the award of 4½ months' basic wages as bonus could not be held unreasonable or extravagant and rejected the contentions of the appellate Oil Companies including the contention that "the award has upset the pattern of agreements made by the appellants with their employees for several years past"; in the instant case, despite past agreements for payment of 4 months wages as bonus, the Tribunal granted 4½ months' wages as bonus and the Supreme Court upheld the award. The Union representatives took a similar reasonable stand but the Company representatives, while admitting the capacity to pay, did not want to produce any balance sheet/profit and loss account, not to speak of other relevant information including income and expenditure a/c or deductions made from the total income on various accounts. The Company did not want a reasonable settlement on the basis of a proper finding of available surplus for the year in question. Therefore, this meeting is of considered opinion that the stand taken up by the Company was quite unjust and unreasonable.

This meeting further points out, it is deplorable that the Company representatives did not want even to record the offer made in the said negotiation meeting to the effect that the Company was prepared to extend the previous agreement for another year for payment of three months' wages as bonus provided that it was acceptable to the Union representatives. This meeting, therefore, notes with a sense of great dissatisfaction that the Company management has withdrawn the offer of three months' wages as bonus, despite its capacity to pay a higher amount on the plea that this was not acceptable to the workers according to their general meeting, without making any attempt to come to a settlement on a reasonable basis according to the principles laid down by the highest Court of the land and its relevant decision as referred to. This meeting, therefore, urges upon the Company to furnish the Union with the Balance Sheet/profit & loss a/c and income & expenditure a/c and come to a reasonable settlement on the basis of a truly-available surplus and to make a reasonable offer in view of the much-larger quantum of bonus paid by various Oil Companies and Trombay Refineries among other large concerns. This meeting expects the Company to come to a negotiated settlement accordingly without further delay. This meeting also strongly urges on the Oil India Ltd. and its Board of Directors to grant the reasonable claim for five months' wages as bonus for the year in question in view of the large profit made by the concern and to come to an amicable settlement with the Union.

Sd/ T.N.Bhattacharjee

President, AOC Labour Union & Chairman of Joint General Meeting held on 19-8-62.

Cbej. 20-8-62.



7-9-62

Shri K.D. Malaviya
Minister for Mines & Oil
Government of India
NEW DELHI.

Respected Sir,


I take the privilege of sending you here-
with a copy of the Annual Report of the Petroleum
Workmen's Union, Bombay, adopted at its 13th
Annual General Meeting held on 25th and 26th
August 1962.

I would earnestly request that you be good
enough to give consideration to certain impli-
cations of the Damsle Committee Report, which tend
to affect the interest of workers and which I have
dealt with as General Secretary of Petroleum
Workmen's Union, on page 14 of the Report.

I also send you herewith a copy of the
Resolution of the Annual General Meeting of the
Petroleum Workmen's Union regarding the need for
switching over to Indian made steel by the Burmah-
Shell Refineries Ltd., Bombay, in the interest of
the country.

With respects and regards,

Yours respectfully,


G. Sundaram
GENERAL SECRETARY

Encl:

cc: President, AIPWF.
cc: AITUC.
cc: P.W.U. Bombay.

7-9-62

Shri G.L. Nanda,
Minister for Labour
Government of India
NEW DELHI

Respected Sir,


I take the privilege of sending you here-
with a copy of the Annual Report of the Petroleum
Workmen's Union, Bombay, adopted at its 13th
Annual General Meeting held on 25th and 26th
August 1962.

The action by the Government of India in
regard to the implementation of the Damle Commit-
tee Report has created certain new problems for
petroleum workers and in this connection I have
addressed Shri K.D. Malaviya, Minister for Mines
and Steel as per copy herewith.

I would be much grateful for your kind
intervention in this matter.

With respects and regards,

Yours respectfully,


G. Sundaram
GENERAL SECRETARY

Encl:

cc: President, AIPWF.

✓ cc: AITUC.

cc: PWU - Bombay.

The 13th Annual General Meeting of the Petroleum Workmen's Union held on 25th & 26th August 1962 regrets that the Burmah-Shell Refineries Ltd. have not found it possible to switch over to Indian made steel sheets for fabricating the drums, required in the Refineries. The delegates are aware the Refineries had themselves claimed in their House Journal "Refinery Review" of June 1962 that they switched over temporarily on a trial basis in May this year to using Indian made steel sheets supplied by the Government owned steel plant at Rourkela. That in the course of 8 successive shifts 23,000 drums were fabricated from about 300 tons of 24 gauge steel.

This meeting is aware that the Burmah-Shell Refineries announced that they are anxious to obtain supplies from within the country in order to help save foreign exchange and that they had agreed for the Refinery Drum plant to go over completely to steel from Rourkela Plant.

The Burmah-Shell Refinery workers are particularly aware that the trial with the Indian made steel sheets proved that it was much easier to operate with the Rourkela steel sheets and that there are less rejections and less wastage of material in manufacture as compared with the imported steel sheets which have been in use all along.

This Delegates' meeting, taking into account the fact that more than 22,000 tons of steel are required annually for fabricating the drums in the Refineries, regrets that, notwithstanding the many factors in favour of the utilization of Indian made steel, the Burmah-Shell Refineries are importing foreign steel sheets in preference to switching over to Indian made steel, thus defeating the national

PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

"SHRAMAJEEVI AVAZ" 34, SEWRÉE CROSS ROAD, SEWRÉE, BOMBAY 15.

Date 17-9-62

A. I. T. U. C.

Received.....

Replied.....

A. I. T. U. C.
NEW DELHI

Re: Oilfield Workers - Ankleshwar

Dear Com. Shriwastava,

You are perhaps aware that sometime in September last year Com. Thakorebhai Shah of Broach had along with Com. Bhalchandra Trivedi, made attempts to render help to the oil field workers of Ankleshwar to organise themselves effectively. However, the local situation was a bit complicated and that attempt therefore did not make much headway, finally resulting in our inability to choose an oilfield worker to go in the recent 3 man delegation to USSR which left on 11th September for the fortnight's visit to oil fields and refineries there. Thakorebhai Shah had seen me in Bombay a fortnight ago and gave me to understand that certain subsequent developments had brought about a radical change in the situation and it was, therefore, necessary that we give a helping hand now. Accordingly, I agreed with him and visited Broach yesterday and met a representative group of Ankleshwar workers in the Company of both M/s. Thakorebhai Shah and Bhalchandra Trivedi and Com. Desai, the Kisan Sabha leader in Ankleshwar who is also in touch with many Ankleshwar workers.

The developments which I referred to above are as follows:

Sometime in 1960 when the ONGC activities were concentrated in Cambay region, the Ahmedabad INTUC organised a union under the name of ONGC Employees' Union. But it could not tackle the acute problems faced by workers for various reasons including its basic erroneous approach to them that they are employees of the Govt. The employer is, however, Oil and Natural Gas Commission, which is a wholly owned public undertaking of the Govt. Originally, it was the Oil and Natural Gas Directorate created in 1956 as a department of the Union Govt. and was converted in 1959 into a statutory commission but, as it happens with all other Govt's undertakings the legacy of the past as a department of the Govt. must have persisted in its administration and this factor must have confused the INTUC to deal with their problems as though they are simply Govt. employees.

Anyway, another union organised by the P.S.P. Leader Sanath Mehta came into being last year in Cambay with himself as the President of the Oil & Natural Gas Commission Employees' Mazdoor Sabha. He seems to have given a phillip to the outstanding discontent and managed to get some casual employees absorbed as "temporary permanent" employees, but in the process of his organising created a host of new problems both for the Govt. and the workers. First, there is a story in 'Current' of 25th August running down Minister Malaviya - the initial attack having been by D.F. Karaka himself in 'Current' issue of April 14. Then 'Blitz' of Sept. 1 came out with a good write up under the heading "PSP fans regional passions to scuttle Public Sector Oil". Finally came the "Current"

story of 8th Sept. in which Sanat Mehta came into the open. All this has moved the conscious patriotic Indian workers in Ankleshwar Oil Field not to remain passive any longer. Another accentuating factor is that notwithstanding the reply of Bombay Regional Labour Commissioner to ONGC Employees' Mazdoor Sabha which the Sabha printed and circulated through a handbill, the practical implementation of those concessions have been frustrated by the bureaucracy which has once again brought up the accumulated discontent. The climax came when the Vice President of this Sabha, a driver and two or three others were dismissed recently for getting involved in some black token wearing demonstration and nothing material was apparently done for them by that Union whose President Sanat Mehta is reported to have gone to America 2 weeks ago for a six month's study tour under National Productivity Council programme. The fact remains that when this union was originally organised in Cambay Region it had certain advantages with certain leading personalities of the PSP influential in the region giving it a definite weightage. That was lost when the union activities had to be shifted to Ankleshwar with the workers migrating from Cambay Region and many hundreds of new workers joining in Ankleshwar toward the end of last year. That union had no local influence or organisational set up in Ankleshwar. It was all a matter of President Sanat Mehta doing what he wanted to or could do. Thus it has shipwrecked and INTUC is a lone cry without any base. Therefore, the task has come to us to shoulder and for which we have a certain amount of local cadres available in Broach and Ankleshwar.

At the group meeting held yesterday, I and our colleagues approached them on the basis that they enrol themselves as members of Petroleum Workmen's Union. The Rules of the Union provide as follows:

"To organise and unite persons engaged in the Petroleum Industry or trade by the various concerns engaged in the prospecting, drilling, refining, storage, distribution and/or sales of Petroleum and allied products in India and to regulate their relations with their employers."

and all employees of ONGC have a right to become members of the PWU. ONGC is a public undertaking now vested with right to form companies in accordance with the Companies Act in accordance with the Oil and Natural Gas Commission (Amendment) Bill 1962 passed in the Lok Sabha on 5th Sept.

The Commission has now been given powers to create without the approval of the Central Govt. posts carrying a salary or honorarium of not more than Rs. 2250/- per month. The Commission's powers has been enhanced in relation to appropriation. Since two other public sector undertakings of the Oil Industry viz. Indian Refineries Ltd. and Indian Oil Company exist, Oil and Natural Gas Commission with Minister Malaviya as Chairman is set up for exploration and production of oil. There is already a proposal to set up a separate company for production of Crude Oil in Western India. The proposed refinery in Koyali may have another company because of the State Govt.'s purchase of shares in the proposed company. Similar companies with State participation may come for Nunmati and Barauni refineries. The Third Plan target of ONGC is 3.5 million tons per year with an allocation of Rs. 115 crores for oil exploration. 1500 tons per day of oil are supplied from Ankleshwar production. This production

could be stepped up to about 0.75 million tons but it was not being done because the Govt. wanted to conserve oil for the Koyala Refinery. The Commission's report for 1961-62 estimates that about 200 wells will be required to exploit the Ankleshwar Oil Field and that this number may have to be increased if the field is found to extend further in the easterly direction. There are also plans for the exploitation of associated gas from the Ankleshwar fields and also gas from Cambay for both power generation and supply to the colonies at Cambay and Ankleshwar for domestic fuel. Already upto end of July 17.4 million cubic meters of gas has been burnt in Ankleshwar. In Cambay 25 wells have so far been drilled, six of them being dry, 12 indicated presence of gas only, two are oil bearing and five are under testing.

The proposed reorganisation of administration of the ONGC has a number of points to note. One is Shri P.R. Nayak till now Refinery member of the Commission has been appointed as Member for Administration Coordination even while he continues to be the Managing Director of Indian Refineries Ltd. The officers at the oilfields and other areas where exploration is going on are to be given more powers. More powers are to be delegated to the members of the Commission to make them function effectively in their various places of work.

The Ahmedabad project so far under administrative control of Cambay Project has been upgraded in view of its expanding activities and a Lt.Col. Vishwanath Baal who is at present Special Officer (Workshop) at Baroda is being appointed as its director. Already there is a Brigadier Director in Ankleshwar.

When the ONGC workshop at Baroda goes into operation this month the drilling programme will considerably increase in tempo. There is going to be a workshop of ONGC in Baroda and another will be ready soon in Ankleshwar. Apart from Kalol and Wavol (Gandhinagar) where three and one wells respectively have been drilled operations will soon begin at Sanand where rig building work has been in progress.. Drilling operations in Ahmedabad region are expected to be further intensified, The number of deep rigs from the present three is likely to be increased to seven within the next few months. Drilling at fourth pin-point has already commenced. In the first structural well at Parda gas was found and in the second well gas and oil were found. The quality of the oil was reported to be as good as Ankleshwar Oil. Minister Malaviya's survey discloses the fact that in two-and-half years time there has been an addition of Rs. 80 crores to the State exchequer on account of revisions made in price structure of petroleum products and foreign refineries and further reductions out of Damle Committee's recommendations. As against this only about Rs. 43 crores had been spent so far on oil exploration, discovering one good oil field in Ankleshwar and a potential one in Kalol and developing the Rudrasagar field in a small way. Two or three more oil or gas fields are in the offing. 7 million tons of petroleum products would be produced in the country by 1966-67.

The Minister stated in Lok Sabha on August 14 that ONGC has already created a cadre of 6000 able young technicians. However, in Ankleshwar now there are about 1300 permanent and temporary permanent employees besides 700 casual workers. Where are the rest? What type of trade union organisation they need?

What is the cost of oil production and what is its selling Price? The Minister said on Sept 4 in Rajya Sabha that the Govt. had not worked out the cost of production of oil in India though they had some idea about it and that it was a very complicated thing because even the world posted prices were completely notional and did not lead to any specific knowledge of the cost of production of any country. But, he said that the cost of oil production in Assam might be higher than that in the Gujarat oil field. At some time or other soon this issue of price will have to be tackled by us. The dispute about royalty to be paid to Assam State is there. That Govt. finally states that it would agree to a flat rate of Rs. 10/- per ton provided ~~that-it-would-agree~~ the existing leases with the A.O.C. and oil India Ltd. were not disturbed. The calculation of the Assam Ministers is as follows. Out of Rs. 385 which formed the price of the finished product, Rs. 280/- represented the Central taxation per ton. Hence the royalty of Rs. 4.8 proposed by the Mines and Fuel Ministry worked out to only 5% of the finished products. Hence the fair rate at Rs. 10/- per ton is not unreasonable. But under the ~~present~~ present procedure the well head price of crude oil at Naharkatiya is worked out on the basis of Persian Gulf Prices. With the import parity price as the base, the transport cost for moving oil from the well-head to the port is deducted in order to arrive at the actual well-head price. Ten per cent of this forms the royalty of the State Govt. While in Gujarat the well-head price of oil is Rs. 55/- per ton, that for the oil found in Naharkatia is Rs. 48 per ton. Minister Malaviya said in Lucknow on August 19 that it was the decision of his Ministry to seek a solution of this problem from a national point of view so that a uniform and economically sustainable pattern of oil price in the country could be found. Meanwhile, the Gujarat State Council of the C.P.I. has demanded that the Gujarat State should be given a royalty of 25 to 30% from the income from oil extracted from Gujarat to continue for 10 years.

On August 25 in the Lok Sabha Minister Malaviya stated that Gujarat Govt. has not granted yet formal exploration licences under Petroleum and Natural Gas Rules 1949, which have been applied for by this Ministry. Obviously because the question of royalty is yet to be decided and the Ministry is reported to be negotiating with the Gujarat Govt. to fix the price of Ankleshwar Crude.

Workers rights and capacity to pay by the employer: The question is, if the State Govts. have a right to demand and get double the amount or more as royalty as compared to what it was before, how should the worker who makes it possible to do so, fare as regards his emoluments and service conditions? It is recognised throughout the capitalist world and it is in vogue in the socialist countries too that the oil workers are the best paid.

Also, on August 14 Minister Malaviya stated that India's cost of discovery of crude was the cheapest in the world, working to about Rs. 3.4 per ton as compared to Rs. 6.9 in the other countries.

All these factors give a just right for petroleum workers in the public sector to aim and struggle for a reasonably high standard of living. But, this struggle has to be waged under perhaps more difficult conditions because (a) these bureaucracy is the immediate impediment and does not easily tolerate unionism (b) the workers are spread out and cannot be easily gathered together. I already have a very difficult time effectively organising the workers in Bombay because about 1200 of them are distributed in several departments and

in several shifts. Here the workers go far and out in the fields in several shifts. (c) So far iron discipline seems to have been the notice of the administration officers rather than the welfare of the workers (d) the State Govt. and local population and public opinion seem to be more concerned with the fact that in an area of chronic employment and under-employment, some jobs are made available rather than the exploitation which goes on. (e) The general feeling of panic among workers that they may have to lose their jobs in getting unionised and organised.

Without under-estimating any of these factors, I have explained to them the significant advantages they do have in the three factors viz. (1) The Govt. of India recognised All India Trade Union Congress as the representative of all India organisation of petroleum workers for representation on I.L.O. and P.W.U. is the foremost affiliated union of AITUC; (2) The Govt. of India also gives importance to the fraternal relations being maintained between All India Petroleum Workers Federation and Oil and Chemical Workers Union of USSR and P.W.U. is the foremost affiliated union of AIPWF (3) P.W.U. leadership is a leadership accommodating all political views in order to build up 100% unity of workers which alone is the effective sanction of workers - that we do not play party politics and that the only politics we play is to defend our Govt. against the inroads and attacks made by foreign private companies, in other words we defend the national interests of this industry and hence have demanded its nationalisation. We have therefore asked them to go ahead and enroll mass membership as they have a right to be a member of a trade union particularly of the type of P.W.U.

I am sending you this report with a view to keep you fully informed of the steps we are taking so that in case of any untoward developments we can call upon you to intervene with the Ministries at the highest level if need be. As per the I.D. Act, oilfields come under the jurisdiction of Union Govt. and not State Govt. and I have told them that also gives certain advantages as compared with the position of marketing/distributing and refineries workers who come under the jurisdiction of State Govts.

Yours fraternally,

G. Sundaram
GENERAL SECRETARY

P.D. D. Sundaram (Bhalchandra Trivedi)
will use that I.D. Act which has obtained
a membership of I.L.O. Government
represented by the workers of the
oilfields and refineries.

cc: Com. Thakorebhai Shah

cc: Com. Bhalchandra Trivedi

cc: President, AIPWF

cc: Com. Barin Choudhery.

COPY

TRADE UNIONS INTERNATIONAL OF CHEMICAL, OIL AND
ALLIED WORKERS
(Trade Dept. of W.F.T.U.)
BUDAPEST.

Budapest 18-9-62

Com. G. Sundaram
Gen.Secr.
"Shramajeevi Avaz"
34, Sewree Cross Rd.
Sewree, BOMBAY 15.

Dear friend,

according to the decision of the Administrative Committee which designed you to take part in the meeting of the Preparatory Committee of the Conference in December 1962, we inform you that this meeting will take place from December 18th to 20th 1962 in Budapest. We request you to arrive in Budapest on the 17th already so that we might begin our work on the 18th.

We request you to be free at this time and to participate in this very important meeting.

In November the Secretariat of our International will put at your disposal a document containing the questions to be discussed by the Preparatory Committee to enable you to prepare yourself for the discussion on the items on the agenda.

With best wishes and fraternal greetings we remain,
Dear friend,

Yours fraternally

for the TUNICOM

SA/-G. Vanhaute
General Secretary.

PS We request you to take the necessary steps in time for the obtention of your visa, and we also beg you to confirm the reception of this summons as we are going to send you a return ticket when we have got your answer and agreement to participate.

PETROLEUM WORKMEN'S UNION

(Regd. No. 754)

SHRAMAJEEVI AVAZI 34 SEWREE CROSS ROAD SEWREE BOMBAY 15

Date 26-9-62

Com. Barin Chowdhury,
Assam State Committee of AITUC
Tinsukiya
ASSAM.

Re: Ankleshwar Oil Field Workers

Dear Com. Barin Chowdhury,

Attached please find a letter addressed to AITUC from which you will see that we are now in the process of shouldering the additional burden of organising Ankleshwar Oilfield Workers. The problems are going to be complicated - no doubt from two main stand points, viz. this is the first public sector enterprise organising which I have to find my moorings and the prospecting and production part in which I have no past experience to rely upon as I have been all the time concerning myself with distribution and then refining wing.

I, therefore, wish to gain from whatever experience you have with regard to AOC Oilfield Workers and particularly the problems you must be facing of late with regard to Oil India Ltd. a public sector enterprise in Assam partly or mostly created out of the private A.O.C.

Could you therefore let me know in detail what problems you tackled to the satisfaction of workers and what problems still confront you with respect to AOC workers taken over and others newly recruited by Oil India Ltd.

Please do drop a line in reply even if you take sometime to let me have the data I have asked for.

Yours fraternally,

G. Sundaram
GENERAL SECRETARY

cc: AITUC: I believe that the report of productivity study teams which went to Soviet Union and on which Com. Y.D. Sharma was the nominee of AITUC will be very useful for the most difficult work I am now undertaking. Please send me a copy of that report.

Regd with Ack due.

From: John Bhimappa,
Regd No. 68, Mukadam,
for himself and also for other
15 workers.
(One Mukadam,
6 Drivers, and 8 Cleaners).

of Swastik Oil Mills,
Wadala, Bombay No. 31.

Dated: 17th Oct, 1962.

To
Shri Kamrade S. A. Dange,
Adyaksha All India Trade Union, Congress.
4. Ashok Road,
New Delhi.

Sir,

I, the undersigned Mukadam of Swastik Oil Mills, Wadala, Bombay, for myself and other 15 workers beg to submit this application with you with fervant hope that you will favour us in all ways and will help us in the matter.

Sir, in our Swastik Oil Mills, that myself and other 15 workers all are getting low salary while the other workers - and Mukadam etc., (the other workers and Mukadam etc., working like us in the same Swastik Oil Mills) getting higher salary - than us. This difference amount absolutely very worst, and this is quite partiality and injustice.

Under the circumstances, we asked with our employer to give us the Minutes Copy i.r., from 1-7-1960 to 16-8-1960 between the Union and our Employer, for which our employer replied that we must get only through our Union at all. So, we approached - with our Union Secretary, Shri G. R. Khanolkar, Dye & Chemical Workers Union, Dalvi Building, Parel, Bombay No. 12. i.e., orally, ordinary letters and Registered letters, but all are have no fruits at all, and none of the ~~ax~~ reply is given to us, and simply evading time, so, our position got in a great trouble and also loss every month, and now we are in a further trouble that how this problem will be solved.

The Union secretary should help the workers, but here silent such action giving to us a terrible loss every months, as we are poor workers.

You are the authority to make enquiry into matter, and so, requesting you, to arrange to supply us Minutes copy from 1-7-1960 to 16-8-1960 between our employer Swastik Oil Mills, Wadala, Bombay, with our Union Dye and Chemical Workers, Union, Dalvi Building, Parel, Bombay, through our Union and oblige.

So, please further inform to our Union to supply us immediately the copy of minutes to us and also arrange to get the salary like the other workers.

Thanking you and expecting your reply.

Yours faithfully,
For Myself and on behalf of 15 workers.

John Bhimappa.

John Bhimappa

18/10/62

OIL & CHEMICAL WORKERS Federation

(Registered under Indian Trade Union Act 1926)

Pre. No.:

Head Quarter Office:

Telegram: "OILWORKER"

Gen. Secretary:

"Shramajeevi Avaz",
34, Sewree Cross Road,
Sewree, BOMBAY 15.

Telephone: 61453

Ref. No.

Dated...25-10-62....19

Com. Naumenko
Secretary, Central Committee
Oil & Chemical Workers Union
Palace of Labour
MOSCOW V-119 - USSR.

3463 1/11/62

Dear Com. Naumenko,

With great pleasure I received your letter of 17th Oct. informing me that your delegation of 3 members will visit our country in November/December 1962. I shall be glad to make all the arrangements for your comfortable stay and tour in our country on knowing from you the likely date on which you plan to arrive in India. As soon as you let me know the names of the Delegates I shall also write to the Ministry of External Affairs regarding your visit.

At the time of writing, the developments in the international situation are very disturbing. The hostilities between the Chinese armed forces and the armed forces of our country on India's Northern Borders and the appeal of our Prime Minister arising from this grave developments are now gripping the attention of all people including petroleum workers. The aggravation of international tension created by President Kennedy's provocative action have also called upon emergency measures being taken by your people and no doubt this situation is causing you also much concern. Let us hope that these dark clouds will be dispersed by the speedy concerted action by all progressive forces.

You are probably aware that the Preparatory Committee of the Conference has been called to meet in Budapest between December 18 to December 20. I have received the invitation from Com. Vanhoute and I have informed him that I shall certainly attend the meeting subject to no untoward development coming in the way of my leaving the country at that time.

With greetings,

Yours fraternally,



G. Sundaram
GENERAL SECRETARY.

cc: Com. G. Vanhoute,
cc: AITUC
cc: President, AIPWF.

PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

"SHRAMAJEEVI AVAZ" 34, SEWREE CROSS ROAD, SEWREE, BOMBAY 15.

Ref.

20

A. I. T. U. C.
Received <i>2038 21/10/62</i>
Replied.....

Date 27th October, 1962

1. Branch Manager, Messrs. Burmah-Shell, Bombay
2. General Manager, Messrs. Burmah-Shell Refineries Ltd., Bombay
3. Territory Manager, Messrs. Esso Standard Eastern, Inc., Bombay
4. District Manager, Caltex (India) Ltd., Bombay
5. Manager, Indo-Burma Petroleum Co. Ltd., Bombay
6. Manager, Castrol Ltd. Bombay
7. General Manager, Gulf Oil (India) Private Ltd., Bombay
8. The Director, Ankleswar Project, Oil & Natural Gas Commission, Ankleswar


Dear Sir,

Re. Collections from our members and well-wishers for National Defence Fund

I attach hereto the text of the resolution of the emergency meeting of the Managing Committee held today.

Please be good enough to extend all facilities to our union activists to ensure the success of the implementation of the above resolution.

Yours faithfully,


G. Sunderam
General Secretary

Encl.

- cc. Chief Minister, Maharashtra State, Bombay
Chief Minister, Gujerat State, ~~Indore~~ Ahmedabad
Chief Minister, Madhya Pradesh State, Indore
- cc. P&U Ahmedabad Branch
" Okha Branch
" Kandla Branch
" Ankleswar Branch
- cc. AITUC/MRTUC
cc President, AIPWF
cc AIPWF/TUICOAW

CONTRIBUTE LIBERALLY TO NATIONAL DEFENCE FUND

Following is the resolution of the Emergency meeting of the Managing Committee of the Union held on 27-10-62

" This emergency meeting of the Managing Committee of the Petroleum Workmen's Union held on 27th October 62 resolves:

That the Prime Minister has called upon us to take note of the grave situation that has arisen on our frontiers because of continuing and unabashed aggression of the Chinese forces. This menace threatens the freedom of our people and the independence of our country.

This meeting condemns the unabashed aggression by the Chinese armed forces and declares that the Petroleum Workers organised in our Union stand solidly behind the Prime Minister and the Government of India in all measures they take for the defence of our country.

This meeting further resolves to respond in full measure to the appeal of the Prime Minister to contribute financially to help finance production and meet the increasing cost of National Defence.

This meeting therefore resolves that all members and well wishers make their liberal contributions to the "National Defence Fund". Even one day's Wages/salaries will not be too much for such a sacred cause.

This meeting calls upon all the delegates and Activists to collect the above contributions from the members and well wishers of the union and reach it to the union Office as expeditiously as possible.

This meeting resolves that the total collections received be remitted on the 10th of November to the "National Defence Fund" and the names of all the donors to this fund as well as the names of the delegates and activists who helped in this collections be forthwith published in "Petroleum Mazdoor" so that all those who contribute will know the final outcome in detail of this collection. "

PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

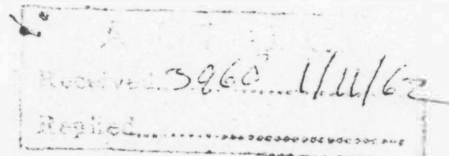
"SHRAMAJEEVI AVAZ" 34, SEWREE CROSS ROAD, SEWREE, BOMBAY 15.

Ref.

Date

24-10-1962

The Director,
Ankleshwar Project
Oil & Natural Gas Commission
ANKLESHWAR.



Sir,

I am glad to inform you that a large number of workers of the Oil & Natural Gas Commission - Ankleshwar Project have enrolled themselves as members of our Union. At a general meeting of the members held in Ankleshwar on the 14th October, 1962, it was decided to constitute a branch of our Union in Ankleshwar.

The Branch Committee elected at the meeting consist of the following with a right to co-opt other members later:

Chairman	Shri Bhalachandra Trivedi (Hon.) General Secretary of Mahagujarat Trade Union Committee of All India Trade Union Congress, to which our union is affiliated.
Secretary	Shri M. Jayaswal Production Operator
Treasurer	Shri P. Balakrishnan -do-
Member of Committee	Shri R. Dharmara Fitter Mechanic Shri Hiralal Chakroborti - Fitter Drilling Shri H.L. Singhal Production Operator

In view of the very difficult housing condition prevailing in Ankleshwar, the office of the Branch Committee of our Union is being located at the residence of the Treasurer, Shri P. Balakrishnan at 'Sreenivas' Choutia Bazaar, Ankleshwar.

I attach hereto a copy of our Constitution which provides for the Oil Field workers, both concerned with prospecting and drilling, to be enrolled as our members. For your ready reference I quote the object in Rule 2(a), which provides as follows:

"To organise and unite persons engaged in the Petroleum Industry or trade by the various concerns engaged in the prospecting, drilling, refining, storage, distribution and/or sales of Petroleum and allied products in India and to regulate their relations with their employers."

The declared policy of our Union which was endorsed at the General Meeting held on the 14th October, is that we stand for safeguarding and developing the oil industry in the Public Sector and all our members will consider it a great privilege to do all that they can to promote this national objective.

The workers are no doubt agitated on a number of issues and I am writing to you in detail on these questions in my next letter.

In the meantime I request you to give de facto recognition to our Union and let me know the service conditions which already prevail for them so that it will enable me and the Branch Committee to guide our members appropriately with regard to their grievances.

Thanking you,

Yours faithfully,



G. Sundaram
GENERAL SECRETARY

Copy forwarded to:

The Chief Administrator
Western Region
Oil & Natural Gas Commission
2, Makarpusa Road,
BARODA 4.

The Chairman
Oil & Natural Gas Commission
Ministry of Mines & Fuel
NEW DELHI.

ms
we

cc: AITUC
cc: AIPWF
cc: President, AIPWF.
cc: Com. B. Trivedi.
cc: Com. Thakurbhai Shah.
cc: Shri P. Balakrishnan.

PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

"Shramajeevi Avaz", 34 Sewree Cross Road, Bombay 15.

TO MEMBERS AND WELL WISHERS

The following is the resolution of the emergency meeting of the Managing Committee of the union held on 27th October 1962.

CONTRIBUTE LIBERALLY TO NATIONAL DEFENCE FUND

This emergency meeting of the Managnig Committee of the Petroleum Workmen's Union held on 27th October 62 resolves:

"That the Prime Minister has called upon us to take note of the grave situation that has arisen on our frontiers because of continuing and unabashed aggression of the Chinese forces. This menace threatens the freedom of our people and the independence of our country.

This meeting condemns the unabashed aggression by the Chinese armed forces and declares that the Petroleum Workers organised in our Union stand solidly behind the Prime Minister and the Government of India in all measures they take for the defence of our country.

This meeting further resolves to respond in full measure to the appeal of the Prime Minister to contribute financially to help finance production and meet the increasing cost of National Defence.

This meeting therefore resolves that all members and well wishers make their liberal contributions to the "National Defence Fund". Even one day's Wages/Salaries will not be too much for such a sacred cause.

This meeting calls upon all the delegates and Activists to collect the above contributions from the members and well wishers of the union and reach it to the Union Office as expeditiously as possible.

This meeting resolves that the total collections received be remitted on the 10th of November to the "National Defence Fund" and the names of all the donors to this fund as well as the names of the delegates and activists who helped in this collections be forthwith published in "Petroleum Mazdoor" so that all those who contribute will know the final outcome in detail of this collection."

The above resolution has been sent to all the companies and I have requested them to extend co-operation to all our union activists in ensuring success of this collection.

A General Meeting of delegates is being held on 1st November 1962 to go into the practical steps to be taken for the smooth working of this collection as well as to go into various other responsibilities which arise from the Declaration of National Emergency and Defence of India rules.

★ PETROLEUM WORKMEN'S UNION ZINDABAD !

★ ALL INDIA TRADE UNION CONGRESS ZINDABAD !!

Bombay, 28th October 1962.

G. SUNDARAM,
General Secretary.

Printed by V. R. Birodkar, at New Age Printing Press, 190-B, Khetwadi Main Road, Bombay-4, and published by G. Sundaram "Shramajeevi Avaz", 34, Sewree Cross Road, Bombay-15.

पेट्रोलियम वर्कमेन्स यूनियन

(र. नं. ७६४)

“श्रमजीवि आवाज,” ३४ सिवरी क्रॉस रोड, बम्बई नं. १५.

आम सभासद और हितचिंतकों के लिये—

ता. २७ अक्टूबर १९६२ के दिन हुई **अर्बर्ट मॅनेजिंग कमीटी**ने निम्नलिखित प्रस्ताव किया है।

‘नॅशनल डिफेन्स फंड’ को मदद कीजिये

उपर दिया हुआ प्रस्ताव सभी तेल कंपनीओं में भेज दिया है और कंपनीओं को प्रार्थना की गयी है कि वे मदद जमा करने में यूनियन के कार्यकर्ताओं को सहकार करे।

प्रस्ताव—“देशकी उत्तरी सीमा पर चीनी आक्रमण के परिणाम प्राप्त हुई गंभीर परिस्थिती पर ध्यान देनेका एलान प्रधानमंत्री पंडित जवाहरलाल नेहरूने किया है। इस आक्रमण से हमारे देशकी जनता और देशके आजादी को खतरा पैदा हुआ है।

यह सभा चीनी फौजों का यह बेशरम आक्रमण का निषेध करती है और जाहीर एलान करती है कि, पेट्रोलियम मजदूर जो कि इस यूनियन के मेंबर है, पंतप्रधान और भारत सरकार, आक्रमण के विरोध जो कुछ कदम उठाएंगे इसके पीछे खड़े रहेंगे और देशकी रक्षा के लिए जो कुछ कदम उठाएंगे उसमें शामिल रहेंगे।

साथ साथ, आर्थिक मदद के लिये प्रधान मंत्रीने जो एलान किया है इसका यह सभा पूरा समर्थन करती है। यह आर्थिक मददसे पैदावार और देशकी संरक्षण शक्ती बढ़ाने में मदद होगी।

इस लिये यह सभा यूनियन के सभासद और हितचिंतकों से “नॅशनल डिफेन्स फंड” के लिये अपना हिस्सा जमा करने का प्रस्ताव करती है। इस पवित्र कार्य के लिये १ दिन का पगार भी पूरा नहीं होगा। यह मीटींग, डेलीगेट्स और कार्यकर्ताओं को एलान करती है कि वे यूनियन के सभासद और हितचिंतकों से इसलिये चन्दा जमा करे और तुरंतही यूनियन के ऑफिस में जमा करे।

यह मीटींग प्रस्ताव करती है कि, १० नवंबर तक जो पैसा जमा होगा वह सभी पैसा “नॅशनल डिफेन्स फंड” में जमा करे। और जिन सभासदों ने और हितचिंतकों ने पैसा दिया उनके और जिन डेलीगेट और कार्यकर्ताओं ने पैसा जमा किया है उनके नाम “पेट्रोलियम मजदूर” में दिये जायेंगे। जैसे कि जिसने पैसा दिया है उनको इस फंड के बारे में पूरी मालुमात मिल सके।”

यह मदद जादा से जादा जमा करने के इरादेसे जो कुछ कदम उठाना होगा इस पर विचार करने के लिये और सरकारसे एलान कियागया नॅशनल इमरजन्सीसे और डिफेन्स ऑफ इंडिया कानून के मानहत अपने उपर आनेवाली जुम्मेदारियों पर विचार करने के लिये आम डेलीगेट कीसभा गुरुवार ता. १ नवंबर के दिन बुलायी गयी है।

पेट्रोलियम वर्कमेन्स यूनियन जिन्दाबाद !

ऑल इंडिया ट्रेड यूनियन काँग्रेस जिन्दाबाद !

ता. २७/१०/६२

जी. सुन्दरम

ज. सेक्रेटरी

~~100~~

پیپرولیم درگز پوسن (جبرگ) 4215 قبل مزلای کی دھن
نورضہ 23.10.62

23/10/62

بنام لوکل سینیڈری صاحبان

سما جتو چین نے ہمارے دلش پر سٹا یو کہ حد نبائیے۔
جبارت سرکار کو اس وقت یہ سیددستی کی من من دھن کی
سیا پٹا کی ضرورت ہے ہم پیپرولیم درگز پوسن کے کرجا دیوں
کی ایک فاض ذمہ داری ہے۔ ہمیں اپنے مرض کو اس وقت
چلا کر کے جبارت سرکار کو پرصم کی قربانی دینے کے سے
تیار رہنا چاہیے۔ اپنی نخواستہ سے تم دیں۔ خون گادوں
دیوں۔ کڑے گادوں دیں۔ جبارت سرکار کی فونے میں خبری ہیں،
آپ اپنی اپنی جگہ حور آٹنگ بد میں سما جتوں کو
صرفت سے لائیں۔ پرشاد باس لڑکے جبارت سرکار کو
بھجیں۔ اور یہ طرے کی قربانی لکڑے کے سے سب
مزدوروں کو تیار کریں۔ جیسا پوسن ابھی نہ
پیپرولیم جزدور دیش کے سٹ میں سے
اگے سوکر دیش کی وود کرے گا

سیددستان زبدہ بار
آریا سامی
سیددستان زبدہ
J. A. Say

GRAMS: "PETROLEUM"

PHONE:-44047

PETROLEUM WORKERS' UNION
(Regd.No.109),
4215, Tel Mandi, Paharganj,
New Delhi.

Ref:-Circular No.80E/PWU/1962

Dated 31st October, 62

To

ALL MEMBERS.

Dear friends,

The Chinese have invaded our Country and intruded into our sacred soil. The entire country has been stirred into action. All sections of the people have assured the Government of India of their full support in ousting the Chinese aggressors.

The working people in the Capital, in keeping with their traditions have already declared their resolve to make all kinds of sacrifices towards the defence of the motherland.

Petroleum Workers have also, as in the past, come forward to perform their duty in this regard.

At most of the work places meetings have already been held wherein they have resolved to contribute towards National Defence and authorised their respective managements to deduct the amount from their earnings and send it to the Government on their behalf. This evening a meeting of Caltex Office workers' was held. It was unanimously resolved as under:-

"All employees would contribute one day's salary out of their November 1962 salary. The management be requested to send this amount on behalf of the employees at its earliest i.e. within a week's time or so. Next it was resolved that all employees should contribute one day's earnings every month till Chinese vacate our sacred soil.

Further it was resolved that the employees are prepared to work on Saturdays for full day earnings for which be sent to the Government of India."

Similar resolutions have been passed by the workers of Burmah-Shell and Esso.

We appeal to one and all to donate liberally towards the cause of National Defence and help the Government in one or more forms as mentioned below:-

1. Donate Blood.
2. Donate Gold.
3. Donate Wool & woollen clothes (gray & olive green).
4. contribute your earnings.
5. buy National Saving Certificates.
6. Enroll in National Volunteer Core.

Yours fraternally,

Livall Sharma

GENERAL SECRETARY.

پیڑیم درلود بوسین (رجسٹرڈ) 5 اداہا نبل سنڈی پھاؤ گنج نئی دھند.

پیارے کسا کھنڈو.

بنانے کی صورت نہیں کہ چائٹانے بیمارے تک ہر عملہ کیلئے اور بیماری حالت
بھوس میں گھس آئے ہیں۔ تک کا پتہ یہ اس پر حرکت میں آگیا ہے۔ ہر طبقہ
کے لوگوں نے عبادت سرکار کو وٹھاس دلا ہے کہ وہ ہر قسم کی قربانی دینے کے لئے
تیار ہیں اور جب تک ہیں سے نہیں بھیجیں گے جب تک ہیں اورے بیماری مارتی ہوئی
کو خالی نہیں کرتے۔

راجدھانی کے لوگ بھی اپنی پرانی عادات کے مطابق اپنی اپنی جگہ سفیدے دے رہے ہیں
کہ وہ ہر قسم کی قربانی تک کے پھاؤ کے لئے دینے کو تیار ہیں۔

پیڑیم درلود میں نہیں تھے۔ ماضی کے مطابق اس دفعہ میں وہ ایسا ہی ادا
کرتے ہیں عمارتوں گھس گئے۔

اب تک ہیں کسی جگہوں پر جگہ ہوئے ہیں۔ اور لیکن پھاؤ کے لئے اپنی ٹھکانوں میں
کے کوئی کرا کے سرکار کو بھجوانے کے پرشاد پاس کئے ہیں۔ آج ہی شام کو کالنگ
آفس کے کمرچاریوں کی ایک ٹینٹ ہوئی جس میں سرکار کے یہ چند پرشاد پاس کیا
لیا۔

کئی کمرچاری اپنے نومبر 96 سے ہی اپنی دن کی ٹھکان لٹوا رہے تھے۔ عین سے درجنوں
ہے۔ کہ اس رقم کو کمرچاریوں کی طرف سے جدا جگہ میں ٹھکانا اپنی ٹینٹ میں عبادت سرکار
کو بھیج دے۔ یہی پاس ہوا کہ پھر سب کمرچاری ہر اپنے اپنے دن کی ٹھکان
کا طان کر رہے ہیں جب تک ہیں بیماری مارتی ہوئی کو خالی نہیں کرتا۔ آگے آگے یہ پاس ہوا
کہ سب کمرچاری سرکار کی آدھے دن کی جائے پورا دن کا کرنے کے لئے تیار ہیں اور
کوسکی کھانجی عبادت سرکار کو دیا جائے۔

اسی طرح کی ٹینٹ برما نبل اور ایسٹو عین کے دفاتر میں بھی ہوئی ہیں۔
اور ایسے ہی پرشاد پاس ہوئے ہیں۔

ہم آگے پہلے کرتے ہیں کہ آپ اپنی اپنی جگہ دل لٹول کر دن میں اور عبادت
سرکار کی مدد کریں۔ چاہے جس کو جگہ سے جگہ اپنی مارتی ہوئی سے نکال کر مارتی ہوئے
آپ نیچے کس کوئی ٹینٹوں میں دود کھینٹے ہیں۔

1. خون دد - 2 سونا دد - 3 اپنی کھانجی دد -
- 4 نیشنل کونگ سرٹیفکٹ خرید - 5 اڈن یا اڈنی کپڑے دد -
- 5 نیشنل ڈائریکٹوریٹ میں ممبر بنی ہو۔

PETROLEUM WORKERS' UNION

(Regd. No. 2511)

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

resident :

MOHAN KUMARAMANGALAM B.A., (Hons).
(Cantab), Bar-at-Law.

12/13, ANGAPPA NAICKEN STREET,
MADRAS-1.

Ref. No.

Date : NOVEMBER 1, 1962.

General Secretary :

I. G. GUNASEELAN

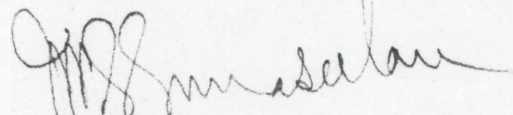
The General Secretary,
All-India Trade Union Congress,
NEW DELHI.

Dear Comrade,

We enclose a copy of the text of resolution passed by the Executive Committee of our Union on the Chinese aggression, at its meeting held on October 31, 1962. The meeting also passed the following resolutions :

- 1) This meeting completely endorses the appeal of Com. Donge to the Indian working-class to step up production and to maintain uninterrupted supply for the defence of our country. This meeting assures the AITUC and the Government of India that the Petroleum Workers will give unstinted co-operation in all measures that are taken for the defence of the country and pledges its total service for the nation.
- 2) This Union as an affiliate body of the AITUC and the WFTU requests the AITUC to take up with the WFTU the question of Chinese aggression and move for the condemnation of the Chinese action by the WFTU.

Yours fraternally,



GENERAL SECRETARY.

ENCLS:

cc : The General Secretary,
Tamilnad Trade Union Council,
Madras - 1.

PETROLEUM WORKERS' UNION
12/13, Angappanaicken Street
MADRAS - 1.

TO ALL MEMBERS

November 1, 1962.

The Executive Committee of our Union at its meeting held on 31-10-1962 passed the following resolutions unanimously:

1. ON CHINESE AGGRESSION:

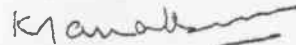
This meeting of the Executive Committee of the Petroleum Workers' Union views with grave concern the unscrupulous aggression by the Chinese on our Indian territory and the virtual state of war declared by the Chinese Government against the Indian Government and the Indian people. This meeting vehemently condemns the Chinese aggression and appeals to all sections of the people, and particularly the working-class to rally round the Government in this state of emergency. This meeting further calls upon all Petroleum Workers to contribute at least a day's wages to the National Defence Fund.

2. ON PRAVADA ARTICLE:

This meeting having considered the articles in the "Pravada" on the border situation and the state of war initiated by China, condemns the Pravada article as a betrayal of trust and friendship. This meeting is of the considered opinion that the naked aggression committed by the Chinese in violation of all international conventions and the principle of Panch Sheel, is an act of the utmost disservice to the cause of peace, friendship amongst nations and the solidarity of the international working-class movement. This meeting is shocked that the Pravada instead of condemning Chinese aggression, should have the audacity of attempting to teach the Indian people as to their natural duties. This meeting condemns the unwarranted interference by Pravada in the internal affairs of our Nation.

3. OUR DUTY:

This meeting appeals to all the workmen in the Petroleum industry to step up the production, distribution and servicing and to co-operate in all measures for the defence of our country, and not to resort to any action that will adversely affect the free flow of petroleum and other vital products for purposes of national defence. This meeting assures the Government that the Petroleum Workers will consider no sacrifice too great that may be called for the successful prosecution of our defence measures. This meeting further calls upon all Petroleum Workers to contribute their utmost for the National Defence Fund and also contribute food packets, warm clothing etc. for our valiant soldiers who are fighting to guard our territorial integrity.



K.S. JANAKIRAM
Vice-President.

* DOWN WITH CHINESE AGGRESSION !

* ALL SUPPORT TO OUR GOVERNMENT FOR NATIONAL DEFENCE FOR DEFEAT &

* ROUT OF CHINESE AGGRESSORS !

* PETROLEUM WORKERS UNITE !

* WORKING CLASS OF INDIA UNITE WITH THE PEOPLE !

***** ONWARD TO VICTORY *****

PETROLEUM WORKERS' UNION
12/13, Angappanaicken Street
MADRAS - 1.

TO ALL MEMBERS

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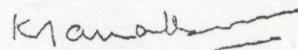
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- * DOWN WITH CHINESE AGGRESSION !
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- ***** ONWARD TO VICTORY *****

GRAMS: "PETROLEUM"

PHONE: 44047

PETROLEUM WORKERS' UNION
(Regd.No.109),
4215, TEL MANDI, PAHARGANJ,
NFW DELHI.

REF:-CIRCULAR NO.81E/PWU/1962

Dated 1st November, 62

To,

ALL MEMBERS.

Dear friends,

ALL SUPPORT FOR NEHRU GOVERNMENT.
MASS PROCESSION TO SUPPORT NEHRU GOVERNMENT
ON 6TH NOVEMBER, 1962.

We wish to advise you that a co-ordinated meeting of all Trade Unions of Delhi was held this evening. All the Trade Union Leaders spoke with full enthusiasm and assured of every sacrifice to immediately oust the Chinese aggressors. A committee named as 'Delhi Trade Union Anti-Chinese Aggression Committee' was formed. It was decided that all the workers of Delhi should join together at L.I.C.Plot, Cannaught Place, New Delhi at 5.00 P.M. on 6.11.1962 and from there to go in a procession to Pandit Jawaharlal Nehru to assure him that the working class is behind him and will give every support to Nehru Government in ousting the Chinese out of our sacred soil. It was also resolved that atleast an amount of Rs.15 lakhs should be sent to the Government of India by the workers of Delhi, in the month of November itself.

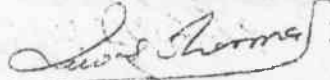
It gives us a real pleasure to advise you that immediately on receipt of our yesterday's circular a good response has started from workers. We have received the offers of BLOOD donation from two friends of Caltex named Sarva Shri V. Mathu Krishnan and G. Ravindram. Similar offers have been received from friends of Burmah-Shell and Esso. Their names will be given in the next circular. We thank from core of our heart to these friends and congratulate them for the spirit they have shown for National Defence.

We once again appeal to you to give all types of sacrifices for the Nation.

We request each and every member of Petroleum Workers' Union to postpone all his engagements on 6.11.1962 and go to Pandit Jawahar Lal Nehru, our beloved Prime Minister, in the procession and assure him of our full support and thereby encourage the Government and the Jawans fighting for the Nation. We are requesting the Managements to relieve our Shakurbasti members a bit earlier to enable them to attend this sacred procession.

"HINDUSTAN ZINDABAD"

Yours fraternally,



(S.N. SHARMA.)
JOINT SECRETARY.

سرگرمیوں کے لئے بین (دھڑ) 215، تیل فنانس بینا راج
نئی دہلی

824/19/62

خود سے 11-62

پیرد سرکار کی ورد کرد

6-11-62 کی شہادتوں کے لئے
آپ کو یہ جاننا ضروری ہے کہ آج شام کی دھڑ کی تمام ٹریڈ یونٹوں میں
ڈسٹریکٹ یونٹوں میں جس میں سرگرمیوں کے غائب ہونے کا
جویشن و ضرورت کے ساتھ دیکھا گیا کہ ہرگز کے ضرورت میں کوئی
ماتر بھروسے کے لئے سرگرمیوں کے لئے سرگرمیوں کے لئے
آئی جی ڈسٹریکٹ میں اپنی مجلس بنائی گئی جس کا نام ہے

DELHI TRADE UNION ANTI CHINESE Aggression Committee

آئی جی ڈسٹریکٹ میں یہ سب سے پہلے سرگرمیوں کے تمام ضرورتوں کو
بے لگاتار بیس میں آئی جی ڈسٹریکٹ میں سرگرمیوں اور دھڑوں کے
بندوبست کی کوئی کوئی کوئی اور ان کو دیکھا گیا کہ ہرگز کے
سرگرمیوں کے لئے اور جن کو ہرگز کے لئے یہ تمام ضرورتوں کے
یہ سب سے پہلے سرگرمیوں کے لئے اور جن کو ہرگز کے لئے یہ تمام
ضرورتوں کے لئے اور جن کو ہرگز کے لئے یہ تمام ضرورتوں کے

آپ کو یہ بتانے کے لئے ضروری ہے کہ کل کا سرگرمیوں میں
آئی جی ڈسٹریکٹ میں سرگرمیوں کے لئے اور جن کو ہرگز کے لئے
سرگرمیوں کے لئے اور جن کو ہرگز کے لئے یہ تمام ضرورتوں کے
سرگرمیوں کے لئے اور جن کو ہرگز کے لئے یہ تمام ضرورتوں کے
سرگرمیوں کے لئے اور جن کو ہرگز کے لئے یہ تمام ضرورتوں کے

سرگرمیوں کے لئے اور جن کو ہرگز کے لئے یہ تمام ضرورتوں کے
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سرگرمیوں کے لئے اور جن کو ہرگز کے لئے یہ تمام ضرورتوں کے

سرگرمیوں کے لئے اور جن کو ہرگز کے لئے یہ تمام ضرورتوں کے
Joint Secretary

(COPY)

CALTEX (INDIA) LIMITED

DELHI DISTRICT OFFICE

November 16, 1962.

In reply please refer to PFES/JMO

Mr. S.N.Sharma,
DELHI DISTRICT OFFICE

CHARGE SHEET

Mr. C.J.Mathew, District Accountant, has reported to the undersigned that you obstructed Mr. D.R.Bery, Accounting Supervisor, Mr. A.J.Ferro, Assistant District Accountant, and Mr. C.J.Mathew, District Accountant himself from carrying out their normal duties on the 1st, 2nd and 3rd November, 1962, in that -

- i) You interfered with Mr. Bery assigning duties to the Peons on the 1st November, 1962, and in particular when he was assigning duty to Peon Narayan Lal.
- ii) You talked in a disrespectful and derogatory manner in the presence of subordinate staff to Mr. Bery on the 1st and 2nd November, 1962.
- iii) You threatened Mr. Bery on 2nd November, 1962, that you will have a charge sheet issued against him.
- iv) You interfered with Mr. A.J.Ferro on Nov.3, '62 from carrying on with his duties and pulled Peon Moolchand away from his presence while Mr. Ferro was talking to him. In so doing you talked in a loud and disrespectful manner to Mr. Ferro in the presence of his subordinate staff.
- v) You unauthorisedly entered the room of Mr. C.J.Mathew when he was talking to his subordinates on the 1st November, 1962 and interfered with the performance of his duties in a loud and disrespectful and threatening tone and pointing a finger at him while you were talking to him.
- vi) all the above mentioned acts were done in the office premises either during office hours, or after office hours when you had no right to be in the premises.
- vii) You even dissuaded the Peons from carrying out the duties assigned to them in the emergency of the absence of regular watchmen on November 1, 1962, even though you were aware the office would have been left unguarded.

(COPY)

CALTEX (INDIA) LIMITED
THAPAR HOUSE, 124 JANPATH, POST BOX 39, NEW DELHI-1

Dated Nov. 15, 1962.

IN REPLY PLEASE REFER TO /LAB/RKW/

The General Secretary,
Petroleum Workers' Union,
4215, Tel Mandi,
Paharganj,
NEW DELHI.

TRANSPORT FACILITIES DURING
NATIONAL EMERGENCY.

Dear Sir:

Your letter No. 3/PWU/698 dated November 14, 1962 has been received by us on the 15th instant.

We have more than adequately clarified the position in the matter in our earlier communications and have nothing further to add thereto.

We have, however, noted your pledge not to strike as detailed in penultimate para of your letter under reference, and would request that if you have any grievance, the same may be resolved through constitutional machinery.

We also deny the allegations made in your above referred to letter.

Yours very truly,
CALTEX (INDIA) LIMITED

Sd/- DISTRICT MANAGER
DELHI DISTRICT.

cc Secretary, Mines & Fuel, New Delhi.
cc Secretary, Home Affairs, New Delhi.
cc Ministry of Labour & Employment.
cc Chief Commissioner, Delhi.
cc Dy. Commissioner, Delhi.
cc Labour Commissioner, Delhi.

(COPY)

CALTEX (INDIA) LIMITED

DELHI DISTRICT OFFICE

November 16, 1962.

In reply please refer to PERS/JMO

Mr. S.N.Sharma,
DELHI DISTRICT OFFICE

CHARGE SHEET

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- vi) all the above mentioned acts were done in the office premises either during office hours, or after office hours when you had no right to be in the premises.
- vii) You even dissuaded the Peons from carrying out the duties assigned to them in the emergency of the absence of regular watchmen on November 1, 1962, even though you were aware the office would have been left unguarded.

You above mentioned acts in persistently interfering with the normal duties of the above officers, if proved, would not only be highly subversive of discipline but will constitute serious misconduct of deliberately undermining (i) the general administration of the Company and (ii) the prestige and dignity of its above officers. The Grievance Procedure under current Long Term Settlement prescribes sufficient remedies for individual grievances and therefore, if the charges are proved, your interference will be thoroughly unjustified as constituting a violation of agreed procedure also.

You are directed to submit your explanation, if any, within three days of the receipt of this letter.

We may, however, caution you that should you fail to render the explanation as directed above it will be deemed that you have no explanation to furnish and the Management will be free to proceed with further action.

Please acknowledge receipt of this letter by signing the duplicate copy of the same.

Sd/- J.M.O'GARA.

XXXXXXXXXX

5 Jhandewalan, Rani Jhansi Road,
New Delhi

Nov 29

Dear Com.Sundaram,

Your letter of 26th inst.

Com.Dange is of opinion that you need not
go at this stage for the TUI meeting. A telegram
has been sent to you in this regard which you
must have received by now.

With greetings,

Yours fraternally,

KG
(K.G.Sriwastava)

GRAMS: "PETROLEUM"

PHONE: 44047

PETROLEUM WORKERS' UNION
(Regd.No.109),
4215, TEL MANDI, PAHARGANJ,
NEW DELHI.

CIRCULAR NO.83E/PWU/1962

Dated 2nd November, 1962

To

ALL MEMBERS.

Dear friends,

It is a matter of great pride that our members throughout the region have held meetings and demonstrations during these days to condemn the naked aggression on our sacred mother-land by the Chinese Warmongers. We have further received reports from various units that they have pledged full support to our beloved Prime Minister in this period of National emergency. There have been reports that our members have already started making contributions to the National Defence Fund in Cash, Gold and in other ways. We congratulate you on the spontaneous and patriotic steps already taken by you and call on you to be ready for more sacrifices. We may take this opportunity to remind you that it is only the organised working class which can throw out the aggressors and consolidate our hard won freedom and independence. We, the Petroleum Workers', have a very great and special responsibility at this hour, since we are working in one of the most strategic industries.


Let all our resources and all our energy be used in assisting our Government to throw out the aggressors and to see that our banner of freedom and independence is held aloft.

We would like to take this opportunity to inform you that the workers under the banner of A.I.T.U.C. along with others have already formed a Committee called the "Delhi Trade Union Anti-Chinese Aggression Committee" to channelise effectively and in an organised and disciplined manner, the resources of the workers to assist our Government at this hour of need. A solidarity demonstration to assure the Prime Minister that the working class of Delhi is behind him and will give him all support, is being held at the Prime Minister's house on 6.11.1962. The working class of Delhi will march in a procession from the L.I.C. Plot at Connaught Place at 5.00 P.M. on 6.11.1962 and converge at the Prime Minister's residence. We call on one and all to make it a point to attend the procession and the rally and to march behind the banner of the Petroleum Workers' Union and thus demonstrate our determination to throw out the aggressors and to recover every inch of our territory.

Friends and Comrades, the time has come for us to act. All our attention and energy should be focussed only on one issue at this grave moment - assist our Government to throw out the aggressors. Save every penny you can and send to the Prime Minister. donate blood and join the National Volunteers rifles in large numbers. Be prepared for every kind of sacrifice.

Jai Hind.

Yours fraternally,


GENERAL SECRETARY.

PETROLEUM WORKERS' UNION (REGD) .
4215 TEL MANDI
PAHARGANJ, NEW DELHI.

Grams: 'PETROLEUM'
Phone: 44047

Ref: 3/PWU/670

Dated 4th Nov. 62.

To
The District Manager,
Caltex (India) Ltd.,
New Delhi.

Dear Sir,

NATIONAL DEFENCE FUND

Reference is made to our letter No.3/PWU/684 of 2.11.62. We are pained to note the attitude adopted by your management at a time when the Nation is passing through a crisis and every single minute is precious for the Govt. of India. On 31.10.62 your employees decided to contribute one day's salary out of their November 1962 salary and requested you to send this money to the Govt. of India on behalf of the employees within a week's time. They also decided that they would continue contributing one day's salary every month till Chinese are thrown out of our sacred soil. Further they offered you their services to work on Saturdays for full days and send the wages so earned to the Govt. of India on their behalf.

Four days have already passed. Instead of taking some steps towards remitting the money to the Govt. of India as a timely help, you have refused to deduct the money from the salaries of the employees and have brought out a counter proposal that you would deduct only when the employees are prepared to make the payment to the Caltex Club, which would further make payment to the Govt. of India on behalf of the Club.

As you know, in the eyes of the Govt. of India and the general public there is no difference between the Caltex Company and Caltex Club, as is the case with all such clubs which are subsidised bodies of the managements. By bringing this proposal to send the money to the Govt. of India on behalf of the Caltex Club you want to show to the Govt. and the public that this amount has been contributed by the Company. You want to conceal this fact that in reality this amount has been contributed by the employees of Caltex out of their hard-earned earnings. Even on asking an explanation, you can say that 60% of this amount has been contributed by the Caltex Company since, according to present system, Caltex Company contributes 60% towards the funds of Caltex Club. This is not fair on your part that you do not wish it to bring on record that your employees have collected the total amount of their salaries. When the Company is not contributing a single naya paise towards the National Defence Fund, you should appreciate how can you claim this contribution on your behalf or on behalf of Caltex Club. This is employees' money and they rightly wish to send it on their own behalf.

Employees thought it fit that it would be better to get one day's salary deducted at the source which will make the work of collection and payment to Govt. of India easy and better. You are only collecting agency on behalf of your employees. If only for the job of collection you want to claim that money has been contributed by you is wrong, illegal and highly unjustified.

We are sorry to note that in spite of the fact that out of 120 employees in the District Office 90 had already individually authorised you to deduct their one day's salaries, you distributed yesterday fresh slips amongst the employees to authorise you to make the payment to the Caltex Club. You are misusing your

authority through the District Accountant who happens to be the President of the Club. Are you not satisfied that these 90 authority letters are genuine and rightly show their desire to contribute towards the National Defence Fund at the earliest since Govt. of India is in need of funds at the moment? When employees have already authorised you, what made you to distribute other authority letters to pay the money to the Club? Employees really fail to understand as to why you want to prepare two cheques. Why can't you send the money so deducted directly to the Govt. of India on behalf of the employees?

Further, the majority of your employees of Delhi District are not members of Caltex Club; they do not contribute towards the Club, they do not enjoy any facility through the Club; how can you send the money on behalf of the Club which does not represent them. This way, we would have been justified to send the amount on behalf of the Union, but we thought it would be better that all employees of Caltex should send the money on behalf of the employees. You cannot deny this fact that right from the District Manager to the position of a peon or general workman all are employees of the Company. At the same time majority of the employees are not members of the Club.

It may also be pointed out to you that M/s. Burmah-Shell and ESSO have not claimed to send the money deducted from their employees' salaries as their contribution or the Club's contribution. You can only claim this amount as your contribution when you in reality contribute towards this amount. We are sorry that without contributing anything from the management's side, the employees do not wish you to send this money on your behalf.

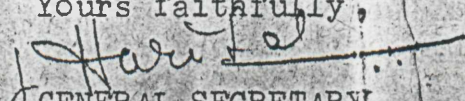
We hope you will agree with our views and direct your Club President or any other executive not to misuse the authority as an Executive.

You should appreciate that if nothing comes on record that Caltex employees have also contributed towards the National Defence Fund, what would be their position in the eyes of the public and the Govt. of India,

If you are so desirous of sending the money on behalf of Caltex Club, then we suggest the right way of doing it. According to the present arrangement, you contribute 150% of the amount which is deducted from employees' salaries, i.e. if Rs. 10,000 are collected from employees' salaries, the management should contribute in Delhi District alone Rs. 15,000/- and a cheque of Rs. 25,000/- be sent to the Govt. of India on behalf of the Caltex Club.

We hope you will consider the above lines thoughtfully and send the money immediately to the Govt. of India without any further delay. We further appeal to you, in the name of Nation, not to delay it and at the same time be just with your employees.

Yours faithfully,


GENERAL SECRETARY.

- cc The Hon'ble Prime Minister of India, New Delhi.
- cc The Hon'ble Minister for Defence Productions, New Delhi.
- cc The Hon'ble Minister for Labour & Employment, New Delhi.
- cc Labour Commissioner, Delhi Administration, Delhi.
- cc Chief Commissioner, Delhi cc Newspapers cc AIR

Petroleum Workers' Union

(Regd. No. 109)

4215, TEL MANDI, PAHARGANJ,
NEW DELHI.

Ref. No. 3/PWU/695

A. I. T. U.	Dated... 8th Nov. 1962
Received 3998 21/11/62	
Replied	

The Labour Commissioner,
Delhi Administration,
Delhi.

250

Sir,

We enclose herewith a copy of our letter No. 3/PWU/694 dated 8th November 1962 addressed to M/s. Caltex (India) Ltd., New Delhi.

As you are already aware, there is an agreement between the Union and the management of M/s. Caltex (India) Ltd. regarding reduction/elimination of contract labour. When the Company sold their lorry DLG 2040 to a contractor, our Union protested against the same and the dispute was referred by the Delhi Administration to be resolved by an Industrial Tribunal. This dispute is still pending before the Industrial Tribunal.

We are very sorry to say that the management have sold their another tanklorry to a contractor and this lorry, now owned by M/s. Benarsidass Pushkar Dayal, was brought to the Depot without any prior intimation or discussions either with the Union or prior permission of the Hon'ble Industrial Tribunal.

Similar action by the management on two previous occasions had led to strikes by the workers. Knowing all this, it was a sheer act of provocation on the part of the management to bring a second tanklorry owned by a contractor to the Depot. If the Union had not been vigilant on account of the present National Emergency and had not taken immediate steps to call upon the workers to stick to their post of duty, notwithstanding any provocation from the management, industrial peace would have been endangered.

Workers in the petroleum industry are determined to ensure uninterrupted production and distribution of petroleum products in this period of National Emergency. They have resolved to do anything to strengthen our national defence. In this very Company, all the employees have already contributed one day's total salary to the National Defence Fund and have promised to do so every month. In fact all the workmen have written to the Company and ~~sent it to National Defence Fund~~ authorising them to deduct one day's total wages every month till Chinese aggression is ended. The workmen have also offered to work for full day on every Saturday and donate their half day's wages on every Saturday to the National Defence Fund. Many such examples of patriotic sacrifices by the petroleum workers could be given here. It would be sufficient to state that the workers are prepared to make every sacrifice for the defence of the motherland. The workers are, however, perturbed when misusing the present emergency the Company wants to extend the use of contract labour in violation of the solemn agreement entered into by the Company. We would, therefore, request you to immediately intervene in the matter and call a joint meeting of the representatives of the management

and send
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Petroleum Workers' Union

(Regd. No. 109)

4215, TEL MANDI, PAHARGANJ,

NEW DELHI.

Ref. No.....

Dated.....196

- 2 -

and this Union to resolve this dispute.

Requesting you to intervene expeditiously in the matter.

Yours faithfully,

J.D. Sharma.

GENERAL SECRETARY.

cc Chief Commissioner, Delhi.

cc. A. I. T. U. C. for information.

Yes.

*Del
4/11/61*

Petroleum Workers' Union

(Regd. No. 109)

4215, TEL MANDI, PAHARGANJ,

NEW DELHI.

Ref. No... 3/PWU/694

Dated 8th November 1962

The District Manager,
Caltex (India) Ltd.,
New Delhi.

Dear Sir,

I regret to note that today you brought another lorry of a contractor named Messrs Banarsi Dass Pushkar Dayal to Delhi Bulk Depot for making supplies. You should appreciate that this matter is pending before the Industrial Tribunal and till such time this dispute is decided by the Industrial Tribunal, Delhi you are legally debarred from using any other contractor's lorry. For doing so you need perior permission of the Industrial Tribunal.

It seems you are exploiting the 'National Emergency' to your advantage. You are a responsible employer and equal responsibility of adopting a reasonable conduct during the 'National Emergency' period lies on your shoulders too. It is not only for the employees but for the employers also that they should avoid all possible disputes. You should not think that you are free to do whatever you like in this period of 'National Emergency'. You have not to provoke the employees by taking completely illegal and hasty steps. Today our workers would have been completely justified in going on a strike and stop the contractor's lorry but I advised them not to do so in view of 'National Emergency'. I, therefore, take this opportunity to advise you that you should not take any action which is wrong in the eyes of Law. You should discuss the matters of controversy with the Union, which is recognised by you. I once again request you to abide by the decisions of Tripartite Conference convened by the Hon'ble Minister of Labour and Employment, Government of India, New Delhi on 3/4.11.1962. If you will exploit the 'National Emergency' to your advantage without caring for law and agreement, you will be held responsible for any breach of Industrial peace which may occur in Petroleum Industry. I earnestly hope you will not repeat the act of using the contractor's lorry again and help the Union, Delhi Administration and the Government of India in maintaining the*peace and productivity.

Industrial

Yours faithfully,


(Y.D. SHARMA.)
GENERAL SECRETARY.

GRAMS: "PETROLEUM"

PHONE:- 44047

PETROLEUM WORKERS' UNION
(Regd.No.109),
4215, TEL MANDI, PAHARGANJ,
NEW DELHI.

Ref.No.84E/PWU/1962

Dated 9th November, 1962

To

ALL LOCAL SECRETARIES.

Dear Comrades,

We refer to the recent circular issued by us in connection with winter uniforms.

In view of the National Emergency and in order to maintain industrial peace, we have decided to take the uniforms under protest.

We would, however, request you to check the uniform thoroughly before accepting it to see it is not torn, the Company has agreed that it is of poor quality and have also agreed, in the event of the uniform tearing, they will supply fresh uniforms. Please inform us whenever any-body experiences any difficulty on this account.

With greetings,

Yours fraternally,

J.D. Sharma
GENERAL SECRETARY.

प्रिय साथियों,

हम आप का ध्यान उस सूचना की ओर खींच रहे हैं जिस में सर्जरी की पोशाकों के बारे में लिखा था।

नैशनल इमरजेंसी को देखते हुए और शांति रखने के लिए हमने इन परिदृश्यों को लेना स्वीकार किया है।

हम आप को निवेदन करते हैं कि यूनीफार्म लेने से पहले अच्छे प्रकार देख लें कि वह फटी हुई नहीं है। कम्पनी ने यह मान लिया है कि यह यूनीफार्म बुराव क्वालिटी की है और कम्पनी ने यह ही माना है कि यह यूनीफार्म फट जाने पर दूसरी नहीं यूनीफार्म देगी। यदि आप को इस बारे में कोई दिक्कत या तकलीफ सामने आती है तो आप इस बारे में हमें सूचना दें।

आप का साथी
J.D. Sharma
जनरल सेक्रेटरी

CALTEX (INDIA) LIMITED
THAPAR HOUSE, 124 JANPATH,
POST BOX 39,
NEW DELHI.

Dated November 9, 1962.

In reply please refer to LAB. 7

The General Secretary,
Petroleum Workers' Union,
4215, Tel Mandi,
Paharganj,
New Delhi.

TRANSPORT FACILITIES DURING
NATIONAL EMERGENCY.

Dear Sir,

We refer to your letter No. 3/PWU/694 dated
November 8, 1962.

At the very outset we wish to state that in
this hour of 'National Emergency' you have not changed
your attitude and on the contrary you are dictating to
us the way we should conduct our business and transport
vital petroleum products required for defence, public
utility concerns and general public by raking up old
and uncalled for controversies, and threatening to take
action.

We do not wish to go into the details of
various statements and allegations made in your letter,
but we do not certainly admit them. We also find that
your interpretation of law as well as the responsibilities
of the employers during the present 'National Emergency'
is entirely misconceived and made to suit only your own
requirements which cannot meet the present critical
situation.

We are forwarding a copy of your letter to the
authorities concerned both at the Centre and the Delhi
Administration so as to expose the hollowness of the
assurances given by your Central Organization and the
unreasonable and un-cooperative attitude adopted by you.

We must, however, caution you that while every
effort is being made by the Company to meet the 'National
Emergency' and at the same time maintain industrial peace,
should you choose to launch any action which jeopardizes
the national efforts towards which the Company has directed
all its resources and the energies including utilization of
all available facilities from any source whatsoever you will
be doing so entirely at your own risk and on your own
responsibility.

In such circumstances the Management reserves
to itself the right to take whatever action as it deems
proper, specially at this time of National Crisis.

We trust that better counsels will prevail
on you and you would ensure that no industrial unrest
is created during the current critical situation.

cc:Secretary, Mines & Fuel, New Delhi.
cc:Secretary (Home) Department.
cc:Ministry of Labour & Employment.
cc:Chief Commissioner, Delhi.
cc:Dy. Commissioner, Delhi.
cc:-Labour Commissioner, Delhi.

Yours very truly,
CALTEX (INDIA) LTD.

Sd/.....
DISTRICT MANAGER
DELHI DISTRICT.

PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

"SHRAMAJEEVI AVAZ" 34, SEWREE CROSS ROAD, SEWREE, BOMBAY 15.

Date 10th November '62

Reserve Bank of India,
Bombay.

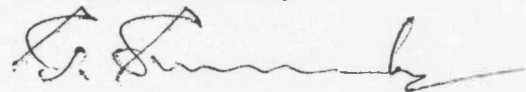
NATIONAL DEFENCE FUND REMITTANCE

Dear Sirs,

In accordance with the resolution of the Managing Committee of the Union and the appeal issued to our members and well wishers, as per copy of Union's handbill dated 28th October 1962 sent herewith, we collected Rs.4001.50 (Four thousand and one and NP fifty only) up till the evening of 10th November 1962.

Enclosed please find herewith our cheque No.59/E 783527 dated 10th November 1962 for Rs.4001.50 drawn in your favour for a/c National Defence Fund.

Yours faithfully,



G. Sundaram
General Secretary

Encl. cheque

- cc. Chief Minister, Maharashtra State, Bombay.
" Citizens Defence Committee, Sachivalaya Annexe, Bombay.
" MRTUC/AITUC/AIPWF
" President, AIPWF
" Bombay press

Petroleum Workers' Union

(Regd. No. 109)

4215, TEL MANDI, PAHARGANJ,

NEW DELHI.

No.....3/PWU/698

Dated...14th Nov.....1962

The District Manager,
Caltex (India) Ltd.,
New Delhi.

Dear Sir,

This is to acknowledge receipt of your letter No. Nil.LAB dated 9th November, 1962 to which you have given the misleading heading of transport facilities during national emergency.

It is clear that you are determined to exploit the National Emergency to suit your ends. From where do you get the idea that in ~~the~~ critical period in ~~your~~ nation's life, you are free to transfer jobs to contractors in violation of your solemn commitments? This is precisely what your action amounts to. You have sold one of your own tank trucks to one of the contractors on some pretext or the other and now the same tank truck is to be used for the same job but manned by employees of the contractor. How does this action of yours help to increase production or increase transport facilities for the supply of vital petroleum products? Surely your Company does not believe that your tank truck becomes more efficient when it is manned by the employees of a contractor instead of Company's own employees. Is it fair on your part to try to throw dust in the eyes of the various Government Authorities by clouding the real issue and writing a lot of irrelevant and even objectionable things in your letter under reference? Such an attitude was not expected from a Company of your size and standing.

We wish to state clearly that whether we have changed our attitude or not in this hour of National Emergency is something beyond your capacity to judge. It is better if you leave it to the judgement of the Commissioner of Labour and other appropriate Governmental authorities. While this union is not unduly perturbed by your prejudiced outlook, we still wonder how you can be so blind to reality. But for a change in our Union's attitude due to the National Emergency and the prompt education of workers which the union has undertaken on the vital needs of National defence, you could not have got away so easily with your unjustified and illegal action. You are fully aware of what happened in the past when you attempted similar unjustified and illegal actions. Please, therefore, do not give uncalled for sermons to the union. This union knows its duty and it is pledged to fulfill the call given to the workers by our Prime Minister, Shri Jawahar Lal Nehru and the Labour Minister Shri Gulzari Lal Nanda. Our members have already led the way in your Company by offering one day's wages a month for the National Defence Fund.

Your attack on our Central Organisation is in bad taste, to say the least. We, however, understand your motive in rushing to make false allegations against our Central Organisation.

Cont'd.....2

Petroleum Workers' Union

(Regd. No. 109)

4215, TEL MANDI, PAHARGANJ,

NEW DELHI.

Ref. No.....

Dated.....196

-:(2):-

We must admit that your attitude too has undergone a great change in this period of National Emergency, but it is a change in the wrong direction. You seem to think that taking advantage of our Government's preoccupation with the problems of national defence against Chinese aggression, you can ride roughshod over the rights of the workers and can ignore all your obligation under the Law and the Code of Discipline.

We are pledged not to strike but you are sadly mistaken if you think that we have no remedies against your attempts to trample underfoot our hard won rights and benefits.

It is time to test some of the assurances given by your Central Organisation. Our Union is prepared to resolve the present dispute and, in fact, all other disputes that may arise through ARBITRATION. Are you willing? If so, please send your consent. I hope you can have no hesitation in agreeing to arbitration.

Yours faithfully,

Y.D. Sharma
(Y.D. SHARMA.)
GENERAL SECRETARY.

cc: Secretary, Mines & Fuel, New Delhi.
cc: Secretary (Home) Department.
cc: Ministry of Labour & Employment.
cc: Chief Commissioner, Delhi.
cc: Dy. Commissioner, Delhi.
cc: Labour Commissioner, Delhi.

cc- A.I.T.U.C.

Petroleum Workers' Union

(Regd. No. 109)

4215, TEL. MANDI, PAHARGANJ,

NEW DELHI.

Ref. No.3/PWU/.....

Dated...17th Nov....1962

Shri S.A.Dange,
The General Secretary,
All India Trade Union Congress,
New Delhi.

Dear Comrade,

We very much regret to bring to your kind notice that the management of Caltex (India) Ltd., New Delhi, have unleashed on its employees a policy of victimisation, taking advantage of the present-day National Emergency.

In spite of the fact that our Union and its membership have openly declared their whole-hearted support to the Government in meeting the Emergency in all possible ways - by contributing towards the National Defence Fund and by working extra hours to ensure free and efficient movement of strategic petroleum products and by assuring the management of 'No Strikes' during the Emergency period, the management continues to exploit the Emergency by its continued offensive against its employees and office bearers of the Union, with a view to crushing the Union.

In keeping with the spirit of appeals made by our Central Organisation and the National leaders, our Union met the management on 15th November 1962 with a view to settling all outstanding problems across the table so as to create an atmosphere of industrial peace in the Industry. In this meeting, an assurance was given to the Union that all the issues have been dealt with in detail and there was no controversial issue warranting danger to industrial peace. Our General Secretary further assured the management that it would be prepared to discuss any other issue in the future, during the Emergency, across the table to avoid unpleasantness and unrest in the Industry.

The management, on the one hand, acknowledged our 'No Strike' pledge and, on the other, issued a charge-sheet to our Joint Secy., Shri S.N.Sharma, who happens to be their employee, based on false and baseless charges. The management went a step further by suspending our Joint Secretary effective the same day, pending an enquiry. The management's action was highly provocative and was a deliberately planned offensive to victimise Shri S.N.Sharma. This management has never in the past suspended a workman, pending an enquiry, and therefore this was a unique case of provocation and naked victimisation and is also not in keeping with the assurances given by the employers to the Govt. Copies of the letters of charge-sheet and suspension orders are enclosed for favour of your kind perusal and consideration.

Petroleum workers of Delhi serving in all the four major Oil Companies were very much agitated and wanted to go on immediate strike. With great difficulty and persuasion our General Secretary

Petroleum Workers' Union

(Regd. No. 109)

4215, TEL MANDI, PAHARGANJ,

NEW DELHI.

Ref. No.....

Dated.....196

- 2 -

was able to control the Shakurbasti Installation workers (from where the Petroleum products are distributed) and advised them not to feel provoked at this provocative step of the management. We are glad to inform you that the workers at Shakurbasti acceded to our request on the assurance that the Union would take suitable action in urging the Govt. to get the action of the Management reversed. It took whole night to persuade the workers at Shakurbasti and we could find no time to contact District Office Staff of Caltex who went on a spontaneous protest strike on Saturday, the 17th November 1962. The Labour Commissioner, Delhi, intervened and requested the Union to call off the strike and to leave the whole matter upto him. The Union succeeded in persuading its members to call off the strike. The workers agreed to call off the strike, keeping in view the advice of the Labour Commissioner and the national interests and hoped that the Govt. would put full restraint on the management not to exploit the emergency and would get the charge-sheet and the suspension letter issued to the Joint Secretary withdrawn.

The facts are that on 1.11.62 when Shri S.N.Sharma was leaving the Office, all the peons requested him to represent to the management as to why they were being forced to perform the duties of watchmen. The Company does not keep sufficient watchmen and forces the peons to perform the duty of watchmen. Mr. S.N.Sharma persuaded them to do it and advised them to put their difficulties before the management. In fact, finally Shri Sharma succeeded in persuading peons to work as watchmen and he made Shri Narayan Lal, Peon to work as a watchman. For this effort he was thanked by the District Accountant, Shri Mathew.

On 2.11.62, nothing happened and the management's allegations are fabricated. On 3.11.62, the management instructed Shri Mool Chand, Peon to perform duties of clerical nature. The workman approached Mr. Sharma to take up his grievance with the Management and Mr. Sharma accompanied him to the Employee Relations Manager, Mr. Wadhawan. What to say of being disrespectful, Mr. Sharma in no way interfered with any officer of the company in performance of their duties. It may be mentioned that Shri Sharma was perfectly within his rights under the Grievance Procedure, as agreed to between the management and the Union, to represent the grievances of the workmen as their authorised representative.

It is surprising enough that the management which has signed a Settlement with the Union accepting the Grievance Procedure, should have considered Shri Sharma's accompanying workers as their authorised representative to represent their grievance, should now regard it as an interference. The management's action therefore amounts to naked victimisation of trade union cadre and is an act of ruthless exploitation of the present emergency.

We request you to please take up the matter immediately with the Govt. of India so that the charge-sheet and the letter of suspension is withdrawn by the management.

Yours fraternally,

Han Lal
(GENERAL SECRETARY)

(COPY)

CALTEX INDIA LTD, DELHI ~~STK~~ DISTRICT OFFICE

November 16, 1962

In reply please refer to /PERS/JMO/

Mr. S.N.Sharma,
DELHI DISTRICT OFFICE

CHARGE SHEET

Mr. C.J.Mathew, District Accountant, has reported to the undersigned that you obstructed Mr. D.R.Bery, Accounting Supervisor, Mr. A.J.Ferro, Assistant District Accountant, and Mr. C.J.Mathew, District Accountant himself from carrying out their normal duties on the 1st, 2nd and 3rd November, 1962 in that -

- i) You interfered with Mr. Bery assigning duties to the Peons on the 1st November, 1962, and in particular when he was assigning duty to Peon Narayan Lal.
- ii) You talked in a disrespectful and derogatory manner in the presence of subordinate staff to Mr. Bery on the 1st and 2nd November 1962.
- iii) You threatened Mr. Bery on 2nd November, 1962, that you will have a charge sheet issued against him.
- iv) You interfered with Mr. A.J.Ferro on Nov. 3, '62 from carrying on with his duties and pulled Peon Moolchand away from his presence while Mr. Ferro was talking to him. In so doing you talked in a loud and disrespectful manner to Mr. Ferro in the presence of his subordinate staff.
- v) You unauthorisedly entered the room of Mr. C.J.Mathew when he was talking to his subordinates on the 1st November 1962 and interfered with the performance of his duties in a loud and disrespectful and threatening tone and pointing a finger at him while you were talking to him.
- vi) all the above mentioned acts were done in the office premises either during office hours, or after office hours when you had no right to be in the premises.
- vii) You even dissuaded the Peons from carrying out the duties assigned to them in the emergency of the absence of regular watchmen on Nov. 1, 1962, even though you were aware the office would have been left unguarded.

Your above mentioned acts in persistently interfering with the normal duties of the above officers, if proved, would not only be highly subversive of discipline but will constitute serious misconduct of deliberately undermining (i) the general administration of the Company and (ii) the prestige and dignity of its above Officers. The Grievance Procedure under current Long Term Settlement prescribes sufficient remedies for individual grievances and therefore, if the charges are proved, your interference will be

thoroughly unjustified as constituting a violation of agreed procedure also.

You are directed to submit your explanation, if any, within three days of the receipt of this letter.

We may, however, caution you that should you fail to render the explanation as directed above it will be deemed that you have no explanation to furnish and the Management will be free to proceed with further action.

Please acknowledge receipt of this letter by signing the duplicate copy of same.

Sd/- J.M.O'GARA.

(COPY)

CALTEX (INDIA) LTD.

DELHI DISTRICT OFFICE
November 16, 1962.

In reply please refer to /PERS/JMO/

Mr. S.N.Sharma,
DELHI DISTRICT OFFICE

We refer you to the Charge Sheet served on you this day.

In the light of the serious allegations against you, the Management is of the opinion that your continued presence in the office will prejudice the conduct of their business. You are hereby suspended from service with immediate effect pending enquiry into the charges. You will however continue to receive your normal salary.

In view of the fact that you are being paid you full salary we expect you to be in station during office hours and you are requested to leave your address with the office or mention it in your letter of explanation. This is to avoid any complaint about letters in connection with the enquiry not reaching you in time.

Sd/- J.M.O'GARA.

S/PNU/

17 Nov.

2

The Labour Commissioner,
Delhi Administration,
1, Rajpur Road,
Delhi.

Dear Sir,

We wish to bring to your kind notice that the management of M/s. Caltex (India) Ltd., New Delhi, have charge-sheeted and suspended Shri Srinivas Sharma, Joint Secretary of this Union, and have a plan to victimise him for his trade union activities.

As you are aware, the workers in the petroleum industry are determined to ensure uninterrupted production and distribution of petroleum products in this period of National Emergency. They have resolved to do any thing to strengthen the National Defence. In this very Company all the employees have already contributed one day's total wages to the National Defence Fund and have promised to do so every month. In fact all the workmen have written to the Company authorising them to deduct one day's total wages every month till Chinese Aggression is ended. The workmen have also offered to work for full day on every half day and donate their half day's wages to the National Defence Fund. Many such examples of patriotic sacrifices by the Petroleum Workers could be given here. It would be sufficient to state that the workers are prepared to make every sacrifice for the defence of the mother-land. The Union has assured the management of all types of support to meet the supplies during the National Emergency.

At a time when the workers are giving every support, as explained above, it is not proper for the management to victimise the Joint Secretary of the Union. You will agree with us, after going through the charge-sheet and suspension order letters that the management has alleged completely bogus charges against Mr. Sharma. They have reversed the facts in charge-sheet to suit their purpose. Shri S.N. Sharma has been a spokesman of the workmen for the last 5/6 years and there has never been a single complaint from the management about his behaviour in representing the cases of the employees. He rather helped the management in persuading peons to work as watchmen and as a result of his efforts, Peon Shri Narayan Lal performed the duties of a watchman. Similarly, in the case of Shri Kool Chand, Peon, he did not interfere with any officer in performance of his duties. Even under the Grievance Procedure, every employee in this Company has a right to represent his case through a co-worker of his choice. The question of interference or being disrespectful is completely out of question.

We are in a position to convince you that Shri Sharma did in no way interfere with any officer and as usual, was respectful in his behaviour.

There is no doubt that he is the chief employee leader of the Union and conducts all negotiations, cases and grievances of the employees. The management is very much annoyed with his legitimate trade union activities. On 31.10.1962, he took initiative and called a meeting of the employees of Caltex Office in order to help the Government and the Fighting Jawsns, in which a Resolution, in the above referred to terms, was passed. The management did not like it and insisted that the money collected from the salaries of the employees should be sent on behalf of the Caltex Club. The employees of Caltex wanted this money to be sent in the name of the Employees. On this, Union wrote a letter to the Company stating the whole position. Here we may mention that after receipt of this letter the Company accepted the Union's position but kept the anger in mind. Though after subsequent discussions, in which the management agreed to send the money in the name of the Employees, the Union cancelled that letter and withhold the despatch of copies of the same to the various authorities, the management kept its anger in mind and retaliated on Shri Srinivas Sharma by charge-sheeting and suspending him from service.

Then the management tried to provoke the employees by suspending Shri Sharma. It may be mentioned that this management in Delhi has never in the past suspended a workman, pending an enquiry and therefore this was a unique case of provocation and planned victimisation.

We may also bring to your kind notice that in keeping with the spirit of appeal made by the Labour Minister, our Union met the management on 15th Nov. 62 with a view to settle all outstanding problems across the table so as to create an atmosphere of industrial peace in the industry. In this meeting an assurance was given to the Union that all the issues have been dealt with in detail and there was no controversial issue warranting danger to industrial peace. Our General Secretary further assured the management that the Union would be prepared to discuss any other issue in future, during Emergency, across the table to avoid unpleasantness and unrest in the industry.

Kindly appreciate that in spite of the above the management kept back its plan of victimisation. The management acknowledged our pledge of 'No Strike' on 15th and issued a charge sheet and suspended Mr. Sharma on the evening of 16th and thereby provoked the employees.

Petroleum workers of Delhi serving in all the four major Oil Companies were very much agitated and wanted to go on immediate strike. With great difficulty and persuasion our General Secretary was able to control the Shakurbasti Installation workers (from where the petroleum products are distributed) and advised them not to get provoked at this highly provocative step of the management. We are glad to inform you that the workers at Shakurbasti acceded to our request on the assurance that the Union would take

- 3 -

suitable action in urging the Government to get the action of the Management reversed. It took whole night to persuade the workers at Shakurbasti and we could find no time to contact District Office staff of Caltex who went on a spontaneous protest strike on Saturday, the 17th November 1962.

Here again you will be happy to know that on coming to know of this we rushed to the spot and persuaded the workers to resume duty. In view of the advice from the Conciliation Officer and yourself we had called off the strike unconditionally at 11-30 A.M. and offered to compensate the time lost by working extra hours on another day.

Though the workers are very much agitated, but in the National interests, we have persuaded them to be patient and leave the whole matter to the Government machinery. We hope you will appreciate the restraint the Union and workers have used and will ask the management not to misuse the National Emergency by victimising the active Leaders of the Union. We request you to kindly take up this matter seriously with the management to get the charge-sheet and suspension orders withdrawn by the management.

A copy of the charge-sheet and the letter of suspension is enclosed for your kind perusal.

Thanking you,

Yours faithfully,


GENERAL SECRETARY.

- cc Shri Bhagwan Sahay, Chief Commissioner, Delhi.
- cc Shri Gulzari Lal Nanda, Hon'ble Minister for Labour & Employment, Government of India, New Delhi.
- cc Shri R.L.Mehta, Joint Secretary, Ministry of Labour, Government of India, New Delhi.

CONCLUSIONS ARRIVED AT THE NEGOTIATIONS HELD ON
20/11/62 and 22/11/62 IN CALCUTTA BETWEEN THE
MANAGEMENT OF INDIAN OXYGEN LIMITED AND THE ALL
INDIA INDIAN OXYGEN & ACETYLENE EMPLOYEES' FEDE-
RATION (Regd. No.4057)

In connection with the Charter of Demands that had been placed before the Management by the Federation in August, 1962 a meeting between the Management and the representatives of the Federation had been scheduled to be held from 20/11/62. In the meantime, however, the Chinese aggression on our north-eastern frontier and the declaration of national emergency have completely changed the circumstances due to which it has become imperative for us to view the whole matter in a new perspective; and it hardly needs any second thinking that all our immediate efforts must be primarily geared to the vital need of our nation during this hour of crisis and everything else must be subordinated to that prime need. In view of this consideration, the Federation members in a joint meeting amongst themselves, prior to the starting of the Conference with the Management on 20/11/62, had arrived at a decision that they should offer to the Management their fullest co-operation in the matters of productivity, security and co-operation in the national defence programmes on the one hand and agree to postpone discussions on some or all of their demands that had been before the Management. Accordingly, at the time of the conference with the Management the above views of the Federation were conveyed and the Management deeply appreciated this very good gesture made by the Federation. As a result of this mutual agreement the following conclusions have emerged :

1. Until normal situation is restored in our country, it has been decided that the consideration of the demands that had been placed by the Federation before the Management in August, 1962 will be postponed.
2. The Management and the Federation are fully alive to the importance and imperative need for maintenance of strict security measures and vigilance against sabotage, pilferage, theft etc. in the Indian Oxygen plants; and it was agreed that the

Federation will lend its full co-operation for any security measures that have been/will be prescribed by the Government or devised by the Management.

3. In the matter of productivity and production, it was agreed that all employees must contribute to the best of their ability and the normal proceedings connected with the deliberations of the Productivity Committee which might cause delays in the disposal of productivity matters should not be insisted upon in order that matters pertaining to productivity and production are speedily disposed off.
4. It hardly needs any emphasising that it is the sacred duty of every citizen of India to contribute to the National Defence Fund. The Federation representatives appreciated that the efforts made by the Management in this direction were not in competition with the efforts made by the Federation; rather they were complementary to each other. However, for the purpose of avoiding duplication of efforts in this direction, it was agreed that the Federation will strongly recommend to members to contribute at least one day's nett salary/wages every month to the National Defence Fund and / or buy National Defence Bonds of equal amounts every month and to authorise the Company to deduct their contributions from their salary/wages and to remit the contributions to the proper authorities and/ or to buy the National Defence Bonds in their respective names.

Sd/ Y.D. Sharma
PRESIDENT, THE ALL INDIA INDIAN
OXYGEN & ACETYLENE EMPLOYEES'
FEDERATION

Sd - B. Bonnerjee
CHIEF EXECUTIVE - PERSONNEL
INDIAN OXYGEN LIMITED

Sd/ B. Roy Chowdhury
GENERAL SECRETARY, THE ALL INDIA
INDIAN OXYGEN & ACETYLENE EMPLOYEES'
FEDERATION

Sd - P.K. Varma
ASSISTANT PERSONNEL MANAGER
INDIAN OXYGEN LIMITED

Dated, Calcutta, the 22nd November, 1962

Copied;
GLJ
26/11/62

PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

"SHRAMAJEEVI AVAZ" 34, SEWREE CROSS ROAD, SEWREE, BOMBAY 15

Ref.

EXPRESS DELIVERYDate... 26-11-1962AITUC
NEW DELHI.FOR
ATTENTION: COM. S.A. DANGE

Dear Comrade,

I received the following cable on the 24th from TUICOAW, Budapest - "SEND PASSPORT DATA URGENTLY".

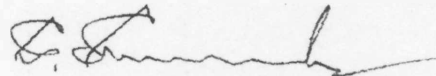
I have already sent you a copy of the letter I wrote to TUI on the 25th October.

Some of my colleagues in P.W.U. advises me that I should not go for attending this meeting, which will call for my absence of about 14 days because I will have to leave Bombay on the 13th night to take my Visa in Delhi on the 14th and catch the plane on the 15th so that I can be in Budapest on the 17th December. The meeting is on 18th, 19th and 20th and I may catch the plane either on the 22nd or 23rd on my way back. The advice of my colleagues is for the particular reason that negotiations are going on with the Companies now in accordance with an agreement reached earlier. Moreover, the problem of 19 dismissed men of the Burmah-Shell, out of which 9 are still going through the Magistrate's Court Proceedings, gets intertwined with these negotiations and my colleagues feel that I should be available on hand and even my absence for a short period of 14 days would be misunderstood by workers.

Another point which all of us are concerned is the factor arising out of the state of National Emergency and the general call that nobody should leave India.

Please advise me immediately or you may yourself kindly write to TUI and let me know.

Yours fraternally,


G. Sundaram
GENERAL SECRETARY.

*Tell him Next not for
SAS*

All India Petroleum Workers Federation

(Registered under Indian Trade Union Act 1926)

Ident :

Head Quarter Office :

Telegram : "OILWORKER"

Secretary :

"Shramajeevi Avaz",
34, Sewree Cross Road,
Sewree, BOMBAY 15.

Telephone : 61453

No.

Dated...26-11-62...19

The General Secretary,
Trade Unions International of
Chemical, Oil & Allied Workers,
(Trade Dept. of W.F.T.U.)
BUDAPEST 76 - HUNGARY.

Dear Com. Vanhaute,

I received your cable reading "SEND PASSPORT DATA URGENTLY".
My passport details are as follows:

PASSPORT NO. A 824772 DATED: 3rd May 1961 - ISSUED IN BOMBAY.
PLACE OF BIRTH: PADBANABHAPURAM DATE OF BIRTH: 17-6-1910.

I informed you in my previous letter of 25th October that a state of National Emergency has been declared in India on account of the aggression by China. You will also have received a copy of the resolution of Petroleum Workmen's Union, Bombay, of 27th October by which we condemned the unabashed aggression by Chinese Forces and resolved that the Petroleum Workers stand solidly behind the Prime Minister and the Government of India in all measures they take for the defence of our country.

A meeting of the General Council of the All India Trade Union Congress met in Delhi on 16th, 17th and 18th of this month and I also participated as a member of its Working Committee. The resolution of the General Council is also almost on the same lines and I am sending a copy of the same herewith for your information.

The situation is abnormal. I am not too sure that my leaving India at this time to attend the meeting in Budapest would be looked upon favourably by all concerned. However, I have made a reference to the General Secretary of AITUC as per copy herewith and you will either hear from them or from me very soon as to whether or not I can leave India to attend the proposed meeting. I am quite aware of the importance of this meeting of preparatory Committee being held in Budapest, in view of the decision taken to convene the world conference of our international in the month of May next year in Moscow. At the same time the factors which now prevail in India cannot also be ignored.

Yours fraternally,



G. Sundaram
GENERAL SECRETARY

cc: AITUC.

PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

"SHRAMAJEEVI AVAZ" 34, SEWREE CROSS ROAD, SEWREE, BOMBAY 15.

Ref.

Date _____

4274 6/12/62

30-11-1962

Shri Mahendra Prasad
Office of the Chief Administrator
Oil & Natural Gas Commission
Makarpura Road
BARODA 4.

280

Dear Sir,

Thank you for your letter No. LW/VII(3)/62/266/1030 of 12th November 1962, which I could not deal with earlier because of various other pre-occupations.

The membership enrolled by us so far among Oil & Natural Gas Commission employees of Ankleshwar Project are as follows:

Production Department	..	66
Drilling Department	..	44
Cementing Department	..	21
Fire Service Department	..	45
Mechanical Department	..	12
Workshop	..	12
Civil Department	..	4
Transport	..	5
Administration	..	5
		<hr/>
		214
		<hr/>

We may inform you that enrollment is still going on and I shall inform you as and when other employees have enrolled themselves.

Branch Committee:

At a meeting of the Branch Committee held on 25th Nov. the Branch Committee was re-constituted as follows, which please make a note of.

Chairman	..	Shri G.Sundaram - Gen.Secy of the Union.
Secretary	..	Shri M. Jayaswal, Production Operator.
Treasurer	..	" P.Balakrishnan, -do-
Member of	..	" R.Dharmarao, Fitter Mechanic.
Committee	..	" Hirajal Chakroborti, Fitter - Drilling.
	..	" H.L.Singhal, Production Operator.

Industrial Truce Resolution and our Task:

At the above referred to meeting of the Branch Committee

the tasks arising from the Industrial Truce Resolution were discussed and the Committee resolved to educate all the workers to live up to the honourable task laid down in this resolution. At the next available opportunity I shall convene a general meeting of all members at Ankleshwar and explain to them in detail the tasks. In the meantime you may rest assured that our Union which is affiliated to the All India Trade Union Congress is not only a party to the Industrial Truce Resolution but also has further resolved to call upon all trade unions to discharge their tasks of this resolution faithfully. In this connection our Committee is very eager to make its contribution in increase of production and productivity and we believe that the setting up of a General Production Council would be very helpful to promote this pre-eminent national objective. There is one aspect of this question which the workers feel would be mutually beneficial and that ~~this~~ is with regard to having enough vehicles in running condition so that the transportation to and from work spots could be arranged to the satisfaction of all concerned.

National Defence Contributions:

As you may be perhaps aware, the Managing Committee of our Union had called upon the members of our Union to contribute liberally to the National Defence Fund by the Committee's resolution of 27th October, a copy of which I enclose for your ready reference. In terms of that resolution the Office Bearers of our Ankleshwar Branch Committee endeavoured to make collections but as the Administration had taken a hand in this collection our members were exhorted to join in that collection effort.

As regards further contribution our Branch Committee has several ideas, particularly for investment in Defence Bonds and it looks to me that it would be in the interest of all concerned if our local Branch Committee is given facilities to discuss these matters with the Administration in Ankleshwar so that mutually agreeable programmes could be instituted. Some of these ideas which were discussed in the Committee and which had spontaneously come from workers are:

(a) Rigmen and Topmen who get one meal free of cost served from the Canteen have offered to give it up for one month and desire that the money equivalent thereof be contributed to the National Defence Fund. A majority of these workmen, it would appear have already sent an application.

(b) The annual increment which would very soon be given to almost all the workmen may be surrendered by them for investment in Defence Bonds for the period of emergency.

Yours faithfully,



G. Sunderam
GENERAL SECRETARY.

cc: Director,
Ankleshwar Project
ONGC Commission, ANKLESHWAR.

cc: Chairman,
ONGC Commission,
Ministry of Mines & Fuel, NEW DELHI.

cc: Ankleshwar Branch, P.W.U. Choutia Bazar, Ankleshwar.

cc: AITUC. AIFPWF. President, AIPWF. TUI.

AG
6/11/51

Managements that contravenes the spirit of the defence effort should be condemned and put right forthwith.

In the production drive, the well-being and health of the working class should not be ignored.

I have in this connection addressed the Administrator that we would welcome setting up a Joint Production Council to promote all the pre-mentioned national objectives and workers' enthusiastic co-operation mobilised therefor.

G. SUNDARAM,
General Secretary,
Chairman, Ankleshwar Branch
Committee.

Nov. 30, 1962.

PETROLEUM WORKMEN'S UNION, BOMBAY.

(Regd. No. 764)

"Shramajeevi Avaz", 34, Sewree Cross Road, Sewree, Bombay-15.

ALL UNION MEMBERS IN ONGC ANKLESHWAR PROJECT AND UNION WELL WISHERS :

Dear brothers,

The Ankleshwar Branch of Petroleum Workmen's Union was formally inaugurated on 14th October 1962 at a General Meeting of the members held on that day in Ankleshwar. A Branch Committee was elected at the above meeting on 14th October. However, at the meeting of the Branch Committee held on 25th November 1962, the working of the Branch was reviewed with the General Secretary of the Union being present and in consultation with the Branch Committee, the Managing Committee in Bombay has reconstituted the Ankleshwar Branch Committee as follows :

Chairman	Shri G. Sundaram	Gen. Secy. of the Union
Secretary	Shri M. Jayaswal	Production Operator
Treasurer	Shri P. Balakrishnan	Production Operator
Member of Committee	Shri R. Dharmarao Shri Hiralal Chakroborti Shri H. L. Singhal	Fitter Mechanic Fitter Drilling Production Operator

MORE TO BE CO-OPTED

The declared policy of our Union which was endorsed at the General Meeting held on 14th October and which I have also informed in writing to the Director of Ankleshwar Project as well as the Chief Administrator at Baroda and the Chairman, O.N.G.C. New Delhi, is that we stand for safeguarding and developing the Oil Industry in the Public Sector and all our members will consider it a great privilege to do all that they can to promote this national objective. No doubt there are several problems and grievances which confront the workers. Our Union head office in Bombay has already addressed the Director in regard to some of the major items of grievances.

However, there is one problem which agitate you arising out of various types of disciplinary measures taken against you by the Admi-

stration. In order to remedy this situation the first step to be taken is to build up solidarity among workers and bring it up to 100% very soon. We are led to believe the INTUC Union failed to achieve it when it came on the scene in the first instance. Thereafter the H.M.S. Union which tried to rally the workers seems to have come to the same ~~empass~~. It is not necessary to narrate why and how they both came to that end. We should draw lessons from their failures and build our unity on healthy solid trade union foundation and should not fall a victim to any provocation. An effective grievance machinery can go a long way in maintaining harmony in the relations between the Administration and the employees. We have addressed the director in this respect too.

National Emergency and Industrial Truce Resolution :

As you are all aware the Managing Committee had adopted a resolution on 27th October, which was distributed amongst you. Our Managing Committee condemned the unabashed aggression by the Chinese Armed Forces and declared that the petroleum workers organised in our Union stand solidly behind the Prime Minister and the Government of India in all measures they take for the defence of our country. Accordingly, an appeal was sent to all members to make collections for the National Defence Fund for remittance to the Fund by the 10th November at the latest. Rs. 4001.50 were collected from a number of workers in Bombay and remitted on that date. However, the Managing Committee notes that you joined hands with the Administration in contributing one day's wages from your October wages. The Managing Committee congratulates all members in Ankleshwar for undertaking this joint effort.

The Branch Committee at Ankleshwar has a number of proposals for making further contributions for particularly investing in the Defence Bonds and I have addressed the Administrator in Baroda requesting him to give facilities to our Branch Committee to discuss these proposals with the Administration. The All India Trade Union Congress to which we are affiliated is a party to the Industrial Truce Resolution and in terms of that resolution "workers may be persuaded to contribute for National Defence Fund and/or invest in Defence Bonds every month an amount equivalent to at least one day's earnings."

Industrial Truce Resolution :

We call upon you to particularly be guided by the following preamble of this resolution :

"Realising that a grave emergency has overtaken the Nation on account of the Chinese aggression and the need has arisen for taking urgent steps, in every direction, to prepare adequately for the defence of the country, and repelling the invasion of its territory, the Joint Meeting of all Central Employers' and Workers' Organisations, held today, November 3, 1962, resolves that no effort shall be spared to achieve maximum production, and managements and workmen will strive in collaboration in all possible ways, to promote their pledge of unstinted loyalty and devotion to the country. Towards these ends, the following steps shall be taken."

There are various important provisions of the Industrial Truce Resolution and our Committee will guide you and I shall also speak to you at a General Meeting which will be held in Ankleshwar at the next available opportunity. In the meantime, please allow me to draw your attention to the following provisions :

Positive steps should be taken to promote constructive co-operation between management and workers, in all possible ways.

Under no circumstances shall there be any interruption in or slowing down of production of goods, and services.

In respect of their economic interests, both workers and employers will exercise voluntary restraint and accept the utmost sacrifice, in an equitable manner, in the interest of the Nation and its defence efforts.

All impediments in the way of better and fuller utilisation of men, machinery and materials should be removed. There should be no idle plant capacity or waste. Managements should exercise the maximum economy in their operations.

Absenteeism and turnover should be discouraged and reduced to the minimum. Negligence of duty, careless operation, damage to property and interference with or disturbance to normal work should be denounced by the unions. Similarly, any lapse on the part of the

PETROLEUM WORKMEN'S UNION

(Regd. No. 764)

"SHRAMAJEEVI AVAZ" 34, SEWREE CROSS ROAD, SEWREE, BOMBAY 15.

13/13 11/12/62

Ref.

Date 6-12-1962

Addressed to: Burmah-Shell, Burmah-Shell
Refineries, Esso Standard Eastern,
Caltex (India) Ltd.

Also similar letters addressed to: I.B.P., Gulf Oil Co. & Castrol Ltd

Dear Sirs,

Industrial Truce Resolution
Contribution by Workers.

With regard to the following provision in the Industrial Truce Resolution adopted by the joint meeting of Employers and workers held on November 3, 1962, viz. "Savings - 5(2) Workers may be persuaded to contribute to National Defence and/or invest in Defence Bonds every month an amount equivalent to at least one day's earnings. Managements also agree to contribute liberally towards National Defence Fund and/or invest in Defence Bonds; the basis of their contribution will be settled in consultation with Government". You are perhaps aware that almost all our workers have already contributed to the National Defence Fund one day's earnings.

The Managing Committee and the Delegates of our Union after having reviewed our obligations with regard to the above citation has resolved that all workers, particularly all our members, should work an additional day during December - Sunday 23rd - and that day's earnings be invested in the Defence Bond.

I am, therefore, writing to ascertain from you your convenience for keeping the installations and offices open on Sunday, 23rd December, and give work to them on that day in order to enable them to earn this extra day's wage, which they can conveniently invest in Defence Bonds. This day is chosen in view of the fact that 25th December falls on a holiday which is closed for all the offices and installations.

In this connection I wish to call your attention to the fact that there are certain workers for whom Sunday is not a scheduled weekly day off and they should also be given opportunity to make their contribution for investment in Defence Bonds. We would like you to help us with your suggestion in this respect.

As you are no doubt aware we commend allegiance of the overwhelming majority of the workers in the offices and installations and, therefore, it is easy for us to ensure that this additional day's working is to our mutual benefit.

However, we wish to hear from you if there is anything that you would like to further take up with us and let us know as early as possible if your decision is in the affirmative with the proposal so that we can hold the necessary meetings to ensure the successful implementation of our resolution.

Yours truly,

G. Sundaram
GENERAL SECRETARY.

6-12-62

The Director
Oil & Natural Gas Commission
Makarpura Road
BARODA 4.

Investment in Defence Bonds.

Dear Sir,

A general meeting of the Delegates of our Union in Bombay has resolved to work an additional day in December - on 23rd December 1962 - and invest the earnings of that day in Defence Bonds. Accordingly, I have addressed all the Oil Companies in Bombay as per copy herewith.

I am certain that the workers in Ankleshwar Project too would be anxious to make similar contribution. I would like to know your views in this connection so that we can progress it further.

Yours truly,

G. Sundaram
GENERAL SECRETARY

cc: Director,
Ankleshwar Project,
O.N.G. Commission,
ANKLESHWAR.

cc: Ankleshwar Branch - PWU.

6-12-62

Shri G.B. Newalkar
Secretary
Citizen's Defence Committee
(Bombay)
Room No. 154, 1st Floor,
Sachivalaya Annexe
BOMBAY 32.

Dear Sir,

We thank you for your letter No. 308/62-63 of
November 12, 1962.


Some more contributions have come in and we
are awaiting for the final monies coming in on the
ensuing pay day on the 7th December 1962. We will
send you on the 10th December whatever collections
we make.

Investment in Defence Bonds:

Please find herewith a copy of the letter we
have addressed to the various Oil Companies in
Bombay. You will see that we are making a drive
immediately for a substantial investment in the
Defence Bonds.

We shall continue our efforts in all the
directions.

Yours faithfully,


G. Sundaram
GENERAL SECRETARY

GRAMS: "PETROLEUM"

PHONE :44047

PETROLEUM WORKERS' UNION
(Regd. No. 209)
4215, Tel Mandi, Paharganj,
NEW DELHI.

Dated 7th Dec.1962

TO ALL PETROLEUM WORKERS:

As you are all aware that taking undue advantage of the National Emergency situation, the black marketeers and profiteers have tried to loot the public by spreading rumours of shortage of kerosene and black out in the city. Working in the petroleum Industry it is our patriotic duty to inform the public and convince them that in reality there is no shortage of kerosene neither in the country nor in Delhi City. We have also enquired from the Government authorities who have confirmed that there will be no black-out etc. There are about 1100 members of our union in Delhi and similarly we have our members in every big city. We, therefore, appeal to our members to convince at-least one hundred families in each locality on the following points:

1. THERE IS NO SHORTAGE OF KEROSINE.
2. NO ONE SHOULD BUY KEROSINE IN BLACK.
3. NO ONE SHOULD BUY MORE THAN HIS NORMAL REQUIREMENT.
4. TO SAVE VALUABLE FOREIGN EXCHANGE EVERY ONE SHOULD REDUCE THE CONSUMPTION OF KEROSINE.

You should make the public understand that by buying kerosene in black and hoarding it only helps profiteers and black marketeers. People will help the Nation, public and the Govt. by adopting the principles mentioned above. If any member fulfill the above requested patriotic task, we are sure that normal conditions will return within no time.

We hope and request each and every member to give top priority to this task.


(S.N.SHARMA)
Joint Secretary.

بیموہیم دروزہ پوسٹ روڈ 4215 پنل منڈی اپارٹمنٹ کیمپ ڈی وی

ورنہ 7.12.62

کنٹرولر

پریسٹر ایم کڑچاری کے اپیل

سماجیتو۔ جیسا کہ آپ کو معلوم ہے۔ کہ دیش حالت کا ناقص بنا رہا ہے
انٹنا کے منافع خوردوں نے چھوٹی افواہیں پھیلانے کے لئے تیل کی کمی
یوٹی کے لئے اور تیل میں بلین آؤٹ ہونے کے لئے یہاں کو کوئی
کوئی سہاہی ہے۔ ہم خوردوں کے دھڑے میں گام کڑنے والوں کا یہ فرض ہو
جاتا ہے کہ ہم کو جتنا کو بتائیں کہ دراصل تیل کی کمی نہ دیش میں ہے
نہ جھٹکا کھیر میں۔ ہم نے سرکار کے پوچھ لیا ہے۔ کہ کوئی بلین
آؤٹ وغیرہ نہیں ہوگا۔

سماجیتو صرف دہلی میں ہی ہمارے فریڈا 10 مجر ہیں اور اس طرح کے
پر بڑے کھیر میں ہمارے مجر ہیں۔ ہم اپنے برائے مجر کے درخواست
کرتے ہیں کہ وہ اپنے عہدہ میں ہم کے ہم 100 گھنٹوں میں جائے اور
نیچے نہیں ہوئی جا رہا ہے۔

1. تیل کی کمی نہیں ہے۔ کوئی آدمی جس بلین کے لئے فریڈے
 3. کوئی تیل اپنی خودی عہدہ کے زیادہ اس فریڈے اور پھیلانے لگا ہے اور
 4. بدیش کڈ (Foreign Exchange) کو بجائے کے۔ تیل کا کم سے کم استعمال ہو رہا ہے
- آپ جتنا کہ سمجھائیں۔ کہ وہ تیل بلین میں عہدہ کڈ اور پھیلانے لگا ہے اور
صرف منافع خوردوں کے حوصلہ بڑھا رہے ہیں۔ انہوں نے کام فرض ہے۔ کہ انہیں
تیل یوٹی باتوں پر عمل کڑنے دیش جتنا دیکھنا دیکھنا ہی نہ دیکھیں
ہمیں دستور اس ہے۔ کہ اگر جتنا ادب کڑی یوٹی باتوں پر عمل کڑنے
تو دس دن کے اندر تیل کی حالت باقی ہو جائے گی ہم پرکاشی
سے درخواست کرتے ہیں۔ کہ اپنا اپنی کار کم سے کم 100 گھنٹوں میں
جائیں۔ اس طرح سے دہلی کھیر میں 11 ایئر ریفوں میں ہم کیمپ کڈ
ہیں۔ اور اس طرح سے رائے خاصہ کو بلین کڈتے ہیں۔ پرکاشی کا تعلق
ہے۔ کہ اس کڈت میں دیش کی رو دیکھنے

اپنا کڈت
کھیر میں کڈت

Petroleum Workers' Union

(Regd. No. 109)

4215, TEL MANDI, PAHARGANJ,

NEW DELHI.

Ref. No.....

A. I. T. U. C.

Received 4/43 22/11/62

Dated... 7th Dec. 1962

1. Shri Bhagwan Sahai, Chief Commissioner, Delhi, Replied..... Shri S.G. Bose Mullick, Deputy Commissioner, Delhi.

3. Shri Lal Bahadur Shastri, Hon'ble Minister for Home Affairs, Government of India, New Delhi.

Sir,

We beg to bring to your attention that Shri Y.D.Sharma, General Secretary of our Union has been detained under Defence of India Act.

In this connection we wish to submit that Shri Y.D.Sharma was enthusiastically carrying out National Defence efforts. He was enthusing the workers to donate liberally towards National Defence Fund, appealed for Blood Donations and preparing the workmen to join the Military Forces. As a result of his efforts our members have already contributed one day's wages amounting to approximately Rs. 35,000/- and have promised to do so every month till Chinese vacate our sacred soil. Various circulars under his guidance have been issued by us to enthuse workers to produce more and donate more towards the National cause.

We are proud to say that he averted a strike on 17.11.1962 in an industry like petroleum which the management of Caltex had planned to force upon the workers. He averted this strike in the National interest. He averted another strike in Burmah-Shell in the case of uniforms.

It will be of interest to you to read the attached document which was signed by him just before his arrest at Calcutta, which will prove the bonafide of Shri Y.D.Sharma. We want to assure you that Shri Y.D.Sharma was following the same policy in our Union also.

We, therefore, wish to assure you that Shri Y.D.Sharma's presence among the workers is very necessary so that he may continue to enthuse workers to make more and more sacrifices for strengthening National Defence.

The various copies of circulars issued under Shri Y.D.Sharma's guidance are attached herewith for your kind perusal and satisfaction that he was making real efforts to strengthen National Defence so that the Chinese are thrown out of our sacred soil.

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Petroleum Workers' Union

(Regd. No. 109)

4215, TEL MANDI, PAHARGANJ,

NEW DELHI.

Ref. No.....

Dated.....1962

- 2 -

We pray that his case may be reviewed and he be released. The workers will be thankful to you for this act of kindness which will eventually help the Nation.

Thanking you,

Yours faithfully,



(PRESIDENT)

Encl: As above.

cc A.I.T.U.C., New Delhi.

cc P.T.U.C., Delhi.

*for
the
union*