

LDC N MUNIAPPA
Trg Bn AMC Centre,
LUCKNOW.

To:

The Chief of the Army Staff,
Army Headquarters,
New Delhi.

Through : Proper Channel

Sub: Appeals.

Sir,

Respectfully I beg to submit this appeal under Rule 5A of the CLS (TS) Rules 1949 read with Rule 30(2) of the CBS (CC&A) Rules 1952 as inserted vide Gazette Notification No. SRC 280 dated 27th July 1960.

2. I have been served with a notice dated 28th November 1960 by the DMS (Army), the appointing authority under Rule 5 of the CDS (CC&A) Rules 1952 (copy enclosed) ordering termination of my services after expiry of one calendar month from the date of serving the notice i.e. 17th Dec. 1960.

3. I have now completed 10 years 9 months service as Lower Division Clerk besides 7 years 8 months as Combatant.

4. As per the decision of Army HQ conveyed under their No. 5320/4/DMS 3(B) dated 31 July 1957, I was awarded the punishment of stoppage of increment until I pass the Matriculation Examination. No indication whatsoever was given there about the period within which I was supposed to have passed the said Examination. Besides this, it was stated in the above quoted Army Headquarters letter as under:-

"It is agreed that a lower punishment than dismissal from service would meet the ends of justice in this case".

In spite of this issuing of Discharge notice to me is very much felt.

5. After serving in the Army as a Hav/Clerk, Gde II for over seven years and 8 months and after serving in the Army Medical Corps as LDC for 10 years and 9 months, I am being thrown out of employment. I have already spent the best part of my life serving in the Army and have attained the age of 42 years. It will be impossible for me to secure a job elsewhere at this advanced age.

6. Incidentally, I may also mention that as the Memorandum explanatory to the Rules of the CDS (TS) Rules 1949, notice under Rule 5 is generally served to maintain discipline or to weed out undesirables and unsuitables. I submit, Sir, that none of the three grounds is applicable in my case, in that I have never been indisciplined through out my service.

7. As regards the efficiency or unsuitability I beg to add that these grounds can hardly come into picture after I have put in over 18 years efficient service both in a combatant and civilian capacity.

8. I further mention that it will be below dignity for me to accept the appointment of Class IV after serving efficiently to the entire satisfaction to my superior officers as Class III post for such a long time.

9. I, therefore, pray that your honour, be pleased to review my case and allow me to continue to serve in this Centre. I also pray that as a special case and in view of my losing service, the condition of my passing the matriculation examination may also be waived and my increments restored.

10. I am sanguine that I shall receive justice at your gracious hands.

Yours faithfully,

LDC
sd/- N MUNIAPPA

Lucknow

17th Dec. 1960.

EMPLOYEES ASSOCIATION



HINDUSTAN AIRCRAFT P. O.
BANGALORE

D. O. No. 58/2809/60

Date January 8, 1961.

Shri K.G. Sriwastava,
Secretary,
A. I. T. U. C.,
4, Asoka Road,
NEW DELHI.

Dear Comrade,

We are taking the liberty of approaching you regarding the termination of a Lower Division Clerk, who has to his credit more than 10 years in the Army, with a request that his case may be taken at the appropriate level, so that unjust order terminating his services may be set aside.

/ through
the A.I.D.
S.F.

We are enclosing the copies of the Termination Order as well as his Appeal addressed to the Chief of the Army Staff. The Appellant is a brother of one of our members.

From the discussion we had with the concerned gentleman, Sri N. Muniappa, we have been able to gather the following facts:-

- (a). After serving in the Army as Havildar Clerk, Grade: II, he was absorbed in the Medical Corps as Lower Division Clerk.
- (b). Few years back there was a query from higher authorities whether he is a S.S.L.C. Candidate or not. Taking into consideration the representation made by Sri Muniyappa, instead of dismissing him from Service, it was decided by the authorities to stop

(Contd... 2)

(All Communications to be addressed to the Secretary)



EMPLOYEES ASSOCIATION

HINDUSTAN AIRCRAFT P. O.
BANGALORE

D. O. No. _____

Date _____ 195 .

: Page: 2 :

his Annual Increments till he passes the Matriculation.

response for
his/

Basing on some Army Rules, Sri Muniyappa has approached the concerned Officer to waive the condition placed on him to pass the Matriculation Examination, to be entitled for Annual Increments, taking into consideration his long good record of service and practical difficulties to pass the Examination. Since there was no representation, finally he has represented the matter to Army Headquarters through proper channel and from the records which are in his possession we observe that his case has been recommended by his immediate Officer for favourable consideration.

Instead of considering his representation sympathetically, he had been issued with a Notice intimating him that his Services will be terminated one month from the date on which the notice has been served on him. Accordingly, his Services will be terminated from 17th January 1961.

(c). There is no valid ground for the termination.

Any information requested by you, we will furnish on hearing from you.

(Contd... 3)

(All Communications to be addressed to the Secretary)



EMPLOYEES ASSOCIATION

HINDUSTAN AIRCRAFT P. O.
BANGALORE

D. O. No. _____

Date _____ 195

: Page : 3 :

We are confident that you would take up this case and see that justice is done to him.

With Greetings to you,

Yours fraternally,


(K.S. KRISHNAMURTHY),
First Vice President.

Encls: 3

Y. S. K. M. A. M.
M. A. M.
T. A. M.

(All Communications to be addressed to the Secretary)

8 FEB 1961

Hindustan Machine Tools Employees' Association

[REG. No. 120]

PRESIDENT : M. S. KRISHNAN
SECRETARY : A. B. BHATTACHARJEE

A-41, H.M.T. COLONY
JALAHALLI, P. O.
BANGALORE

Ref.

Date 6th Feb. 61.

To

Com. S.A.Dange,
General Secretary,
All India Trade Union Congress,
New Delhi.

Dear Comrade ,

In pursuance of the discussions we had with you, at Coimbatore on the H.M.T. situation, I am sending herewith a note on the sequence of events on the issue of recognition of the H.M.T. Employees' Association.

The position remains unchanged. We recently conducted a ~~meeting~~ meeting of ^{Active} ~~entire~~ workers and discussed the future steps. Generally they all welcomed the idea of hunger strike, but desired that a ~~final~~ final decision should be taken only after a campaign among the workers. We are preparing for the campaign.

I would be very much obliged to you if you could see that the E. & I. officer do not allow the position to further deteriorate by either recognising the INTUC Union or by unduly postponing the issue.

issue. Awaiting your early reply,

Yours faithfully,



(M.S. Krishnan)
president.

Sequence of events on issue of Recognition of
Hindustan Machine Tools Employees' Association.

- 26th Oct. 1958. Letter address to Managing Director, H.M.T. by the H.M.T.E.A requesting for recognition on the basis of the recommendations of 15th and 16th Tripartite conferences.
- 30th Oct. 1958. Letter from Managing Director of H.M.T. to the Association intimating that they would be glad to accord formal recognition and desiring that we should subscribe to Code of discipline and give membership of Association of all those who have paid subscriptions at least 3 months during the period of 6 months immediately preceding 1st Novr. 1958.
- 19th March 1959. Letter from Managing Director H.M.T. to the H.M.T.E.A. desiring that we should subscribe to the code of discipline and wanting ratification of the same.
- 20th March 1959. Letter from H.M.T.E.A. to the Managing Director stating that the decision on acceptance would be communicated immediately after the Executive Committee and General Body Meetings of the Association are held to ratify the same.
- 1st July 1959. Letter from H.M.T.E.A. to the Managing Director giving the resolution of the General Body held on 28th June 1959 ratifying the code of discipline and requesting the grant of recognition.
- 26th July 1959. Letter from H.M.T.E.A. to the Managing Director reminding him of our previous letter for recognising H.M.T.E.A.
- 25th August 59. Letter written by H.M.T.E.A. to the personnel Manager-cum-Town Administrator, H.M.T. drawing his attention to our previous letters, pointing out that we have accepted code of discipline, giving the membership ~~total~~ preceding 1st March 58 as 1594 and requesting Management to recognise the Association as it fulfills ~~Criteria~~ for recognition.
- 9th Sept. 1959. Letter from personnel Manager, H.M.T. to the H.M.T.E.A. stating that information furnished is out of date and that it cannot be considered at present.
- 0th Sept. 1959. Letter from H.M.T.E.A. to the personnel Manager expressing surprise at the attitude of the Management, giving the membership of H.M.T.E.A. of all those who have paid subscriptions for at least 3 months during the period of 6 months preceding Sept. 1, 1959 as 924 and requesting for recognition. Also stating that a number of receipt books are outstanding.
- 5th Oct. 1959. The records of the Union including membership register, account books etc. were submitted to the Asst. Commissioner of Labour Bangalore North, Govt. of Mysore, Bangalore since he wanted them for scrutiny and verification. It was with him for 2 months and after sometime handed over to us on 2-1-60.
- th Jan: 1960. Memorandum submitted to the prime Minister during his visit to Bangalore pointing out the unfair labour practices of Management and requesting him to intervene to settle all disputes amicably.
- th Jan. 1960. Memorandum submitted to Sri Nanda, Minister for Labour and Employment pointing out the position in H.M.T. drawing attention to the issue of recognition of H.M.T.E.A. and desiring that he should see that H.M.T.E.A. is recognised.
- id Jan: 1960. Apart from the submission of records ^{to} by the Asst Commissioner of

of visit,
Commissioner, the Commissioner of Labour, Govt. of Mysore, himself paid a surprise visit to the Union office on 22-1-60 along with his staff and the Asst. Commissioner of Labour. All our records were verified and checked by him personally. We were told that a report would be sent on the basis of his inspection.

- 14 April 60. Letter from Evaluation and *implementation* Investigation officer, Govt. of Mysore desiring us to submit a list of those who have paid for 3 months during the period of 6 months preceding 31-3-60 and also other records such as registration certificate, membership register, cash and account books etc.
- 10th May 1960. Letter from E.&I. officer to H.M.T.E.A. and H.M.T.Karmika Sangha requesting us to inform him as to whether additional *time* is needed for submitting records.
- 17th May 1960. Letter from E.&I. officer asking us to mention *machin and giving finalising*.
- 18th May " Letter from E.&I. officer to both H.M.T.E.A. and H.M.T.K.S. desiring that we should meet him on or before 23-5-60 with a letter asking for time.
- 23rd May " The H.M.T.E.A. representatives met the E.&I. officer and submitted a letter dated 23-5-60 requesting time till 2-6-60 to submit records since some of the account books were with the auditor.
- 2nd June 60. Letter written by H.M.T.E.A. asking for clarification from E.&I. officer on certain issues
- 1) Why the records of H.M.T.KS are called for when it ~~has~~ not required even 1 yr standing & does not fulfil criteria.
 - 2) What were the results of the two verifications of our records conducted by the Commissioner of Labour and E.&I. Govt. of Mysore.
 - 3) How the date of reckoning was fixed as March 31, 1960 while the H.M.T.E.A. has been demanding recognition from 1958 whether the date of reckoning should be the date on which we asked for recognition or any date arbitrarily fixed by the E.&I. Officer.
 - 4) Clarify about the procedure to verify our records.
- The letter also requested time till 10-6-60 to decide on submission of records after hearing from the E.&I. officer.
- 2nd July 1960. All the records etc. as desired by the E.&I. Officer were submitted by H.M.T.E.A. for verification.
- 18th August 60. Letter from E.&I. officer, Govt. of Mysore, to H.M.T.E.A. stating that the list of members as on 31-3-60 is not upto date fixing 1-7-60 as date of reckoning and desiring that we submit a list within 10 days of receipt of this letter.
- 14th Sept. 60. Letter from E.&I. Officer stating that there would be ~~verification~~ verification of membership of the Unions, that 1-7-60 has been fixed as the day of reckoning, asking us to submit all records within a week from the date of receipt of the letter and requesting us to co-operate as the previous verification could not stand scrutiny.
- In response to the above, a list of members of the union as on 1-7-60 was again submitted to the E.&I. officer.
- After this we were asked to take back the records in Oct. 60 and we did so.
- 8th October 1960. Letter from E.&I. officer, Govt. of Mysore, enclosing for our information copy of procedure for verification as accepted by the 4 Central Trade Union organisations and stating that all relevant records in respect of our Union would be called again on a date to be specified later.

18th Novr. 60.

Memorandum submitted by H.M.T.E.A to the Minister for Labour on 3 issues (a) Demand of workers and early reference of disputes to Tribunal (b) Recognition of H.M.T.E.A. pointing out how 3 verifications took place with no result, how the president of H.M.T.E.A. is not allowed to go to Union office situated in colony and desiring that secret ballot be taken of employees and (c) unfair labour practice of the management and in particular the transfer of Sri A.B.Bhattacharya to Calcutta in order to smash the H.M.T.E.A.

18th Novr. 60.

Letter from the Asst. Labour Commissioner, E & I fixing Novr. 1st 1960 as the date of reckoning and wanting the union to submit records within 10 days of receipt of the letter.

3rd Decr. 60

Letter from Asst. Labour Commissioner, E.&.I. to H.M.T.E.A. giving a final notice to submit records within 10 days of receipt of this letter.

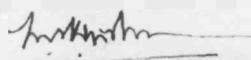
4th " 60.

~~Personal~~
Personal discussion with the E.&.I. Officer, Govt. of Mysore by the president, H.M.T.E.A. stating how the submission of records is being made impossible by the Management of H.M.T. by not allowing the president to the Union office, by transferring the Secretary to Calcutta and by not allowing other office bearers to carry on normal T.V. activities. The President expressed willingness to submit records if at least he is allowed to Union office. The E.&.I. officer stated that he has not got either the records of the H.M.T.E.A. or the I.N.T.U.C. union. He stated that he will report to the Govt. of India how both Unions have not submitted records, how the HMTEA is unable to submit it though desirous of doing so due to the obstacles put by the Management and how the H.M.T.K.S has refused to submit it.

The E.&.I. Officer is awaiting further instructions from the Govt. of India E.&.I. Officer.

28th Jan 61.

Letter written by H.M.T.E.A. to E.&.I. officer stating reasons why we could not submit the records in time and desiring that proper conditions be created for a just verification.


(M.S. Krishnan)
President.

99, Bull Temple Rd,
Bangalore-19
Date. 29-1-'61

-2-

Dear Comrade Elias,

I hope you have ~~written~~ received my letter regarding the situation in HMT. I have also received a copy of the letter addressed by Com. Dange to Sri. Nanda. It is quite good. It will help us. Another letter has also been received from the Labour Ministry, stating that our disputes are being considered in consultation with the State Govt, that the proposal to go on Hunger strike amounts to coercion and hence will be a violation of the Code of discipline if undertaken and that we should desist from going on Hunger strike. This is a new situation. We will have to consider in our committee etc., I will be much obliged if you could advise me on this. Please inform about this to Com. SAD and KG. Here the situation is like the peace of the grave. Many workers are leaving the colony due to fear of goonda attacks. In particular the Malayali residents are quitting. Nearly about 45 houses have become vacant. The Management is asking the workers not to quit and that if they quit the colony, they will not be given any bus pass. This means, the Management is not prepared to give safety or security in the colony, nor are they prepared to allow the workers to leave the colony and stay outside, in the city without fear of goondasism. Our stand is that the workers should not leave the colony. But this does not cut much ice. It will be good if you raise this in the Parliament if possible. Apart from this, you might have known that seven of our members of HMTEA, including one Executive Committee member have been arrested and chargesheeted for alleged murder of the worker who is said to belong to the other INTUC Union. We will have to defend these comrades. This means money. We will collect as much as possible. We will be grateful if you, I mean, the Federation could help us.

So much about HMT. There is another personal work which I would request you to do. That is about my sister who married the ICS fellow about which I have told you. Of course the case has been filed for judicial separation and maintenance. Sri. MAT Iyengar, the ICS ~~has~~ officer, has sent an objection statement wherein he says that he is under suspension without salary, that he is due to retire with no prospect of another job and so only Rs 100/- could be given as maintenance. This means we will have to find out the details about Sri. M.A.T. Iyengar, from the West Bengal Government and Govt. of India. We will have to produce documentary evidence about his position, whether he is really suspended or not, if suspended whether he is with or without pay, what allowances ICS Officers get during suspension, or when they are on leave, what retirement benefits they get etc., I will be much obliged if you could get some information about these or at least put me in the way as to from where we can get it. Can we get documentary proof of all this, say, the civil list of West Bengal ICS and other services, the Rules governing the ICS Officers, any order passed regarding Sri. Iyengar etc.? Please bestow some thought and attention and help me. If you can yourself write to someone in Calcutta and get the necessary material for me I will be extremely grateful. I need not tell you anything more.

I have received an intimation from Govt. of India, that the first meeting of the ~~the~~ Committee will be conducted on 1st May 1961 at Delhi. So I am coming to Delhi, if by that time things do not develop in a different direction here. You please tell me what all I should do here for the Federation by the time I come. I will try to do my best.

Please convey my greetings to Coms.

-3-
KG and Achuthan as well as Com Sadhan. Hope
this finds you in the best of your health.
With greetings,

Yours fraternally,



अन्तर्देशीय पत्र
INLAND LETTER



PERSONAL
HMT file

Sri. M. Elias M.P.

Secretary, National Federation of Metal
and Engineering Workers of India
No. 4, Ashok Road,

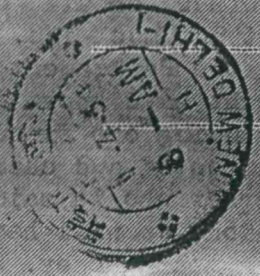
NEW DELHI

पहला मोड़ First fold

दूसरा मोड़ Second fold

तीसरा मोड़ Third fold

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



इस पत्र के अन्दर कुछ न रखिये NO ENCLOSURES ALLOWED

FROM
S.N. Kondasamy,
Room NO: 5
"Puttappa Buildings"
T.D. Lane,
Cotton pet circle,
Bengaloor - 2

15-2-61
4 PM

पोस्ट कार्ड
POST CARD
जवाबी
REPLY
केवल पता
ADDRESS ONLY



To
The Secretary,
All-India Trade Union
Congress,
4, Ashok Road,
New Delhi.
NEW DELHI.

FEB 16 1961

S.N. Kondasamy,
Room NO: 5, "Puttappa Building,"
T.D. Lane, Cotton pet circle,
Bengaloor - 2,

To
The Secretary,
A.I.T.U.C., 4, Ashok Road, New Delhi,

Sir,
I am a member of Executive committee of Indian-
Telephone industries Ltd, Dairymen's Employ Union.
We wish link ~~to~~ our union in the "A.I.T.U.C." so
please in form me full particulars, above the
connection. I expect your reply at an early
date.

Thanking you.
Bengaloor - 2.
14.2.1961

Yours faithfully,
S.N. Kondasamy
RR. Kondasamy
16/2/61

Received 4/8/17-3.61
Number

HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION

President: M. S. KRISHNAN
Vice President: GEORGE JACOB
Secretary: A. B. BHATTACHARJEE
Ass. Secretary: K. M. MUNIYAPPA
Treasurer: P. S. EASWARAN

Address: C/O President
99, Bull Temple Road
Bangalore-19

HMT
JALAHALLOR
BANGALORE

Ref.

Com. S.A. DANGE
GENERAL SECRETARY
A.I.T.U.C. NEW DELHI

Date 14-3-'61

Dear Comrade,

I hope you have received my last note dated 6th February '61, giving you the sequence of events about Recognition of the Union. I did not hear anything from your end.

Meanwhile the position is worsening in HMT, as far as the relationship between the Management and the employees is concerned. The Management, it appears, unilaterally, has recognised the other INTUC Union. I learn, the Board of Directors who met on March 1, '61, decided to accord recognition to the INTUC UNION. Whether they have really decided so or not is not clear. However, certain facilities ~~which were given~~ have been given to the other Union. On 8-3-'61, they had their General Body meeting. For this GB, transport facilities to take the employees to and from the meeting, and permission of Two hours for the employees working Overtime on that day to attend the meeting had been given. Despite all this their meeting was a poor show. It appears about 200 workers were present. The Management put up the notices of the other Union on factory notice-boards, which facility we were getting. These actions confused the workers. On discussion with the local EAI Officer (Ast. Labour Commissioner), we learnt that no recognition has yet been given to the other Union. While facilities are extended to the other Union, yesterday we received a letter withdrawing all the facilities which we used to enjoy, namely (1) Transport facilities to attend the GB meetings (ii) Office accommodation in the colony premises (iii) permission for Union representatives, as on duty, to attend the conciliation, adjudication and other official proceedings (iv) Permission for Executive Committee members to attend the Executive Committee meetings and to be treated as on duty (v) Free bus pass to two Office-bearers of the Association (vi) Posting of Association notices on the Company notice boards. Though the letter came ~~on 12th~~ yesterday, most of the facilities have already been withdrawn in practice. The only remaining thing was the Union Office. Now they want us to vacate it with immediate effect. We have replied saying that it is not possible to comply with this request. We expect the Management to make a forcible entry into the office with the help of security men and others. We have represented this matter to the Minister for Labour, Government of Mysore. We have also written to Sri, Nanda. Besides we have asked for police protection from the police authorities. But we do not expect much to come out of these representations. It will be helpful if you could speak about this matter to the Minister for Labour, ~~Govt.~~ Govt. of India.

Apart from the above, we are seriously preparing for the Hunger Strike. We had a General Body meeting on 8-3-'61 and we have resolved to conduct indefinite Hunger strike, anyway after April, 1 1961, if by that time, the pending issues are not settled. A notice in this regard has also been served ~~on~~ the Management (Copy

enclosed). On the day of the General Body meeting on 8-3-'61, we went in a procession to the Legislative Assembly which was in session. The police stopped us at a distance. We later met the Minister for Labour and explained to him the situation. The present Minister for Labour is newly taken in (Sri. Vaikunta Baliga) and he wanted time to look into the matter. We met him again today and I am afraid nothing will come out from his end. However, without pinning our faith in any of these, we are preparing for the Hunger strike. Date and personalities are not yet fixed. There is enthusiasm among the employees, and they also feel that there is no alternative to struggle.

When we went to the Commissioner for Labour today, we were informed that the Centre has decided to take over all matters connected with labour in the four Public Sector Industries of Bangalore. Because of this, I am afraid the Mysore Government may not move much. Now everything rests at Delhi. We request you to help us in our struggle, and for achieving the demands etc., I also request you to let me know whether the Central evaluation officer, or the Ministry for Industries has decided to recognise the INTUC Union. An early reply is solicited.

With greetings,

Yours fraternally,

[Signature]
President

Enclosures:

- i) Copy of notice Hunger strike
- ii) Copy of letter addressed to Sr. Nanda, Minister for Labour, G.O.I., Mysore

*we can refer it as broad
of case of this case to Central
Implementation authority.*

MMS
243

HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION

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

C/o President
 99, Bull Temple Road,
 Bangalore-19

HMT Club
~~XXXXXX~~
~~XXXXXX~~ O,
 BANGALORE 13

Ref.

Date 14-3-'61

To

The Minister for Labour and Employment
 Government of India
New Delhi

Dear Sir,

Subject: Pending disputes of the employees
of HMT

We had submitted a Memorandum to you on 18th November 1960 detailing the position in Hindustan Machine Tools and explaining how the several issues are lie unsolved. In particular we had spoken to you about the pending demands of the workers as submitted through the demand memorandum on 7-1-'59 to be referred to the Industrial Tribunal for adjudication, about the question of recognition of the union with a request to conduct secret ballot to decide the same, about the unfair labour practices and in particular about the denial of permission to the Union President to go to the Union office situated in the colony premises and the unjust transfer of the Secretary of the Association to Calcutta. While we are happy that this ~~xxx~~ memorandum has been acknowledged, we regret we do not know what action has been taken about the issues raised.

In the meanwhile, sir the position has deteriorated further. While on the one side the Government is delaying taking a decision on issues like reference to Tribunal, recognition etc, the Management is taking action unilaterally. Recently, namely, on March 1, 1961, it appears the Management accorded recognition to the HMT Karmika Sangha. The Management has granted certain facilities which they were not enjoying till to-day and they have taken away certain facilities which we were enjoying all along. On 8-3-'61, the Karmika Sangha had their General Body meeting. The Management gave them transport facilities to carry the employees to and from the meeting. Besides, since it was a day on which nearly 500 employees were working overtime, the Management gave special permission to these employees to leave the work for two hours to attend the meeting. In fact this was made use of by ~~the~~ some of the officers and leaders of the rival union and workers, though unwilling to attend the General body were forced to attend ~~the~~ it. At the same time, we have received a letter yesterday from the Management stating that all the facilities given to us have been withdrawn. The facilities withdrawn are (1) accommodation for housing the Association Office (2) Free bus pass to two Office-bearers of the Association (3) permission given to treat as on duty, the representatives of the Association for attending conciliation, Adjudication or other official proceedings, (4) permission accorded to treat as on duty, the Executive members and Office-bearers of the Association to attend the

Executive Committee meetings and (5) posting of Association notices on the notice boards of the company. Along with this letter, we have also received another from the Management asking us to quit the Union offices with immediate effect. Making use of the present situation, and with the direct and indirect help of the Management, some rowdy elements of the other Union are resorting to goondaism and beating honest and innocent workers just because they belong to our Union. On 26th February 1961, when some of our active workers including the Assistant Secretary were distributing handbills of the Association outside the factory gates, some goondas fell upon them, beat them, snatched away the handbills and burnt them. Similarly, on 6-3-'61, at about 10 P.M. when one of the employees Sri. Subbaramu, a member of the Association was returning home after duty, he was beaten by a group of goondas. On 7-3-'61, One Velayudhan was set upon and beaten by the same group. On the same day One Sridharan Nair, was beaten right in front of the Personnel Officer cum Town administrator. Again on 9-3-'61, one of our active workers Sri. Mangaladas, while he was going alone he was beaten by the same goonda group of about thirty persons. He has been very badly injured. We have reported about all this to the authorities. But no effective action has been taken.

Because of the inordinate delay in settlement of issues by the Management and Government, because of the unilateral actions of the Management in withdrawing facilities in flagrant violation of the Code of discipline, the Association is left with no alternative but to take recourse to direct action. The General Body meeting of our Association held on 8-3-'61 has resolved to conduct an indefinite Hunger strike any day after April 1, 1961, if by that time the issues are not settled by the concerned authorities. A notice to this effect has also been served on the Management, and a copy of the same is enclosed herein for information.

As stated earlier, in the meantime, the Management is trying to force to vacate the Association Office premises, situated in the colony. Since we have stated in our reply that this reply cannot be complied with as it will dislocate our work, the Management, it appears is thinking of forcibly entering the Association Office and occupying it. As you will appreciate this action of the Management, if implemented is bound to have serious repercussions among the employees. Besides it will also be an illegal action. Considering the seriousness of the situation, we request you to intervene and ~~intervene with the Management~~ and see that the Management does not precipitate matters by forcing the issue of Vacation of the Union Offices.

You will appreciate Sir, we have been enormously patient all these days to get all the grievances solved through peaceful means only. Since all our efforts failed, as a last resort, we have decided on Hunger Strike. We request you, even now, to use your good offices and see that the grievances of the employees are settled, and the Hunger Strike averted.

Thanking you,

Yours faithfully,

PRESIDENT

HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION

President : M. S. KRISHNAN
 Vice President : GEORGE JACOB
 Secretary : A. B. BHATTACHARJEE
 Ass. Secretary : K. M. MUNIYAPPA
 Treasurer : P. S. EASWARAN

Address: C/O President
 99, Bull Temple Road
 Bangalore-19

~~HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION~~
 BANGALORE 19

Ref.

Date 19-3-'61

To
 Com. M. Elias M.P.
 General Secretary
 National Federation of Metal and Engineering
 Workers of India
New Delhi

266-A

Dear Comrade,

It is a long time I wrote to you. When we met at Coimbatore I had told you about the situation in HMT. You also remember the discussions we had with Com. SAD.

After this, we held three active workers meetings and discussed the situation and further concrete steps to be taken in HMT. The unanimous opinion was that we should conduct Hunger strike. For this purpose, we had a General Body meeting of the Association on ~~8-3-61~~ 8-3-'61. This GB was well attended and it was resolve to conduct the Hunger Strike any day after April, 1961 if by that time the Management does not settle the issues. On the same day we went in a demonstration to the Vidhana Soudha, where the Assembly was in session. The Police stopped near the offices. We met the Minister for Labour and explained the situation. Since he is a new minister who does not know anything about the HMT affairs (The old minister has given up Labour portfolio after the recent expansion of the Ministry), he wanted time to look into the matter.

We have served a notice on the Management in respect of hunger strike (Copy enclosed). There are six issues on which the hunger strike is started. Not that all the six are capable of solution by this struggle. However, even if some of them settled it is a moral victory for the Union and the workers. However certain new developments have taken place after our decision. The Management has withdrawn all the facilities that have been given to us, namely, Union office in colony, free Bus pass to two office-bearers, permission to attend the Executive Committee and meetings once a month as on duty, permission to attend the conciliation, adjudication proceeding of union representatives as on duty, transport facilities for GB meetings etc. While all the rest had all been virtually withdrawn earlier, the Union Office was now remaining. But now the quit notice has come and we are supposed to vacate it immediately. We have till now resisted. We have decided to conduct a demonstration to-morrow before the General Managers house to force him to rescind the order. It is yet to be seen as to what will happen to-morrow. On another side, we have represented this matter to the Ministers for Labour, GOM and GOI, the local police authorities also. But we do not expect much relief. If we have strength we will resist or else we may have to quit. It will be extremely useful if you could intervene and talk to Sri. Nanda about it and see that he advises the Management suitably, suggesting any action as proposed. Another development is, that management has again begun to use the rowdies in order to beat our active workers in the colony, and see they are terrified. Recently they beat our Asst. Secretary, and three more active workers. One Mangaladas was very badly beaten. They are proposing to beat many more. We have represented this matter to the Police. At the same time, we have also decided to resist any attack that may come in future. However in these two or three attacks recently has created fear in the colony residents. Many, in particular the Malayalam workers have left the colony and have come over to the city. The police, though directly not helping the goondas, are indirectly with the Management. We have met

PTO

the IGP, and the Deputy Inspector General of Police and submitted a Memorandum. But all this, as you know will be of no avail. It will have to be a bitterly fought struggle which can win anything for the workers. For this preparations are going on.

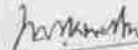
Another matter in which your intervention is absolutely necessary is the issue of recognition of the Union. This issue whether we should be recognised or the other INTUC Union has been pending with the Government of India from a long time. Five times records were called from us. Nothing happened. Now it appears the Management, at a meeting of the Board of Directors held on 1-3-'61 has decided to recognise the INTUC UNION. This is a unilateral action in complete violation of the Code of discipline. The INTUC union has published a handbill stating that they have been recognised. We approached the local Commissioner of Labour as well as the local E&I Officer. Both say that the Management has no right to take unilateral action. However something seems to have cooked up at Delhi. Hence I would request you kindly to make it convenient to meet the Central authorities as well as the Minister for Labour and see that the Managements action is not accepted. I have written about all this to Com. SAD. I leave it to you to do as you think best.

I need not tell you that if the struggle comes off, your assistance, help, support and guidance is very essential. ~~From~~ I hope I can confidently rely on the active help of the Federation.

I have nothing more to write at present. I was extremely happy to hear of the marriages of Coms. Achuthan and K.G. In fact I learnt of Com. KG'S marriage only after the date of marriage. Please convey to both of them my best wishes for happy married life. I could not write to them about this, for which they have to excuse me. Hope this reaches you in the best of your health.

With greetings,

Yours fraternally,



M.S. Krishnan

*The application files, constitution etc
are received from Mr.
[unclear]
20-3-61*

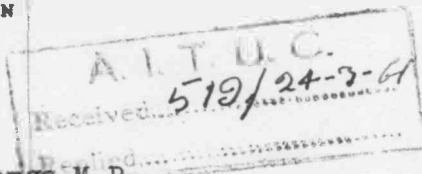
INDUSTRIAL MACHINE TOOLS EMPLOYEES' ASSOCIATION

President: M. S. KRISHNAN
 Vice President: GEORGE JACOB
 Secretary: A. B. BHATTACHARJEE
 Joint Secretary: K. M. MUNIYAPPA
 Treasurer: P. S. EASWARAN

Address: c/o President
 99, Bull temple Road
 Bangalore-19

INDUSTRIAL
 MACHINE TOOLS
 ASSOCIATION
 BANGALORE 19

Ref.



Date 19-3-'61

To
 Com. S.A. Dange M.P.
 General Secretary
 All India Trade Union Congress
 New Delhi

Dear Comrade,

I hope you have received my previous letter, dated 14-3-'61.

In that letter I had spoken to you about the Management withdrawing the facilities that had been given to us and their asking us to quit the Union Office. In respect of the above, after our representation to the Minister for Labour, Government of Mysore, we learn a DO letter was written by the Commissioner of Labour to the Management asking them to keep the matter of asking us to vacate the Union office, pending. The Police authorities also told us that they would request the Management not to precipitate matters. However these do not seem to have cut much ice as far as the management is concerned. We have received a letter yesterday, from the Personnel Manager asking us to quit by 18-3-'61, failing which they have decided to forcibly evict us. This issue was discussed by us at a meeting of volunteers to-day. It has been decided that the workers should en masse go to the General Manager and demand that the letter of vacation of Union Office is withdrawn. It has been resolved that we should not quit the place till a positive answer is obtained from the General Manager, Sri. S.M. Patil. This demonstration is scheduled to take place to-morrow evening.

Another matter about which your opinion is necessary is about the date of Hunger strike. The employees feel that it would be good to start it after taking the pay, that is after 7th April. The opinion is to start it on 12th April, since that day is a holiday for the workers, and it would be possible to go in a demonstration. How far this date suits you is to be considered. Unless you are there at Delhi during the time of our hunger strike, it would be difficult for us to negotiate at the Delhi level. But I learn the Party Congress which you are attending will be from 7th April to 15th. If we do not start on 12th we will have to do it on 19th. But the feeling is that it will be too late. However I would request you kindly to let us know your opinion about the same. You could send a letter in person with the comrades who have come to the world peace council session.

Preparations for the hunger strike are proceeding. We have planned to have series of public meetings in different parts of the city, where Trade Union leaders of KPTUC, HMS and independent Unions will address. A meeting of city TU representatives will be conducted on 24th March '61, for discussing how best to support the struggle.

Expecting an early reply from you,

Yours fraternally,

M. S. Krishnan
 M. S. Krishnan

March 27, 1961

Dear Com. MSK,

Your letters to Com. Dange.

He has written the accompanying letter to Shri Nanda, before he left for Bombay today.

Hope you will keep us informed of the developments.

With greetings,

Yours fraternally,

(M. Atchuthan)

Encl:

HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION

President: M. S. KRISHNAN
 Vice President: GEORGE JACOB
 Secretary: A. B. BHATTACHARJEE
 Joint Secretary: K. M. MUNIYAPPA
 Treasurer: P. S. EASWARAN

HMT Colony,
 JALAHALLI P. O.
 BANGALORE 13

Ref.

Date 23-3-'61

To

Com. S.A.Dange M.P.
 General Secretary
 All India Trade Union Congress
 New Delhi

Dear Comrade,

This is in continuation of my letter dated 19-3-'61 sent through one of our Comrades (Com.K.S.Vasan).

~~On 20-3-61, a violent demonstration was held~~

As I had written, the Management occupied forcibly the Union office on 20-3-'61. They removed all our properties with the help of the Security in the afternoon when all the workers were working. In the evening when it was known that the Union office had been taken possession of, about 100 workers came and desired to go into the Union office even if it meant scuffle etc.,. However we decided to go to the Police Station and protest against the illegal action of the Management. As we went to the Police Station, police told us that they would not allow us to proceed to the colony. However they assured us to get the properties belonging to the Association. We later dispersed peacefully. Even before this we got information that the Management, in particular the Personnel Manager had sent the HMT vans to the city to fetch the goondas to beat our workers. At about 8 P.M. we came to know that about 200 persons, some belonging to the INTUC Union and rowdies etc, had gathered near the circle and other places to beat the employees and particularly the Malayalis. I told about this to the Sub-Inspector of Police and said that he should give adequate protection to the few workers who had to go to the Colony, or else there might be clash for which we should not be held responsible. The SI assured that nothing will happen. Even the D.S.P was present at this time. However, when some of our workers were proceeding to their houses, some of the goondas followed our workers, and later picked up a quarrel just near the colony. There was a clash, and in the melee one person was killed. This man is one Krishnappa of Jalahalli village. He was working as a crane operator and participated in all the previous attacks against us. After this the villagers of Jalahalli, numbering about 200 armed with clubs and lathis, were rushing to the colony to beat ~~back~~ all and sundry. The police intervened and dispersed them. However this did not stop the havoc. In the night, the goonda groups went about freely armed with lathis etc, smashed some of the houses, looted them and beat many workers. They created an atmosphere of terrorisation. All this took place with the active help and connivance of the Management and the Security staff of the company. Because of this panic, many workers have left the colony and many are on leave. We have reported all this to the Police authorities. Beyond reinforcing the police force, no other action has been taken against the culprits who looted etc. On the other hand, they have till now arrested four persons, Messrs, Madhava Rao, A.G.Naik, Sounderarajan, Velayudhan. All of them are members of our Union and they are going to be implicated in the murder of an employee whom the INTUC claims as their active worker.

Because of the above, the workers are a bit shaken. The colony workers are

extremely frightened. The attention of all the workers is now diverted away from the hunger strike for which we were making serious preparations.

We have sent a Telegram about this to Sri. Nanda. We have also written to him about the details. We request you to intervene and see that these matters are brought to the notice, in the Parliament and to others. We are shortly having a meeting of the Active workers of the Association to consider the further steps, such as defence of the accused etc.,.

With greetings,

Yours fraternally,


M.S. Krishnan

HINDUSTAN AIRCRAFT

TELEPHONE : 5101
AIRCRAFT EXT : 75
(INTERNAL : 150)



HINDUSTAN AIRCRAFT EMPLOYEES ASSOCIATION

EMPLOYEES' ASSOCIATION

HINDUSTAN AIRCRAFT P.O.
BANGALORE -17

92/3224/61

Revised Job Classifications & Pay Scales for Ratification
April 6, 1961

Parvathi Krishnan, Member of Parliament,
c/o All India Trade Union Congress, Control-C, Mail, Messenger,
4, Ashoka Road, Ward Boy, Ware Worker, Water Boy,
New Delhi.

Dear Madam

In connection with certain demands placed by HAEA we would like to inform you that after prolonged discussions we were able to reach a negotiated settlement with the Management of Hindustan Aircraft Ltd. Though we are not fully satisfied with the pay revision under the existing conditions we thought that it would be better to reach a settlement with the Management. There had been in fact some pressure from INTUC people here against coming to a settlement on the payscales. A copy of the new pay scales is enclosed herewith for your information. The benefits employees got out of the implementation ranged between Rs.5/- to Rs.58/- with an average of Rs.10/- to Rs.11/-. The important features of the scheme are (a) that no body will be adversely affected, (b) that elimination of daily rated wages, (c) upgrading of several job designations (d) creation of new job designations for highly skilled trades, (e) merger of large portion of Dearness Allowance with basic pay, (f) enhanced rates of Incentive Bonus, (g) enhanced attendance bonus and (h) right to opt to the new scales or to remain in the existing payscales.

In addition to an adhoc increase of Rs.5/- for all categories of employees drawing a basic salary of Rs.300/- and below a sum of Rs.150/- was paid to all employees up to the rank of Asst. Supervisors and below on an adhoc basis.

We are now going to discuss payscales of Supervisory personnel drawing salary upto Rs.500/-.

On the whole the approach of the Management was somewhat reasonable.

Comparing to payscales of Indian Airlines Corporation we are still lacking far behind and we hope to take up this issue some time.

We would request you to give your comments on the same.

With regards and best wishes,

Yours faithfully,

[Signature]
Daniel J. Theophilus
General Secretary

Encl:

All Communications to be addressed to the General Secretary.

*copy
nil
5-7
disposed
workers
18 am
20/4/61*

HINDUSTAN AIRCRAFT EMPLOYEES ASSOCIATION BANGALORE.

Revised Job Classifications & Pay Scales for Ratification

GROUP 1—B: 70—2—72—3—93.

Ayah, Dhobi, Fireman (Trainee), Helper, Janitor, Malaria Control-C, Mali, Messenger, Pantry Boy, Scavenger, Waiter, Ward Boy, Ware Washer, Water Boy.

GROUP 2—A: 80—3—92—4—112.

Acid Worker, Autoscrew Machine Operator C, Batteryman-B, Bench Mechanic-C, Carpenter-C, Die Scraper-C, Drill press operator-C, Electroplater-C, Electrician-C, Fitter-C, Furnaceman-C, Heat Treat Operator-C, Mechanic-C, Moulder-C, Painter-C, Plastic & Fibre Worker-C, Plumber-B, Punch Press Operator-C, Putty Cutdownman, Rivetter-B, Sandblast Operator, Saw Mill Operator-C, Sheet Metal Worker-C, Welder-C.

GROUP 2—B: 80—3—92—4—112

Binder, Blue Printer-C, Boiler Attendant, Butler, Duplicator Operator, Fireman, Malaria Control-B, Maistry-B, Route Messenger, Second Cook, Watch & Ward Guard, Water Pump Operator-B.

GROUP 3—A: 90—3—93—4—121—5—126.

Autoscrew Machine Operator-B, Blacksmith-B, Decolite Layer, Drill Press Operator-B, Furnaceman-B, Heat Treat Operator-B, Lathe Operator-C, Layoutman-B, Painter-B, Planer & Shaper Operator-B, Plastic & Fibre Worker-B, Plumber-A, Punch Press Operator, B, Saw Mill Operator-B, Sheetmetal Spinner, Spot Welder-B, Tailor-B, Wire Drawing & Rivet Forging Machine Operator.

GROUP 3—B: 90—3—93—4—121—5—126

Aerodrome Traffic Hand, Asst Traffic Inspector, Compositor-B, Compounder-B, Dresser-B, Extinguisher Inspector, File Clerk, First Cook, Hired Cartman (with cart), Mason, Watch & Ward Havildar

GROUP 4—A: 100—5—120—6—150.

Aircraft Electrician-B, Autoscrew Machine Operator-A, Batteryman-A, Bench Mechanic-B, Blacksmith-A, Carpenter-B, Drill Press Operator-A, Electrician-B, Electroplater-B, Fitter-B, Furnaceman-A, Instrument Craftsman-B, Lathe Operator-B, Mechanic-B, Milling Machine Operator-B, Moulder-B, Painter-A, Pattern Maker-B, Punch Press Operator-A, Planer & Shaper Operator-A, Radio Craftsman-B, Rivetter-A, Saw Mill Operator-A, Sheetmetal Worker-B, Spot Welder-A, Tailor-A, Tool & Diemaker-B, Welder-B,

GROUP 4—B: 100—5—120—6—150

Accounting Machine Operator-C, Blue Printer-B, Clerk-B, Clerk-cum-Typist-B, Compositor-A, Comptometer Operator-C, Dark Room Assistant, Despatch Rider, Dresser-A, Driver, Expeditor, Leading Fireman, Malaria Control-A, Maistry-A, Midwife, Physical Training Instructor, Printing, Press Operator, Sanitary Inspector-B, Store Clerk-B, Telephone Operator-B, Tracer-B, Truck Driver, Typist-B, Water Pump Operator-A, Watch and Ward Jamedar.

GROUP 5—A: 120—6—138—7—145—8—185.

Aircraft Electrician-A, Aircraft Painter, Bench Mechanic-A, Carpenter-A, Crane/Traverser Operator, Die Scraper-A, Electroplater-A, Electrician-A, Fitter-A, Heat Treat Operator-A, Instrument Craftsman-A, Loftman, Layout Man-A, Lathe Operator-A, Moulder-A, Mechanic-A, Milling Machine Operator-A, Pattern Maker-A, Plastic & Fibre Worker-A, Radio Craftsman-A, Sheetmetal Worker-A, Sheetmetal Spinner-A, Welder-A.

GROUP 5—B: 120—6—138—7—145—8—185

Aerodrome Operator II, Accounting Machine Operator-B, Addressing Machine Operator, Airplane Tractor Driver, Asst. Pictograph Operator, Blue Printer-A, Boiler Operator, Clerk-A, Clerk-Cum-Typist-A, Chief Cook, Compounder-A, Clinical Assistant, Comptometer Operator-B, Computer-B, Draftsman-B, Inspector-C, Photography Assistant, Stenographer-B, Store Clerk-A, Tracer-A, Typist-A, Watch & Ward Subedar.

GROUP 6-A: 140-8-156-9-165-10-225

Aircraft Erector, Airframe Mechanic Structural, Electronic Mechanic, Engine Mechanic, Field Service Mechanic, Farnaham Roller Operator, Group Leader, Machine Setter, Radar Mechanic, Mill-wright, Stretch Press Operator, Tool & Diemaker-A.

GROUP 6-B: 140-8-156-9-165-10-225

Accounting Machine Operator-A, Aerodrome Traffic Assistant, Assistant Safety Inspector, Asst. Store-Keeper, Comptometer Operator-A, Computer-A, Fire Captain (now designated as Station Officer), Inspector-B, Planner-B, Projectman-B, Sanitary Inspector-A, Senior Blue Print Operator, Staff Nurse, Telephone Operator-A, Traffic Inspector.

GROUP 7-A: 160-10-250-15-280

HIGHLY SKILLED TECHNICIANS.

GROUP 7-B: 160-10-250-15-280

Aerodrome Operator-I, Chief Traffic Inspector, Draftsman-A, Planner-A, Photographer, Pictograph Operator, Projectman-A, Receptionist, Sister, Senior Clerk, Stenographer-A, Store-Keeper, Vehicle Inspector, X-ray Assistant (Medical)

GROUP 8-A: 190-10-220-15-370

Electronic Technician-B, Engine Tester, Field Service Technician-B, Radar Technician-B

GROUP 8-B 190-10-220-15-370

Accountant, Assl. Sales Representative, Asst. Supervisor, Flight Engineer, Head Store-Keeper, Inspector-A Instructor Training, Layout Draftsman, Laboratory Assistant (Medical), Librarian, Matron-in-Charge, Safety Inspector, Personal Secretary, Scientific Assistant, Statistician, Senior Draftsman, Senior Planner, Steward, Time Study Observer, Tool Designer, Warden (Apprentice Hostel)

DEARNESS ALLOWANCE :

A Substantial part of dearness allowance will be merged with pay and the revised rates of dearness allowance will be as follows:

1. Employees drawing basic pay below Rs. 150/- per mensem in the revised scale, Rs. 10. P.M.
2. Employees drawing basic pay of Rs. 150/- or above but not exceeding Rs. 300/- per mensem in the revised scale, Rs. 20/- per month with marginal adjustments for employees drawing a basic pay upto Rs. 320/-.

List of job designations to be abolished will be issued later.

Shanthalakshmi Press Kilari Road, B-2

A.I.T.U.C.
1084/27-4-61

REG. NO. 120

INDUSTRIAL MACHINE TOOLS EMPLOYEES' ASSOCIATION

President: M. S. KRISHNAN
Secretary: GEORGE JACOB
Treasurer: A. B. BHATTACHARJEE
General Secretary: K. M. MUNIYAPPA
Member: P. S. EASWARAN

99, Bull Temple Road,
Bangalore-19

~~XXXXXXXXXX~~
~~XXXXXXXXXX~~
BANGALORE 13

266-A

Date 26-4-'61

To

Com. K. G. Srivastava
Secretary:
All India Trade Union congress
New Delhi

Dear Comrade,

You might be aware that the meeting of the committee on Labour-Management co-operation is being held in Delhi on 1-5-'61. I have received the necessary circulars and intimation. Because of the above I will be leaving Bangalore on 27th night and reach Delhi on 30th morning. I will meet you on the same day. I would request you to spare me sometime for discussing about the meeting, what exactly we are to do etc.,. Hope this reaches you in the best of your health. Please convey my complements and best wishes to Com. Achuthan, and Pandhe.

With greetings,

Yours sincerely,



(266 - A)

April 26, 1961

Shri Daniel J. Theophilus,
General Secretary,
Hindustan Aircraft Employees' Association,
Hindustan Aircraft P.O.,
BANGALORE 17

Dear Friend,

Thank you for your letter No. 92/3224/61 dated April 6, 1961 and the enclosure. I am sorry that the reply has been delayed because I was away from station for a long time.

You are right when you say that although the pay revision has not been entirely satisfactory, an immediate settlement on the issue was advisable. The INTUC was of course playing provocative tactics and it is good that the workers and the union did not fall for it. Although the pay scales are less favourable than IAC scales, it may not be advisable to take up the issue immediately. A better course would be to wait till the effects of the present revision are fully digested by the workers.

Please accept my congratulations on the success you have achieved. Your gains would enthuse other sections of workers in Bangalore and elsewhere to obtain better working and living conditions.

With best wishes,

Yours sincerely,

UMA

(Parvathi Krishnan)

266A



EMPLOYEES' ASSOCIATION

HINDUSTAN AIRCRAFT P.O.
BANGALORE -17

97/3225/61

April 6, 1961

The General Secretary,
All India Trade Union Congress,
4, Ashoka Road,
New Delhi.

Dear Sir,

In connection with certain demands placed by HAEA we would like to inform you that after prolonged discussions we were able to reach a negotiated settlement with the Management of Hindustan Aircraft Ltd. Though we are not fully satisfied with the pay revision under the existing conditions we thought that it would be better to reach a settlement with the Management. There had been in fact some pressure from INTUC people here against coming to a settlement on the payscales. A copy of the new pay scales is enclosed herewith for your information. The benefits employees got out of the implementation ranged between Rs.5/- to Rs.58/- with an average of Rs.10/- to Rs.11/-. The important features of the scheme are (a) that no body will be adversely affected (b) that elimination of daily rated wages (c) upgrading of several job designations, (d) creation of new job designations for highly skilled trades (e) merger of large portion of Dearness Allowance with basic pay, (f) enhanced rates of Incentive Bonus, (g) enhanced attendance bonus and (h) right to opt to the new scales or to remain in the existing payscales.

In addition to an adhoc increase of Rs. 5/- for all categories of employees drawing a basic salary of Rs.300/- and below a sum of Rs.150/- was paid to all employees up to the rank of Asst. Supervisors and below on an adhoc basis.

We are now going to discuss payscales of Supervisory personnel drawing salary upto Rs.500/-.

On the whole the approach of the Management was somewhat reasonable.

Comparing to payscales of Indian Airlines Corporation we are still lacking far behind and we hope to take up this issue some time.

We would request you to give your comments on the same.

With regards and best wishes,

Yours faithfully,

Daniel J. Theophilus
Daniel J. Theophilus
General Secretary

Encl: 1

HINDUSTAN AIRCRAFT EMPLOYEES ASSOCIATION BANGALORE.

Revised Job Classifications & Pay Scales for Ratification

GROUP 1—B: 70—2—72—3—93.

Ayah, Dhobi, Fireman (Trainee), Helper, Janitor, Malaria Control-C, Mali, Messenger, Pantry Boy, Scavenger, Waiter, Ward Boy, Ware Washer, Water Boy.

GROUP 2—A: 80—3—92—4—112.

Acid Worker, Autoscrew Machine Operator C, Batteryman-B, Bench Mechanic-C, Carpenter-C, Die Scraper-C, Drill press operator-C, Electroplater-C, Electrician-C, Fitter-C, Furnaceman-C, Heat Treat Operator-C, Mechanic-C, Moulder-C, Painter-C. Plastic & Fibre Worker-C, Plumber-B, Punch Press Operator-C, Putty Cutdownman, Rivetter-B, Sandblast Operator, Saw Mill Operator-C, Sheet Metal Worker-C, Welder-C.

GROUP 2—B: 80—3—92—4—112

Binder, Blue Printer-C, Boiler Attendant, Butler, Duplicator Operator, Fireman, Malaria Control-B, Maistry-B, Route Messenger, Second Cook, Watch & Ward Guard, Water Pump Operator-B,

GROUP 3—A: 90—3—93—4—121—5—126.

Autoscrew Machine Operator-B, Blacksmith-B, Decolite Layer, Drill Press Operator-B, Furnaceman-B, Heat Treat Operator-B, Lathe Operator-C, Layoutman-B, Painter-B, Planer & Shaper Operator-B, Plastic & Fibre Worker-B, Plumber-A, Punch Press Operator, B, Saw Mill Operator-B, Sheetmetal Spinner, Spot Welder-B, Tailor-B, Wire Drawing & Rivet Forging Machine Operator.

GROUP 3—B: 90—3—93—4—121—5—126

Aerodrome Traffic Hand, Asst Traffic Inspector, Compositor-B, Compounder-B, Dresser-B, Extinguisher Inspector, File Clerk, First Cook, Hired Cartman (with cart), Mason, Watch & Ward Havildar

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Aircraft Electrician-B, Autoscrew Machine Operator-A, Batteryman-A, Bench Mechanic-B, Blacksmith-A, Carpenter-B, Drill Press Operator-A, Electrician-B, Electroplater-B, Fitter-B, Furnaceman-A, Instrument Craftsman-B, Lathe Operator-B, Mechanic-B, Milling Machine Operator-B, Moulder-B, Painter-A, Pattern Maker-B, Punch Press Operator-A, Planer & Shaper Operator-A, Radio Craftsman-B, Rivetter-A, Saw Mill Operator-A, Sheetmetal Worker-B, Spot Welder-A, Tailor-A, Tool & Diemaker-B, Welder-B,

GROUP 4—B: 100—5—120—6—150

Accounting Machine Operator-C, Blue Printer-B, Clerk-B, Clerk-cum-Typist-B, Compositor-A, Comptometer Operator-C, Dark Room Assistant, Despatch Rider, Dresser-A, Driver, Expeditor, Leading Fireman, Malaria Control-A, Maistry-A, Midwife, Physical Training Instructor, Printing Press Operator, Sanitary Inspector-B, Store Clerk-B, Telephone Operator-B, Tracer-B, Truck Driver, Typist-B, Water Pump Operator-A, Watch and Ward Jamedar,

GROUP 5—A: 120—6—138—7—145—8—185.

Aircraft Electrician-A, Aircraft Painter, Bench Mechanic-A, Carpenter-A, Crane/Traverser Operator, Die Scraper-A, Electroplater-A, Electrician-A, Fitter-A, Heat Treat Operator-A, Instrument Craftsman-A, Loftsmen, Layout Man-A, Lathe Operator-A, Moulder-A, Mechanic-A, Milling Machine Operator-A, Pattern Maker-A, Plastic & Fibre Worker-A, Radio Craftsman-A, Sheetmetal Worker-A, Sheetmetal Spinner-A, Welder-A.

GROUP 5—B: 120—6—138—7—145—8—185

Aerodrome Operator II, Accounting Machine Operator-B, Addressing Machine Operator, Airplane Tractor Driver, Asst. Pictograph Operator, Blue Printer-A, Boiler Operator, Clerk-A, Clerk-Cum-Typist-A, Chief Cook, Compounder-A, Clinical Assistant, Comptometer Operator-B, Computer-B, Draftsman-B, Inspector-C, Photography Assistant, Stenographer-B, Store Clerk-A, Tracer-A, Typist-A, Watch & Ward Subedar.

GROUP 6-A: 140-8-156-9-165-10-225.

Aircraft Erector, Airframe Mechanic Structural, Electronic Mechanic, Engine Mechanic, Field Service Mechanic, Farnham Roller Operator, Group Leader, Machine Setter, Radar Mechanic, Mill-wright, Stretch Press Operator, Tool & Diemaker-A.

GROUP 6-B: 140-8-156-9-165-10-225.

Accounting Machine Operator-A, Aerodrome Traffic Assistant, Assistant Safety Inspector, Asst. Store-Keeper, Comptometer Operator-A, Computer-A, Fire Captain (now designated as Station Officer), Inspector-B, Planner-B, Projectman-B, Sanitary Inspector-A, Senior Blue Print Operator, Staff Nurse, Telephone Operator-A, Traffic Inspector.

GROUP 7-A: 160-10-250-15-280.

HIGHLY SKILLED TECHNICIANS.

GROUP 7-B: 160-10-250-15-280.

Aerodrome Operator-I, Chief Traffic Inspector, Draftsman-A, Planner-A, Photographer, Pictograph Operator, Projectman-A, Receptionist, Sister, Senior Clerk, Stenographer-A, Store-Keeper, Vehicle Inspector, X-ray Assistant (Medical)

GROUP 8-A: 190-10-220-15-370.

Electronic Technician-B, Engine Tester, Field Service Technician-B, Radar Technician-B

GROUP 8-B: 190-10-220-15-370.

Accountant, Asst. Sales Representative, Asst. Supervisor, Flight Engineer, Head Store-Keeper, Inspector-A, Instructor Training, Layout Draftsman, Laboratory Assistant (Medical), Librarian, Matron-in-Charge, Safety Inspector, Personal Secretary, Scientific Assistant, Statistician, Senior Draftsman, Senior Planner, Steward, Time Study Observer, Tool Designer, Warden (Apprentice Hostel)

DEARNESS ALLOWANCE:

A Substantial part of dearness allowance will be merged with pay and the revised rates of dearness allowance will be as follows:

1. Employees drawing basic pay below Rs. 150/- per mensem in the revised scale, Rs. 10. P. M.
2. Employees drawing basic pay of Rs. 150/- or above but not exceeding Rs. 300/- per mensem in the revised scale, Rs. 20/- per month with marginal adjustments for employees drawing a basic pay upto Rs. 320/-.

List of job designations to be abolished will be issued later.

COPY OF LETTER FROM
MINISTER FOR LABOUR & EMPLOYMENT
No.12/338/59-E&I dated May 28, 1961

My dear Dange,

Kindly refer to your dm.o. letter No.172/
D/61 dated March 27, 1961 regarding recognition
of the HMT Karmik Sangh by the management.

I have since ascertained the position
from the management. The Karmik Sangh has not
yet been accorded formal recognition. The
Chief Minister has asked the State Labour
Department to re-verify the membership of the
unions and give its decision early. I shall be
thankful if you kindly advise the Hindustan
Machine Tools Employees Association to
cooperate with the State Labour Commissioner
in the re-verification work.

Kind regards,

Yours sincerely,

G.L.Nanda

222 10 JUN 1961

99, Bull Temple Road
Bangalore-19
3-7-61

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

A APPEAL

Dear Comrade,

You might be aware of the unfortunate happenings in the Hindustan Machine Tools, Bangalore, where due to a clash between groups of workers, one of them was killed. Since the last two years many disputes between the management and the employees are pending unresolved. Among them are the demands of the employees submitted as far back as 7-1-'59, constitution of the Works Committee, recognition of the Union, reinstatement of victimised employees, recall of the Secretary of the Union, Sri. A.B. Bhattacharjee from Calcutta to Bangalore, etc. Our repeated, patient and persistent efforts to resolve the disputes have not fructified due to the delaying policy and tactics of the Government of Mysore and Government of India. Emboldened by this, the Management with the help of some rowdies and the I TUC rival Union, has been trying its best to smash our Union by resorting to large scale goadism etc. Several of our activists were beaten mercilessly, our Association Offices were raided and attacked, and now our Union office has been forcibly taken away by the management. It would not be an exaggeration if we say that the management's policy and government's inaction have greatly contributed to this unfortunate situation.

In connection with the above incidents, several employees, all active workers of the Association have been arrested and charged with murder. The case is proceeding. You will appreciate that defending the accused has become the primary task of the HMT EA. Defence of the accused employees, and relief to the families of the arrested will involve heavy expenses. We are collecting funds from the HMT employees. But under the circumstances of terrorism etc., it has become extremely difficult for us to collect as much as necessary. It is therefore that we are appealing to all Trade Unions of our country to help us with their contributions so that the accused could be defended properly and Trade Union rights protected. Every pie you pay to the "HMT EMPLOYEES DEFENCE FUND" will go to bring out the truth, expose the policy of the management and protect the basic rights of a worker to belong to the Trade Union of his choice. We once again appeal to you to contribute liberally to the Defence Fund.

With greetings,

Yours fraternally,

P.S.- All contributions to be sent to the following address:
M.S. Krishnan
President, HMT Employees Association,
99, Bull Temple Road, Bangalore-19.

M.S. Krishnan
M.S. Krishnan
PRESIDENT

See by S.A.D. Aida
U.S.
18/61

No.266-A/61
June 3, 1961

Com.M.S.Krishnan,
99 Bull Temple St.,
Bangalore 19

Dear Com.Krishnan,

Please find enclosed reply from
Shri Nanda re. recognition of HMT
Employees Union.

As far as I remember once before
a verification was made by the State
Labour Ministry. That verification
is being set aside on some technical
ground. In between, there have been
attacks on the union, e.g., office being
forcibly removed, papers, etc.,
confiscated or snatched, facility for
collection of membership dues withdrawn,
etc. etc.

If the above facts are correct, we
should refuse to cooperate in the
re-verification. A letter giving all
these facts should be written to the
State E&I Committee as well as to
Shri Nanda. On receipt of your letter,
we will reply to Shri Nanda.

With greetings,

Yours fraternally,

K.S.
(K.G.Sriwastava)

MAY DAY 1956

BHARAT ELECTRONICS EMPLOYEES' UNION

[Regd. No. 148]

M. S. KRISHNA, B.Sc., B.E.
S. ARANGIL
G. NARAYANAPPA, B. Com.
~~W. S. S. S.~~ B.J. Niralkatti
M. K. NARAYANAN NAIR

BEL Hostel Area,
Jalahalli P. O.
BANGALORE 13

Date 8th October 1961.

The General Secretary,
All India Trade Union Congress,
Bangalore (Camp)

Dear Sir,

We are enclosing herewith copies of Resolutions passed at the General Body meeting of the Union held on 25th September 1961 on various problems facing the employees of BEL along with a copy of the Secretary's Report. We request you kindly to take necessary action in order to enable us to solve the problems in particular the issue on Recognition of the Union.

Thanking you,

Yours faithfully,

G. Narayanappa
(G. NARAYANAPPA)
Secretary.

Encl: As above

BHARAT ELECTRONICS EMPLOYEES' UNION

[Regd. No. 148]

President: M. S. KRISHNAN, B.Sc., B.E.
S. ARANGIL
Secretary: G. NARAYANAPPA, B. Com.
M. K. NARAYANAN NAIR
B.J. NIRALKATTI

BEL Hostel Area,
Jalahalli P. O.
BANGALORE 13

Ref: H.2/1

Date Oct. 22, 1961

Shri. S.M. Joshi, M.L.A.,
C/o Dr.P.V. Mandlik,
Tapiwala Mansion,
Sardar Patel Road,
Bombay-4.

Dear Sir,

Further to the discussions we had with Sri. K.G. Sriwastava during his recent visit to Bangalore and also his letter dated 16th Oct. 1961, about the All India Defence Employees' Conference, we are pleased to inform you that our Executive Committee has decided to send Sri. Khader Pasha, Member, Executive Committee, as an observer to the Conference.

We trust his participation in the deliberations of the conference will be useful and wish all success to the Conference.

Thanking you,

Yours faithfully,
for BHARAT ELECTRONICS EMPLOYEES' UNION,


VICE-PRESIDENT.

Cc: Sri. K.G. Sriwastava,
Bombay Provincial Trade Union Congress,
Parel, Bombay.

MAY DAY 1956

BHARAT ELECTRONICS EMPLOYEES' UNION

[Regd. No. 148]

M. S. KRISHNAN, B.Sc., B.E.

S. ARANGIL

G. NARAYANAPPA, B. Com.

~~M. A. BROWN~~ B.J. NIRALKATTI

M. K. NARAYANAN NAIR

BEL Hostel Area,

Jalahalli P. O.

BANGALORE 13

Ref: M.2/1

Date Oct. 22, 1961

Shri. S.M. Joshi, M.L.A.,
C/o Dr.P.V. Mandlik,
Topiwala Mansion,
Sardar Patel Road,
Bombay-4.

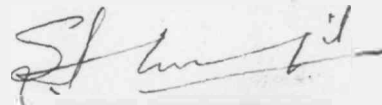
Dear Sir,

Further to the discussions we had with Sri. K.G.Sriwastava during his recent visit to Bangalore and also his letter dated 16th Oct. 1961, about the All India Defence Employees' Conference, we are pleased to inform you that our Executive Committee has decided to send Sri. Khader Pasha, Member, Executive Committee, as an observer to the Conference.

We trust his participation in the deliberations of the conference will be useful and wish all success to the Conference.

Thanking you,

Yours faithfully,
for BHARAT ELECTRONICS EMPLOYEES' UNION,


VICE-PRESIDENT.

Co: Sri. K.G. Sriwastava,
Bombay Provincial Trade Union Congress,
Parel, Bombay.

9

215-A

Nov 8, 1961

Dear Com.Krishnan,

Your representative of BEL came to Bombay. I do not know what was his impression as I could not see him after the conference.

At the moment, this question was not discussed in the conference as we want our case to be decided by Krishna Menon and he is against this proposal, you know. So close liaison between the unions and the Federation can be maintained.

Your letter of Oct.22 I got in Delhi on my return from Bombay.

With greetings,

Yours fraternally,

K.G.

(K.G.Sriwastava)

Com.M.S.Krishnan,
Bangalore

[Handwritten scribbles]

Further, delay in recognition has lead to fissiparous tendencies which, as you very well know, will affect the Industry as well as the employees. Under these circumstances, we request you not to delay the decision on this matter any more.

2. Recruitment and Promotion Procedures:

In our previous memoranda we have several times pointed out that there has been no proper understandable and justifiable recruitment and promotion procedure evolved. However, till today such a procedure has not yet been formulated. Because of the absence of a just and rational procedure several instances where employees have been adversely affected have come to our notice. Instead of recognising seniority as the basis of promotion and in the name of merit, seniority has been given a go by. Similarly instead of giving first preference to internal candidates to raise up to higher positions in the company by promotion they are expected to compete with the external candidates thus, curtailing their avenues of promotion. Further, by not confirming all the casual workers who have put in a service of 3 to 4 years in the Company and by asking them to compete with the external candidates, full opportunities for the casual workers to be made permanent, are denied. It is needless for us to state that a well defined promotion and recruitment procedure is a sinequanon for the improvement of the morale of the employees and for the development of the Industry. This has been recognised by employers and managements in all advanced countries such as U.S.A., U.K., etc., Even the second pay commission and the Varadachariar's commission in our own country have stressed the importance of formulating the well defined procedure and the principles of the same have also been enunciated. In the light of the above we request you to see that a well defined just and proper recruitment promotion procedure is formulated at the earliest by the company.

3. Revision of Wage Scales:

It was in 15th March 1961 that an agreement was entered into between the Management and the Union on introduction of a new wage structure covering the employees of B.E.L. When this was being discussed it was our understanding that the wage scales will be on the basis of a well laid out principles enunciated by tribunals and other commissions or committees and wage boards of the Government of India. The main principles which guided us was that this wage scales would be on the basis of one prevailing in the region and that there would be uniformity in the wage scales of the employees of the four public sector industries in Bangalore. However, you are aware that in the H.M.T under the Ministry of Industries and Commerce, the wage structure different from the one which was introduced in B.E.L has been given effect to. On an examination of this wage structure it appears that in several categories it is better than that obtaining in B.E.L. Such an introduction firstly shows that there has been no uniform policy in the Ministries concerned in regard to wages and conditions to employees, which is rather a regrettable feature. More than all the changed conditions has created

quite a lot of dis-satisfaction among the employees of B.E.L. We consider that under these circumstances the employees of our company are entitled to a new wage structure on the basis of the one given to employees of similar industries like L.R.D.E and I.L.E, establishments under the Ministry of Defence. Bharat Electronics Limited being the only Industry of its kind in our country has to consider the wage scales of the employees on the basis of the nature of the industry and the high skill that is involved. Because of these conditions and since it is our desire to see that a happy and contented labour forces should exist, we request you to reconsider the wage scales which have been introduced and see that a new wage structure is brought into force in consultation with the Union at the earliest.

4. Production Bonus:

You are aware, Sir, that last year the employees of the B.E.L were given, Rs.30/- each on an adhoc basis in recognition of their having fulfilled the target of production. Though this was a very small amount the employees were contented with that since the industry was just looking up. We learn with happiness that this year the employees have again fulfilled the target of production and hence they expect that they will be rewarded amply by the Management. In this connection we had requested the management to see that a scheme for the payment of production bonus is introduced in B.E.L as has been done in sister Industries such as H.A.L., H.M.T., etc. However, we are told that it would take considerable time for the introduction of such a scheme. You will appreciate that the employees who have put in efforts and brought the Industry to this present stage should not be made to suffer for want of a production bonus scheme. We are of the opinion that they should be compensated suitable for the great efforts they have put and as well as in consideration of the great gap that exist between the earnings and the prices. Hence the Union has resolved to request you to see that a payment of atleast Rs.100/- per employee is made as production bonus. The employees are expecting that this would be decided earlier and since this has not yet been decided we hope that a final decision will be taken in the present session of the Board. We request you to consider this matter sympathetically. We also request you to see that a production bonus scheme is introduced as early as possible covering the employees of this Industry.

5. Special Increments:

The employees of B.E.L are thankful to the Management for grant of special increments in recognition of the work and merit to certain employees last year. Such special increments were given in the month of August last year and the employees expected that the same would also be announced this year in the month of August. However, they have been disappointed. Further the Union has also made a request to the Management to finalise in consultation with them the scheme for grant of such special increments. Unfortunately, this has not yet been considered by the Management. In view of the fact that grant of such special increments is an incentive for better and more earnest work among the

employees contributing to the development of the Industry, we request you to see that a just and well defined scheme is introduced in consultation with the Union. We also request you to see that the special increments for the current year are announced at the earliest.

6. Individual and Sectional Grievances:

Besides the above major issues, employees are confronted with several individual and sectional grievances, such as (a) stoppage of external advertisement for recruiting radio mechanics and mechanics etc., (b) stoppage of external advertisements for recruitment of probationary engineers and first preference given to the existing employees with experience etc., (c) consideration of promotions this year to the employees in general and to the seniormost of them who have not been given any encouragement, in particular; (d) consideration and immediate decision on the several points raised with the management during the discussions on wage structure etc., etc. It is needless to say that inordinate delay in solution of individual and sectional grievances is more often lead to more unrest among employees than even some of the major issues in B.E.L. The employees have been agitated over these matters since the past several months. It is our earnest request to you to see that these grievances are solved as expeditiously as possible.

We have brought to your notice several major issues and grievances which are affecting the employees of B.E.L. and it has been our policy all along to see that all issues are settled through negotiations. But, we are constrained to say that despite our efforts it has not been possible to settle the above issues by mutual negotiations since a long time. As a result of the great delay in the solution of these problems, employees have been agitated. Though it is their desire that Union should take recourse to direct action immediately we have been pressing them to see that a reasonable time is given to the management for consideration of the issues. The General Body meeting of the Union held on 25th September 1961 has resolved to give time till 31st OCTOBER 1961 to the Management to solve all these various issues. The Union will be forced to consider further action if the solution is not effected before the period mentioned. We wish to assure you that it is not our desire to create unnecessary industrial unrest in an Industry of this type, particularly a Public-sector Industry under the Defence Ministry. We are for a negotiated settlement always. We request you to appreciate the spirit in which the above decision has been taken by the General Body of the members, consider the position of the Industry as well as the employees and see that immediate steps are taken to

ameliorate the grievances mentioned above so that a cordial atmosphere between the Management and employees is created.

G. Narayanappa
(G. NARAYANAPPA)
SECRETARY.

10
130-2 (1)
COPY.

No. 05320/4/DMS 3(B)

ARMY HEADQUARTERS
Adjutant General's Branch
Medical Directorate
DHQ PO New Delhi - 11.
28th November 1960.

NOTICE OF DISCHARGE.

Lower Division Clerk Shri N Muniappa is informed that his services are no longer required in AMC Centre, Lucknow. Under Rule 5 of the civilians in Defence Services (Temporary Service) Rules 1949, he is accordingly hereby given one months notice of termination of his services. This notice will take effect from the date on which it is served on Shri N Muniappa and his services will accordingly stand terminated at the expiry of the period of one calendar month from that date.

Sd/- Maj. Gen.
Director of Medical Services.

HINDUSTAN MACHINE TOOLS EMPLOYEES' ASSOCIATION

C/o President,
99, Bull Temple Road,
Bangalore-19.

Date: 10-3-'61.

To

The Managing Director
Hindustan Machine Tools Ltd,
Jalahalli
Bangalore

Dear Sir,

Sub: Notice of Hunger Strike.

Whereas many of the demands pertaining to the employees submitted as far back as 7-1-'59 are not yet settled;

Whereas neither the Management nor the Government have settled these disputes either by negotiations or by reference to the Industrial Tribunal for adjudication;

Whereas, the Secretary of the Association Sri. A.B. Bhattacharjee has been unjustly and with malafide intentions transferred to Calcutta;

Whereas the President of the Association, Sri. M.S. Krishnan, is not allowed to enter the Association Offices situated in the colony premises, thus denying fundamental Trade Union rights;

Whereas the Management has on one side refused to function the Joint Council of Management and on the other not even constituted the Works Committee which is statutorily obligatory;

Whereas the Management is neither prepared to give De-jure recognition to the Hindustan Machine Tools Employees Association nor prepared to decide this issue by conducting a secret ballot of all the employees;

Whereas number of employees have been terminated from services thus victimising them;

Whereas the repeated, persistent, patient and peaceful efforts made at all levels since the past two years by the Association to settle the above issues have not fructified;

Whereas the attitude and actions of the Management as well as the unhelpful attitude of the Government have left no alternative but to take recourse of Direct action;

We hereby give you notice, in accordance with the decision of the General Body meeting of the Association held on 8-3'61, that unless the following are conceded on or before 1st April, 1961, we will resort to indefinite hunger strike any day after 1st April, 1961:-

1. Refer the pending demands as submitted through the Demand memorandum on 7-1-'59 to the Industrial Tribunal for adjudication
2. Recall Sri. A.B. Bhattacharjee, Secretary, Hindustan Machine Tools Employees Association from Calcutta to Bangalore,
3. Reinstate the victimised employees,
4. Permit the Association President to go to the Association Office situated in the colony premises, so that he is enabled to discharge normal trade Union functions.
5. Constitute the Works Committee by conducting elections immediately.
6. Recognise the Trade Union on the basis of the secret ballot of the employees,

We hope you will consider the above in the interests of the employees and industry and do the needful so that the Hunger-strike is averted,
Thanking you,

Yours faithfully,
Sd/- M.S. KRISHNAN, President.

138-3(1)

SHARAT ELECTRONICS EMPLOYEES' UNION
(Reg. No: 148)

RESOLUTIONS PASSED BY THE EXECUTIVE COMMITTEE ON 23RD SEPTEMBER '61-
AND RATIFIED IN THE GENERAL BODY IN ITS MEETING HELD ON 25TH SEPT. 1961.

- - - - -

Re: SPECIAL INCREMENTS

Special increments were given to the employees of Bharat Electronics Limited last year on August 15th. The Management adopted its own policy for payment of such special increments. However, it is noted that this year though the employees expected that special increments would be paid by August 15, 1961. The Management has not yet decided anything about this issue. Further, it is a matter of regret that, despite the request of the Union to see that the scheme for grant of special increment is finalised in consultation with the Union, the Management has not yet acceded to the request in the absence of a well laid out, proper scheme and since the special increments for this year have not yet been announced the employees are dissatisfied and discontented. As it is necessary to alleviate the grievances of the employees and since justice has to be done to the employees this meeting urges upon the management to see that the special increments are granted and the scheme is finalised in consultation with the Union on or before 31st October 1961. The Executive Committee desires to point out to the management that if the issue is not settled before the said date the Union will be forced to consider further action. The Executive hopes that the Management will settle the matter early and not give room for any action on the part of the employees.

G. Narayanaiah
(G. NARAYANAIYA)
SECRETARY

BHARAT ELECTRONICS EMPLOYEES' UNION
(Reg. No. 146)

**RESOLUTIONS PASSED IN THE EXECUTIVE COMMITTEE ON 23RD SEPTEMBER '61
AND RATIFIED IN THE GENERAL BODY IN ITS MEETING HELD ON 25TH SEPTEMBER '61**

**RE: RECOGNITION OF BHARAT ELECTRONICS
EMPLOYEES' UNION**

The Executive Committee of the Bharat Electronics Employees' Union notes with concern the position in regard to recognition of Bharat Electronics Employees' Union. Though it is more than two years since the Union has been urging upon the management to give de jure recognition, though the Union has been extremely considerate and accommodative in respect of the code of discipline and criteria for recognition formulated by the management which is different from the one accepted at the Tripartite Conference and has submitted its views quite a long time back, it is a matter of deep regret that the management has not yet taken a decision about the recognition of the Union. The Executive wishes to point out that because of the enormous and unnecessary delay on the part of the management to settle this issue, the employees are very much agitated and are getting apprehensive of the attitude of the Management. It also wishes to warn the Management that if this matter is not settled at the earliest, they will be giving room for further complications and situations not conducive to the interest of the industry as well as the employees. Since the union opines that there has been inordinate delay on the part of the management in the settlement of this issue, since enough and more time has been given for the past two years for the management to come to a decision and any further delay will only lead to greater complications affecting the industry itself, the Executive Committee urges upon the management to immediately to take a decision and recognise the BEEU. It also further resolves to consider taking recourse to direct action if this matter is not settled on or before the 31ST OCTOBER 1961. It appears to all the employees of BEL to rally round the Bharat Electronics Employees' Union become its members in greater numbers and see that by their unity and united voice B.E.U is recognised forthwith.

G. Narayanappa
(G. NARAYANAPPA)
SECRETARY

BHARAT ELECTRONICS EMPLOYEES' UNION
(Reg. No: 1 4 8)

**RESOLUTIONS PASSED IN THE EXECUTIVE COMMITTEE ON 23RD SEPTEMBER 1961,
AND RATIFIED BY THE GENERAL BODY IN ITS MEETING HELD ON 25th SEPT '61**

**RE:- INDIVIDUAL & SECTIONAL GRIEVANCES OF
EMPLOYEES**

The Executive Committee considered the question of some of the important individual and sectional grievances. The Executive Committee notes that the following grievances of the employees have been discussed with the management by the Union more than once but no decision has yet been taken. The Executive Committee also notes that non-settlement of these grievances has resulted in unrest and discontent amongst sections of employees. The Executive Committee urges upon the management to settle atleast the following grievances without further delay. The grievances such as:

- (a) points raised on the wage structure;
- (b) external advertisements in respect of radio mechanics and mechanics;
- (c) the case of Seniormost 'A' grade clerks; and
- (d) promotions to employees in various sections of the factory.

Since these grievances have been agitating the minds of the employees, the Executive Committee urges upon the management to settle these issues on or before 31ST OCTOBER 1961. If by that time these issues are not settled, the Union will be forced to consider further action in the matter. We hope, the management will concede these grievances without giving room for any action on the part of the employees, in the interest of cordial relations between the employees and the management.

G. Narayanappa
(G. NARAYANAPPA)
SECRETARY

KHANNA ELECTRONICS EMPLOYEES' UNION
(Reg. No: 148)

**RESOLUTIONS PASSED IN THE EXECUTIVE COMMITTEE ON 23RD SEPTEMBER 1961
AND RATIFIED BY THE GENERAL BODY IN ITS MEETING HELD ON 25TH SEPTEMBER 61**

Re: PRODUCTION BONUS

The Executive Committee of the Union has considered the question of payment of Production Bonus to the employees. It has noted that last year the management paid an adhoc bonus and the Union has demanded introduction of production bonus scheme as in other sister industries. It is stated that introduction of such a scheme in BEL takes considerable time due to the nature of the industry etc. Though it is understandable that introduction of such a scheme involves some time and study, the Executive Committee is of the opinion that the scheme has to be introduced at the earliest. However, since this may take some time, and in view of the fact that for the year ending 31st MARCH 1961 no bonus has been paid and since the workers are entitled to that bonus as production has increased and the target has been achieved, the Executive Committee urges upon the Management to immediately pay at least Rs.100/- to each employee as production bonus for the year ending March 1961.

Since this is an issue which ought to have been settled by this time and as non settlement of the same has led to dissatisfaction amongst the employees, this meeting urges upon the management to see that this issue is settled on or before 31ST OCTOBER 1961. The Executive Committee wishes to point out that if the issues of the Production Bonus is not settled by the above date, the Union will be forced to consider further action in the matter. It appeals to the Management once again to redress this just grievance of the employee immediately in the interest of cordial relationship between the employees and the management and in the interest of increased production in the industry.

G. Narayanappa
(G. NARAYANAPPA)
SECRETARY

BHARAT ELECTRONICS EMPLOYEES' UNION
(Reg. Nos 1 4 8)

**RESOLUTIONS PASSED IN THE EXECUTIVE COMMITTEE ON 23RD SEPTEMBER 1961 -
AND RATIFIED IN THE GENERAL BODY IN ITS MEETING HELD ON 26TH SEPTEMBER 1961**

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Re: RECRUITMENT AND PROMOTION PROCEDURE.

The Executive Committee of the Bharat Electronics Employees' Union has considered the position in regard to the Recruitment and Promotion of employees in BEL. It is noted that in the matter of Recruitment and Promotion of employees there has been no regular, proper and justifiable procedure. Instances of recruitment of personnel from outside for posts for which employees in the factory are eligible have come to our notice. Similarly cases of favouritism in the matter of recruitment and promotions are also observed. While casual labourers have been working in the company from several years and expecting to be confirmed as permanent workers, full justice to them is not yet done. The management is pursuing a policy of recruiting only 50% of the casual workers as regular incumbents. Employees are not given promotions on the basis of seniority. In the name of merit, seniority is given ago by. Though tests are conducted, internal candidates are expected to compete with the external and thus encouragement to the employees of the factory to come to higher positions is curtailed. Several complaints about recruitment and promotions are pouring in showing great discontentment among the employees. The Executive Committee is of the opinion that there is no proper and rational recruitment and promotion procedure covering the ~~employees~~ employees considering the necessity to evolve a proper procedure, this meeting opines that generally seniority alone should be the criteria for promoting the employees excepting that of higher cadres. The Executive Committee also opines that in the matter of the recruitment to any post in the factory, opportunities have first to be given to the employees of

the factory to come to higher positions on the basis of their experiences etc., even before considering the external candidates.

As far as possible recruitment has to be at the lowest levels with enough avenues of promotion to the employees for the factory.

In view of the fact that non-existence of a codified, understandable and proper policy of recruitment and promotion has led to great discontent among the employees, this meeting opines that this issue has to be settled at the earliest. Therefore this meeting urges upon the Management to finalise the promotion and recruitment procedure on or before 31ST OCTOBER 1961. If by that time no action is taken, the Union will be forced to consider further action in the matter.

G. Narayanappa
(G. NARAYANAPPA)
SECRETARY

BHARAT ELECTRONICS EMPLOYEES' UNION
(Reg. No. 148)

**RESOLUTIONS PASSED IN THE EXECUTIVE COMMITTEE ON 23RD SEPTEMBER 1961
AND RATIFIED BY THE GENERAL BODY IN ITS MEETING HELD ON 26TH SEPTEMBER '61**

Re: TERMINATION OF THE AGREEMENT ON WAGE STRUCTURE

The Executive Committee of the Bharat Electronics Employees' Union has considered the ~~present~~ situation arising since it entered into an agreement with the Management on 18th March 1961 in regard to introduction of a Wage Structure in respect of all categories of employees. The BEEU entered into the agreement consistent with the principles enunciated about wage scales namely, that uniformity in wage scales in respect of the employees would be maintained in the region for the present. However this understanding has been given a go-by since new wage scales were introduced covering the employees of a neighbouring public sector industry, viz., BMT. These scales in several categories are better than the scales introduced in BEL. Whatever the motives be in the introduction of such scales in BMT, it has become obvious that there is no uniform policy among the Ministries controlling the Public Sector Industries in regard to Wage Structure and other service conditions. In view of this the BEEU considers itself not bound by the principles of the similar wages on the basis of the region. In the other hand the Executive Committee is of the opinion that the employees of the Bharat Electronics are entitled to the wage scales that employees in Electronic Establishments such as I.R.D.E, and I.L.E are getting. Besides, it also opines that the Bharat Electronics being the only one of its kind in our country where a high degree of skill is necessary, the employees are entitled to wages commensurate with the skill and nature of the Industry. In view of the circumstances and changed conditions, the Executive is of the opinion that the wage scales as existing in BEL are neither

just nor rational. Hence, it resolves that a new Wage Structure has to be evolved and implemented consistent with the industry. In order to enable the Union to place forward concrete proposals before the Management, the Executive Committee resolves to terminate the agreement entered into by the Union with the management on 13th March 1951 and hereby gives notes of termination of the Agreement in accordance with Section 19(2) of the Industrial Disputes Act 1947.

The Executive Committee has taken note of the fact that the changed conditions, with the introduction of a new wage structure in BML, have been brought to the notice of the Management about three months back. The sufficient time has been given for the management to consider the issue and alleviate the grievances of the employees it is a matter of regret that no effective action has been taken. Because of the above situation the employees are very much disturbed and discontent is growing. Under these circumstances the Executive Committee once again urges upon the management immediately to take such steps as would resolve the issue and bring an atmosphere of cordiality between the employees and the Management.

G. Narayanappa
(G. Narayanappa)
SECRETARY

Secretary

A. I. T. V. C.
NEW DELHI

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PROPOSALS FOR REVISION OF WAGE STRUCTURE

FRIENDS,

The Executive Committee of the Union after giving careful consideration to the proposals made by the Management revising the existing wage structure decided to accept the same without prejudice to the charter of demands already placed before the Management in the month of December 1960.

The original proposal of the Management in respect of the revision was modified after a series of discussions with the Union Office Bearers. The important terms of the final proposal as accepted by the Executive Committee are given below for the information of all the employees :

1. The new scales of pay on merger of the dearness allowance shall be as follows :

- Cat. 1 (a) Rs. 160-10-250-15-280
- 2 (a) Rs. 140-8-156-9-165-10-205
- 3 (a) Rs. 120-6-138-7-145-8-185
- 4 (a) Rs. 100-5-120-6-150
- 5 (a) Rs. 90-4-126
- 6 (a) Rs. 80-3.50-115
- 7 (a) Rs. 70-3.25-96

- Cat. 1 (MR) Rs. 240-15-300-20-440
- 2 (MR) Rs. 190-10-220-15-370
- 3 (MR) Rs. 160-10-250-15-280
- 4 (MR) Rs. 120-6-138-7-145-8-185
- 5 (MR) Rs. 100-5-120-6-150
- 6 (MR) Rs. 80-3.50-115
- 7 (MR) Rs. 70-3.25-96

2. The employees shall be paid a dearness allowance of Rs. 10 for those drawing less than Rs. 150 P.M. and Rs. 20 for those drawing Rs. 150 and above upto Rs. 300 P.M. with marginal adjustments upto Rs. 320 P.M. This rate of dearness allowance shall be reviewed if there is a change of more than 10 points over the basic figure of 115 points in the Working Class Consumers Price Index in the course of a period of 12 months.

3. The above new scales of pay and dearness allowance shall come into effect from 1st January 1961.

4. The general principle is that no employee shall lose by coming over to the new scales and to serve this purpose suitable option will be given so that they could retain either their present scales or come on to the new scales whichever is more beneficial to them. They will have the further option of accepting the new scales from 1-1-1961 or the date of increment during 1961. If and when an employee moves on to a higher category he will be, however, automatically brought on to the new scales. On the same general principle the pay of the employees will generally be fixed in such a way that the total emoluments under the revised scales shall correspond to the stage immediately above the existing total emoluments, the total emoluments being pay plus dearness allowance.

P.T.O.

5. Those who are at present on personal scales of pay, may either retain these scales of pay or opt for the new scales of pay. In the latter case, his pay will be fixed in his parent scale and not in the scale corresponding to the personal scale.

6. An ex-gratia payment will be made to all employees who satisfy the conditions given below. The amount shall be Rs. 150/- less the amount of ex-gratia dearness allowance drawn by them in accordance with the Administration Circular, item No. 999 dated 6th January 1961.

(a) The employee should be in service on the date the new scheme is introduced.

(b) He should have completed one year or more service on 31st December 1960.

(c) On 31st December 1960 he should not be in any category higher than Cat. 1 Monthly rate and Cat. 1 Daily rate.

(d) Those who have completed less than one year's service on 31st December 1960, will be paid on an ad-hoc basis a sum equal to

$$\frac{A \times 150}{12}$$

Where 'A' represents the number of completed calendar months of their service in 1960, less ex-gratia D.A. already drawn.

(e) Similarly, those who are promoted from Cat. 1 M.R. to a higher rank during 1960 will be paid an amount equal to

$$\frac{B \times 150}{12}$$

where 'B' represents the number of completed calendar months of service in Cat. 1 M.R. during 1960, less ex-gratia D.A. already drawn.

7. Deduction towards transport charges will be present rates subject to the suitable refixation of slabs. As far as possible, purely as a result of conversion, no employee will be required to pay more than what he is paying now.

8. House rent will be recovered on the basis of 10% of the pay only or the standard rent whichever is lower. However, for a period of one year from the date of coming over to the new scales or upto the date of an employee's promotion, whichever is earlier, rent shall be recovered at the rate immediately preceding the date of coming over to the new scale.

9. The new proposals will have no effect on any special pay or allowance which are being drawn at present.

A general meeting of all the employees will be held on Friday, 21-4-61 at 2-15 p.m. in the premises of the Factory to ratify the decision of the Executive Committee. All are requested to attend the meeting.

A. N. SINGH

Secretary

18-4-1961.

ITI EMPLOYEES' UNION

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BHARAT ELECTRONICS EMPLOYEES' UNION
(Reg. No: 148)

**REPORT OF THE SECRETARY, SUBMITTED TO THE GENERAL BODY MEETING
HELD ON 25TH SEPTEMBER 1961 AT BEL CULTURAL HALL.**

Dear friends,

I take great pleasure to submit the report of mine to this August body for consideration and adoption.

We met at this hall on 6th March 1961 to discuss an important issue namely, revision of wage structure, wherein the members offered their frank suggestions and criticisms thus enabling us to get a fair deal to the employees of BEL. We signed the agreement on wage structure on 13th of March 1961 and immediately we also raised several points that arose on the implementation of the Wage Structure and discussed more than once with the management.

A C T I V I T I E S:

I would like to draw the attention of the members to the report submitted to this body at the meeting held on 23rd April 1960 in which we had brought to your notice the various activities of the Union including issues solved by the union and issues under consideration by the Management. Since then issues like Attendance bonus, Uniforms, Re-instatement of M/s.Vasudevan and Ramaiah Naidu, promotions to Radio Wriers, introduction of Gratuity Scheme, revision of wage scales, introduction of Standing Orders and confirmation of the Casual Labourers have been solved. Other important problems like Production Bonus, recognition of BEEU, Special Increments for 1961 and introduction of proper Recruitment and Promotion procedure, have not yet seen the light of the day. We have held several discussions with the Management but we regret to note that there has been inordinate delay in settling these vital issues.

We are confronted with another vital problems immediately after we entered into the agreement on wage scales, pay revision

has been announced in the sister concern, HMT and we find certain improvements over the revised pay scales in HAL, ITI, and our factory, in the scales announced in HMT. There is advancement over our scales in respect to, point to point system, increase in starting minimum, incremental scales etc., We immediately met in an emergency meeting on 19th June 1961 and passed a resolution urging upon the management atleast to equate our scales to that of HMT without delay. We also discussed with the management but no visible progress has been made in the matter. We have decided to terminate the agreement on wage scale in accordance with the provisions of the Industrial Disputes Act and submit an alternative wage structure to the Management.

We had demanded to payment of adhoc bonus of Rs.30/- for 59-60 and introduction of production bonus scheme for 1960-61. Till now no scheme has been formulated and it is learnt that introduction of a scheme takes atleast 2 to 3 years. In the meanwhile we have decided to demand payment of atleast Rs.100/- as adhoc bonus for 1960-61 till the scheme is introduced, ad-hoc payment be made in consultation with the Union. We will be forced to have recourse to direct action if within a reasonable time this payment is not made.

We have been urging upon the management since 1958 to recognise our Union, the only representative Union with standing and strength. The management forwarded to us a draft Code of Discipline, Criteria for recognition and Grievance Procedure, on which we offered our comments about three months back and up till now we have not heard from the management, their decision. Delay in recognition of the Union is not conducive for the unity and the solidarity of the employees and for the development of the industry as disruptive forces have been showing their ugly heads to break the unity of employees.

We had suggested to the management last year about grant of special increments to employees and the procedure to be discussed with the Union. Till now neither the procedure is given to us nor the

special increments awarded for this year. We urge upon the management to finalise the procedure and announce the special increments without any further delay.

There have been several anomalies in the recruitment of employees and granting of promotions to the internal candidates. Since 1958 we have been insisting on the management to introduce proper recruitment and promotion procedure but till now the draft is not given to us. There has been no rational basis on which promotions are granted, as a result there have been instances of unrest among sections of employees. We request the management that any further delay in not introducing proper recruitment and promotion procedure, will not be in the interest of harmony and peace in industry.

Apart from the above we have discussed some of the sectional and individual grievances and there has been enormous delay in settlement of even small problems. We have represented issues like external advertisements of Radio Mechanics, Mechanics, and Technical Assistants. Promotions for this year to the employees, the cause of some of the seniormost 'A' grade clerks who are deprived of proper encouragement for no fault of theirs, etc.,

We represented regarding the problems like night shift allowance to the trainees, payment of adhoc amount to the employees on maternity leave and benefit of option from the date of promotion to the employees promoted to 'B' grade after 1.1.1961 and before 13.3.1961. Night shift allowance is sanctioned to the trainees and an amendment to the same is under issue granting the allowance with retrospective effect.

The union put up candidates to Works, Canteen and Housing Committees and we are proud to say that all our candidates came through the elections and since then they have been trying their best to discharge their duties to the best of their abilities.

ELECTIONS:

We conduct elections to the Union Executive Committee in June 1959, and since the past two years the Executive Committee has left no

stems returned in ameliorating conditions of the employees. Now in accordance with the constitution we have decided to conduct elections and the calendar of events has been fixed by the Executive Committee in its meeting held on 23rd September 1961. Members are requested to participate in the elections and elect right persons for the various posts.

There are also resolutions on Shri: H.E.CHELLAPPANAVAR, our Executive Committee Member, and amendments to the constitution for consideration of the Body.

Friends, we are today meeting being in cross roads. We have our elections and we have important resolutions before us. May be, we will be forced to wage a struggle if problems are not solved in time. In between we have disruptive forces working amidst us. At this juncture, solidarity is essential more than ever. Let us give no quarter for any kind of disruption.

Lastly it is my avowed duty to submit my heart felt thanks to my colleagues, members of the Executive Committee and all of you who have been very co-operative and constructive in approach and taking the Union forward. It is also possible that there might be omissions and commissions in any of us. I beg to be excused for any lapses on my part. I once again wish good luck to the Union and to you all.

BHARAT ELECTRONICS EMPLOYEES' UNION ZINDABAD

G. Narayanaswami
(G. Narayanaswami)
SECRETARY.