

# न्यूज बुलेटिन

[ पाक्षिक ]

दिल्ली न्यूजपैपरस एग्जालतय जी०के०शेखा

अंक १

केवल सदस्यों के लिए

२० अक्टूबर १९५७

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आपकी अपनी बात

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आपको साथ में आपका पहला 'बुलेटिन' है। समाचार पत्रों में काम करने वाले कर्मचारियों की जिन्दगी पर प्रकाश डालने वाला यह बुलेटिन आप को हर माह दो बार मिला करेगा। इसमें आपकी जिन्दगी की कहाणियाँ आपपर होने वाली ज्यादतियों के समाचार, आपकी स्वता, लड़ाई और जीतों की मिसालें भरी रह करेगी। यह बुलेटिन हमारी शक्ति और स्वता का रक्षा हथियार बन जायेगा हमेशा रक्षा और नित नई-नई प्रेरणा देता रहेगा।

इस प्रेरणा के प्रति को आशा है पूरे दिल से अपनाएँगे। किश्तल हम इसे साहजकी कर आपके सम्मुख पेश कर रहे हैं। अगर आप लोगों ने केहरसन के प्रयास को हृदय से प्रोत्साहित किया तो भविष्य में हम इसे ज़रवार के रूप में देने का विचार करेंगे, और इसके लिए आपसे आज्ञा प्राप्त करेंगे। इन सुन्दर और कारगर बनाने में आप अपने सुकाव दें। आप अपने विचार, अपनी आप-बीती, अपनी यूनियन की गतिविधि तथा हर प्रकार के समाचार हमें निरन्तर भेजते रहें। जिससे यह बुलेटिन हमारी स्वता की सही लड़ी बन सके। आशा है आपका पूर्ण सहयोग इस काम को और बढ़ाएगा।

संपादक मंडल

वेनट कौलमैन एण्ड कम्पनी यूनियन

की

चौधी शानदार सालाना कांफ्रेंस

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वेज कमेटी नियुक्त की जाए ।

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वेनट कौलमैन एण्ड कम्पनी (टाईम्स आफ इंडिया) यूनियन की चौधी सालाना कांफ्रेंस का उद्घाटन करते हुए दिल्ली न्यूज पैपर्स इम्प्रोव्जमेंट फेडरेशन के प्रधान श्री एस०एम० वेनजी, एम०पी० न सरकार की इस बात की आलोचना की कि उसने संपूर्ण प्रेस उद्योग के लिए वेतन कमेटी की स्थापना न कर प्रेस कर्मचारियों के साथ अन्याय किया है। श्री एस०एम० वेनजी ने कहा जहां भारत सरकार ने श्रमजीवी पत्रकारों के वेतन निर्धारित किए। वहां वह प्रेस के दूसरे कर्मचारियों के प्रति अनुदार नीति अपना कर उनके साथ अन्याय कर रही है।

उन्होंने कहा आज अकारों के मातृक जहां बहुत मुनाफा कमा रहे हैं वहां प्रेस कर्मचारियों को इस महंगाई के जमान में मुसोबत का सामना करना पड़ रहा है।

श्रीयुक्त वेनजी ने टाईम्स आफ इंडिया यूनियन को इस बात के लिए धन्यवाद दिया कि यूनियन ने पिछले वर्षों के मुदाबते में इस बात बहुत सी कामयाबी हासिल की है और कर्मचारियों में एकता, सहभागिता और भाईचारे की भावना मजबूती से पैदा हुई है।

टाईम्स आफ इंडिया के कार्यालय में यह चौधी कांफ्रेंस बड़े उत्साहपूर्ण वातावरण में हुई, जिसमें बात सौ-सौ भी अजिब कर्मचारी उपस्थित थे। सांस्कृतिक कार्यक्रम भी हुआ, जिसे इस्टा के कलाकारों ने प्रस्तुत किया। 'सुख और शान्ति' नृत्य दलों को बहुत अच्छा लगा।

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कार्य-कक्ष्या में जुधार और बेनेजन्ट के अन्याय का विरोध कर सकता है ।

जाज़तक न्यूज़ पेपर कर्मचारी अलगठित थे । फलस्वरूप वे अपनी मांगों को मनवाने के लिए एक हीकर जबरदस्त प्रयास न कर पाए । इसलिए न्यूज़ पेपर कर्मचारियों का एक वसित भारतीय संगठन इस समय की एक जबरदस्त मांग है और इस दिशा में मुझे आशा है दिल्ली नेतृत्व प्रदान करेगा ।

आने वषर् के लिए निम्नलिखित कार्य कर्ता चुने गए:-

१-अध्यक्ष: श्री एच०एल०परवाना

२-उपाध्यक्ष: श्री कै० एन० नास्वीय

३-सचिव: (१) कै० एल० राय

(२) टी० एम० नागराज

४-सोपाध्यक्ष: सत्यनाम शास्त्री

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टाईम्स आफ इंडिया के प्रबंधकों ने कर्मचारियों को अपनी यूनियन की चौथी वर्षगांठ को उत्साह पूर्वक मनाने के लिए तीन घंटे की छुट्टी तथा अनेक सुविधाएं प्रदान कीं।

यूनियन की पिछली रिपोर्ट पर प्रकाश डालते हुए मंत्रियों ने कहा, अपनी अटूट एकता के कारण यूनियन ने नास्तिकों के साथ किए गए उस समझौते को तोड़ दिया जिसकी ज्वांघि जू ६२ तक थी। बढ़ती हुई मंहगाई के तहत हुए यूनियन ने टाईम्स आफ इंडिया के प्रबंधकों के सामने मांग रखी। यूनियन की मांगों को पहले मैनेजमेंट ने अनसुनी कर दी। और अन्त में मैनेजमेंट को यूनियन के साथ समझौता करना पड़ा।

समझौते के कारण ३६ रूपए मंहगाई जिम लोगों को मिला करती थी अब उन्हें ४० रूपए मंहगाई मत्ता मिला करेगा और आज कम से कम मंहगाई मत्ता जो कि ४५ रूपए है जनवरी १९६० में ५५ रूपए हो जाएगा ५५ साथ ही हिन्दुस्तान टाईम्स के कर्मचारियों को 'प्लानेट अवार्ड' से सुप्रीम कोर्ट के निर्णय के बाद जो सुविधाएं तथा लाभ मिलें उसी पैकेट कोल्मैन एण्ड कम्पनी की दिल्ली शाखा पर लागू कर दिया जाएगा, जिससे दिल्ली में प्रेस कर्मचारियों का एक समान स्तर ज्ञायम हो सके।

मैनेजमेंट ने उन्हीं सेवा सुविधाओं को प्रदान करना स्वीकार कर लिया है, जो कि जम्बई आफिस के कर्मचारियों को प्राप्त हैं। मैनेजमेंट ने यूनियन का यह प्रस्ताव कि मंहगाई भत्ते का कुछ भाग वेतन में सम्मिलित कर दिया, पर भी विचार करना स्वीकार कर लिया है। रिपोर्ट में कहा गया है कि यूनियन की सदस्य संख्या २०० से बढ़कर ७४५ हो गई है।

अन्त में यूनियन के अध्यक्ष श्री एच०एल० परवाना ने कर्मचारियों के उन प्रयत्नों के लिए जिनके कारण यूनियन की शक्ति बढ़ी है कवाई दी। उन्होंने कहा, एकता ही एकमात्र वह हथियार है जिससे कर्मचारी अपने वेतनों में वृद्धि,

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जानकारी १९६१ में  
५०) शेता जेता

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ट्रिब्यूनल ने ही हिन्दुस्तान टाईम्स एम्प्लॉय यूनियन के हक में फैसला नहीं दिया वरन् देश के सर्वोच्च न्यायालय ने भी इस प्रश्न पर अपना फैसला दिया है। अतः यह स्वयं ही स्पष्ट हो जाता है कि इस प्रश्नपर कहीं भी विरोधाभास नहीं हो सकता।

कम्पनी ने नए वेतन क्रम को लागू किया परन्तु यह वेतन क्रम स्टाई की मान्यताओं के अनुरूप नहीं। च्यस स्टाई ने यह स्पष्ट कर दिया है कि हर कर्मचारी को तीन साल के बाद १ तरकीब मिलेगी। परन्तु कम्पनी ने कर्मचारियों के साथ तथा स्टाई की मान्यताओं के साथ एक अन्याय पूर्ण रूख को अपनाया है। जो कि कम्पनी के हित में ठीक नहीं। इस प्रकार कम्पनी ने तुल्य रूप में स्टाई की अवहेलना की है।

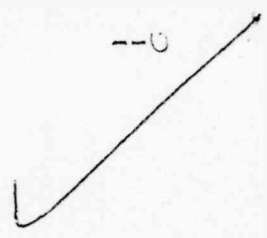
ट्रिब्यूनल के स्पष्ट निर्देश पर भी कम्पनी ने 'एन्टैरिन रिलीफ' को वेतन क्रम में न जोड़ कर तुल्य रूप में स्टाई की अवहेलना की है।

यूनियन ने पुनः अपने पक्ष में हा है कि हमें पता है कि कम्पनी स्टाई को इस प्रकार तुल्य रूप में बहिष्करण करना वन्द करेगी।

कम्पनी जिस तरह मजदूर विरोधी हरकतें कर रही है वह कम्पनी के हित में ठीक नहीं है। कम्पनी उच्च न्यायालय के आदेश तथा भावना का उल्लंघन कर यूनियन को इस बात के लिए मजबूर कर रही है कि वह उच्च न्यायालय की शरण लें। यूनियन किसी प्रकार का भगड़ा नहीं चाहती और उसे यदि मजबूर किया गया तो वह इस मामले में सुप्रीम कोर्ट का दरवाजा खटखटाएगी।

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दिल्ली न्यूज पेपर एम्प्लाइज फेडरेशन  
की  
दूसरी सालाना काफ़ेस १४ व १५ नवम्बर को



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फेडरेशन की कार्यकारिणी ने निश्चय किया है कि फेडरेशन की दूसरी सालाना काफ़ेस १४ और १५ नवम्बर को होगी। सभी संबंधित यूनियनों से आशा की जाती है कि वह अपने यूनियन के प्रतिनिधियों तथा दूरियों की सूची ० नवम्बर तक आवश्यक शुल्क के साथ भेज दें। कार्यकारिणी ने इस अवसर पर 'संबंधित प्रकाशित करने का भी फैसला किया है।

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स्वर्गीय राजामणी के निधन पर शोक

दिल्ली न्यूज पेपर एम्प्लाइज फेडरेशन की कार्यकारिणी ने ६ सितंबर की बैठक में स्वर्गीय राजामणी के निधन पर गहरा दुःख व्यक्त करते हुए शोक प्रस्ताव पास किया। स्वर्गीय राजामणी पी०टी०आई के विशेष सहायका थे। और दिल्ली पत्रकार संघ पी०टी०आई० एम्प्लाइज यूनियन के सक्रिय कार्यकर्ता थे।

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श्री आर० एन० लुभूर फेडरेशन का प्रतिनिधित्व करने

दिल्ली उत्पादन मंडल की इस नांग पर कि फेडरेशन अपना एक प्रतिनिधि काल में औद्योगिक संस्थानों को देते के लिए भेजे। फेडरेशन ने श्री आर०एन० लुभूर सेंट्ररी फेडरेशन के नाम की सिफारिश की है।

न्यूज पेपरस में काम करने वाले कर्मचारियों से अपील की जाती है कि वह अपनी सूचियों में अपनी कॉपी सुरक्षित करा लें। जिससे हर पाठिका की आपकी डुलिटिन आपकों किना फिली कष्ट के मिलती रहें।

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दिल्ली न्यूज पेपरस एम्प्लॉयर्स फेडरेशन, २६ सैन्ट्रल मार्सेट, नई दिल्ली द्वारा  
प्रसारित

# NEWS BULLETIN

(fortnightly)

DELHI NEWSPAPER EMPLOYEES FEDERATION.

No. 1

FOR MEMBERS ONLY

October 20, 59

## WHY THIS BULLETIN?

This is the first issue of the "News Bulletin" brought out by the Delhi Newspaper Employees Federation. It is a sign of our growing strength and it will endeavour to espouse the cause of newspaper employees through the medium of printed word. You all know very well that the newspaper industry has become today a big industry. Prime Minister Nehru has very lucidly portrayed the complexion of this industry in his recent speeches. We must, therefore, organise ourselves in a big way. We will succeed in our endeavours to the extent we are able to organise ourselves, all the newspaper employees -- press workers, administrative staff and journalists -- in a firm manner and make the newspaper labour a mighty force.

We are happy that in the present times, the consciousness is growing all round that unity among all sections of the employees is the most vital need of the hour.

The newspaper employees in Delhi have suffered in the past years mainly because of their disunity and general apathy. We have to create greater consciousness among them and organise them as conscious trade unionists.

We will endeavour through this Bulletin to keep our members informed of the efforts of newspaper employees in Delhi and elsewhere to achieve full unity and fight for better service conditions. The Bulletin will also try to interpret trends in Government's labour policy and labour legislation and give a gist of our day-to-day struggles in the field of conciliation, adjudication and direct action.

Friends! This is your bulletin. It will record your successes and analyse your failures. We have all to work in a united way to make it a success -- it has to mirror our growing strength, our unity and our fearlessness.

TRADE UNIONS, PARTICULARLY OF NEWSPAPER EMPLOYEES ARE REQUESTED TO SEND US REPORTS OF THEIR ACTIVITIES REGULARLY FOR PUBLICATION IN THE BULLETIN.

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Editorial Board



## WAGE BOARD FOR NEWSPAPER INDUSTRY DEMANDED

### Times of India Employees Union's 4th Annual Conference

Inaugurating the fourth annual conference of Bennett Coleman & Co. ("The Times of India") Employees Union last month, Com. S.M. Banerjee, President of the Delhi Newspaper Employees Federation, criticised the Government's failure to set up a Wage Board for the Newspaper Industry.

This showed, he said, that the newspaper employees would have to wage a relentless struggle to improve their standard of living and working conditions. It was rather odd, he added, that the Government had statutorily fixed wages for a section of the employees (Working Journalists) but was not inclined to consider sympathetically the demand of the newspaper employees for a wage board.

The Wage Committee, in its recommendations, had dealt at length with the progress of the industry during the last few years and had come to the conclusion that there was all-round prosperity in it. But, on the other hand, there was almost a wage freeze, and the newspaper employees were groaning under miserable conditions and were finding it hard, in these days of abnormal prices, to make both ends meet.

Congratulating the union for the splendid progress it had made during the last year,

Com. Banerjee appealed to the workers to strengthen unity and solidarity among their ranks. The stronger their unity the more safeguards it would provide for its members.

This was the most successful conference of the union since its inception. Nearly 800 employees attended the conference and took keen interest in its deliberations. The management co-operated with the union and allowed over 3 hours' absence to the workers on duty to attend the conference. Light refreshments were served.

Members of the IPTA presented a variety programme of dances, music, songs and drama which was greatly appreciated by the audience. The dance depicting "War and Peace" was highly praised.

Detailing the achievements of the union during the past year, the secretaries in their report said that the union, terminating the agreement which was to expire in 1962, demanded an increase in DA to offset the abnormal rise in prices. At first the management refused to settle the dispute by negotiations and the union was compelled to start an agitation. For days together, demonstrations were held. The union also demanded that the

employees of the company should not be paid less in any manner than the employees of any other local newspaper. The union had in mind the Vyas Award in the dispute between the management of "The Hindustan Times" and its workmen. The union also demanded that there should be uniform service conditions in the Delhi and Bombay offices of the company.

Ultimately, an agreement was reached between the union and the management under which the minimum rate of dearness allowance was raised from Rs 36 to Rs 44 and correspondingly there had been an increase in the DA of higher-salaried employees. The minimum dearness allowance will be increased to Rs 47 from January, 1960 and to Rs 50 from January, 1961.

The agreement also provides that all categories which draw less than what would be paid to similar categories in "The Hindustan Times" after the finality of the Vyas Award, the subject of an appeal to the Supreme Court, would be brought to par from July, 1959.

The management has also agreed to provide from July, 1959 the same service conditions as enjoyed by the employees in the Bombay office and to consider sympathetically an increase in wages if the wages of the Bombay employees are increased as a result of their Charter of Demands to the management.

The management has also

agreed to consider proposals from the union to merge part of the DA with the basic salary of the employees.

The secretaries also reported that the membership of the union had gone up by about 200 to 745 during the past year.

#### RESOLUTIONS

The conference passed a number of resolutions demanding:

- 1) A wage board to fix wages for employees in the newspaper industry and legislation to regularise service conditions.
- 2) Labour participation in management.
- 3) That the management should avail of the facilities offered by the Government under the Subsidised Industrial Housing Scheme and construct houses for workers.
- 4) Improvement in canteen facilities.
- 5) Hygienic conditions of work in departments where these do not exist.
- 6) Stoppage of direct recruitment to higher posts, thereby giving promotion opportunities to the existing staff.
- 7) That the apprenticeship period should not exceed more than three months.
- 8) Immediate settlement of the wages of proof readers.

APPEAL FOR UNITY

Rounding off the conference, Com. H.L. Parvana, President of the union, congratulated the workers of their efforts during the year to strengthen the union. Unity was the only weapon by which they could raise their wages and improve their working conditions and oppose the injustices of the management.

Newspaper employees, he said, were disorganised, with the result there had been no concerted, united move on their part to put forward their case for a rise in wages forcefully.

No doubt the union had made considerable progress, efforts should be made to still strengthen the unity.

The formation of an all-India organisation of their own was a crying need and he hoped that Delhi would give a lead in this respect.

Com. Parvana, while appreciating the Government action in fixing wages for journalists -- although much below their requirements and expectations -- justified the demand of the other employees for a wage board.

OFFICE-BEARERS FOR 1959-60

- President -- Com. H.L. Parvana
- Vice-Presidents: -- Com. K.N. Malaviya  
" Kishanlal
- Secretaries -- Com. K.L. Roy  
" Nagarajan
- Treasurer -- Com. S.K. Shastri.

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HINDUSTAN TIMES EMPLOYEES WIN

WAGE INCREASE

As a result of the award of Mr P.D. Vyas, Second Industrial Tribunal, Delhi, the non-journalist staff in "The Hindustan Times" has secured wage increases ranging between Rs 25 and Rs 80 a month besides other benefits.

By its notification dated January 23, 1958, the Delhi Administration referred certain disputes between the management and the workers, as represented by the Hindustan Times Employees Union, to the Industrial Tribunal, Delhi. Com. H.L. Parvana, president of the union

appeared on behalf of the workmen.

After hearing both the parties on wage structure, gratuity, working hours, leave, holidays, officiating allowance etc., the tribunal gave an award which was published by the Delhi Administration notification dated 7th April, 1959, in the Delhi Gazette of April 23, 1959.

Prior to the reference of the disputes to the tribunal, the management had started paying the workmen interim relief

ranging between Rs 6 and Rs 10 a month.

The management filed a special leave to appeal petition to the Supreme Court against certain provisions of the award, including pay scales, adjustment formula, dearness allowance, retrospective effect, etc. The Supreme Court, inter alia, ordered that the management should pay the wages to the employees concerned in accordance with the award from the date of the award and implementation of the award in respect of arrears was stayed.

The union has also filed a special leave to appeal petition in the Supreme Court against certain provisions of the award.

The company issued an order whereby the orders of the Supreme Court were chosen to be implemented piecemeal, according to a communication sent to the management by the union.

DATE OF AWARD

Pointing out that the management has misimplemented the award in certain respects, the union says in the communication that "the wages are not being paid from the date of the award as directed by the Supreme Court. You are making payments from the date of the Gazette, which is 23.4.1959. You know very well, and it is now a settled law, that the date of

the award is the date of the Government notification publishing the same, which in the present case is 7th April 1959. Not only that the Labour Appellate Tribunal has given decisions in support of our contention but even the highest court of the country -- the Supreme Court -- has also decided this point and thus there is no controversy over this matter.

ADJUSTMENT FORMULA

"While making a provision for adjustment of the salaries into the new pay scales the Vy's Tribunal directed that the employees concerned be given one increment for every three completed years of service. As against the total service put in by the employees concerned, you have chosen to deprive the employees of their due increments by treating the service put in by the employees in a particular category. Such an act on your part amounts to misimplementation and malimplementation of the award. The provisions of the award are quite clear on the subject and there is no ambiguity whatsoever.

"You have further committed a breach of the award by not adding the amount of the interim relief to the basic salaries of the employees as has been directed by the tribunal."

The communication adds: "We hope you will desist from committing breach of the pro-

visions of the award, stop mis-implementation and malimplemen- tation of the award provisions and honour the orders of the Supreme Court of India as pointed out above..

"You are asked not to indulge in unfair labour practices and to implement the provisions of the award and the orders of the Supreme Court in their letter and spirit, as otherwise, we shall be reluctantly compelled to move the appropriate authorities and also the Supreme Court into the matter. In such a case you shall be held responsible for all the consequences including the costs which we shall be compelled to incur to seek justice."

(Note: A summary of the award will be published in the next issues of the News Bulletin).

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DNEF ANNUAL CONFERENCE

The Executive Committee of the Federation at its last meeting decided to hold the SECOND ANNUAL CONFERENCE on November 14 and 15, 1959. Affiliated units are requested to send the list of their delegates and observers by November 7, 1959, with the necessary fee. The meeting also decided to publish a souvenir on the occasion.

Published by the Delhi Newspaper Employees Federation, Flat No. 29, New Central Market, Connaught Place, New Delhi.

COM. RAJAMANI'S DEATH MOURNED

The Executive Committee of the Federation, at its meeting on September 9, 1959, passed a resolution expressing its deep sense of sorrow at the sad and untimely death of Com. N. Rajamani, Special Correspondent of PTI, in Delhi on September 5. Com. Rajamani was actively associated with the Delhi Union of Journalists and the Federation of PTI Employees Unions.

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COM. R.N. KAPUR'S NAME RECOMMENDED

The Federation has nominated Com. R.N. Kapur, Secretary of the Federation and All-Milap Workers Union, for selection to the Delhi Productivity Council for selection. The DPC, of which our Federation is a member, is sponsoring a tour of the Calcutta industrial region by a team and has invited applications from employees' and employers' organisations for selection.

Newspaper employees are requested to ensure that they regularly receive a copy of the News Bulletin from their union.