

Cable : "AITUCONG"

T. LAW BUREAU:
R. L. TRUST BUILDING,
55, GIRGAON ROAD,
BOMBAY 4 (INDIA)

अखिल भारतीय ट्रेड यूनियन काँग्रेस
ALL-INDIA TRADE UNION CONGRESS

Telephones : 48771
43414

4, ASHOK ROAD,
NEW DELHI.

President : S. S. MIRAJKAR,
General Secretary : S. A. DANGE, M.P.

Circular No. STUC/8/60

March 10, 1960

To
State Committees of AITUC

Sub : MONTHLY REPORT

Dear Comrades,

In accordance with the decision of the General Council which met in Delhi in February 1960, the form for obtaining monthly reports from State committees of the AITUC is enclosed herewith. This form should be filled up and sent to the Central Office by the 10th of every month.

The form, along with a self-addressed envelope will be despatched from the Central Office to STUCs on the 1st of every month. If any STUC fails to receive the form by the 5th of each month, this should be immediately reported to the Central office.

In order that we may have information from the beginning of the current year, the first report to be sent by STUCs should be for the three-month period, viz., January, February and March 1960.

Information in respect of item Nos. 6, 7, 8, 9, 10 and I2 should cover not only those relating to our affiliates but also in respect of INTUC, HMS, UTUC and independent Federations/Unions. Please be precise as to dates of strikes, etc.

Please do not delay in sending the report on the due date if complete information in respect of all columns is not available by then. Mention whatever is known at the time of sending the report and follow it up with supplementary information as and when received by you. Even if there is nothing to report on any of the items, send the report blank.

In each State, this work should be allotted to one of the Secretaries and if in any month he is unable to do it, it should be his job to make alternative arrangements.

Looking forward to your cooperation,

Yours fraternally,



(K.G. Sriwastava)
Secretary

Copy to: All affiliated unions

Your STUC has been called upon to submit a monthly report in the enclosed form. It will be possible for them to do so only if they get reports in writing from unions. In order to meet the challenge of the time and the necessity to tone up our organisation, your active cooperation in sending reports in respect of these items is solicited.

MONTHLY REPORT FROM STATES

State : Madras

Month : March 1960

1. (a) No. of affiliated unions in the State. 2301

(b) Membership of these unions.

85 members (In the beginning state above three hundred members are joined But after the construction was over, the total number of the members are come down.

2. Whether any meetings of Executive/General Council of STUC held during the month? If so, attach report, resolutions and press releases.

yes

3. No. of circulars issued by the STUC. Attach copies if not already sent to AITUC centre.

nil

4. What are the campaigns run during the month under STUC auspices.

yes.

5. No. and details of strikes/actions which took place during the month.

yes

(a) called by our affiliates

(b) called by INTUC, HMS, UTUC and others.

6. Any arrests of workers or TU organisers. Any cases, prosecutions, etc.

nil
A case was put against the important member of the union by the project officers. This case was also. Project officer is the reason for the theft. There is no action taken by the Superior authorities against the theft officer. Tell how important members are being put down without reason.

7. What are the important disputes which arose during the month on demands or action

(a) on our part

(b) or on the part of the employer.

Madras Government ministers have promised that most of the work will be allotted only to the Sub-merged areas peoples. But the project officers have not give facilities to the most of the Sub-merged peoples.

8. Any serious accidents. Any action taken by us or Government—known to you or reported in the press.

yes. The union was taken action against the accident and gave help to the affected person.

9. Any significant dismissal or retrenchment of workers in the month.

Most of the persons with above five years experience are retrenched by the project officers and appointed their own persons.

10. Any dismissal or action that can be positively called as victimisation for TU activity.

yes. But there is no reply by the the officers and also, there is no advantage to the Sub-merged peoples.

11. Any rationalisation measures proposed or introduced—where, what type and result.

nil.

12. Important settlements/ agreements negotiated in the State during the month. Send texts of agreements, apart from report.

Agreements are record for the Submerged Peoples. But there is no use

13. Any important legislation or Government orders affecting the TUs, adopted or enforced during the month.

nil

14. No. and details of reports made to State level E & I Division on breach of the Code of Discipline and Code of Conduct

nil

(Also indicate cases, if any, made against our unions).

15. No. and details of tripartite meetings held on State level.

only three public meetings are held in the project area & there is no mis-activities in the meetings

16. (a) Any new registration of our union.

nil

(b) Any new recognition of our union.

nil

-
17. (a) Any loss of registration of our union. *no*
- (b) Any loss of recognition of union. *no*

-
18. Important developments, if any, from the point of view of TU organisation.

Most of the persons are get employment through the help of the union.

-
19. Important developments, if any, from the point of view of TU unity such as joint meetings, conciliation, etc.

yes

-
20. Significant developments, if any, in relation to INTUC, HMS, UTUC and independent trade federations in the State.

yes

(Please also report on meetings of these organisations held during the month)

-
21. Any speeches, writings, etc., by Ministers, political leaders, employers and others, referring to us.

yes

22. Tours or visits made by STUC leaders during the month.

yes

23. T. U. Schools organised during the month by STUC/Unions.

yes.

24. What are the activities undertaken by STUC and unions in the State on such questions as the Peace movement, Disarmament, etc.

Only Peace movement processions are held for the benefit of the workers.

25. Any other development worth reporting.

no

The Government had give many facilities to all the boss peoples like agricultural facilities, Health facilities etc. But the officers did not give any facilities to the Submerged peoples. (Vaigai Dam Submerged peoples)

Date: 21-4-60.

Encl: A petition about the aspects of union workers are herewith enclosed (indicate list of documents appended to this report).

Signature: S. Sumanant
General Secretary, 21/4/60
State Committee of AITUC

1412
The Secretary
A.I.T.U.C.
New Delhi.

UNITE TO REALISE A FAIR & JUST IMPLEMENTATION of the Recommendations of the Wage Board.

Dear Brothers & Sisters of the Factory and Quarries,

After years of hard struggles by the Cement workers of our country a wage Board for the Cement Industry was constituted. This Wage Board had already published its recommendations last March but the Management of the Chaibasa Cement Works, Associated Cement Companies Ltd., Jhinkpani has not taken any steps yet to implement them here. The Company's hostile and recalcitrant attitude is agitating the minds of the workers & employees at Jhinkpani.

The Company is insisting that the demands and other benefits won by the workers here, after years of struggles, would be withdrawn first before they agree to the implementation of the Wage Board's recommendations. And as a sequence to this unreal attitude, the Company has stopped all increments due to the workers since July last.

It is now known that the INTUC Union has agreed in their talks with the Company that the Company withdraws all the demands and benefits accrued to the workers through previous struggles and agreements, excepting the grain shop facility, as a precondition. That Union has not stopped at that. That Union has also decided that the Company would be the sole body in fixing grades and jobs and that the Company would be free to deduct Rs. 2.74 nP from each worker's pay in lieu of the continuance of the grain shop facility.

The Company is not agreeable even to this truncated grain shop facility, which the INTUC Union is now demanding.

The INTUC Union has served a strike notice on the Company and is asking the workers to go on a general strike on the 19th September 1960 for one day to achieve the above "demands".

The workers & employees of Jhinkpani will naturally ask the INTUC Union whether the already won demands and benefits e. g. a) safeguard against retrenchment; b) the benefits of casual and sick leave; c) the benefit of the retired workers with their families getting free passage to their homes, etc; would remain intact along with the proposed recommendations of the Wage Board or not. Let Shri Rajeeb Lochan Verma answer this question in very clear terms. The leaflet, now issued by that Union, has failed to clarify the issues or allay the apprehension in the minds of the workers. The workers and employees here are determined not to abandon the demands and benefits won after very hard struggles. They are also prepared to struggle and realise the demand for a just & proper implementation of the Wage Board's recommendations. There should not be any doubt about that in any quarter.

It is also very pertinent to ask from the INTUC Union whether this proposed one-day strike is being called to abandon the existing benefits. We very strongly apprehend that the Company in collusion with the INTUC Union and the Bihar Government's Labour Department has hatched this conspiracy whose result will be that for the future, an agreement born out of that conspiracy will be an impossible impediment to struggle for any demands and also in that process to snatch away the existing benefits.

The United Cement Mazdoor Union therefore exhorts to you that the most important task in Jhinkpani to-day is that all workers of the Factory and the Quarries should unite for a struggle to realise a fair and just implementation of the Wage Board's recommendations and that they should be ready to fight any conspiracy from any quarter to nullify all demands and benefits, hitherto being enjoyed by everybody.

We appeal to the workers and clerical staff, who are members of the INTUC Union to ponder over the implications of the agreements and demands of their leaders who should induce their leaders to abandon that policy which hits the interests of the workers, and also to force them to struggle for a just and fair implementation of the recommendations of the Wage Board.

BARIN DEY,
President.

KEDAR DAS M. L. A.,
Vice-President.

K. K. SINHA,
Gl. Secretary.

**UNITED CEMENT MAZDOOR UNION
JHINKPANI.**

Date 10-9-60

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वेज बोर्ड की शिफारिशों को सही तरीके से हासिल करने के लिये सभी मजदूर एक हों।

प्यारे भाइयो और बहनो !

अखिलभारतीय सीमेंट मजदूरों के संघर्ष के वदीलत सीमेंट वेज बोर्ड का निर्माण हुआ। उस सीमेंट बोर्ड की शिफारिश इस साल के मार्च में प्रकाशित हो चुकी। भिकपानी की ए० सी० सी० कम्पनी उस बोर्ड द्वारा शिफारिश किये हुए सहूलियतों को अभी तक लागू नहीं की है। कम्पनी के इस रवैये से मजदूर बेचैन हो रहे हैं।

कम्पनी का कहना है कि पिछले संघर्ष के जरिये जो भी मांगें मजदूरों ने हासिल की हैं कम्पनी उसे छीन लेगी तभी वेज बोर्ड की शिफारिशों को लागू करने की बातें की जा सकती हैं। और इसी नाम पर सालाना इंकीमेंट भी पिछले जुलाई महीने से बन्द है।

आई० एन० टी० यू० सी० यूनियन और कम्पनी में वातचीत के फलस्वरूप आई० एन० टी० यू० सी० तैयार है ग्रोन स्टोर को सहूलियत को छोड़कर और सभी पुरानी सहूलियतें कम्पनी वापस कर ले, लेकिन वेज बोर्ड की शिफारिश को लागू करें। वेज बोर्ड की शिफारिशों की व्याख्या जैसे कि ग्रोड की ढांचा क्या हो, ऐसे महत्वपूर्ण सवाल को आई० एन० टी० यू० सी० कम्पनी के हाथ में सौंप देने को तैयार है विवाद है ग्रोन स्टोर की सहूलियत कम्पनी सारी की सारी छीन लेगी या कुछ सहूलियतें कम्पनी छोड़ देगी। आई० एन० टी० यू० सी० तैयार है की ग्रोन स्टोर की सहूलियतें पूरी चालू रहे और उस के एवज में कम्पनी २.७४ नये पैसे को हर एक मजदूरों को तनख्वाह से काट ले।

कम्पनी ग्रोन स्टोर की इस काठी हुई सहूलियत को भी मजदूरों को देने को तैयार नहीं है जिसको आई० एन० टी० यू० सी० मांग कर रही है।

इसी सवाल पर आई० एन० टी० यू० सी० यूनियन ने हड़ताल की नोटिस दी है और मजदूरों से कह रही है कि १६ सितम्बर को आम हड़ताल करो।

मजदूर जानना चाहता है कि उनकी पुरानी सहूलियतें जैसे (१) कम्पनी को मजदूर की छटनी करने का अधिकार अभी नहीं है, (२) मजदूरों को केंजुअल और बीमारी की छुट्टी अब भी दी जा रही है, (३) रिटायर किये हुए मजदूरों को अपने परिवार के साथ घर वापस जाने का खर्च जो मिलता है, आदि-आदि, क्या यह सारी जीती हुई मांगें मजदूरों को मिलती रहेगी और वेज बोर्ड की शिफारिशों जो मिलने वाली हैं वो मिलेंगी? वरमा साहब इसे साफ-साफ मजदूरों से बतायें। आई० एन० टी० यू० सी० यूनियन ने जो अभी हाल में पर्चा दिया है उस पर्चा में भी यह बातें साफ नहीं हुयी है। मजदूरों ने अपने संघर्ष की ताकत से जो मांगें हासिल की है वे उन मांगों को किसी भी हालत में छोड़ने को तैयार नहीं हैं।

वेज बोर्ड की शिफारिशों से जो नयी मांगें मिलती है उसे हासिल करने के लिये मजदूर तैयार हैं।

लेकिन मजदूरों को साफ-साफ बातें नहीं कहकर-क्या मजदूरों की पुरानी सहूलियतों को छीनने के लिये यह हड़ताल होगी? या कम्पनी और यूनियन एक समझौता करने के लिये एक साजिश रचायी है जिस साजिश में बिहार सरकार की लेबर डिपार्टमेंट भी शरीक है। जिसके फलस्वरूप मजदूरों को भविष्य में संघर्ष करने के लिए रोड़ा अटकायी जा सके और मजदूरों की पुरानी मांगें भी इस पैतरावाजी के जरिए छीन ली जाए।

यूनाइटेड सिमेंट मजदूर यूनियन आपसे अपील करती है कि वेज बोर्ड के शिफारिशों के जरिए जो नयी मांगें मिलनी है, उसे सही और वाजीब तौर पर हासिल करने के लिए सभी मजदूर एक साथ मिल कर संघर्ष करें और तैयार रहें कम्पनी और आई० एन० टी० यू० सी० यूनियन की इस साजिश को नुकामयाव करें जिससे आपकी पुरानी हासिल की हुयी मांगें छीनी नहीं जाएं।

आई० एन० टी० यू० सी० यूनियन को मानने वाले मजदूरों और बाबूओं से भी अपील है कि वे अपने नेताओं को मजबूर करें जिससे पुरानी हासिल की हुयी मांगें छीनी नहीं जाएं और वेज बोर्ड की शिफारिशों सही और वाजीब तौर पर लागू हों।

वारीन डे
प्रेसिडेन्ट

कैदार दास एम० एल० ए०
भाईसः प्रेसिडेन्ट

के० के० सिन्हा
प्रधान मंत्री

यूनाइटेड सिमेंट मजदूर यूनियन।

भिकपानी

ता० १०-६-६०

शारदा प्रिंटिंग प्रेस, गौशाला नाला रोड, जुगसलाई।



8495



INDIAN POSTS AND TELEGRAPHS DEPARTMENT

PRESS TELEGRAM

0 OC Cherkhidadi 4 sides 122
 Shri S T Dange general secretary
 all India Trade union congress
 4 ashoka Road New Delhi

Apprehending immediate closure of cement industry acute shortage raw material (Kankar) stop mining lease executed with Punjab government for raising kankar about six lacs tons in village Kaliawas in hand since may 1959 stop but despite strenuous efforts excavation could not be started for unlawful obstructions by villagers and lack of government's protection in excising mining rights stop villagers all appeals before commissioners and financial Commissioner failed stop even high court granted no relief to villagers stop matter hanging ministerial level since tenth June stop instead positive decision every meeting pronosticating another weeks delay stop rains already started facing big crisis closure will result approximately seventy lacs loss to government exchequer and shall further render 1400 workers jobless stop governments huge revenue loss and stoppage of big national industry for non-implementation of governments order by the same government otherwise stop pray immediate procurement kankar plus government revenue loss shall be sole responsibility of government.
 Cement Factory

Appeal of the Employees of Hirakud Dam Project
to Shri. Jawaharlal Nehru, Honourable Prime Minister
of India.

Hon'ble Prime Minister,

✓
We, the employees of the mighty Hirakud Dam Project with folded hands, appeal to the National Government of India to spare a few minutes out of their precious and valuable time to go through this humble appeal and consider our cases favourably and issue necessary orders as deemed fit.

1. That as true citizens of India we have worked for over a decade on this National enterprise and after going through many hardships and difficulties have proved it a success.

2. That the Dam after its completion is being handed over to the Government of Orissa. As a result of this we the employees of Hirakud Dam Project, who have come from distant places have been served with retrenchment notice.

3. No doubt, the Government of Orissa have offered us alternative appointment but the emoluments which we will be getting will be less than ever subsistence allowance being paid to the persons under suspension under the Central Government.

4. At this stage, when the Central Government have revised the pay scales of their employees, taking into consideration the high cost of living, we who have put in 10-12 years of service, are being offered about half of the emoluments of what we are getting at present, which is incompatible with social behaviour and moral standards. Justice demands that with passage of time one's earnings should increase, whereas in our case reverse is the case.

5. That the time of entry in Government service we had signed the oath of allegiance to the Government that

we shall serve the Government faithfully. As we have actually stood by to the test, similarly we expect that the spirit behind the Oath of allegiance enjoins the Government of India as well to safeguard the interests of their employees.

6. Your kind attention is invited to the statement made by Shri Navarajji Bhasi, Hon'ble Minister of Finance on 10th September instant on the floor of LOK SABHA, where he has stated that even the temporary staff will not be thrown out of employment where as in our case even the quasi permanent staff have been served with notice of retrenchment.

In view of the facts explained above we, hereby request that the Government should intervene immediately in the matter and arrange to absorb the whole staff in any of the Government's organizations and ^{save} release us from impending hardships.

Hoping to hear an early and favourable reply.

Yours faithfully,

Basis,

Dated. 29/9/50

PRESIDENT, Secy
HIRAN BAN EMPLOYEES ASSOCIATION,
HIRAKUD BAN PROJECT,
P.O. SUPLA,
SAMBALPUR, ORISSA.

Copy forwarded to: Hon'ble President of Union of India
Hon'ble Chairman Rajya Sabha
Hon'ble Speaker, Lok Sabha
Hon'ble Members of both Houses

with a request that this question may kindly be raised in both the houses and top PRIORITY given.

R. S. Sahu
PRESIDENT, Secy
HIRAKUD BAN EMPLOYEES ASSOCIATION.

To

The Honourable Minister,
Ministry of Labour,
New Delhi.

(29)

Honourable Sir,

Enclosed please find herewith the following re-
presentations:

- (1) Adhoc increment of Rs. 5/- for workcharged personnel in the ~~xxx~~ basic salary in the scale of Rs. 55-3-85-EB-4-125-5-130 still stands unpaid.
- (2) Grain compensation allowance and construction allowance for workcharged staff still unpaid from the very inception of the Project.
- (3) Gratuity for workcharged personnel at the time of retrenchment as per Supreme Court Judgement dt.14.10.59.

The Honourable Minister is requested to take early action in the matter.

Yours faithfully,

Encl: Sheets.

Dt:

sd/-

(G.C. Das)

President,

Hirakud Dam Employe's Association,
P.O. Burla, Dist:Sambalpur(Orissa).

Copy alongwith the enclosures forwarded for information and necessary action to:-

1. The Honourable President, Republic of India, New Delhi.
2. -do- Prime Minister, Republic of India, New Delhi.
3. -do- Speaker, Lok Sabha, Parliament House, New Delhi.
4. -do- Minister, Ministry of Irrigation & Power,
5. -do- Minister, Ministry of Home Affairs, New Delhi.
6. -do- Minister, Ministry of Law, New Delhi.
7. -do- Minister, Ministry of Finance, New Delhi.
8. -do- Minister, Parliamentary Affairs, New Delhi.
9. -do- Member, Sri Acharya Kripalini, P.S.P. Oppn. Leader, Parliamentary House, New Delhi.
10. -do- Member, Sri S.A. Dange(Comm) Oppn. Leader Parliamentary House, New Delhi.
11. -do- Member, Sri Mahavir Tyagi, Congress M.P.
12. -do- Member, Sri Feroz Gandhi, M.P. New Delhi.
13. Sri. N. Sangeeva Reddy, President, Indian National Congress, A.I.C.C. Office, New Delhi.
14. The Chief Labour Commissioner, Central, New Delhi.
15. The Conciliation Officer, Central, Jharsuguda.
16. The Labour Officer, Sambalpur, Orissa.

17. The Hon. Member Sri Sradhakar Sunkar, M.P. Parliament House New Delhi

18. The Labour Commissioner, Orissa
Bhubaneswar

(G.C. Das)

President,

H.D.E. Association, P.O. Burla.

From

The Labour Commissioner,
Punjab.

To

The President,
Cement Factory Workers Union,
Charkhi Dadri.

No. 14386

Dated, Ambala Cantt., the 1st April, 1960.

Reference your telegram dated the
30th March, 60.

2. A report in the matter has been called
for from the Labour Officer, Bhiwani and further
action will be taken on receipt of the same.

Sd/- Sham Lal
for Labour Commissioner,
Punjab.

CEMENT FACTORY WORKERS UNION

(Registered No. 44)

CHARKHI DADRI

(PUNJAB)

Date 4-4-1960.

No./CFWU /30/60

**The Asstt. Works Manager,
Dalmia Dadri Cement Ltd.,
Charkhi Dadri.**

Dear Sir,

Re: Notice for closure of factory.

We are in receipt of your letter No. DD/1137 dated March 25, 1960, and are very much surprised to read the contents.


What you state, that the closure has become necessary on account of shortage of kankar, is not agreeable by the union, inasmuch as there are still some fields in village Samaspur and Bhagwi, which the company can acquire and run the factory. Furthermore, from the records given to the union by the company as per instructions of the Resident Director, we find that there are huge deposits of kankar in nearby villages e.g. Achina, Loharwara, Jhinjhar, Neemli and Patuvas etc., and the company can acquire lands in the said villages in the meantime, and continue the works.

From the records we find that the factory has never been closed during the last 80 years. We are at a loss to understand as to how it has become necessary for you to close the works at this stage now on account of shortage of kankar, when the company can acquire lands in other villages. As far as we understand, the company does not entirely depend on Kaliawas as the deposits in this village will last for 2 years. We also feel that the Kaliawas problem is a temporary one and the union is also finding facts about it, and will report you its findings after meeting the villagers.

From the above, you will please conclude that the company can acquire lands in Bhagwi, Samaspur and other villages and run the factory.

Under the circumstances, we hereby make it clear that if the Works shall be closed by the management, on the plea taken by it, on the 25th June, 1960, the management shall be entirely responsible for the consequences arising therefrom, and the union shall take whatever steps it deem fit according to situation. You are hereby requested to withdraw the notice forthwith.

Yours faithfully,
for CEMENT FACTORY WORKERS UNION,



General Secretary.

CEMENT FACTORY WORKERS UNION

(Registered No. 44)

CHARKHI DADRI
(PUNJAB)

Date April 9, 1960.

11 APR 1960

No./CFWU 38/60

The Manager,
Dalmia Dadri Cement Ltd.,
CHARKHI DADRI.

Dear Sir,

Re: Your Notice for
closure of factory.

Further to our letter No. CFWU/30/60 dated 4/4/60, we hereby serve upon you the following notice:-

(1) That your notice No. DD/1137 dt. 25/3/60 for closure of factory is unjustified and illegal and in fact amounts to lock-out.

(2) That this notice of lock-out is illegal under section 23 of the Industrial Disputes Act, and there is pendency of proceedings before an Industrial Tribunal.

(3) It is, therefore, demanded that the notice be withdrawn immediately.

Yours faithfully,
for CEMENT FACTORY WORKERS UNION,

S. H. Law
General Secretary,

- cc: (1) The Hon'ble Labour Minister, Punjab, Chandigarh.
(2) The Labour Commissioner, Punjab, Ambala Cantt.
(3) The Labour Officer, Bhiwani Circle, Bhiwani.
(4) AITUC, Jullundur City.
(5) AITUC, New Delhi.
(6) Shri Richhpal Singh, Hissar.

வைகை அணைக்கட்டு தேசிய தொழிலாளர் சங்கம், ரிஜிஸ்டர் நர். 2301.

(இந்திய தேசிய தொழிற் காங்கிரசுடன் இணைக்கப்பட்டது)

Vaigai Reservoir Project National Workers' Union, Regd. No. 2301.

(AFFILIATED WITH I. N. T. U. C.)

தலைவர்.

திரு. C. இராமத் தேவர்,

சாரியதரிசி,

திரு. O. சிவகுண்டித் தேவர்.

Vaigai Dam P. O.

MADURAI DT.,

Dated 20-4-60.

To

The President,
All India Trade Union Congress,
New Delhi.

Sir,

I beg to submit your honour that I want to bring the undermentioned particulars and expecting the early orders from you.

At the time of foundation - Stone ceremony Chief Minister of Government of Madras, and Public Works Minister visited Vaigai Dam. At that time we approached, and they promised to give compensation and house and land without charge. For this purpose, Government have appointed FIVE MEN'S COMMITTEE with M.L.A's. The Committee have failed to give any facilities to the submerged peoples. The Union made arrangement for the land and reported to all the Superior Authorities. But They won't give any help. On one parts of Vaigai Project, Government Superior

/ 2 /

Authorities visited and seen about three hundred
acre lands for the benefit of the submerged peoples.
But this time also they did not take further action
to give lands to the poor submerged peoples. The
important mentioning of Union had gone to Madras
and seen Ministers. The Honourable Ministers had
given written promise to give permanent job to the
submerged peoples. After facilities allotted to
the submerged peoples the rest to the other members.
But the others are take more works here. We request
to give ^{works} ~~wastes~~ to the persons who are fit to them.
They refused to give employment to the suitable
persons.

The Government officers have sanctioned the
worst lands above 20 feet. The lands are fitted
with stones and jallies. The land are only ex-
pecting rain. If the rain missed, there is no
use for agricultural

The Government had give many facilities to

வைகை அணைக்கட்டு தேசிய தொழிலாளர் சங்கம், ரிஜிஸ்டர் நர். 2301.

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Vaigai Reservoir Project National Workers' Union, Regd. No. 2301.

(AFFILIATED WITH I. N. T. U. C.)

தலைவர்.

திரு. C. இராமத் தேவர்,
காரியதரிசி.

திரு. O. சிவகுண்டித் தேவர்.

Vaigai Dam P. O.

MADURAI DT.

Dated

131

all the poor peoples. But there is no facilities to the submerged peoples. After removed from the Dam area, the time and weather are not fit for agriculture. The next year time is fit for agriculture. The compensation money is only for one and half year's family expense. And also we are now living in small cottages.

Therefore I humbly request your Honour to rectify all defects and give more help to the poor peoples by way of Workshops etc.

Yours most obediently,

சிவகுண்டித் தேவர்
O. Sivakundithi
தி - சிவகுண்டித் தேவர்

CEMENT FACTORY WORKERS UNION

(Registered No. 44)

23 MAY 1960

(Affiliated to AITUC)

CHARKHI DADRI

(PUNJAB)

No./CFWU
/53/60

Date May 17, 1960.

The President,
All India Trade Union Congress,
55, Girgaon Road,
BOMBAY-4.

Dear Sir,

Re: Cement Wages Board Award.

You know that you were representing the employees in the Cement Wages Board. The Wages Board has recommended 5 ~~xxxx~~ grades for the Operatives, as appearing on page 73 of the Wages Board Report, viz. E, D, C, B and A, and has recommended 7 Grades for Clerical and Lower Technical and Supervisory Staff, viz. I to VII, as appearing on page 76 of the Wages Board Report.

A confusion has cropped up as to which are the designations which will be treated as Lower Technical, and which would be treated as Operatives.

We would request you to please enlighten us on the above issue at the earliest. The following designations exist at our factory.

Fitters, Turners, Welders, Electricians, wiremen, moulders, blacksmith, masons, Helpers, Attendants, Oilmen, Compressor Drivers, Crane Drivers, Khalasis, Khalasi Jamadars, Khalasi Supervisors, Loco Drivers, Gangmen, Packers, Mazdoors, Millers, Burners, Testers, Gaugers, Sample Boys, Laboratory Boys, Chemists, Chowkidars, Peons, Firemen, Turbine Drivers, Sweepers, Canteen Boys, Distributors, Halwai, etc.

Since the management is going to enforce the decisions, it is requested that we may kindly be favoured with your early ~~xxx~~ reply.

Yours faithfully,
for CEMENT FACTORY WORKERS UNION,

Handwritten signature
General Secretary.

Handwritten notes:
See copy to Rajan
Rajani for xxxxxx
1/10/60

May 23, 1960

Dear Com. N. Satyarayana Reddy,

Enclosed herewith is a letter addressed to us by Cement Factory workers' union Charki Dadri which is being forwarded to you for suitable reply.

Please send the necessary information directly to the union, with a copy to us.

With greetings,

Yours fraternally,

(K.G. Sfiwastava)

Encl:

CEMENT FACTORY WORKERS UNION

(Registered No. 44)

CHARKHI DADRI
(PUNJAB)

No./CFWU 211 /62/60

Date May 26, 1960.

The General Secretary,
All India Trade Union Congress,
G.T. Road,
JULLUNDUR CITY.

Dear Sir,

Re: Implementation of Award dt. 22.4.60
of the Industrial Tribunal, Punjab,
in Reference No. 54 of 1958.

As you know the Industrial Tribunal, Punjab, awarded Production/Equal to two months basic salary / Bonus for the year 1957 to the workers of Dalmia Dadri Cement Ltd., Charkhi Dadri, and the Bonus was to be distributed by 21-5-1960. The management has neither distributed the Bonus to the workers nor obtained Stay Order against the Award.

The management was approached to distribute Bonus immediately, which they refused to distribute, saying that they have filed an appeal in the Supreme Court, but unfortunately they have not been successful in obtaining the Stay Order.

As a result of the above, a big demonstration was held by about 250 workers on the Manager's office and speeches were delivered there. It was decided in the meeting held on 25-5-60, that if the management does not distribute Bonus immediately, the workers will resort to direct action, including Hunger Strike, We from Monday the 30th May, 1960. We, therefore, write to inform you that some of our members will begin Hunger Strike from 30-5-60. We are sure, your good wishes are with us and you will do every help.

Yours faithfully,
for CEMENT FACTORY WORKERS UNION,

[Signature]
General Secretary.

cc: General Secretary, AITUC, New Delhi.
cc: Shri Richhpal Singh, Hissar, with the request to kindly reach Dadri by the morning train on 30-5-60.

Ask them to do this case of 1957. as at strike later

4/10/2010

28 MAY 1960

Copy of letter No. CFWU/58/60 dt. 26.5.60
from Cement Factory Workers Union to the
Manager, Dalmia Dadri Cement Ltd., Charkhi
Dadri.

Re: AWARD OF INDUSTRIAL TRIBUNAL, PUNJAB.
Implementation of Award dt. 22.4.60.
Reference No. 54 of 1958.

Ref: Your letter No. DD/2707 dated 23.5.60.

Vide the above Award issued in favour of the
workmen of your company, your management was ordered
to pay 2 months basic salary to each of your employee
for the year 1957, as Production Bonus, by 21-5-1960.

So far you have neither arranged payment of the
said bonus nor you have obtained Stay Order against
the above Award.

Considering the situation arising out of your
anti-labour policy, the Union is forced to issue this
notice that if the Bonus as aforesaid is not distributed
to the employees, we will be compelled to resort to
direct action, forced by the circumstances, from Monday
the 30th May, 1960, and all the consequences arising
therefrom will be on your sole responsibility.

for CEMENT FACTORY WORKERS UNION,

Sd/- Het Ram,
General Secretary.

UNITED CEMENT MAZDOOR UNION.
(Affiliated to All India Cement Workers' Federation).

-7 JUN 1960

Raj Bhawan,
P.O. Jhinkpani,
District Singhbhum

1.

The Agent,
Associated Cement Companies, Limited,
Rajanka Limestone Quarries, Jhinkpani

2911
Manager,
Associated Cement Companies, Limited,
Chaibasa Cement Works, Jhinkpani.

Dated Jhinkpani, the 3rd June, 1960.

Dear Sir,

The Union is, herewith, submitting its demand for Bonus equivalent to 4 months basic wage for the years 1957-58 and 1958-59 payable to all the employees of the Associated Cement Companies, Limited at their Rajanka Limestone Quarries and Chaibasa Cement Works at Jhinkpani (Singhbhum) in accordance with an unanimous resolution passed by the General body of the workers and members of our Union held on 2.8.60 at Jhinkpani. A copy of the resolution is, herewith, enclosed for your perusal.

This is for your information and necessary action.

Yours faithfully,

M. S. Singh

General Secretary.

Copy to:-

1. The Chairman, Cement Agencies (Private) Ltd., Bombay.
2. The General Secretary, All India Cement Workers' Federation, Bombay.
3. The General Secretary, All India ~~Cement~~ Trade Union Congress, 4, Ashok Road, New Delhi.
4. The Chief Commissioner of Labour, Government of India, Ministry of Labour, New Delhi.
5. The Labour Commissioner, Bihar, Patna.

for information and necessary action.

P.S.

Kindly send pr v.p.p. your report on the Probable Wage Board.

M. S. Singh

UNITED CEMENT MASDOOR UNION.
(Affiliated to All India Cement Workers' Federation).

7 JUN 1970

Raj Bhawan,
P.O. JHINKPANI,
Singhbhum.

Dated the 2nd June, 1969.

RESOLUTION.

This General Body of the United Cement Masdoor Union in a mass meeting of its members and workers of Rajzanka Limestone Quarries and Chaibasa Cement Works held at Jhinkpani (Singhbhum) to-day confirms the Bonus resolution of the Working Committee of the All India Cement Workers' Federation and resolves to reiterate the demand of Bonus equivalent to 4 months basic wage for the years 1967-68 and 1968-69 payable to all the employees of the Associated Cement Companies, Limited including those at the Rajzanka Limestone Quarries and the Chaibasa Cement Works at Jhinkpani and approves the appointment of the Mine Kam Committee by the Working Committee of the All India Cement Workers' Federation for negotiating with the Management of the Company as desired.

Dinesh Bora
Vice-President,
Chairman of the General Body
meeting.

To
 Shri K.C. Reddy,
 Minister of Works, Housing &
 Supply, New Delhi.

Subject: **HIGH HANDEDNESS AND MALICIOUS CONDUCT OF SHRI B.L. VIJH ASSISTANT ENGINEER OF P&T AND AV, SUB DIVISION AGRA**

Since Shri B.L. Vijn, A.E. has taken over charge of P&T and Av. Sub-Divn. Agra, he has been committing misappropriation of Govt. Revenues and making false T.A. bills etc. Recently he left the Head quarter on 27th May, 1960 and return to sub-Division on 14th June, 1960 and during these nineteen days he only performed his official tour for five days when the rest of the days he spent in his private business. He only went to Jhansi and Lucknow as it is known. This is for your information to check his T.A. bills etc.

Shri Vijn is on a great enmity with Shri G.D. Upadhyay, S.O. Agra. Recently Shri Upadhyaya has also been got arrested by the Police falsely on alleged report of his being mad from some authorities of CPWD. He (Vijn) is adopting every possible false and foul means to remove Shri Upadhyaya from his way of looting accepting gratification and misappropriation of Govt. Revenue.

It is not only Shri Upadhyay with whom he is at daggers drawn but with mostly all the members of office staff because he is thinking they they disclose his misdeeds. He wants to remove all those members of the staff who are main obstacles in his way. He has got the favour of Executive Engineer, Allahabad otherwise he might have not so far kept him. Hundred of reports have been made signed and unsigned to the Executive Engineer, Allahabad, but no action has been taken on any of them instead of the E.E. has punished the member of staff as mad etc. on the report of Shri Vijn. What sort of anomaly it is. When (Vijn) failed in his nefarious action has turned himself into a first class notorious frontier Goonda. He has employed certain goondas to beat and kill certain member of the staff. If these states of affairs continue there will be positively scene of murder. It appears that all the authorities of CPWD, related to this Sub-Divn. are quite indifferent to it. The people living near about the office and other officials of other Deptt. astonish at the conduct of higher authorities of CPWD who have kept him even there is serious danger of life and property.

Shri Vijn has no personal servant. He always keep Chowkidar Shri Chokhey Ali in his personal service. As a matter of fact the store is situated in the building where office is and there are three chowkidars. One of the three is meant for office whereas two for store. The office chowkidar does the duty in day time of A.E.'s private business while two chowkidars perform their duty in night. The store happens to be a very small and the chowkidars of store can also look after the office which is in same building and office chowkidar can easily be spared but who may do his private work. It is also a sort of misappropriation Govt. money. If you do not believe in this gossip you come to Agra as spy and see with your eyes whether there is fact or not.

Now he has played one other game of locking and closing the main gate and doors of office so that clerks may not enter the office and he may report about their absence to E.E., Allahabad who is also playing in the same boat of A.E. and get them punished. He has locked main gate and posted chowkidars other goondas with lathis and other weapons on 17th and 18th June 1960. This fact can be known from all the persons of the locality and postman who was also not allowed to enter the office. He may also be examined in this respect.

public

You are requested to come to Agra and ask other members of Agra and see how Shri Viji has created trouble in the office. It is not understood what has made you so silent and indifferent to such magnitude catastrophes being coming in Agra Sub-Divn. The Executive Engineer, Allahabad is playing as dummy. He has not even turned to Agra since March, 1960. Please you happens to be public servant and if you be silent where we, pors, live. A matter of fact he has freindship with the Chief Engineer as it is rumoured in Allahabad Divn. as well as in Agra. He has also telling that he has to retire from service within three years as he has to fear no body.

The people are loosing the faith which they have in you because you of indifferent towards misdeeds, loots and misappropriation govt. revenues. Not only for duty but for kindness for the pears earns nation money by their blood, and institute an independent enquiry in all sorts of report so far made against the Agra Sub-Division. During the enquiry Shri Viji may be removed from Agra so that he may not able to enterfere the enquiry.

Yours faithfully,

Shri H.G. Dewan

Copy to the Chief Eng near, Central P.W.D., New Delhi.
for further necessary action if possible by him because he has kept silence for a long .

H.S. Bhatia

Copy to Shri R.K. Bhatia, Superintending Surveyor of Works
Av. CPWD, New Delhi.

Copy to the following to raise the question in the parliament and point out them to the public.

Shri S.A. Dange, Oppn

Shri Acharya Kripalani.

Shri A.P. Bajpai, Opposition member of Communist, Parja Surakshit
P. and Jansang Part.

Yours faithfully.

OFFICE OF THE DEPUTY COMMISSIONER
MAHENDRAGARH DISTRICT, AT NARNAUL.

Sub:- Notice of closing down the Dalmia
Dadri Cement Factory, on 25-6-60.

A meetin-g of the following officials and
non-officials will be held on 11-4-60, at 11-00 a.m.
in Deputy Commissioner's Office, at Narnaul. Please
make it convenient to attend this meeting.

Sd/-
DEPUTY COMMISSIONER.

1. Tahsildar, Dadri.
2. Labour Officer, Bhiwani.
3. Factory Inspector, Bhiwani.
4. Manager, Dalmia Dadri Cement Factory, Dadri.
5. President, Men's Union, Dalmia Dadri Cement
Factory, Dadri.
6. President, Cement Factory Workers Union, Dadri.

787/51

Dt. 2/4/60

141.4.6

(TRUE COPY)

No.F-4(4)-Est-III/56
Government of India
Ministry of Finance

New Delhi the 9th August, 1956.

OFFICE MEMORANDUM.

Subj:- Revision of the prescribed scale of pay for Clerks and other Non-clerical personnel employed in the subordinate and other offices of the Government of India.

The undersigned is directed to invite a reference to the Ministry of Home Affairs O.M.No 27/2/56-Cs (D) dated 1st June, 1956, under which the prescribed scale of pay of Rs.55-3-85 EB-4-125-5-130 applicable to III/Lower Division Clerks in the secretariat and attached Offices participating in the Central secretariat clerical service Scheme, has been revised to Rs.60-3-81 EB-4-125-5-130. The Government of India have had under consideration for some time past the question of extending this revised scale of pay to the Clerks employed in the subordinate offices as well as office not participating in the central Secretariat service (Reorganisation and reinforcement) schemes. It has now been decided that the prescribed scale of pay of Rs. 55-3-85 EB-4-125-5-130 applicable to clerks and other non clerical personnel, (Technical and executive) working in subordinate offices as well as in offices not participating in the Central Secretariat service (reorganisation and reinforcement) Schemes should also be revised to Rs.60-3-81 EB 4-125-5-130.

2. ~~The revised~~ The revised scale of pay will be admissible not only to new entrants but also to all existing personnel recruited initially in the prescribed scale of Rs.55-3-85 EB-4-125-5-130. In the case of the latter, the decision may be given effect to by granting an adhoc increase of Rs.5/- over the pay drawn by them immediately prior to the 1st August, 1956, except where the maximum of the scale had been reached already. This pay so arrived at will be shown at the corresponding stage in the new scale, or, if there is no such scale, at the next lower stage and the excess absorbed in future increments in the revised scale.

3. The revised scale of pay will be effective from from the 1st August 1956.

4. In so far as the clerks and other non-clerical personnel working in the Indian Audit Department are concerned, these orders have been issued in consultation with the Comptroller and Auditor General of India.

sd/-
(K.S.Ganapati)
Deputy Secretary to the Government of India

To All concerned.

Order No. LW-11-4(11)/58 dt. 1-6-59 from Shri J.P. Vaish,
Secretary to the Govt. of India, Ministry of Irrigation &
Power, New Delhi to the Chief Engineer, Hirakud Dam Project.

Sub: Revision of the prescribed scale of pay for clerks & non-clerical personnel employed in the subordinate and other offices of the Govt. of India.

I am directed to refer to your letter No. LW-268/A(I)776 dt. 15-12-58 on the subject mentioned above and to say that the orders contained in the Ministry of Finance office memorandum No. F-4(4)Est.III/56 dt. 9-8-56 revising the scale of pay and granting an adhoc increase of Rs. 5/- to clerks and other nonclerical personnel employed in the scale of Rs. 55-3-85-EB-4-125-5-130 in the subordinate and other offices of the Govt. of India will also be applicable to that category of workcharged staff which is employed in the above scale of pay viz. Rs. 55-3-85-EB-4-125-5-130.

Government of India.

Ministry of Irrigation & Power, Office of the Chief Engineer,
Hirakud Dam Project.

No. LW-268/A(I)980-94 Hirakud Colony dated 4th/5th June 59.

Copy forwarded for information and necessary action to:-

1. All Superintending Engineers, Hirakud Dam Project.
2. All Executive Engineers, Hirakud Dam Project.
3. All Specialist Officers, Hirakud Dam Project.
4. Financial Adviser & Chief Accounts Officer, Hirakud Dam Project.
5. Deputy Accountant General, Hirakud Dam Project.

sd/- K.B. Chandrasekharan.
For Chief Engineer, Hirakud Dam Project.

Office of the Executive Engineer, Workshop Division, Hirakud.

OFFICE ORDER.

Sri R.B. Ganguli s/o H.C. Ganguli is hereby appointed as Timekeeper on workcharged basis on B.55/-P.M. plus usual Dearness Allowance in the grade of 55-3-85-4-125-5-130 with effect from 9-2-1952 P.M.

His pay is chargeable to security arrangement of workshop at Hirakud for 1951-52 estimate sanctioned for B No. 13359/- vide Chief Engineer, Hirakud Dam Project No.1.W. 22(21)/62 dt. 25-1-52.

sd/- Executive Engineer,
Workshop Division.

No. 1873A/10E/5

Dt: 21-2-52.

Copy forwarded to the S.D.O. Light Machinery for information. One copy of office order is sent herewith for Sri R.B. Ganguli.

Copy forwarded to the Supervisor Gate/Accountant for information and necessary action.

sd/- B.D. Sahi
Executive Engineer.

True copy

Copy of No. DRS/A-3/57-667 dated 30.1.57 from the Executive Engineer, Designs and Research Division to the Executive Engineer, Field Machinery Division.

Sub: Appointment of work charged staff.

Ref: Your No. E-III-9(1)/25566 dated 21.12.56

Sri. S.B. Dhar, Store Attendant has been selected for the post of work sarkar in this Division at a monthly pay of Rs. 55/- plus usual dearness allowances in the grade of 55-3-85-4-125-5-130. The post is terminable by 15 days notice on either side. No T.A is allowed for joining the post.

If Sri. S.B. Dhar is willing to accept ~~xxxxxx~~ the offer he may kindly be relieved immediately and asked to report for duty to Shri. T.G. Shivaram Singh, Cinematographer, Designs and Research Division, Hirakud.

.....

Government of India,
Office of the Executive Engineer, Field Machinery
Division, Burla.

No. E-III-7(1)/1785

dated 4.2.57

Copy to the Sub divisional Officer, Field Machinery Sub division No. II for information. The Store Attendant may be relieved immediately and direct him to report for his duty. The date on which he is relieved may be intimated to this office.

Sd/-
Executive Engineer,
F.M. Division.

.....

Government of India,
Office of the Sub divisional officer, Field Machinery
Sub division No. II, Hirakud Colony.

No. 642/1

Dt. 6th. Feb. 57

Copy to Sri. A.S. Ahmad, Supervisor for information and necessary action please. The Store attendant may be relieved from his duties under intimation to this office immediately as desired by the Executive Engineer, Field Machinery Division.

Copy to Shri. S.B. Dhar, Store attendant for information.

Sd/
O.P. Marwaha,
Sub divisional Officer,
Field Machinery Sub division

The Honourable Minister,
Ministry of Labour,
NEW DELHI.

Sub:- Revision of the prescribed scale of pay for Clerks and other non-clerical personnel employed in the Subordinate and other office of Government of India.

Ref:- Finance Ministry's Office Memorandum No. F-4/ (IV) EST-III-56 dated 9-8-1956.

Honourable Sir,

May it please the Honourable Minister to lay down before you the following few lines for your sympathetic and kind consideration ^{and} the confident hope that our humble request will receive your immediate attention in the matter.

Since the enforcement of the Finance Ministry Office Memorandum No. F-4(IV) EST-III-56 dated 9-8-56 (copy enclosed) the Time Keepers and Worksarkars Grade II, who fall under the scale of Rs. 55-3-85-EB-4-125-5-130 have made individual representation through proper channel addressed to the Chief Engineer, Hirakud Dam Project with copies to Labour Welfare Officer regarding the admissibility of the grant of Adhoc increase of Rs. 5/- in the basic salary, but no action is yet in sight from the authorities in respect of the same and payment thereof, which we have been deprived of so far, even though the Hon. Minister, Ministry of Irrigation & Power has already confirmed the issue regarding the acceptance and grant of the same to the Workcharged Personnel falling under this scale of Rs. 55-3-85-EB-4-125-5-130 vide his letter No. DW-III-4(91)/58 dated 1-6-59 (copy enclosed)

Further, in support and in confirmation of our above scale, a copy of the office order from each category issued by the Hirakud Dam Project's authority are enclosed herewith for your kind perusal.

Contd.....(2)...../

In the circumstances mentioned above, we pray the Honourable Minister to kindly take necessary action at an early date, as it is ever delayed, nearly for four years and request to issued necessary orders to the concerned authorities to take immediate action and effect the payment before 1-4-1960, as the Hirakud Dam Project will be taken over by Government of Orissa by 1-4-1960 thereby causing changes in Administration which we feel will further delay in the matter.

Request early orders,

Yours faithfully,

Signatures of the individuals are enclosed in the separate sheet. We, the undersigned Time Keepers & Worksakars of H.D. Project

Copy alongwith the enclosures by Registered Post for information and necessary action to:-

1. The Honourable President, Republic of India New Delhi.
2. The Honourable ^{Prime} Minister of India, New Delhi.
3. The Honourable Speaker, Lok Sabha, Parliament House, New Delhi.
4. The Honourable Minister, Ministry of Home Affairs, New Delhi.
5. The Honourable Minister, Ministry of Irrigation and Power, New Delhi.
6. The Honourable Minister, Ministry of Law, New Delhi.
7. The Honourable Minister, Ministry of Finance, New Delhi.
8. The Honourable Minister, Ministry for Parliamentary Affairs.
- 8(a) The Hon. Member Sri Sridhakar Supkar, M.P. Parliament House
9. The Honourable Member Sri Acharya Kripalini, P.S.P., Oppn. Leader, Parliamentary House, N/Delhi
10. Hon. Member Sri S.A. Dange (Oppn) Oppn. Leader, Parliamentary House
Sri Ashok Mehta, ~~do do~~
11. Hon. Member Sri Mahavir Thyagi, Congress, Member of -do-
12. The Chief Labour Commissioner, Central, New Delhi
13. The Conciliation Officer (Central) Jharsuguda.
14. Hon. Member Sri Laxoz Gandhi, M.P., Parliamentary House
15. The Labour Officer, Sambalpur (Orissa).
16. The Labour Commission, Orissa, New Capital Bhubaneswar

(COPY)

CEMENT & ALLIED PRODUCTS WORKERS UNION (REGD)

Gau Shala Gate,
Kishan Ganj,
Delhi. WU/426/60

Ref: No. CARWU/426/60

Dated: 5th Sept. 1960.

The Manager,
Modern Tiles & Marble,
Sunlight Building,
Asaf Ali Road,
New Delhi.

Dear Sir,

With reference to your letter No.L/701/60 dated 23.6.60

regarding alleged abusement to the employer Shri A.C. Kapur.

In this connection our contention is this that it seems to us that you have been misled by your counsel Shri Khullar and we refute all your allegations which you levelled against us that we have used unparliamentary language towards Shri A.C. Kapur and Shri Khullar. We only have said before conciliation officer, Delhi on 22nd June, 1960 that "the employer Shri A.C. Kapur has beaten with shoe Shri Ronghai Ram a workman of the Company and also has used abusive language against him".

We think, the above explanation will satisfy you and the matter will be treated as closed.

Yours faithfully,

Sd/- DEO HRAT,
GENERAL SECRETARY.

Copy forwarded to:-

1. The Director of Labour & Industries, Delhi.
2. The Conciliation Officer, Delhi.
3. The Secretary, Delhi State Committee of the AITUC, Katra Shehanshai, Chandni Chowk, Delhi.

190 SEP 1960
Folio- 27141

MODERN TILES & MARBLE
SUNLIGHT INSURANCE BUILDING
AJMERI GATE EXTENSION.

Ref.No.L/841/60

Dated the 8th Sept, 1960.

The General Secretary,
Cement & Allied Products Workers Union,
Gau Shala Gate,
Kishan Ganj,
DELHI.

UPC

29/1

Dear Sir,

This has reference to your letter No. CAPWU/426/60 dated 5th Sept, 60
We are surprised to receive your letter under reply where you have
completely and for the first time attempted to incorrectly state what
happened on 22nd June, 1960 in the presence of Shri S.P. Joshi, Conciliat
Officer in his room when he was trying to conciliate between the alleged
dispute raised by you. You are yourself a culprit and now you have atten
ed to unnecessarily get away from the blame. The actual words used by yo
against Shri Kapoor who himself was present there have already been quot
in our letter No.L/701/60 dated 23rd June, 1960, and Shri S.P. Joshi, the
Conciliation Officer is personally aware of how you behaved.

Your suggestion that the distorted facts and the incorrect statemen
now quoted by you in your letter should be accepted as your explanation
and the matter be closed is hardly a solution to the most irresponsible
manner in which you yourself have acted. We have already referred this
matter to the Chairman, and Secretary of the State Evaluation and
Implementation Committee and they are the proper forum for carrying out
the necessary investigations and punish you properly if they find you
guilty of the incident as earlier stated by us.

The receipt of this letter has further confirmed our doubts that
you had been recently raising false allegations against the officers and
partners of this firm because you all the time felt guilty conscience
and attempted to cover up your misbehaviour. We are therefore constraine
to point out that in future no notice whatsoever will be taken of any
correspondence which you might address to us which please note.

(contd page 2)

Yours faithfully,
For M C D E N TILES & MARBLE,

[Handwritten signature]
M C D E N
TILES & MARBLE

Copy together with a copy of letter from the General Secretary, Cement & Allied Products Workers Union, under reply forwarded to:-

1. The Chairman, Implementation & Evaluation Committee, Delhi Admn Delhi.
2. The Secretary, Implementation & Evaluation Committee, Delhi Admn, Delhi.
3. The Secretary, Industries & Labour Department, Delhi Administration, Old Secretariate, Delhi.
4. Shri J.L. Mehta, Joint Secretary, Ministry of Labour & Employment Government of India, New Delhi.
5. General Secretary, A.I.T.U.C., 13, Ashoka Road, New Delhi.
6. Lala Hans Raj Gupta, M/S H.C. Gupta & Sons Pvt Ltd., Ajmeri Gate, Delhi.
7. Shri B.D. Pathak, Delhi Cloth & General Mills Co. Ltd., Bara Hindu Rao, Delhi.
8. Shri M.D. Dalmia, Birla Cotton Spg & Wg. Mills Ltd. Subzimandi, Delhi.

Copy for information to:-

1. Shri S.P. Joshi, Conciliation Officer, Delhi Administration, Delhi.
2. The Secretary Delhi State of the A.I.T.U.C. Xatra Ghanshahi, Chandni Chowk Delhi.

We think, the above explanation will satisfy you and the matter will be treated as closed.

Yours faithfully,

M C D E N
TILES & MARBLE

Copy forwarded to:-

1. The Director of Labour & Industries, Delhi.
2. The Conciliation Officer, Delhi.
3. The Secretary, Delhi State Committee of the A.I.T.U.C. Xatra Ghanshahi, Chandni Chowk, Delhi.

72 8 SEP 1960

(Pages 2)

MODERN TILES & MARBLE I See Serial 291
Sunlight Building,
Asaf Ali Road,
New Delhi, 110001
Dated 26th Sept., 1960.

Ref. No: L/1456/60.

The General Secretary, Cement & Allied Products Workers Union, Ganshala Gate, Kishanganj, DNH, Bihar.

Dear Sir,

This has reference to your letter No: CAPWU/451/60 dated 17th Sept., 60.

We have to draw your attention to the lengthy correspondence which we have had with you on the industrial unrest which your officials have been trying to foment in our factory for the past about six months. You will remember that your first charter of demands which was received in the month of April, 1960, was considered most sympathetically by the management and a comprehensive settlement on all those demands was arrived at during the conciliation proceedings on 16th May, 1960, and the management hoped that after the settlement, industrial peace would be maintained. By the settlement, substantial benefits were agreed to be given by the management. Instead of taking the settlement in the right spirit as it should have been, the Union perhaps thought it to be a weakness on the part of the management and attempted to foster indiscipline amongst the workmen by serving another charter of demands on 11th June, 1960, followed by still another charter of demands dated 13th June, 1960. The management was indeed shocked to receive these subsequent Charters of demands which were certainly attempts on the part of the Union for extraneous reasons to foster indiscipline and keep industrial unrest.

The management, still in the hope of, and with the sole intention of giving sympathetic consideration to various frivolous demands raised in the subsequent two charters of demands fully co-operated with the authorities particularly the Conciliation Officer. The Union even threatened to go on an indefinite strike if the demands contained in those charter of demands were not conceded to immediately. When all the facts were brought to the notice of the authorities, the Conciliation Officer convened a meeting on 22nd June,

1960. The Union had already calculated their method of conduct and were determined to disrupt the industrial peace in the factory. With this intention your General Secretary, Shri Deo Brat came to the conciliation meeting on the 22nd June, 1960, and openly abused the representative of the employers in the presence of the Conciliation Officer. All this clearly shows that the Union had no intention whatsoever of allowing industrial peace to be maintained in this factory. Thereafter the letters have been addressed by your Union signed by that particular officer who attended the meeting of the Conciliation on the 22nd June, 1960, and our reading of the correspondence is that he has been attempting to level counter-charges against the management, just to shield his misbehaviour with the employer in the conciliation proceedings.

In our letter No.L/860/60 dated 12th September, 1960, which was a reply to your threat to hold demonstrations at the residence of the Employer, we clearly pointed out this fact and it is a pity that you have misunderstood and misread the language of the said reply and now in your letter under reply, you have tried to levy a volley of further baseless allegations against the management which are strongly refuted and denied. We may mention here for your information that our relations with our employees at present are very cordial and there is no dispute or differences of opinion as far as the employees are concerned. Your mention that our letter is full of arrogance and rigid attitude indicating the feeling which we have towards our employees is absolutely incorrect, and has been mentioned by you without even ascertaining the facts and only to vindicate your personal grievance if any against the management. The entire letter has been worded with the sole purpose of levelling counter charges against the management so that somehow or the other you can escape the action which might be contemplated by various authorities constituted under the organisation and implementation of the Code of discipline.

It is incorrect that any system for payment of wages was changed after your demands were received. You are aware perhaps that some workmen had not drawn their wages for the months of May, June, and July and they had filed application under Section 33C before the Judge, Labour Court, Delhi for recovery

certain wages due to them under the settlement. Negotiations of that application were held with the workmen's representative who was conducting the case before the Labour Court and as a result of a compromise, the wages were paid to those workmen on a separate sheet. The management had suggested that wages may be paid on the Wages Register but the workmen representative himself suggested that they may be paid on a separate sheet. Your allegations levelled for this arrangement are strongly denied.

With reference to the contents of para 2 of your letter under reply, the misbehaviour referred to by us in our letter of 12th September, 1960, and earlier correspondence has reference to the misbehaviour of Shri Deo Prat, General Secretary of the Union with the employer on 22nd June, 1960, in the presence of the conciliation Officer. It has no relation whatsoever with the charter of demands which might have been put forward either by the Union or by the workmen and your understanding that raising of charter of demands is misbehaviour on the part of the General Secretary is absolutely incorrect and is only an attempt to twist and trying to shield the misbehaviour on the part of the General Secretary. The management takes a very strong objection to the various allegations mentioned by you in para 2 of your letter under reply.

In the concluding paragraphs of your letter you have referred to certain problem confronting the employees. As far as we are aware, our employees have no problems and difficulties and the relations are very harmonious and cordial though your Union has put up certain demands which are frivolous to the mind of the management and which are at present pending investigation by the Labour Department of the Delhi Administration. Those pending demands contain even demands on matters which have been finally settled by the Settlement of 16th May, 1960.

We trust that on receipt of this letter you would not indulge in any unnecessary and provocative correspondence with the management and your letters would not be answered in future which please note.

Yours faithfully,
For M O D E R N TILES AND MARBLE,

CC for information to:-

1. The Chairman, Implementation and Evaluation Committee, Delhi Admn Delhi.
2. The Secretary Industries & Labour Department, Delhi Admn Delhi.
3. General Secretary, A.I.T.U.C. 13, Ashoka Road, New Delhi.
4. The Conciliation Officer, Delhi Administration, Delhi.
5. The Director of Industries & Labour, 1, Rajpur Road, Delhi.
6. L. Hans Raj Gupta, M/S H.G. Gupta & Sons Private Ltd. Delhi.
7. Shri B.D. Pathank, Delhi Cloth & General Mills Co. Bara Hindu Rao, Delhi.
8. Shri M.D. Dalmia, Birla Cotton Spg & Wvg Mills Subzimidai Delhi.

11.4.58
The Honourable Minister,
Ministry of Labour,
NEW DELHI.

Subj:- Request for Grant of (1) Grain Compensation Allowance. (2) Grant of Construction Allowance for workers of Hirakud Dam Project.

Honourable Sir,

We the workers of Hirakud Dam Project beg to state the following few lines for your sympathetic consideration and favourable orders.

Although we are working in the Project for many years, we have not yet been allowed so far Grain Compensation allowance, with the result we have been put to many economic hardships during our stay in the Project.

Secondly, we have not been allowed so far construction allowance from the very inception although the same has been allowed to others working in the Project.

In the circumstances explained above, we request the Hon. Minister to kindly take suitable early action regarding the finalisation and payment of all outstanding dues within a reasonable period before 1.4.1960, as the Hirakud Dam Project will be taken over by the Government of Orissa by 1.4.1960, thereby causing changes in Administration, which we feel further delay in the matter.

Request early orders,

Yours faithfully,

Encl:- Signature of
Individuals
in separate sheets.
Total No.

We the workers of Hirakud
Dam Project,
undersigned.

Copy for favour of information and necessary action by Registered post to:-

- 1) The Honourable President, Republic of India, New Delhi.
- 2) The Honourable ^{Prime} Minister of India, New Delhi.
- 3) The Honourable Speaker Lok Sabha, Parliament House, New Delhi.
- 4) The Honourable Minister, Ministry of Home Affairs, New Delhi.
- 5) The Honourable Minister, Ministry of Law, New Delhi.
- 6) The Honourable Minister, Ministry of Finance, New Delhi.
- 7) The Honourable Minister, Ministry of Irrigation and Power, New Delhi.
- 8) The Honourable Minister, for Parliament Affairs, New Delhi.
- 9) The Honourable Member Sri Acharya Kripalini, P.S.P. Opposition Leader, Parliament House, New Delhi.
- 10) ~~Sri Ashok Mehta P.S.P. - do -~~
- 11) The Hon. ^{Member} Sri Mahavir Thyagi, Congress member of Parliament House, New Delhi.
- 12) The Chief Labour Commissioner, Central, New Delhi.
- 13) The Conciliation Officer, Central Jharsuguda, Sambalpur.
- 14) The Labour Officer, Ss Orissa, Sambalpur.
- 15) The Hon. member Sri S.A. Dange (com) Oppn. Leader Parliamentary House, New Delhi
- 16) The Hon. Member Sri Sradhakhar Supakar, M.L. Parliament House, New Delhi
- 17) The Labour Commissioner, Orissa, New Capital, Bhubaneswar

To

The Honorable Minister,
Ministry of Labour,
New Delhi.

Sub:

Request for issue of orders in respect of
payment of gratuity.

Ref:

Supreme court judgement dated 14.10.59.

Honorable Sir,

We the workers of Hirakud Dam Project respectfully
beg to lay down the following few lines for your kind consi-
deration and favourable orders.

That we have not received any intimation so far
from the concerned authorities in spite of an individual
applications through proper channel with copies endorsed to
the Labour Welfare Officer, Hirakud Dam Project.

We, therefore pray you, Honorable Sir, to take
early action in directing the concerned authorities of the
project, regarding the payment of gratuity to workcharged
staff at the time of retrenchment by 1.4.60, as the Hirakud
Dam Project will be taken over by the Govt. of Orissa.

Hope, this will receive you, Honorable Sir,
sympathetic and favourable consideration at the earliest.

Signatures of the individuals
are enclosed in the separate
sheet.

Yours faithfully,

We the workers of H.D. Project.

Copy by registered post for favour of information and
necessary action to:-

1. The Honourable President, Republic of India, New Delhi.
2. The Honourable Minister of India, New Delhi.
3. The Honourable Speaker, Lok Sabha, Parliament House.
4. The Honourable Minister, Ministry of Home Affairs.
5. The Honourable Minister, Ministry of Irrigation and
Power, New Delhi.
6. The Honourable Minister, Ministry of Law, New Delhi.
7. The Honourable Minister, Ministry of Finance, New Delhi.
8. The Honourable Minister, Ministry of Parliamentary Affai.
9. Sri Poros Gandhi, M.P. Parliament House, New Delhi.
10. The Honourable Member Sri Acharya Kripalani, P.S.P.
Oppn. Leader, Parliamentary House, New Delhi.
11. Sri Mahavir Thyagi, Congress, Member of Parliamentary
House, New Delhi.
12. The Chief Commissioner (Central) New Delhi.
13. The Conciliation Officer (Central) Jharsuguda.
14. Sri N. Sanjeev Reddy, President, Indian National Congr
A.I.C.C. Office, New Delhi.
15. ~~Sri Acharya Kripalani, M.P. Parliament House, New Delhi~~
~~Oppn. Leader, Parliamentary House.~~
16. The Labour Officer, Sambalpur (Orissa).
17. The Honourable Member Sri S. J. Danga (Con) Oppn. Leader
Parliamentary House, New Delhi.
18. The Labour Commissioner, Orissa, Bhubaneswar.

(A)

November 28, 1960

Dear Com. Dharadhar,

We shall be much obliged if you could arrange to send us a short note on the important developments in the TU movement in cement industry during the period 1958-1960. We are preparing a general review for these years but find that information on cement available with us is insufficient to arrive at a proper assessment.

We would like to have your note before December 10, 1960.

Awaiting to hear from you,

With greetings,

Yours fraternally,

M.G.

(K.G. Sriwastava)

2

Com. G. Dharadhar,
General Secretary, AICWF,
Bombay.

Under Postal Certificate.

The Bagalkot Cement Co.
Workers Union, Venkatpeth,
Bagalkot. (Dist. Bijapur.)
Date. 28-12-1960.

To

✓ Shri. S.A. Dange. M.P.,
General Secretary, A.I.I.U.C.,
4. Ashok Road,
New Delhi.

Sir,

I am forwarding herewith the resolutions passed in the mass public meeting of the workers held on 27-12-1960 for your consideration and early necessary action.

1/- With the bad motive of denying the facilities such as permanency, grades, increments, leave facilities, bonus etc., the Managing Director of Bagalkot Cement Co., during the 5-6 years consistently removing hundreds of workers before they complete three months and six months services and re-employ the same workers after a fortnight or so by issuing them fresh token numbers. Several workers who have in long services are forced to resign. Thousands of rupees is simply wasted to those who are coerced to resign. If any worker refuses to resign, either he will be charge - sheeted or involved in some false cases. Thus services of both the permanent and temporary workers is most unsecure. Only if you dance to the tune of the Managing Director or his agents you are safe.

Several workers, it is reported, are made to work at "Alco" factory at Amba Ghat, "Cement Plant" of Tendulkar Industries near Thana and at Dr. A.G. Tendulkar's bungalow near Belgaum. Iron Bars and other materials of B.C.Co., at Bagalkot is used to construct the private bungalow near Belgaum. Human labour of B.C.Co., is used in all these three places since the last two years or so. The wages of the workers is paid out of the B.C.Co.'s accounts. Lot of money is wasted to maintain unwanted unsocial bad elements in side the factory to break the unity of the workers and to sponser rival unions.

It is strongly rumored here that without the knowledge of the Board of Directors and share holders, Dr. - A.G. Tendulkar, has mortgaged the Bagalkot Cement Co., for nearly 90 lakhs to Bank of Baroda. Due to swindling and and mis-management the company could not pay the Municipal Tax and the Co.'s Car No. MYX 111. was attached by the - Municipality which is still in the Municipal garrriage and it is also rumored the Managing Director was fined Rs. 250/- by the Court, and also the workers are not paid their wages in time and the bonus for 1959 has not yet been paid.

Looking to the deteriorating conditions of the Cement Factory this meeting of the workers urges upon the Board of Directors, the Central Government and also the State - Government to conduct a thorough enquiry in to these charges and punish the culprits.

2/- Extra wages from 1-1-1960 as recommended by the Cement Wage Board has not yet been paid to the workers. It is reported that the Management has come to an agreement with the representatives of unpopular, company sponsored Kamadar Sangha that this extra wages should be paid in ten instalments from next month onwards. This meeting not only condemns this agreement but strongly opposes the same and demands that the company should pay the extra wages before the end of February, 1961 otherwise the workers will be forced to go on strike.

3/- As per the recommendations of the Wage Board the grades of the workers should be refixed as suggested by it. The company has not yet carried out this. This meeting requests company's Management to refix the grades in consultation with the representatives of this union. Otherwise it is feared that great injustice may be done to several workers.

4/- With the Sole intention of smashing this union, the Management on the instructions of the leaders of the Kamadar Sangha, are suspending the workers, charge-sheeting them on false grounds, forcing them to resign their jobs, involving them in false cases, forcing them to pay subscription to their puppet Kamadar Sangha, transferring them to other departments etc. And thus creating unnecessary hardships to the workers. This meeting strongly condemns this action of the Management and the Kamadar Sangha and warns them that the workers will not tolerate such things in future. This meeting hopes that the Labour Department will give more attentions to these happenings in side the factory and take prompt action to put an end to such illegal "actions of the Management".

Thanking you.

Yours truly,

THE BAGALKOT CEMENT CO.
WORKER'S UNION,
BAGALKOT.

Ankhalabi
for, (N.K. Upadhyaya.)
PRESIDENT,

B.C.CO., Workers Union, Bagalkot.

JAMSHEDPUR: 29.12.1960.

(From your own correspondent).

Strong disapproval was expressed on the recent Memorandum of Settlement between the Associated Cement Companies Ltd., and the Chaibasa Cement Workers' Union in a largely attended workers' meeting held at Jhinkpani yesterday under the auspices of the United Cement Mazdoor Union. Shri Barin Day, the President of the Union, Presided.

Shri Barin Dey said that the INTUC Union has betrayed the interests and rights of the 2000 Cement workers of Jhinkpani by arriving at a Settlement with the employers which, among others, terminated the existing cheap grain supply by the Company, in vogue since the very inception of the Industry at Jhinkpani in 1946 and the previous Awards and Settlements which gave the workmen many benefits and privileges, won after very hard struggles during the preceding decade.

The President also severely criticised the Bihar Labour Commissioner and State Conciliation Officer, under whose instance the Memorandum of Settlement was signed at Jamshedpur Circuit House on 26 th December last, who refused to make 6 elected workmen of the Industry a party to the Conciliation proceeding although, Shri Barin Dey alleged, the 6 workmen in a written memorandum to the Conciliation Officer stated that they do not belong to the INTUC Union and that they should be included as a party. Shri Barin Dey also revealed that 1110 workmen also submitted a signed Memorandum in October last to the Conciliation Officer stating similarly that they did not belong to the INTUC Union and that they wanted to be represented in the Conciliation proceedings by those 6 workmen. According to Shri Barin Dey the action of the Labour Commissioner and the Conciliation Officer was in violation of the provisions contained in the Industrial Disputes Act, 1947.

Concluding, the President urged upon the workmen of Jhinkpani to strengthen the United Cement Mazdoor Union, lately Registered, so that the Company is forced to recognise it as the rightful representative in place of the existing INTUC Union.

Shri K.K.Sinha, the General Secretary of the Union, also spoke.

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Jan 27