

**Multiple Resolutions adopted by Government and Railwaymen's Trade Unions
between March and April 1974 [Resolutions File NCC - folder 15 AIRF Collections]**

Authors: All India Station Master's Association, National Coordination Body for Railwaymen's Struggle (Bhatinda), C.L.W. Railwaymen's Coordination Committee, All India Railway Stenographers Association (Jhansi Branch), All India Switchmen Cabinmen Levermen Advisory Council (Nagina)

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Office of the National Co-ordinating body,
for Railwaymen's struggle at Bhatinda.

29/4/74
8/4/74

RESOLUTION.

This national coordinating body for Railwaymen's struggle regrets the activities of Northern Railway worker union and the loco running staff association forming parallel coordination with sectional leadership. This body has called a meeting on date to request the N.R.W.U. and AIRSA Bhatinda to co-ordinate with this body instead of forming an other and in case there is any problems to them experienced or finding any deficiencies the complaint in question be lodged to the body which will be put up to the forth coming meeting and result there of will be communicated to the concerned branches.

This meeting of National coordinating body for Railwaymen's struggle further urged upon the above union and associations that, they should take view of the top leadership in what fashion they are coordinating with comrade George fernandace convenor of the top body to achieve the common demands of the Railway men and NOT TO DIVIDE THE LABOUR by saying the word of recognition and un-recognised labour which can not help labour rather this will create hindrance to meet with the challenge of the Railway Government.

This meeting hope that the above labour organization will rethink of their action of forming separate coordinating body and the sentiments of all the association and union will be recorded and allow us to work unitedly with all the unions and associations stationed at Bhatinda to achieve our planned six points common demands.

This meeting request comrade George fernandace the Convenor of the National coordinating body for Railwaymen's struggle to the leader ship of the Northern Railway worker union and All India loco running staff association to curb their move at Bhatinda of NON COOPERATION WITH ~~their~~ coordinating body which initiated by the Northern Railwaymen's Union Bhatinda branch.

Ajit Singh
(Ajit Singh)

43-4-74

Copy :- all concerned.

Copy to Com George fernandace.

Copy to Com ...

Convenor
National coordinating body
for Railwaymen's Struggle
BHATINDA

2598
2/4/74

R E S O L U T I O N .

A mass meeting of railway workers Ambala Cantt. was held on 8.4.74 under the joint auspicious of Coerdination Committee of Railway Workers representing all Associations/Unions of Ambala Cantt. in connection with 'DEMANDS WEEK' from 2nd April to 8th April 1974 as per decision of National Coerdination Committee for Railwaymen.

The meeting demands that the Government should immediately start negotiation with the All India Action Committee for Railwaymen on the following common demands:-

1. (a) All railwaymen to be treated as industrial workers with full trade union rights including the right to negotiate.
2. (b) The working hours of Railwaymen shall not exceed 8 p.day.
3. (c) There should be job evaluation of all railwaymen through a scientific system to be followed by their reclassification and regradation with the need-based minimum wage as the wage for the lowest-paid worker.
- (d) Pending the completion of job evaluation and reclassification immediate parity in wages with those of workers in the Central undertakings, viz. BMT, BHEL, ISL, HAL etc.
2. Dearness allowance linked to the cost of living index with full neutralisation for every rise of 4 points in a six months period.
3. BONUS at the rate of one month's wages for the year 1971-72 and 1972-73.
4. De-casualisation of all casual railwaymen and their confirmation in service with all benefits given to them with retrospective effect.
5. Adequate and subsidised foodgrains and other essential commodities through departmentally-run shops.
6. All victimisation cases should be withdrawn.

It is considered opinion of this meeting that Indian Railways system is the biggest Transport industry of the country and its proper and efficient functioning is very vital for the economy of the country. The organised Trade Union movement on the Railways has to play the main role in running the railways efficiently. The management of the Railways is still being continued on the old colonial pattern in which the railway worker have no say.

Therefore this Meeting warns the Railway Ministry that if it failed to take decision of the National convention of Railwaymen seriously and come to the settlement by the 10th April 1974 on the above common demands of the Railway workers, they will have to face a UNITED GENERAL STRIKE on the railways and be entirely responsible for its consequences.


G GURDEV SINGH
President


(SUKH LALI)
Secretary 8/4/74

2/4/74
Coerdination Committee of
Railway workers
Ambala Cantt.

Copy to:- Sh. L.N. Mishra.,
Hon'ble Minister for Railways,
Rail Bhavan, New Delhi.

RESOLUTION ADOPTED ON 5.4.74 AT THE JOINT
CONVENTION

This joint convention of the citizens and representatives of other organisations of Chittaranjan and Rupnarayanpur Area and the Railwaymen held on 5th April '74 congratulates the Railwaymen of Chittaranjan Locomotive Works for unifying their ranks and taking the decision to launch an indefinite strike on the various basic demands such as parity in wages with public sector undertakings, Bonus, full neutralisation, reduction of working hours, proper job evaluation, Decasualisation etc. in the event of the failure of the Railway Ministry to reach a negotiated settlement by 10th April, 1974.

As some of the demands in which the Railway Workers propose to go into action are of common interest to all the workers. Clearly the convention feels that the Railwaymen's strike will have a great impact and therefore other sections of the public and workers cannot remain indifferent.

Under the circumstances, the convention urges upon the Railway Ministry to arrive at a settlement on the demands of the Railwaymen.

Should, however, the strike become inevitable, the convention gives full support to the Railwaymen's joint struggle and hopes that the emerging unity of action amongst Railwaymen will open the eyes of the Railway Administration to the realities of the situation.

C.L.W. Railwaymen's Co-ordination Committee.

Dt. 2.4.74

Sub : Forthcoming Rlymen's struggle (indefinite strike).

The workers & employees of C.L.W. will be glad to learn that a Rlymen's Co-ordination Committee has been formed in C.L.W. consisting two representatives from each of the following Organisations of C.L.W. who participated in the convention held for the purpose on 23.3.74 at Chittaranjan where a resolution which is ~~an~~ enclosed herewith was adopted unanimously. :-

- | | |
|----------------------------|---------------------------------------|
| 1) Labour Union. | 6) Indian Rly. Tech. Supervisor Assn. |
| 2) Railwaymen's Union. | 7) Engineering Supervisor Assn. |
| 3) Karmachari Sangha. | 8) Progressman Association. |
| 4) Workers' Union (IWHUC). | 9) Loco Running Staff Association. |
| 5) Employees Union. | 10) Casual Labour Union. |

In pursuance of the enclosed resolutions it has been further decided to observe "Demand Week" from 2nd April to 8th April 1974 in the following manner :-

- | | | | |
|----------|----|-----------------------------------------------------------------------------------------------|----------------------|
| 2.4.74 | - | Postering in the Workshop and Township. | |
| | .. | <u>Gate Meeting At 7 A.M.</u> | <u>and at 3 P.M.</u> |
| 3.4.74 | - | i) IOW/Col-II & EC/AML. | i) Time office. |
| | | ii) Plant Park & GSD. | |
| 4.4.74 | - | i) IOW/WD & Horticulture. | i) Traction Motors. |
| | | ii) Central Power House. | |
| * 5.4.74 | - | i) IOW/Col-I & P.H. | i) Norht Assembly. |
| | | ii) EC/S.P.North. | |
| 6.4.74 | - | i) IOW/WS-I & APWIL. | i) GM's office gate. |
| 7.4.74 | - | <u>Mass meeting near Rabindra Manch at 5 P.M.</u> | |
| 8.4.74 | - | <u>Wearing of Badges & Mass Demonstration before Administrative Building at 3.30 P.M.</u> | |

* Besides gate meeting, joint Conventions of citizens & representatives of other Organisations of Chittaranjan and Rupnarayanpur will be held near Area-4 Community Hall at 6 P.M. on 5.4.74.

The workers & employees of C.L.W. are requested to make the above programme a success and to forge necessary sanctions to compel the Rly. Ministry to settle the demands of Rly. men.

The doors of the co-ordination committee is still open and organisations which want to participate in the forthcoming struggle of the Railwaymen are invited to join the Co-ordination Committee.

Sd/-	Sd/-	Sd/-	Sd/-
Genl. Secretary.	General Secy.	for Genl. Secy.	Genl. Secy.
Rly. men's Union.	Karmachari Sangha.	Workers' Union.	Labour Union.

RESOLUTION ADOPTED ON 23RD. MARCH, '74 IN THE CONVENTION OF
RAILWAYMEN OF C.L.W.

1. This convention of the workers & Employees Organisations of the Chittaranjan Locomotive Works held on 23.3.74 at Chittaranjan reiterates the resolution adopted in the National Convention of Railwaymen held on 27th February, 1974 at New Delhi where a firm decision was taken to launch an indefinite strike on the following ~~xxx~~
p.t.o.

(2)

demands in the event of the failure of the Railway Ministry's to a negotiated settlement by 10th April, 1974.

- i) (a) All Railwaymen be treated as industrial workers with full trade union rights including the right to negotiate.
 - (b) The working hours of Railwaymen shall not exceed eight per day.
 - (c) There shall be job evaluation of all railwaymen through a scientific system to be followed by their reclassification and regradation with need based minimum wage as the wage for the lowest paid workers.
 - (d) Pending the completion of job evaluation and reclassification, immediate parity in wages with those of workers in the Central Undertakings, viz. IIT, BHEL, HSL, HAL etc.
- ii) Dearness Allowance linked to the cost of living index with full neutralisation for every rise of 4 points in a six month period.
 - iii) Bonus at the rate of one month's wage for the year 1971-72 & 1972-73.
 - iv) Declassification of all Casual Railwaymen and their Confirmation in service with all benefits given to them with retrospective effect.
 - v) Adequate and subsidised foodgrains and other essential commodities through departmentally run shops.
 - vi) All victimisation cases should be withdrawn.

2. All pursuance of the resolution of the National Convention of the Railwaymen, this convention also resolves that for the preparation and furtherance of struggle on local basis, a co-ordination Committee of Railwaymen consisting of two representatives of all Organisation of workers and employees of C.L.W., whether industrial or categorywise, be formed. It is further resolved that the General Secretaries of four Unions viz. Labour Union, Karmachari Sahgha, Rly. men's Union and Workers' Union (INTUC) would act as Co-ordinator of the Committee for the time being.

3. This convention urges upon the workers & employees of C.L.W. to observe a Demand Week from April 2, to 8 under the auspices of the Co-ordination Committee of C.L.W. Workers in the following manner :-

- 2.4.74 - Postering in the Workshop & Township.
- 3.4.74 to 6.4.74 - Gate Meeting in different gates.
- 5.4.74 - Besides Gate Meetings joint convention of Citizens & representatives of other organisations of Chittaranjan and Rupnarayanpur in the evening.
- 7.4.74 - Mass Rally.
- 8.4.74 - Wearing of Demand Badge & Mass Demonstration before G.M.'s Office.

4. This Convention calls upon the workers & Employees of C.L.W. to unite as never before and to make the above programme a success including the programme of forthcoming struggle.

5. This convention also calls upon its constituents to collect struggle fund of their own from their members and supporters for the purpose of forthcoming struggle.

ALL INDIA RAILWAY STENOGRAPHERS ASSOCIATION,
JHANSI BRANCH.

Dt: 28th March.

R E S O L U T I O N

The Central Body Meeting of the All India Railway Stenographers' Association, Jhansi Branch held on date strongly deprecates the maltreatment of this category right from 1st Pay Commission, the New addition being Rly. Board's Circular letter No. E(NG) III-73-PC/52 of 4-3-74 purporting to attach one Senior Scale Stenographer with two Senior Scale Officers and reducing the strength of the Stenographers to 2/3rd of the Officers' strength.

Resolves that -

1. The Rly. Board's unilateral decision vide their letter under reference be withdrawn immediately as besides shrinkage of cadre and promotional chances it also aims at demoralising this category.
2. Each officer including junior scale should be provided with an independent Stenographer in appropriate grade.
3. The stenographers shall not comply with the impugned orders contained in Board's letter and will resist its implementation with all the vigour and strength at their command. If considered necessary, recognised/unrecognised Unions/Associations shall also be approached to muster their support in fulfilment of this objective.
4. AIRSA fully supports the demands of 96% upgradation in the clerical cadre and machine allowance to Typists as put forth by AIRMSA coupled with 6 popular demands jointly put forth by the recognised/unrecognised Unions/Category-wise Associations.

RESOLUTION ADOPTED IN THE NATIONAL CONVENTION
OF CENTRAL GOVT. EMPLOYEES ORGANISATIONS
CONVENED BY AIRF AT VITHALBHAI PATEL BHAVAN
(CONSTITUTION CLUB) AT DELHI ON 15.3.1974.

March 15, 1974.

This Convention of Central Government Employees Organisations congratulates the Railwaymen for unifying their ranks and taking the decision to launch an indefinite general strike on the various demands such as parity in wages with public sector undertakings, Bonus, full neutralisation, reduction of working hours, proper job evaluation, etc. in the event of the failure of the Railway Board to reach a negotiated settlement by 10th April, 1974.

As some of the demands on which the Railway workers propose to go into action are of common interest to all Government employees, the Convention feels that the Railwaymen's strike will have great impact and, therefore, other sections of employees cannot remain indifferent.

Under the circumstances, the Convention appeals that the various organisations jointly and separately should attempt to complete their negotiations on the common and sectional demands well in time so that all the sections of the employees are also able to play their rightful role in the struggle of the Central Govt. Employees for settlement of basic, sectional and categorywise demands.

The Convention calls upon all sections of the employees to close their ranks, build up unity and gear up machinery to meet the challenge of the time.

RESOLUTION IN SUPPORT OF STATE EMPLOYEES
ALL INDIA STRIKE ON 9TH APRIL, 1974.

State Government employees all over the country have been demanding over past one decade need-based minimum wage, full neutralisation of rising prices, vacation of victimisation and improvement of other conditions of service. The various committees and commissions appointed by State Governments as also the 3rd Central Pay Commission have frustrated the efforts of the State Govt. employees to secure these demands.

Their efforts particularly to attract the attention of the Central Govt. towards their pressing problems have gone unheeded. A mass petition signed by several lakhs of State Govt. employees was presented to the Lok Sabha on 18th April, 1973. Several thousand State Govt. employees from every corner of the country had assembled at the Capital to present the Mass Petition.

Meanwhile, the common people in general and fixed income group like Govt. employees in particular are the victims of the grave scarcity of food grains and other essential commodities and soaring prices. The sky-rocketting prices have caused serious erosion of the real income of the employees.

This Convention notes with deep concern that neither the Govt. of India nor the State Govts. have till now come forward to mitigate the burning problems of the State employees. Being unable to put up with this unbearable situation the National Executive of the All India State Govt. Employees Federation in its meeting on 18th and 19th February, 1974, held at Bhopal has called upon the 3 million State Govt. employees to observe one day's token strike throughout the country on 9th April, 1974 on the demands of bringing down sky-rocketting prices and ensuring adequate supply of food articles, need-based minimum wage, full neutralisation of rise in prices, 8.33% bonus, vacation of victimisation and stopping repressive measures, trade union rights, etc.

This Convention extends its whole-hearted support to this united strike struggle of the State Employees throughout the country and urges upon all workers and employees of the Central Government and Railways to mobilise their forces, hold solidarity programmes and firmly stand behind the State employees so that their strike on 9th April may become a challenging success.

This Convention also urges upon the Govt. of India and State Governments to appreciate the mounting discontent of the State Govt. Employees and take immediate steps to settle the problems immediately.

(True Copy)

R E S O L U T I O N

This meeting of Divisional Joint Council of Action, Sealdah, Eastern Railway, held on 7-3-74, fully endorses and ratifies the resolution adopted in the National Convention of the Railwaymen held on 27-2-74 in New Delhi under the Presidency of George Fernandez and urges upon the Railway Minister, Government of India to concede forthwith the following urgent and common demands of the Railwaymen.

- 1.(a) All Railwaymen be treated as industrial worker with full trade union rights including the right to negotiate.
- (b) The working hours of Railwaymen shall not exceed eight per day.
- (c) There shall be job evaluation of all Railwaymen through a scientific system to be followed by their reclassification and regradation with the need based minimum wage as the wage for the lowest paid worker.
- (d) Pending the completion of job evaluation and reclassification, immediate parity in wages with those of workers in the Central undertakings viz: HMT, BHEL, HSL, HMB etc.
2. Dearness allowance linked to the cost of living index with full neutralisation for every rise of 4 points in a six month period.
3. Bonus at the rate of one month's wages for the years 1971-72 and 1972-73.
4. Decasualisation of ~~any~~ all casual Railwaymen and their confirmation in service with all benefits given to them with retrospective effect.
5. Adequate and subsidised foodgrains and other essential commodities through departmentally - run shops.
6. All vicimisation cases should be withdrawn.

This meeting reiterates and resolves that in the event of the Rly. Ministry not conceding these legitimate and urgent common demands of the Railwaymen within the 10th April '74 the entire responsibility will lie on the Rly. Ministry in compelling the Rly. employees to resort to indefinite strike with effect from any day after 10th April, 1974.

The meeting, therefore, urges upon the Rly Ministry to realise the practical position and settle up the demands of the Railwaymen by means of peaceful negotiation.

Sd/- S.P. Basak
President

True copy

RESOLUTION

This meeting of the E.Rly. men's Co-ordination Committee, Kanchrapara, Eastern Railway, held on 11-3-74, fully endorses and ratifies the resolution adopted in the National Convention of the Railwaymen held on 27.2.74 in New Delhi under the Presidentship of George Fernandez and urges upon the Railway Minister, Government of India to concede forthwith the following urgent and common demands of the Railwaymen.

- 1(a) All the Railwaymen be treated as industrial worker with full trade union rights including the right to negotiate.
 - (b) The working hours of Railwaymen shall not exceed eight per day.
 - (c) There shall be job evaluation of all Railwaymen through a scientific system to be followed by their reclassification and regradation with the need based minimum wage as the wage for the lowest paid worker.
 - (d) Pending the completion of job evaluation and reclassification immediate parity in wages with those of workers in the Central undertakings viz: HMT, BHEL, IISL, HMT etc.
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The meeting, therefore, urges upon the Rly. Ministry to realise the practical position and settle up the demands of the Railwaymen by means of peaceful negotiation.

Sd/- T. C. Das.
President.

RESOLUTIONS ADOPTED IN THE WORKING COMMITTEE OF
THE ALL INDIA SWITCHMEN, CABINMEN AND LEVERMEN *advisory*
COUNCIL AT NAGINA (N.RLY.) ON 15.2.1974.

...

Resolution No.1: Anomalies in the Grades of Switchmen.

...

Fundamentally, in all cases the Pay Commission has accepted the present scale of pay (i.e. pay plus D.A. plus D.P. with 3 interim reliefs) as the basis for its recommendation. In case of switchmen the present pay comes to Rs.264/- but the Pay Commission has recommended starting grade of Rs.260-400 for the Switchmen. In this way they are loser by Rs.4/-, while the employees of most of the categories have got more beneficial starts. In this connection, we would like to refer the case of Lower Division Clerks and ASMs. The LDCs have got a start of Rs.260/- as against their present pay of Rs.240/- and ASMs have got the start of Rs.330/- as against their present emoluments of Rs.313/- only.

At the time of discussions with the Pay Commission it was stressed that the posts of Switchmen should be compared with Cabin ASMs for the purpose of pay scales but these posts have been compared with Roadside ASMs, which is not justified. The Pay Commission in its report volume II (Part II) Chapter 36, paragraph No.104, has admitted that Cabin ASMs work in Cabins and their duties relate to train operation and shunting movements only. The same type of work and responsibilities are shouldered by the Switchmen in the small and big cabins on roadside stations. In fact the Switchmen perform greater important duties of SMs on 'C' Class Stations where no post of SM or ASM exists.

It is, therefore, demanded that the Switchmen should be placed in the scale of pay of Rs.330-560 which has been given to the lower grade Cabin ASMs.

Resolution No.2: Anomalies in the grades of Pointsmen, Levermen and Cabinmen.

...

The grades proposed by the Pay Commission are not commensurate with the heavy and hazardous duties and responsibilities performed by the Pointsmen, Levermen and Cabinmen for the safe reception and despatch of trains.

The Second Pay Commission (1957-59) in its report divided the Cabin Staff in about a dozen categories but it was expected that the Third Pay Commission will minimise the grades to two only but it has recommended five grades for the cabin staff which is against the policy of the Pay Commission for reducing the grades to the minimum possible.

The Third Pay Commission in its report has not put forth right arguments for the justification of the scales proposed by it. The Cabin Staff does not work under the SMs/ or ASMs. They work independently on the basis of their qualifications in regard to transportation work attained in the Railway Schools, but their punctuality and discipline is supervised by the ASMs/SMs.

Resolution No.3: Promotion of Switchman to the post of Guard Grade 'C'.

...

According to the Railway Board order the Shunting Jamadars will be considered for the post of Guard Grade 'C' if the post of AYF is not available. Similarly, the Switchmen are also eligible for promotion to the post of AYF but they are not considered for the post of Guard Grade 'C'.

It is demanded that the Switchmen should also be made eligible for promotion to the posts of Guard Grade 'C' in the event of non-availability of post of AYF.

Resolution No.4: Provision of a leverman in the Cabins having more than 20 levers, with the Switchmen.

...

On account of change in the mode of transportation from Steam to Diesel and Electric operated engines, the work of Switchmen has increased many fold. The Switchmen working in the Cabins having more than 20 levers have to undergo heavy strain of work to maintain safety.

It is, therefore, demanded that one leverman may be provided in each Cabin having more than 20 levers to assist the Switchmen to cope with the heavy load of work which which is supported to handle.

Resolution No.5: Gate allowance for cabin staff.

....

The duties of Gatemen are clearly explained in the separate chapter of General and Subsidiary Rules Part I and II. According to that the Switchmen, Levermen and Cabinmen are not supposed to perform the duties of gatemen, but this work is being taken from the cabin staff without any extra allowance.

It is therefore, demanded that the cabin staff should be given the gate allowance where the duties of gateman are being taken from cabin staff in addition to their normal duties.

Resolution No.6: Provision of type-II accommodation and uniform as eligible to class III staff, to the Switchmen & Cabinmen Gr.I.

The Switchmen and Cabinmen Grade I are at present allotted accommodation of Class IV and the uniform supplied in the shape of Over-coat is also of Class IV type, whereas these posts are of Class III and are eligible to get Type II accommodation and Overcoat like that of other Class III staff like Brakesmen, Gr. N.110-130 and Despatch Clerk gr. N. 105-135.

It is therefore demanded that Switchmen, and Cabinmen grade I should also be allotted accommodation of Type II and superior overcoats as are paid to other Class III categories should be given to these categories of staff.

Resolution No.7:- Promotion of junior class III staff as Ticket Collectors.

According to Sl.No.2415 the Cabinmen category has been made eligible for promotion to the post of Ticket Collectors as recommended by the Cl.IV Promotion Committee. The matter has already been taken up with the administration vide General Secretary's letter no. NRMU/1 dt. 10/10/72 & 11/10/72, but the matter is still pending finalisation.

It is demanded that implementation of the recommendations of the class IV Promotion Committee as accepted by the Rly. Administration may please be expedited.

Resolution No.8: Absorption of medically incapacitated Switchmen Gr. 125-155 to equivalent grade

The switchmen when medically incapacitated are absorbed in the class IV categories lowest grades whereas the Firemen Gr.'A' in the scale are absorbed in the higher grade of Rs. 110-180 on the posts of Fitters. The matter was taken up with the administration vide NRMU letter no. NRMU/1 dated 29/3/73.

It is therefore demanded that medically incapacitated switchmen should also be absorbed in equivalent grade as quoted above.

Resolution No.9: Promotion of Levermen Gr.II, grade Rs. 75-95 and Pointsmen grade 75-95 to the post of Brakesmen gr. Rs. 100-130.

According to the recommendations of the class IV promotion Committee and accepted by the Railway Board, seniority of class IV in Transportation & Commercial Deptt. is to be pooled together for the purpose of promotion. The Levermen gr. II and Pointsmen grade Rs 75-95 (Class IV) of the Transportation Department are not considered for promotion to the posts of Brakesmen, ~~along with~~ along with the Commercial Class IV staff.

It is demanded that class IV Levermen gr. II and Pointsmen in grade 75-95 in Transportation Department should also be considered along with the Commercial Class IV staff for promotion to the post of Brakesmen.

Resolution No.10: Provision of gr.I Cabinmen instead of Cabinmen gr.II or Levermen Gr.I in the cabins having Log Registers & Private Numbers sheets.

At present the cabins having Log Registers and Private Number sheets are manned with Cabinmen Gr.II or Levermen Gr.I in gr. Rs. 80-110. The duties assigned to them are of greater responsibility which should be shouldered to the Cabinmen Gr.I Gr. 105-135.

It is therefore demanded that cabins having Log Registers and Private Number Sheets should be signed by Cabinmen grade I in scale Rs. 105-135.

Resolution no. 11:

8 Hours duty instead of 12 hours for Cabinmen & Levermen.

....

According to the decision of the High Court Tribunal, the Cabinmen and Levermen are supposed to perform 8 hours duty in a day but at many place they are supposed to perform about 12 hours duty which is against the Award given by the Tribunal. Due to dieselisation and electrification the work load of these categories has considerably increased and in view of safety measure it is not correct to take work from these categories for 12 hours a day.

It is therefore demanded that the award given by the Tribunal as stated above should be completely implemented and the categories of cabinmen and levermen should not be asked to perform duty for more than 8 hours a day.


Resolution no. 12:

Clarification of cabinmen & levermen etc. on the Railway.

....

According to the Railway Board orders as contained in their letter no. PC-60/PS-5/TC/1 dt. 21/6/61 all pointsmen were designated as Levermen gr. I and II according to the seniority in Northern Railway, Lucknow, Aligarh and Moradabad divisions, but this has not been done in Ferozepore, Bikaner, Jodhpur and Delhi divisions. The pointsmen in existence in these divisions are not taken the work of their duty but they are asked to perform the duties of Shuntmen, Token Porters, Station Porters etc. besides their normal duties. These pointsmen are getting the benefits of their promotion as is extended to Levermen of ALD, LKO & MB divisions for a chance of promotion from Switchman, Cabinmen, Levermen to ASI.

It is therefore demanded that the posts of pointsmen over Delhi, Ferozepore, and Jodhpur, Bikaner division should be designated as Levermen Gr. I and Gr. II according to their seniority so that they may also get the same benefit as it available to their counter-parts in other divisions.


(Gurya Lal)

Convener,

All India Switchman, Cabinmen,
Leverman Advisory Council,
under the auspicious of All
India Rly. mens Federation &
N.Rly. Mens Union.

Copy to the President,
AIRF for necessary action,
please.

ALL INDIA STATION MASTERS' ASSOCIATION, NEW DELHI.

NATIONAL CONVENTION AT MADRAS.

RESOLUTION NO. I

This convention of AISMA held at Madras on 15th and 16th February 1974 condemns the ghastly and unprovoked atrocities perpetrated by the Government of Gujarat & Maharashtra on the people demanding food and clothing and condoles for the martyrs who laid down their lives for the cause of the people.

This convention sends it fraternal greetings to the toiling people of Gujarat & Maharashtra who created history in the mass movement in the beginning of 1974 by braving the brutal shooting of the police CRP and the Army deployed by the present regime.

This convention also condoles the death of comrade Muzafar Ahmed, the veteran trade Unionist and Ex-Vice-President of the AITUC and leader of the toiling masses of our country and gives respect to his beloved memory.

This convention condoles the sad demise of National Professor Satyan Bose and great Literatur Syed Mustafa Ali and other colleagues in different parts of India and conveys deep sympathy to their bereaved families.

RESOLUTION NO. II

This Special Convention of AISMA held at Madras under the Chairmanship of President H.S. Chatterjee notes with serious concern the Anti-labour policy of the Govt. of India towards its own employees in not conceding their vital demands relating to new wage structure on the basis of need-based Minimum Formula as adopted in the 15th Indian Labour Conference, stabilising price line, D.A. linked to consumer price index, Bonus, Decasualisation, full protection of grade and rank for medically decategorised staff, full Trade Union rights and reinstatement of all victimised Trade Union workers, repeal of all draconian acts, withdrawal of Emergency and DIR, stop deployment of Territorial Army against Trade Union Movement, scrap ban on recruitment in the Railways for employment potential, withdrawal of all means of automation as labour saving devices, political rights including right to contest in Elections, Labour participation in Management through direct election amongst employees, supply of essential commodities, Bi-partite agreement for wages, confinement of duties to 8 hours per diem etc. etc.

This convention notes the ever growing resentment expressed by all sections of employees of the Government, together with the entire working class of our country in a state of great enthusiasm to fight out the standing menace created by the ruling class in their bid to pauperise our people.

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This convention, therefore, finds its transparent as anything to launch a united All India Strike till the demands are fulfilled by the Government of India. This Conference calls upon the Railwaymen and other Central Government Employees to be prepared to join the strike. In a massive strike struggle of All-India Character, all organisations should mutually form one joint Council of Action to evolve Joint-leadership for joint campaign, serving of strike notices to their respective authorities and to fix a common suitable date for the purpose.

In the opinion of this convention, 11 A.M. on 1st May, 1974, the May Day would be most appropriate on overall considerations - and most fervently hopes that all other sister organisations serving the cause of Govt. employees would find good and sufficient reasons in accepting this date for declaring a General Strike.

It should be noted that the joint council of action should act and provide collective leadership in the matter of preparation, conduction and governing of the strike and no individual organisation or personnel will act in any negotiation before during or after the strike and for calling off the strike.

This Convention gives the clarion call to its members and all other Railwaymen to stand heroically and to make the greatest sacrifices in the fight to wrench their just and reasonable demands from the unwilling hands of the Government of India.

Resolution No.3.

This special Convention of AISMA held at Madras on 15th, 16th and 17th February, 1974 notes with serious concern the anti-labour policy perpetrated by the Govt. of India in conceding to the just and legitimate demands of Station Masters category repeatedly represented to the Rly. Minister. This convention therefore reiterated its previous demands with due weight and seriousness so that wise counsel will prevail at the Administrative quarters for their immediate redressal.

Charter of demands:

1). Hours of work:

- a) There should be no excluded classification in duty roster for SM/ASMs in the Indian Rlys. Compulsory weekly rest with Gradewise Rest Givers should be ensured. Posting of Rest Givers should be made at convenient stations irrespective of financial implications.
- b). Abolition of 12 hrs. shift (essentially intermittent) wherever existing and introduction of 8 hrs. duty as continuous should be granted.
- c) Reclassification of stations/Cabins to intensive according to work load on job analysis.
- d) New rosters providing 56 hrs, 40 hrs and 32 hrs weekly rest in a cycle of three weeks should be introduced immediately.

2) Abolition of bottom grades for both SMs and ASMs

Scale of pay: ASMs initial grade 25%, ASMs Senior Grade 75%
SMs bottom initial grade 25%; SMs senior grade 75%.

Only two grades should be allotted to both ASMs/SMs as indicated above.

3) Compulsory allotment of Rent free type III quarters to SMs/ASMs at all stations pending which payment of House rent allowance shall be granted at a minimum of 10 of pay in lieu irrespective of area.

4). Special pay should be granted for:

a). SMs/ASMs shouldering commercial duties at the rate of 15 of pay.

b). ASMs working in cabins with heavy work load and risk at the rate of 15% of pay.

5. a). No interpolation upto the highest grade of this category i.e., up to the post of S.S.

b). Higher grade promotion in commercial operating and personnel departments should be earmarked for SMs/ASMs at 40% of the posts.

6. Compulsory supply of drinking water at every station of Indian Railways as a first step towards human needs for both the staff, their wards and passengers with atleast one waterman provided at each station should be guaranteed.

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