

METAL & ENGINEERING WORKERS FEDERATION
BOMBAY STATE

1. NAME AND LOCATION:

- (a) The name of the organisation shall be "METAL & ENGINEERING WORKERS FEDERATION OF BOMBAY STATE", hereinafter referred to as B S F BOMBAY STATE.
- (b) The Central Office of the Federation shall be at such place as may be decided upon by the Executive Committee of the Federation.

2. AIMS AND OBJECTS: The objects of the B S F shall be -

- (a) to organise the whole body of Metal & Engineering Workers of Private and Public Sector over Bombay State into Unions and to guide and co-ordinate the activities of these Unions in order to -
 - (i) safeguard and promote the rights and privileges of Metal & Engineering Workers in all matters relating to their employment, and conditions of service.
 - (ii) secure uniform service conditions and privileges to all Metal & Engineering Workers throughout Bombay State irrespective of race, colour, creed or sex,
 - (iii) ensure proper representation of the grievances of the members of the affiliated organisations to the authorities concerned.
 - (iv) ameliorate economic conditions and improve social and cultural level of Metal & Engineering Workers.
- (b) to improve the standard of workers with regard to pay, allowances, leave, hour of work, provident fund, security of service etc.
- (c) to establish benefit funds, co-operative stores, credit societies, clubs, libraries, night classes, reading rooms, etc. for the benefit of the Metal & Engineering Workers.
- (d) to co-operate with other working class organisations for the protection and promotion of economic social and cultural interests of the working class.

3. The B S F shall endeavour to further the aforesaid objects by all legitimate, peaceful and democratic methods.

4. AFFILIATION: The B S F may affiliate to itself any Union or Regional organisations of Metal & Engineering Workers provided such organisations accept this constitution and abide by the decisions of the Federation taken from time to time.

(a) SUBSCRIPTION: ~~Two~~

Each affiliated organisation shall pay to the B S F -

- (i) yearly subscription of 0.20P. per member.
 - (ii) such other levies as may be fixed by the Working Committee of the B S F.
- (b) Any person who is not a worker and who is in sympathy with the Metal & Engineering Workers and who accepts the aims and objects of the B S F may be eligible to be elected to serve on the Working Committee.

5. The General Council may, on recommendation by the working Committee, suspend any affiliated organisation acting against the interest of the B S F. The General Council may also recommend to the General Body for expulsion of such organisation. But in no case will disciplinary action be taken unless the organisation concerned has been given an opportunity to explain its conduct before the General Council and/or the General Body.

6. (a) The annual subscription shall be paid by the 1st May each year together with all other levies that may be made from time to time. Non-payment or any contribution, or special levies shall disqualify the defaulting organisation from voting in the meeting of the member-organisation shall not enjoy benefits.

unless they have fulfilled the conditions of Rules 4 & 5.

- (b) Representation on all the bodies of the B S F will be on the basis of payment of annual subscription paid to the BSF as under (a) above.
- (c) An organisation, when disqualified for non-payment of dues may be re-affiliated on payment of all arrears and current subscriptions.

7. REGISTERS ETC:

The B S F shall maintain a register of member-organisations and with their names and addresses and such other particulars as may be considered necessary concerning each unit and recorded therein. The register shall be upon to inspection by any officer or authorised representative of member-organisation on any day during the normal office hours of the B S F with a previous notice of 15 days to the General Secretary in writing.

8. BODY CONSTITUTION:

The B S F shall consist of -

- (a) the affiliated organisations
- (b) The General Body constituted by the delegates elected to the Annual Conference;
- (c) the General Council and
- (d) the Working Committee.

9. POWERS AND FUNCTION OF THE WORKING COMMITTEE MEETINGS AND ANNUAL CONFERENCE

- (a) i) The Working Committee shall consists of 21 members including the President, 3 Vice-Presidents, General Secretary, 2 Secretaries and 1 Treasurer. The Working Committee shall be elected at the Annual Conferences.
- ii) Members of the Working Committee of National Federation from Bombay State will be ex-officio members of the Working Committee of B S F.
- iii) The Working Committee may appoint an office Secretary or Organising Secretary who will attend the Working Committee meetings, but will not have right to vote.
- (b) i) The Working Committee shall meet once in 3 months ordinarily.
- ii) 13 days notice together with the agenda shall be necessary for convening a meeting of the Working Committee., Emergency Meeting may be convened by the General Secretary with a short notice specifying agenda.
- iii) In extra-ordinary circumstances the General Secretary may obtain the opinion of the members of the Working Committee through a circular and act on that.
- (c) The Annual Conference of General Body of the B S F shall be held at least once in two years and transact the following business;
 - i) to approve the report and audited statement of accounts;
 - ii) to consider and adopt resolutions;
 - iii) to amend, alter or rescind any of the rules of the Constitution, notice for which should be given at least 15 days before the Annual Conference;
 - iv) to elect the Working Committee including the office bearers;
 - v) to appoint auditors and fix their remuneration.
- (d) A notice of one month shall be necessary for the Annual Conference.

10. (a) The General Council shall be elected Union-wise by the delegates from amongst themselves of the Union to the Conference of the B S F on the basis of;

General Council:-

- i) 1 for 25 members for first 100 members ;
- ii) 1 for 50 members between 101-500 members ;
- iii) 1 for 100 members between 501-1000 members ;
- iv) 1 for 250 members between 1001-3000 members ;
- v) 1 for 500 members over 3000 members.

- (b) The General Council shall meet at least once in six months.
- (c) A notice of three clear weeks with agenda shall be necessary for the meeting of the General Council.

11. The Extra-ordinary General Body called for the purpose, shall have full powers to add to, alter or rescind or amend any of the rules contained herein with two-third majority of the total number of ~~the~~ delegates present.

12. A member of the Working Committee, the General Council or of the General Body who ceases to be a member of the affiliated organisation on whose behalf he or she has been elected to the General Body shall forthwith cease to be a member of the B S F.

13. Each affiliated organisation shall have the right to elect as follows:-

Annual Conference:-

- i) 1 for 10 members for first 100 members;
- ii) 1 for 25 members between 100-500 members;
- iii) 1 for 50 members between 501-1000 members;
- iv) 1 for 100 members over 1000 members.

14. (a) The Working Committee or the General Secretary in consultation with the ~~President~~ President in an emergency may call a special session of the B S F.

(b) The General Secretary shall convene a special session on a requisition made in writing by at least one-third of the affiliated organisations for receiving such a requisition. In case of failure to comply with the provision, the requisitionists will be entitled to hold the special conference.

15. QUORUM:-

The quorum at the session of the B S F shall be one third or 100 whichever is less of the total number of delegates. The quorum for the meetings of the General Council shall be one-fourth and the Working Committee shall be one-third of the total number of the respective committee.

16. The Working Committee shall be responsible for:

- (a) management and transaction of all business of B S F
- (b) taking proper steps for carrying out the resolutions adopted by General Body and General Council.
- (c) dealing with an emergency arising during the year affecting the interests of the Metal & Engineering Workers.

17. The Working Committee shall have powers:-

- (a) to frame rules from time to time not inconsistent with the bye-laws of the Constitution.;
- (b) to appoint sub-committee either from amongst ~~the~~ itself or from the members of the General Council or the General Body for specific purposes;
- (c) the President and the General Secretary shall be the ex-officio members of such committee (ii) as the case may be;
- (d) to fill up any vacancy in the Working Committee from amongst the members of the General Body in consultation with that particular Union and co-opt members in case of new affiliation provided, however, that all such decisions shall be placed before the next General Council meeting for approval;
- (e) to appoint either on fixed salary or on remuneration such person or persons as are necessary;
- (f) to remit or reduce the levie imposed by the Working Committee.

18. (DUTIES OF OFFICE-BEARERS:-

- (a) The President:- The President shall preside at all the meetings of the Working Committee, General Council and the General Body of the B S F and shall look after the administrative functions of the B S F.
- (b) The Vice-Presidents:- Any one of the Vice-Presidents, as may be elected by the Working Committee, shall act in the absence of the President. All the Vice-Presidents shall assist the President in his work.
- (c) General-Secretary:- (i) The General Secretary shall convene all meetings of the B S F, attend to all correspondence and keep the records of the B S F, including the necessary books of accounts, the register of members and the minute book, submit the annual and other reports and returns to the Registrar of Trade Unions and or to the General Body of the B S F, as the case may be, submit to the General Council and to the Working Committee from time to time reports on the working of the B S F including the annual report to be submitted to the General Body.
- (ii) The General Secretary shall incur no expenditure, of more than Rs.100/- (Rupees one hundred) without the previous sanction of the Working Committee. He shall not keep with him more than Rs.100/- at a time.
- (d) Secretaries:- The Secretaries shall assist the General Secretary in his day-to-day working and any one of them as elected by the Working Committee, shall act in his absence.
- (e) Treasurer:- The Treasurer shall be responsible for receiving all funds of the B S F, passing receipts and duly banking them. He shall keep the accounts of all the amounts so received and spent.

19. The General Secretary of the B S F shall arrange and be responsible for the proper maintenance of the different books and registers of accounts. The account books shall be open to inspection by officers and members during the normal office hours of the B S F with 15 days previous notice in writing to the General Secretary. The accounts shall be audited annually by the auditors appointed by the Working Committee from time to time. The financial year for the purpose of this rule shall be 1st April to 31st March.

20. The General Fund of the B S F shall comprise of donations, affiliation fees, special levies and all other money received.

21. The funds of the B S F set down in these rules subject, however, to the provisions of Section 15 of the Act XVI of 1926 and payment of expenses of administration salaries, etc. necessary etc. necessary for its proper management including the suit of the accounts.

22. The General Body shall have full powers to dissolve the B S F with the consent of the three-fourth of the total number of the delegates present at a meeting called for the purpose. In case of its dissolution, the assets and liabilities of the B S F shall be disposed of accordingly as may be decided in that very meeting of the B S F.

23. The funds of the B S F shall be kept in a Bank or Banks as the Working Committee has decided and the Bank Accounts shall be operated by the General Secretary and the Treasurer.

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(Vithal Chaudhari)
GENERAL SECRETARY.

Metal Engineering

ON T.U. RIGHTS

This Conference of All India Engineering Workers view with great concern the policy generally followed by the Employers in the Engineering Industry of not giving due recognition to the genuine Trade Unions and victimising employees for day to day trade union activities.

Engineering workers as affiliated to the Central Trade Union Organisation had taken upon themselves the obligation of the Code of Discipline and followed there over these months.

On the contrary it has been found that the Employers have ~~xxx~~ openly thrown over board in practice the responsibilities of the Employers in the Code of Discipline adopted at the National Indian Labour Conference. Similarly Tripartite decision on closure of Engineering concerns/ is being violated.

The Conference notes with regret that the machinery at the State and Central Govt. level has proved ineffective in taking prompt and suitable action in defence of workers against these violations.

The Conference urges upon the State and Central Govt. to take strong measures to get the code discipline implemented by the Employers and act promptly in defence of the day to day functioning of T.Us by the workers.

ON SOCIAL SECURITY

The National Conference of Engineering Workers urges upon the Central Govt. to draw up a comprehensive scheme of social security measures covering medical amenities, provision for old age, provident fund, gratuity, unemployment benefit and compensations for injuries. The Report of the Govt. of India's Study Group on social security unfortunately confines its study to the integration of some of the existing schemes.

This conference considers that in the working and scope of the existing schemes, of the E.S.I. scheme, in particular, much improvement remains to be done. During the last few years the organised insured workers of whom the Engineering workers constitutes substantial portion, have been repeatedly demanding (a) extension of the scheme to the families (b) construction of hospitals for insured workers at the different centres (c) reduction of workers contribution and (d) removal of administrative defects. However, apart from general promises and minor improvements, the Central Govt. has failed to move in the matter and the State Govts have successfully sabotaged construction of hospitals and extension of the scheme to the families although the ESI Corporation has already amassed a huge reserve fund ~~xxx~~ amounting not less ~~than~~ than Rs. 14 crores.

While agitating for a comprehensive social security scheme, this conference calls upon the Engineering workers of India to organise movements demanding improvement in the work of the existing schemes and opposing any extension of the ESI scheme to new area till the govt. carries out in full the measures promised under the ESI scheme.

ON TECHNICAL TRAINING

This first National Conference of Engineering Workers of India expresses its concern at the stage of affairs obtaining at present in the sphere of technical training of workers. Rapid industrialisation can only be possible if simultaneously with ~~scheme-~~ scheme of industrialisation, steps are taken for training of technical hands.

Whatever skills that so far been displayed by our workers in various of ~~the~~ branches of the Engineering industry, have been acquired by their own initiative and efforts. Neither the Govt. nor the private employers have taken effective steps in this direction. Experience has shown that despite hard working conditions, Indian workers can ~~display~~ display skill not inferior to any other industrially developed country. Not to speak of the Socialist countries where, elaborate and through arrangements are there for training of skilled hands, whatever facilities there are in other capitalist countries are almost absent in India.

The system of apprenticeship training in different factories has only afforded the employers the novel way of getting skilled work with lesser wages and other amenities. For want of proper planning the trained hands receiving training in several Technical Institutes set up by the Govt. are not properly utilised and other do not get suitable jobs.

So in the interest of rapid industrialisation and to make good the dearth of skilled hands for different branches of industries, it is urgently necessary that suitable steps are taken without delay for Tech. Training of workers. This is all the more urgent in respect of the growing Engineering Industry which requires skilled hands more in numbers as well as in varieties than for any other industry.

This conference, therefore, demands that:-

- (a) Tech. Training School be opened in all industrial centres and also attached with big industrial projects for the training of young workers.
- (b) Skilled workers found suitable for higher tech. training be sent abroad.
- (c) Arrangements be made for general education and vocational training of workers children.

ON BILLET ROLLING INDUSTRY.

The Rolling Mills which roll Billets are facing acute difficulty in procuring billets for their requirements. They cannot roll scraps according to the orders of the Govt. The result is that these factories can work only as long as they get Billets. The factories have to close down due to shortage of raw materials.

The Billets are not available in regular market due to control. Certain monopolists corner the material and sell in the black market. This creates difficulty also because these Rolling Mills cannot use scraps. Hence they have to close their Mills.

This Conference demands that the Government should either give full quota of the Billet requirements of these Rolling Mills or on production percentage. If this is not possible the Government should allow these Mills to use scrap for rolling purposes, so that the workers are not thrown out of work due to shortage of Billets.

ON CONTRACT SYSTEM OF LABOUR

The Small Scale Engineering Industries have been confronted with a new problem, by the decision of the Supreme Court re: definition of workmen. This interpretation has excluded those workers who are employed by Contractors. The Small Scale Industrialists, taking its clue from this interpretation have changed the system of working by introducing Contractors in between themselves and workmen.

This system has put the workers into much difficulties viz., concerning working condition, holidays Gratuity and Bonus etc. The workers cannot claim and fight for their legitimate rights on legal footing.

It may be recalled that tripartite conference at Hyderabad on Cement Industry had decided against the Contractor system. This policy is equally good for the Engineering Industry. The workers employed under so-called Contractor system have been waging sustained struggle in some states e.g., Punjab against this system with the result that they have suffered much in the shape of victimization and loss of employment.

This Conference of the Engineering Workers urges the Central Government to take necessary steps to amend the provisions of Industrial Dispute Acts so that this system is rooted out with all its evil. All the persons doing any manual work or work through machines in the manufacturing process within the premises of the factory should be brought within the definition of workmen.

On Small Scale Industries and Its Problems :

The Small Scale Engineering Industry has been developing in recent days particularly in the States of Punjab, Delhi and U.P. side by side. Acute problems have cropped up, which hampers the growth now.

The acute crisis of non-availability of raw materials has cut down the production of this Industry. The Central Government has put Iron and Steel under Control. The factories have been allotted Quota of these metals. This has driven the metal into Black Market. Special phenomena of the situation is that influential persons, who have no direct connection with the Industry have managed to get good Quotas for themselves and the material is passed to the actual manufacturers through Black Market. Some manufacturers, of course, have their Quotas. The effect is that those who have no quota - have to incur extra expenses and cannot stand on competition. Curious thing about the distribution of quota metal is that, those who require metal bar of certain size are not given the required metal but another size. The metals of all sizes are available but bungling in distribution satisfies none and quota is not lifted. It passes on to fictitious manufacturers who give their requirements of all sizes. They then get on cheap rate and sell them in Black Market.

Another problem is non-availability of Power to the actual manufacturers. In this case also, persons have managed to get Power when they have no factories. They sell or rent their power to the real manufacturers. This affects the Industry much.

The Government has created Small Scale Industrial Corporation, who are supposed to help with finance and marketing of products to these small Industries. It has become a farce; the real manufacturers get no help. This Corporation is dominated by big Industrialists and they manipulate in such a way that it denies real benefit to the Small Scale Industry.

The Working Condition of the workers in this type of Industry is appalling. There is no clearance of the provisions of

Factories Act and benefits of other Acts for Workers.

There is increasing occurrence of accidents due to non-existence of Safety measures. The Wages of the Workers are very low viz., Rs. 30/- (Consolidated) which is not even Starvation Wage. The effect is that, the workers are victims of malnutrition and diseases. There is no proper medical facility.

This National Conference of Engineering Workers' demand that :

- (1) the Government should allot Quota of Iron, Steel and Pig Iron after proper enquiry with the co-operation of Trade Unions, so that the real manufacturers get the required materials according to their manufacturing needs ;
- (2) the Government should give loans to the manufacturers on cheap rates, also arrange for the proper marketing of the products;
- (3) the Working Conditions of the workers be improved by observance the proper/circumstances of the existing laws Concerning Workmen. The Government should fix minimum Wages in every State taking into consideration of the needs of the different States;
- (4) the Government should see that real manufacturers are given Power to run the factories. Those who have at present Power Connection, their Cases should be enquired and those connecting who are fictitious concerns - should be cancelled.

SEWING MACHINE
ON EXCISE DUTY & PURCHASE TAX.

The Government has now imposed new Excise Duty on Sewing Machines. Two years ago Industrialists and workers protested against this Duty and the Government was forced to withdraw this duty. Now again the Government has imposed the same Duty, which may be cause of the unemployment of thousands of workers working in the industry, because this Excise Duty is heavily burden on this small scale industry and the employers are planning to reduce the wages of the workers to compensate their own burden, and this situation has create great discontentment among the workers.

Apart from the above facts, the Small Scale Industrialists will not be able to compete the big monopolists in this industry, while on the contrary the Sewing Machine Manufacturers are demanding from Central Government to give the Licence for export to earn Sterling from the country.

The Government instead of giving facilities to this small Scale Industry, have imposed Purchase Tax Also.

In view of the above situation this Conference demands from the Government to withdraw Excise Duty and Purchase Tax from this industry, and in order to promote this industry Export Licence should be allotted to them, so that this industry flourished and employment increase.

	2	3	- 2 - 4	5	6	7	8	9	10	11
2. Nagpur Engineering Workers Union, Nai Tilak Station, Nagpur		260		N.A.	N.A.	-	-	0	-	N.A.
Total		12/18588						7/8881		

I N T U C

. National Engineering Employees Union Seva Kutir, 234/235, Naigaum Road, Bombay	2330	1437/18-9-53	INTUC	2882	1660	1660			S.P.
. Bombay Automobile Employees, Mazdoor Karyalaya, Congress, House, Bombat-4	1142		R.C.		0				R.C.
. Automobile Manufacturers' Employees Union, Mazdoor Manzil, 25 Govt. Gate Road, Parel, Bombay	300	1060/3-5-51	INTUC	491	259	259			S.P.
. Kamani Employees Union, Amarchand Doshi Bldg. 66 Agra Road, Bombay	87	1154/24-12-51	INTUC	569	R.N.P.	0			R.N.P.
. Baroda Engineering Kamdar Mandal, Raopure, Baroda	879	1037/27-3-51	INTUC	1036	884	884			S.P.
. Bobin Factory Kamdar Mahajan c/o. Majoor Mahajan Sangh, Mahatama Gandhi Road, Kalol.	86		Defunct			0			Defunct
. Bobin Factory Kamdar Mandal Majoor Mahajan Sangh, Billimora Surat	71	1612/31.7.54	INTUC	60		60			
. Ahmedabad Bobin Factory Workers Association C/o. T.L.A. Bhadra, Ahmedabad	200	2035/25-4-56	INTUC	140		140			
. Engineering Factory Kamdar Sangh, C/o. T.L.A. Bhadra, Ahmedabad	94	2223/31-1-57	INTUC	144 219		144 319			
. Surat Electricity Co. Staff Union, Gumasta Mahamandal Office, Nanavat, Surat	252	344/25-2-47	INTUC	359		359			
. Ahmedabad Electricity Employees Union, Majoor Sevalaya, Bhadra, Ahmedabad	1039	M.I. 342/12.2.47	INTUC	438	438	438			Yes S.P.

12. The power House Kamdar Sangh, Abbas Manzil, Anara Kuva Road, Morvi	62	2291/29.3.57	INTUC	62	62	
13. Electricity Kamdar Mandal, C/o. Mazdoor Mahajan Sangh Gunj Bazar, Sidhpur	24	1750/31.3.55	"	26 26	26 26	
14. The Bombay Electricity Board (North Circle) Employees Union, Utran Shramjivi Mahamandal Office, Manavat, Surat	249	1536/25.3.54	"	393	393	
15. Power House Workers Union, C/o. Rashtriya Mill Mazdoor Sangh, Surendarnagar	71	2312/29.3.55	"	76	74	74
16. Power House Employees Union, INTUC Office Upercot, Junagarh	12	N.R.				0
17. Kirloskar Kamgar Union, P.O.Kirloskarwadi Taluka Tasgaon, S.Sitara	797	1092/12.7.51	"	536		536
18. The Engineering Mazdoor Sangh, Near Rly St. Ambernath	140	878/10-3-50	"	230		230
19. Power House Kamgar Union, Congress Committee Chumargalim, Ahmednagar	69	811/29-12-49	"	78		78
20. The East Khandesh Rashtriya Electric Kamgar Sangh, New Kacheri Road, Amalner	26	969/26.10.50	"	21		21
21. City Power House Kamgar Union, Congress Committee, Manmad	11	1730/28.2.57	"	11		11
22. National Automobile Employees Union, INTUC Office Kothai Road, Mahal, Nahpur	100 74	2526/29.3.57	"	60		60
23. Rashtriya Commercial Engineering Employees Union, Chawai Road Hauli Mohalla, Nagpur	100	2575/29-3-57	"	96		96
24. Electrical Workers Union, Prabha Niwas, Jail Road, Nagpur.	300	2466/29.3.57	"	242		242

Total

24/8515

20/5773

U.T.U.C.

1.	2	3	4	5	6	7	8	9	10	11
1. General Industrial Mazdoor Union, 144 Danda Village, Khar, Bombay 21.		450				R.N.S.		0		R.N.S.

~~450~~

H.M.S.

1. Engineering Mazdoor Sabha, Kamgar Sadan, Nawab Tank Road, Mazgaon, Bombay-10	25376	Membership inflated	281/20.6.46	H.M.S.	9002	4422	4422	Yes	S.P.
2. Engineering Kamgar Sabha, Kakakuwa Mansion, 54, Budhwar Peth, Laxmi Road, Poona-2.	750		271/28.10.50	HMS	720		720		
3. Engineering Mazdoor Sabha, TelNaka, Rajpur, Ahmedabad.	700		1499/21-1-54	HMS	312	233	233		S.P.
4. Engineering Employees Union, 204, Charni Road, Bombay-4	793			R.C.			0		R.C.
5. Griendwell Kamgar Union, 46, Kama Bldg., Room.No.4, Cawasji Patel Road, Bombay 1	408		834/17.2.50	HMS	450		450		
6. MES Workers Union Deolali, ORTS, Ambrai Camp, Bhagar Road, Deolali	500		552/17.7.48	HMS	98	98	93		S.P.

Total	6/28,519						5/5918		
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R.N.S. - Returns not submitted

R.C. - Registration Calcelled

S.P.- Stipulated Principles;

R.N.P. - Records not produced

N.R. - Not registered

N.A.- Not affiliated

Stipulated principle i.e., the verified membership has been arrived at in accordance with the procedure of calculating membership of those who have paid at least 3 months' subscription during the period of 6 months ending with 31st March, 1958 etc.

PREPARATORY COMMITTEE
NATIONAL CONFERENCE OF ENGINEERING WORKERS OF INDIA
249, Bowbazar Street, Calcutta - 12

Dt: 29 . 6 . 59

To: All Unions.

Dear Brothers,

1. Preparations for the Conference have now been finalised. The Conference will be held on the 10th, 11th and 12th July and it will be inaugurated by Brother JEAN Secretary, Trade Union International, Metal & Engineering W.P.T.U., who will be reaching India on the 1st. July. According to indications that we have so far received, about 9 foreign delegates are expected to attend the Conference.

Brother S. A. Dange, M.P. will preside over the conference.

2. Arrangements for accommodation of delegates coming from different states have been completed. We have not made any separate boarding arrangements as we have got in Calcutta a large number of hotels and restaurants catering foodstuffs of all tastes. The minimum cost for feeding including breakfast will be approximately Rs. 2'50 to Rs. 3'00 per day. As you know, conveyance is comparatively cheap in Calcutta.

Programme have also been drawn up to afford opportunity to delegates for visiting a number of Engineering factories in and around Calcutta.

Cultural programme, of course, is there.

3. Calcutta climate is now hot with intermittent rains. Delegates should, if possible, bring with them umbrella or raincoat which will facilitate their movements.

4. Delegates are requested to intimate the Reception Committee the date and time of their arrival so that arrangements can be made for receiving them at the railway station.

5. We are also arranging to hold an exhibition of Engineering goods produced in West Bengal.

6. We hope election of delegates and other preparations have by now been completed by state Engineering Unions. Please intimate the number in advance.

7. It may not be possible to issue any more circular before the Conference. The Preparatory Committee has received spontaneous response from the mass of Engineering workers in West Bengal and are getting active participation in the matter of raising funds and in all other preparatory activities. We believe large number of delegates will be coming from other states and the Engineering workers of West Bengal who have the proud privilege of playing host, are awaiting to receive them cordially.

8. Materials for the conference will be made available soon after arrival in Calcutta.

FOR OTHER INFORMATION PLEASE CONTACT:-

Robin Mukherjee, M.L.A.
Secretary,
Reception Committee For National Conference of
Engineering Workers of India,
249, Bowbazar Street, Calcutta - 12.

Fraternally yours

MD. ELIAS

Short History of the Dispute between the Kirloskar Oil Engines, Ltd., Poona
and the Engineering Kamgar Sabha over Recognition and Joint Private Arbitrator

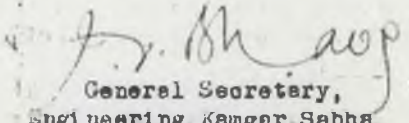
1. First request for the recognition of the Sabha was made to the management on 50th December 1958. *25th Aug 1958, 25th August, 16th Nov 59*
2. Subsequently, when no reply was received to the representation, reminders were sent to the management and also the Asstt Commissioner of Labour, Poona, and the Commissioner of Labour, Bombay, were requested to prevail upon the management in this behalf. *30th Dec 1958, 11th Feb 59*
3. Uptill now the Company has neither acknowledge receipt of the representations nor replied any of our letters in respect of recognition of the Sabha.

4. Joint Board of Private Arbitrators:

1. The Industrial Tribunal, Bombay, gave its Award on 15th January 1959, over the dispute relating to classification of workmen inot different grades, salary and wage scales and dearness allowance. While prescribing the scales and dearness allowance, the Tribunal took into account the total earnings of workmen and did not grant any substantial increase either in the scales or in the rate of dearness allowance, then prevailing. The Tribunal assumed that the earnings on account of Production Bonus will never reduce. The Tribunal also laid down certain principles, in consultation with the Assessors, for classifying individual workmen.
2. The Company classified the workmen into different grades after the Award was published and called for the comments of the Sabha. The Sabha represented nearly 170 cases of wrong classification to the management and during the discussions with the management the Sabha could succeed in getting the classification of nearly 50 workmen modified. The Company refused to consider the cases of remaining 120 workers on the ground that the classification as made by the Company was correct.
3. Secondly, no sooner the Award was published, the Company started changing the norms of Production Bonuses, to the disadvantage of the workers. This reduction was acutely felt in the Bearing Shop, where the earnings of nearly 50 workers are reduced by 90 % due to the change in the norms. Similar reductions were effected in the Machine Shop and Assembly and Testing Sections affecting over 100 workers.
4. It may please be noted that all these changes were effected by the Company to the disadventage of the workers concerned, unilaterally and in certain cases retrospectively.
5. Since the classification of individual workers and the fixation of norms of Production Bonuses are matters requiring technical knowledge, the Industrial Tribunals are unable to decide such cases expeditiously and satisfactorily. It is also the policy of the Government to not to refer individual cases for adjudication as far as possibly. Only such disputes which concern re-instatement of victimised workers are referred for adjudication. Assuming that such individual cases are referred for adjudication the loss of time involved is considerable.
6. On 5th May 1959, it was suggested to the management by the Sabha, that a board of Private Arbitrators would be the proper salution. The suggestion was neglected by the management. Hence a notice of Protest Strike was give only with a view to bring the urgency of the matter to the notice of the management. However, the same was withdrawn as the negotiations were initiated by the management.

7. Again the management refused to consider the main two demands of the workmen even though the Sabha withdrew the notice of Protest Strike. The Sabha then was left without any alternative and ultimately served the management with an notice of Strike on 22nd June 1959. The Sabha tried to explore all the available avenues for an amicable settlement. Even the strike which was to commence from 11th July was postponed by two days with a view to make a last effort.
8. It will thus be seen from the above mentioned facts that the Sabha had all along tried to be most fair in its dealings and it has a strong desire to eliminate the lengthy court proceedings and thus give the workers an immediate relief.

P O O N A.
Dt/- 20th July 1959.


General Secretary,
Engineering Kamgar Sabha,
P O O N A 2.

25 AUG 1959

178, Charni Road, Bombay

My dear K.C.

As you know that I have
at the 25th inst of Nat. Council for
Training in Technical Trade, I am
leaving this place tomorrow and shall
reach Delhi for the event of the
28th inst. I shall leave again on
Friday the 31st. Please accommodate
me this time at your, Acharya

NATIONAL FEDERATION OF METAL & ENGINEERING WORKERS
OF INDIA

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

4, ASHOKE ROAD
NEW DELHI

Ref. No.

Date 22.7.1957

Dear Comrade Dange,

Many thanks for your letter. We have sent one letter along with the resolution on wage Board adopted in the Conf, to Sri Guljari Lal Nanda for raising in the 1st Conf. We are also sending you the copies to you for your information. Please try your best to raise it in the 2. Conf.

Com. Sinthaha will not be able to start for Delhi before August 15th. Moreover the ^{B.P.T.U.C.} comrades here have not been able to discuss that matter. Myself and Sinthaha have already started working on the report. I shall bring it to you ~~on~~ to Delhi when I shall come to Delhi for session. Then it will go to press. We have here printed

1000 letter heads.

We shall have to issue a
good circular on the Decisions
of the Conf and Working Committee
on ~~Wage Board~~ Demand day and
other matters. Please let us know
your suggestion on it so that
we shall be able to do it in time.

Hope you are keeping well.

With regards

M. V. S.

NATIONAL FEDERATION OF METAL & ENGINEERING WORKERS
OF INDIA

President : S. A. DANGE, M.P.
General Secretary : Md. ELIAS, M.P.

4, ASHOK ROAD
NEW DELHI

Ref. No.

Date 23.7. 1959

To
The Minister for Labour & Employment,
Government of India.

Dear Sir,

I am directed to forward herewith a copy of the Resolution on the question of setting up of a wage Board for the Metal & Engineering Industry, adopted at the First National Conference of Metal & Engineering Workers of India, held in Calcutta on the 10th - 12th July '59.

In this conference of Metal & Engineering Workers, which is the first of its kind in India, about 925 delegates from almost all Metal & Engineering Centres covering different branches of the Metal & Engineering Industry, attended. At the conference, the National Federation of Metal & Engineering workers of India was formed with Shri S. A. Dange, M.P. as President.

The urgency of the demand for setting up a Wage Board for the Metal Engineering Industry, which has been emphasised in the Resolution, can not perhaps be exaggerated in view of the strategic role of the Metal & Engineering Industry in the Industrial development of India.

I would, therefore, urge upon the Government of India to give urgent consideration in the matter of formation of a Wage Board without much delay and request you to place this issue in the agenda of forth coming 17th Labour Conference for discussion in the interest not only of the workers employed in this rapidly developing industry, but also in the interest of uninterrupted and smooth development of the Industry itself.

Thanking you,

Yours faithfully,

(M. Elias, M.P.)
General Secretary.



GENERAL ENGINEERING EMPLOYEES' UNION

(Regd. No. 1624)

President : K. T. Sule
Gen. Secretary : Vithal Chaudhari

Office :
25, Dalvi Building, 2nd Floor,
Poibaodi, Parel,
BOMBAY 12.

Ref. No. GEEU**NEIL/Misc/147/59**.

Date.....**July 2,**.....19**59**.

**The General Secretary,
Samyukta Maharashtra Samiti,
B O M B A Y.**

Dear Brother,

You must be well nigh aware that about 650 employees including supervisory and clerical staff of National Electrical Industries Ltd., Lalbaug, have been on a long drawn strike from 24th April to 10th June 1959, against unjust retrenchment and reduction of basic wages by separating the D.A. (Rs.1/4/-) which was consolidated in it.

This strike was, however, amicably settled due to successful mediation by Shri S.S. Mirajkar, President of the All India Trade Union Congress.

.....2

One of the main proposals that were discussed for the settlement of the strike, was that the Company would not victimise any body after resumption of work and that every worker would be allowed to work, once the strike was called off.

Accordingly, the 48-day old strike was over and the workers were advised to go to the factory for work.

But, to our great astonishment and dismay, it was found that the leading workers, about 14 of them were selected for serving chargesheets and notices of termination. All of them were stopped from work with immediate effect.

Shri Morarji Vaidya, who had been the Company's spokesman during the said negotiations and now a leader of the newly formed "SWATANTRA PARTY", was contacted by Shri Mirajkar to get explanation of this sudden change in the policy of the Company which clearly amounted to going back upon the assurances given by him and accepted by us in good faith.

Strangely enough, the veteran spokesman blatantly denied that any such assurances about no victimisation was ever given at all and that he was, on the other hand, bent upon terminating services of some men.

Workers, naturally annoyed at such summersalt taken by the management, and considering that it was a treacherous attack on their leading comrades calculated to weaken their unity and organisation, immediately stopped all work from 20th June 1959. The total strike clearly provoked by the Company, now continues till this moment.

Dear Brother, as you know when disputes are ended amicably after some negotiations, it becomes the responsibility of every one to honour every word of such settlement and ensure peaceful and cordial atmosphere by proper efforts on part of both the parties and bring about ultimately the redumption of losses, in shortest possible time.

But here the management of the National Electrical Industries preferred to violate all norms of behaviour in such situation and went back upon their own word in a manner, unparallel in the recent history of trade union movement.

Due to this stoppage, 3,01,600 man-hours are lost Rs.20,00,000/- of business and production gone and about Rs.1,80,000/- of wages and salaries evaporated. This is overall effect to this day.

Now, the company has also declared an indefinite Lock-out from 24th June 1959 laying whole blame, in the usual employers' style, on the Union and its 'misguided' (?) workers.

Further, as though to bring grist to the mill, the local police are obliging the employers by unwarranted harassment of workers leading to deterioration of the situation still further.

The police has arrested so far 35 workmen, most of them being themselves the leaders of the Factory Committee. This again is a clear evidence of Company's aim to sack the workers' leaders, mainly and really. One of them has been a Secretary of the Committee for last 5 years. Such is the nature and magnitude of victimisation.

Besides, it is also noteworthy as to how the recent judgment of the Supreme Court is taken advantage of by the employers in pursuing the ulterior policy of victimisation under the innocent cloak of 'no confidence'. In the notices served on two workmen, the Company has stated that their "services are terminated with immediate effect as the management has lost confidence" in them.

These are the circumstances and the background in which our present struggle is going on.

In short, the issues involved are:

- 1) Whether any Code of Conduct and norms of behaviour exist for the employer?

- ii) How the Supreme Court judgments are utilised for pursuing the policy of victimisation of Union workers;
- iii) How the uncalled for police interference deteriorates the situation and how on the other hand the Government intervention is not available.

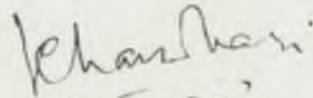
In these circumstances, we cannot but appeal to you and through you to the broad public opinion of the State, to extend your helping hand to our cause and intervene by using your good offices to bring about the settlement in ^{this} a dispute.

Management's present treacherous attack on us is of a new character and hence, its danger, if not ~~not~~ defeated in its initial stages and before it is repeated by other employers, is bound to extend it anywhere, the workers will struggle for their just rights and demands.

Kindly, do your best and we assure we shall emerge triumphantly with your solid backing.

W a r m G r e e t i n g s,

Yours sincerely,



(Vithal Chaudhari)
GENERAL SECRETARY.

Copy to:

- ✓ The President,
Samyukta Maharashtra Samiti,
B O M B A Y.

NATIONAL FEDERATION OF METAL & ENGINEERING WORKERS OF INDIA

Central Office

4 Ashok Road, New Delhi

CIRCULAR No.1/59

August 5, 1959

To

All Members of the Working Committee
and Affiliated Unions

Dear Brothers,

The National Conference of Metal and Engineering Workers of India held at Calcutta, as you are aware, called upon the metal and engineering workers to observe August 21, as All-India Demands Day. On this day, the engineering workers throughout India should be mobilised in support of the three national slogans that emerged from the all-India conference, i.e.,

- Constitution of a Wage Board;
- Living Wage; and
- Recognition of Unions.

The unity of engineering workers that was evolved in the all-India Conference around these three main demands should be further strengthened by the mass mobilisation of the engineering workers on this Demands Day. The achievement of the Calcutta Conference in giving birth to the National Federation of Metal and Engineering Workers should be carried forward to the mass of workers and the necessity to unite the engineering workers on a national scale to put forward and struggle for common demands, brought before them. We trust, necessary initiative has been taken by you already in order to assure the success of this first coordinated action on a national plane, that is, the observance of the "Demands Day".

We understand that in W.Bengal, in preparation for the observance of the Demands Day, one lakh Badges would be distributed centrally and all unions have been asked to make utmost efforts to observe the day in a grand manner. It is suggested that badges on the specimen indicated below may be prepared by other centres also.

Please inform us as to what preparations you are making in this connection, so that reports from different centres may be brought together in a Bulletin which we hope to circulate soon.

2. We hope that reporting on the decisions of the All-India Conference has been taken up by you. The proceedings of the conference as well as the resolutions are now in the press and we hope to send the same to you shortly.
3. As you are probably aware, it was decided that a fund for meeting the expenses of the Central Office should be collected immediately and comrades from different States, who had come to Calcutta, had promised to remit their quota without delay. Please arrange to send this amount immediately.
4. It was also decided that the reports from different States should be sent to the Central Office soon enough so that a publication could be got ready by us on the problems of the metal and engineering industry and the workers. You are requested to expedite sending the reports.
5. Members of the Working Committee are also requested to send to the Central Office, the correct addresses of all our affiliated unions so that circulars from the centre could be sent to them directly.

With warm greetings,

Yours fraternally,

P.T.O.

M. S. D. S.

NATIONAL FEDERATION OF METAL AND ENGINEERING WORKERS OF INDIA

4 Ashok Road, New Delhi

Circular No.2/59

August 24, 1959

TO ALL MEMBERS OF THE WORKING COMMITTEE AND
AFFILIATED UNIONS.

Dear Comrades,

1. You are aware that the National Conference of Engineering Workers took a decision to urge upon the Government of India to constitute a Wage Board for the Engineering Industry. Though the resolutions passed at the Conference have been forwarded to the Government even prior to the 17th Indian Labour Conference, no reply has yet been received. Considering the importance of the issues involved, the Secretariat has resolved to lead a delegation to the Government by the middle of November 1959.
2. The Working Committee which met after the conference took a decision to print the report of the General Secretary on the basis of the reports received from the states about the Industry, position of workers etc. It is a matter of regret that no reports have been received till now from any state. This has delayed publication of the report of the conference also. However, the units are requested to send their reports on or before September, 30th 1959, in order to enable us to get printed the report of the General Secretary. The Secretariat has decided to get printed a short report of the conference, the resolutions adopted, the Constitution and affiliation forms by the end of September 1959.
3. The Secretariat intends publishing the reports of the "Demands Day" (August 21st) in the form of a bulletin. We request you to send reports of the same as early as possible.
4. The TUI of Metal and Engineering Workers has offered to provide Technical Training facilities for a batch of workers from India. The Training may last for a period of four years. The expenses for training will be borne by the TUI. No family allowance is likely to be paid during this period. The training will be in the German Democratic Republic. The Secretariat requests each state unit to send the names of not more than five workers with the following particulars on or before September 30th 1959.
 - (a) Name and Address
 - (b) Occupation and Company in which he is working
 - (c) Trade in which training is desired
 - (d) Emoluments at present. Other details will follow.
5. The Secretariat has resolved to convene a meeting of the Working Committee of the Federation by the middle of November 1959. Other particulars will follow.


SECRETARIAT

17 AUG 1959

GENERAL ENGINEERING EMPLOYEES' UNION
25, Dalvi Building Parcel, Bombay 12.



Dear Com. K.G.,

Sending herewith a copy of the letter addressed to Shri Easwaran regarding the complaint received from our M.P. Comrade.

At the last Central Board meeting, a statement was made by Shri Easwaran that the choice of candidates at all other Regional Centres for Worker-Teacher course is made by the Selection Board.

Being not in possession of the information from any other centre, I could not say anything.

However, it appears from M.P. complaint that Mr. Easwaran's contention is not correct so far as that centre is concerned.

Our view on this point is:

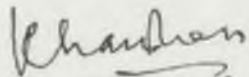
- i) allotment of seats should be uniformly made between three organisations, or four if that be necessary in certain regions.
- ii) Unions will then send their choicest workmen for the course, and the employers under the accepted obligations will relieve them ~~from~~ from work with pay during the period of training;
- iii) there should be no selection by any Selection Board;

You will recall my talk with you on this subject and also certain correspondence.

In view of this development, it is necessary that you should write to our comrades working on Regional Committees at different centres and kindly inquire as to what procedure is followed there in this respect. Otherwise, it may as well appear that Bombay alone is holding back the work, while other Centres with the representatives of the same AITUC get along alright.

If you feel it necessary, you are free to put me in contact with these comrades, so that I may also directly be in a position to get information and exchange views with them.

Yours fraternally,


/Vithal Chaudhari/

Bombay, August 14, 1959.

Vithal Chaudhari

Vice President,
BOMBAY STATE TRADE UNION CONGRESS
(A. I. T. U. C.)

General Secretary,
GENERAL ENGINEERING EMPLOYEES' UNION

Telephone: Res. 23219 Office: 63674
178, Damodar Walji Bldg.
Charni Road,
BOMBAY 4.

Date.. August..14,1959.

The Secretary,
Central Board,
Workers Education Scheme,
Ministry of Labour and Employment,
Government of India,
N A G P U R.

Dear Shri Easwaran,

You will recall that at the last meeting of the Central Board, I had lodged my protest against the discriminatory policy of the Regional Administrator of Indore who did not give any representation to A.I.T.U.C. on the Local Committee. The Chairman of the Local Committee who was present at the meeting had not contradicted it.

Further, as you advised, I am sending a copy of the relevent letter which our Head Office at New Delhi had received from the Office-Secretary of the M.P.T.U.C.

From this, it appears that even the Secretary of the Board is not kept informed about certain policy which a certain Regional Administrator prefers to change and depart from the accepted one.

Otherwise, I am sure such a thing would not have happened.

.....2

In view of this, I feel it incumbent to request you to send me the composition of the Local Committees especially, the names of AITUC nominees on such Committees from all Regional Centres. Hope, you will comply with this request.

Further, with regard to Worker-Teacher course and the allotment of candidates for this course, my organisation still believes that it should be quite uniform leaving the choice to the organisations (T.U.s) concerned and that there should be no additional procedure of selection by any Selection Board. The need of selection arises only when the candidates have come directly without any organisation sponsoring them.

Besides, the apprehension of discrimination remains justified as is clear from a typical example of Madhya Pradesh.

I am sure that since the non-INTUC representative is not accepted on the Local Committee, the selection of workers for either course must have been the same discriminatory way.

We hope you will appreciate this in all its portents and do the needful.

Thanking you,


Yours faithfully,

Vithal Chaudhari

/Vithal Chaudhari/

Copy to:

- 1) Shri Gulzarilal Nanda,
Hon'ble Labour Minister,
Government of India, New Delhi.
- 2) All India Trade Union Congress,
4, Ashok Road, New Delhi.
- 3) The Office Secretary,
Madhyapradesh T.U.C.,
91, Jail Road, Indore City.



August 14, 1959

Dear Com. Vithal Chawdhury,

We are sending herewith certain papers in original regarding the employers complaint against your union in connection with the strike in National Electrical Industries.

Please send your comments to us on the same. The papers may also be returned when done with.

With greetings,

Yours fraternally,

CKK
14/iii

(K.G.Sriwastava)

(D)

RESOLUTION OF 'WAGE BOARD'

This Conference considers that the engineering industry plays a key role in the industrial structure of our country.

The progress of the basic engineering industry is an index of the industrial development.

This Conference notes that there has been marked development in the Engineering Industry as evident from the rise in investment and production.

' A '
INVESTMENT

FIRST PLAN Rs. 5 Crores
Second PLAN Rs. 55 Crores

PRODUCTION TREND.

<u>Year</u>	<u>Index.</u>	:	<u>Year</u>	<u>Index.</u>
1946	100 (Base)	:	1951	100 (Base)
1951	265	:	1958	301
		:		

The employers have rehabilitated plant and machineries and the industries have been enlarged considerably within this period.

Most of the big employers have equipped their factories with modern machineries.

The observation of the industrialist in this matter is worth mentioning :-

"New industries have come up, existing industries have been enlarged. And in 1958 we stand on the threshold of a major upsurge in India's industrial potential - which will make today's achievement appear small"(Engineering Export Journal)

This Conference further notes that employers in the Engineering industry have earned unprecedented record profits during the plan period. In many cases profits of the monopoly employers have exceeded the total paid up capital.

This Conference considers that the industrial progress of the country is closely linked with the labour policy and the

changed circumstances demand radical modification in the approach towards the problem of the engineering workers.

But this conference notes with deep regret that the labour force a key lever to the growth and prosperity of the engineering industry is being kept neglected.

Nothing can hide the overriding fact that the fruits of the labour of the engineering workers have been swallowed by the employers.

The workers employed in such vital industry are still reviewed as the hewers of wood and drawers of water.

The employers turn down even the demand for minimum wages - calculated on the basis of the standard norm fixed by the 15th Labour Conference.

Workers' claim for proper grade and pay scale gets more emphasis today; but the fate of engineering workers - the advanced section of the working class, is left to the whims and arbitrary discretion of the employers.

Solution of the vital problem facing engineering workers, regarding proper classification of workers under different categories after standardisation of occupational nomenclature, has long been overdue.

Complete anarchy prevails in the engineering industry of different regions in the matter of wage-rate standardization of occupational nomenclature etc. and as a result engineering workmen are being deprived of the proper value for the job.

This Conference notes with concern that despite the rise in the production and productivity per worker, despite the rise in the profits resulting in fall in real wages, rise in wages is being resisted.

The Government as an employer is also a guilty party in this.

This Conference records strong protest against the callous attitude of the Government on the question of Wage-Board pressed for long and even after the resolution passed in the Tripartite Conference.

This Conference welcomes the growing struggle of the Engineering Workers in different states for realization of their basic demands.

This Conference further notes that the engineering workers are being united more and more to fight back the attack of the employers and in protest of labour policy of the Govt. which stands condemned.

This National Conference of the Metal & Engineering Workers of India demands appointment of "Wage-Board" for -

- 1) Fixation of National Wage standard starting from the minimum that was defined and agreed to in the 15th Labour Conference.
- 2) Standardisation of occupational nomenclature and their classification under different categories and fixation of proper wages in different regions having regard to the problems of skill differentials, hazard, load and regional culture.

This Conference calls upon the workers in the Metal & Engineering Workers of all region of India to intensify their united struggle for realization of the above demands.

GENERAL ENGINEERING EMPLOYEES' UNION

The Delegates Session elected following Honorary Members and the Office-bearers of the Union for the year 1959-60:

Office bearers.

- | | | | |
|-----|----------------------|-----|----------------------------------|
| 1) | President | ... | Com. K.T. Sule |
| 2) | Vice-president | ... | Com. Sahdeo Warang (McKenzies) |
| 3) | " | ... | Com. Prafulla Bannerji (Estrela) |
| 4) | " | ... | Com. I.D. Khan (Zenith Tin) |
| 5) | " | ... | Com. Duad D'Souza (Crompton) |
| 6) | " | ... | Com. P.M. Joshi (New Std. Eng.) |
| 7) | General Secretary.. | | Com. Vithal Chaudhari |
| 8) | Organising Secretary | | Com. M.V. Gopalan |
| 9) | Secretary | ... | Com. V.B. Tamhane |
| 10) | " | ... | Com. B.S. Dhume |
| 11) | " | ... | Com. S.T. Yardi |
| 12) | Treasurer | ... | Com. G.V.K. Varier. |

Honorary Members

- 13) Com. A.D. Gadkari
- 14) Com. G.R. Khalkar
- 15) Com. Mokashi.
- 16) Com. Govindan.

Vanmali Hall,
Dadar, 27-9-59.

This meeting pays its homage to Shri Bandarnayake,
the Prime Minister of Ceylone.

The meeting condemns the murderous act of the person
who donned in Bhikku's attire and committed this heinous act.

The meeting expresses note of caution that the public
opinion and the community should be vigilant against such
political murders which has been shown by history to be the last
and condemned weapon of militarists and dire-reactionaries when
all other democratic methods are not found effective to them.

Sixth Annual Session of
General Engineering
Employees' Union.

Vanmali Hall, Dadar,

September 27, 1959.

This annual session of the General Engineering Employees' Union strongly condemns the Union Government's action in dismissing the constitutionally established Namboodripad Ministry in Kerala as it is absolutely unjustified, unwarranted, undemocratic and fraught with all sorts of dangers to the constitution and its democratic principles involved in it.

Congress Government's intervention in Kerala ^{expresses} ~~expresses~~ completely how the ruling parties' claims and professions about democratic and constitutional liberties obtaining in this country are shallow and meaningless.

It also proves that the Congress Party is not really interested in the real implimentation of progressive measures, otherwise the erstwhile reactionary elements of Kerala State would not have been blessed in the naked manner as it did to create disturbances in the State.

The meeting congratulates Shri E.M.S. Namboodripad and his Ministry on having played a very magnanimous and dignified role throughout period of provocation, and assures full support to them at the time of fighting next elections in whatever form that is possible.

The meeting is confident that the EMS Ministry will again emerge triumphantly with the backing of mass support of the people of Kerala and the moral support of the working class throughout the country.

Vanmali Hall, Dadar,
September 27, 1959.

The Sixth Annual General Meeting of the General Engineering Employees' Union held on 27th September 1959 views with deep concern the deteriorating relations between our country and our neighbour, People's Republic of China.

This meeting deplores the frantic efforts of some foreign agencies, Indian Newspapers and interested political parties and leaders in whipping up a tendentious and mis-leading propaganda about the actions and intentions of China government even though it was made amply clear by our Prime Minister, and other high Government Officials several times from the floor of the Lok Sabha as well as through press conferences, that the Chinese army has not committed ~~any~~ aggression against our borders.

This meeting further believes that there is no fear of aggression to our country from People's China which being a socialist country can never have any aggressive designs towards any country and much less towards India which is friendly and has signed a Panch Sheel with her.

This meeting however, realises the fact that there exists a dispute between our country and our age-old neighbour regarding the boundaries decided by the Mac Mahoan Line. The meeting therefore ^{shall} urges all disputes regarding the border between our two countries ^{shall} can be satisfactorily settled by mutual negotiations and understanding.

This meeting reiterates its faith and confidence in the "Panch Sheel" and expresses a fervent desire in the rapid improvement of the relations between our two countries.

This meeting cautions the workers that they should not fall victim to the provocative and slanderous propaganda by press, parties and individuals whose only objective is create breach in friendly relations with socialist countries and tag the nation to western monopoly interests.

Vanmali Hall, Dadar,
September 27, 1959.

The Sixth Annual General Meeting of the General Engineering Employees' Union held on 27th September, 1959 records its strong protest against the policy of the Government regarding non-reference of demands of the workmen for adjudication to Industrial Tribunal.

This meeting further states that while on the one hand the Government advocates a policy of settling all matters by peaceful and legal ways, it, on the other hand, drives away the faith of the workers in these methods by not referring their demands for adjudication and thus generating a sense of frustration and desperation amongst the workers.

The meeting finally records a note of warning that if the Government does not change its present policy this Union in co-operation with other unions and the Central Trade Union Organisations will start an agitation to compel the Government to change its policies which are disastrous to the interests of the working class. This meeting earnestly appeals to all Trade Unions to give due consideration to this issue and come together and prepare a plan of joint and effective agitation and action against this policy of the Government.

Sixth Annual General Meeting
of
the General Engineering Employees'
Union.

Vanmali Hall, Dagar, 27-9-1959.

RESOLUTION

ON

- 1) Appointment of Wage Board for Standardisation of Wages;
 - 2) Payment of Living Wage; and
 - 3) Recognition of Unions without any discrimination.
-

The Sixth Annual meeting of the General Engineering Employees' Union fully endorses the three basic demands such as:

- i) Appointment of Wage Board for Standardisation of Wages;
- ii) Payment of Living Wage; and
- iii) Recognition of Unions without any discrimination;

made by the National Federation of Metal and Engineering Workers of India.

This meeting firmly believes that no real progress and hearty participation of workers in the projects and production, are possible unless the workers are guaranteed the above minimum demands.

This meeting urges upon all workers organised in the union to popularise these demands among other workmen and persuade them and their unions to come together to forge unity for the organisation of effective agitation and struggle to realise these demands.

Sixth Annual Meeting,
Delegates Session of
General Engineering
Employees' Union,

Vanmali Hall, Dadar,
September 27, 1959.

The net effort of the piece-rate system results in a continuous shrinking of the basic part of his wage-structure and increasing the incentive part of earnings instead. This means that a fall-back wage of a workman under incentive scheme or piece-rate system goes on becoming less and less though his total emolument may appear as risen higher. The overall effect on the worker is mainly higher strain, increased fatigue and less longevity.

This Conference cautions all sections of skilled workers who in the hops of making larger earnings readily agree to accept piece-rates against such acceptance without proper consideration of the dangers and pitfalls inherent in this system as mentioned above.

Sixth Annual Conference of
General Engineering Employees' Union,
Vanmali Hall, Dadar, 27th Sept. 1959.

RESOLUTION

ON

Sanyukta Maharashtra & Unity of Samiti.

The Sixth Annual General Meeting of the General Engineering Employees' Union greets the news about the proposed bifurcation of the present bilingual State of Bombay and formation of the two unilingual states of Sanyukta Maharashtra with Bombay City as its capital and Maha-Gujrat. It congratulates the peoples of Maharashtra and Gujrat for this great victory they have achieved after a very hard and heroic and relentless struggle for last over three years, under the leadership of Sanyukta Maharashtra Samiti and Maha-Gujrat Janata Parishath.

This meeting at the same time urges upon the working class of Bombay and other masses to be vigilant about the Congress Government and its promises which have been kept more in their breach rather than fulfilment in the past. In view of this it is necessary for the working class and other masses not to be complacent but to be ever prepared for any struggle if such experience is repeated.

This meeting further congratulates the leadership of Sanyukta Maharashtra Samiti and its constituent parties for maintaining a unity and solidarity of the Samiti, inspite of grave provocations and sabotaging tactics from outside and within. It further urges upon them to continue to maintain this unity of the Samiti and strengthen it further for reit-realisation of the aims and objectives of building Socialist Maharashtra in Socialist India.

Sixth Annual Meeting,
Delegates Session of
General Engineering
Employees' Union,

Vanmali Hall, Dadar,
September 27, 1959.

RESOLUTION

on

Rationalisation, Time and Motion Study, Piece-rate,
Production-Bonus and other incentive Schemes.

The Sixth Annual Conference of the General Engineering Employees' Union views with grave concern the complete disregard with which the employers in engineering industry are more and more resorting to introduction of schemes of rationalisation, to the conditions as laid down in the 15th Indian Labour Conference.

Rationalisation or any other measures for accruing of higher production has resulted in retrenchment, loss of earnings and no equitable sharing of benefits, thus enforcing only the bad effects of improved production methods.

This Conference emphatically opposes such measures of rationalisation.

Connected with the question of rationalisation is the question of the persistent demands of the employers to increase productivity of the workers. This Conference is emphatically of the opinion that any increase in productivity must not lead to unemployment or intensification of work-loads or speed-ups. Increase in productivity must necessarily follow commensurate increase in earnings. There are numerous instances where none of these guarantees has been complied with. Production has been going up in the engineering industry but not the real wages. Work-loads have gone up resulting in the ultimate deterioration of workers' health and efficiency. In many cases higher production is being demanded of workers without any heed to the supply position of the raw material. Sometimes higher production is demanded only with a purpose to lay-off workers for a period or to create an artificial surplus in the market.

This Conference condemns all such efforts on the part of the employers as anti-national and anti-working class.

In the name of higher productivity, the employers in this industry are establishing time and motion studies. The underlined purpose of such studies again is nothing but increase of work loads and naked exploitation of workers. This study callously ignores the human factor in all processes of production. In a large number of engineering factories professional agencies, such as the 'Ibcons' are being installed to force the workers to accept higher work-loads which are manifestly directed by profit motive alone. This Conference is stoutly opposed to these sleek methods of exploitation.

In the name of greater national effort in increasing production, the employers in engineering industry are more and more resorting to what is called as a method of Payment by Results. The employers make a claim that this method fulfils not only the national needs but also secures to the workers higher earnings. The real fact is that the partial gain in slightly higher gross earnings of the workers is completely offset by a disproportionate physical effort put in increasing production and average norms for normal work going up without any increase in emoluments whatsoever.

The introduction of piece-rate system thus always keeps the norm going higher and higher. Usually the production bonus-rates or incentive bonus-rates given for production above a norm are not only not higher as they should be, but considerably lower than the basic rate of production. The piece-rate system, therefore, results in a greater exploitation of workers.

Private Secretary : -
to President.

Every one of us shall give account of himself to God

ARAM HARAM HAI

United we stand Divided we fall
One may be for all and all for one

"Every person is an architect of his or her own life and fortune"

ALWAYS



BE COURTEOUS
DO JUSTICE

Commerce and Industry are foundation of Economics.

GOD IS OUR GUIDE

THE SINDHI COMMERCIAL & INDUSTRIAL FEDERATION

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(EX. DEPUTY MAYOR KARACHI)

- ★ ★ ★ ★ ★
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PARASRAM TOLARAM (DEVI ALI NERMI)
G. L. SETH (ADVOCATE DELHI)
GENERAL SECRETARY BAR ASSN. DELHI

Ahmed Mausion, 5th Floor,
Corner of Pindari Street, Sheikh Meemon St.
BOMBAY - 3.

Our Ref. No.

Your Ref. No.

Date 12th Septr. 59. 105

Dear Shriman Mehar Chand Khanna Sahib:

I consider it my great misfortune to write this letter to you. Though I am deeply grieved to write in this manner, I cannot help doing the same as my conscience compels me to follow the path of truth and justice.

Sir, when first you took charge of the Ministry of Rehabilitation, I and the members of my Federation as well as displaced Community felt happy that we were having our own man at the helm of affairs. We thought you would be kind-hearted, sympathetic and generous to us and that you will serve the country and its people with love and sympathy so as to terminate all their sufferings. But day by day we feel that the degree of Shradha we had for you is fast decreasing. This is not the case only as far as Sindhis are concerned but even Punjabis, Bengalis and all other people are fast loosing their faith in you.

You, Sir, had taken a sacred Oath whilst joining this Ministry that you will serve the country to your best ability, that you will put the interest of the people above your own interests and that you will act in a true and just manner. I today find that after so many years you have hardly fulfilled a single of these above mentioned commitments. We thought you will change the bureaucratic order and reform the country so as to assist the needy and the poor but we find you have on the contrary helped bureaucracy to succeed in this country. Your predecessors in your place had at least done something, whereas you are even taking away the advantages we were given by them. We cannot even complain about the same as everyone keeps on taunting us that we are having our own man -a displaced person- and hence we should not grumble. The persons who were in your place before you were impartial man who looked at everyone with one eye. To them the interests of one community was as good as the interests of the other. But to you we cannot grant the same. On the contrary we have enough reasons to charge you that you have been very partial in your ways. Our Sindhi community has innumerable recognised intelligent and honest men yet none can find a good place in your Ministry. On the contrary you have thrown out even those who were already there. Your policy of divide and rule has not only rendered us unhappy but even the Bengalis and every displaced person. Maulana Abdulkalam Azad Sahib was the only person who was aware of this behaviour of yours and he too was very sorry about the same. He knew very well and had even admitted that you will...

persons instead of being an asset to them. His statement has ultimately come true as we see that your behaviour harms us to such an extent that you are even dividing us from our own brotherhood. If ever we had received this sort of treatment from you, who is also a displaced person and who has known the sufferings and misery of partition.

You have been criticised in the papers and even in the parliament where you have been point-blank shown that you look to your own interest much more than the interests of the people. All the time you keep on emphasising that you are busy helping the people of Bengal but let me tell you that it has become an open secret that you are murdering them rather than helping.

I feel terribly pained to write to you in this way but I do so, as I feel that it is better to be late than never. I feel that yet there is much time to repair the loss done by you. If you really wish to find salvation for the poor and needy you can do much and gain the good fortune of receiving their blessings, and thereby the blessing of the Almighty.

We, Indians, are busy building new and prosperous India under the leadership of Panditji. To us, the Five-Year Plan, the growth of Industries, Trade and Commerce, the flourishing of projects, are a matter of life and death. For us, these River Projects, Steel Plants, Refineries etc., are new TABLETS of learning. We wish and pray that may our beloved country prosper under Panditji's leadership and may the teeming millions who inhabit this Ancient Land see the glow of happiness achieved through these projects. But alas! We feel that when there are Ministers like you functioning at the head of Ministries, the hopes can hardly be fulfilled. You are a Co-builder of Indian life along with Panditji and hence you should shoulder the joint responsibility with him and not to be a burden to him or add to his responsibility.

Can you deny, Sir, that we are the pillars who laid the foundation of this free India? Have we not sacrificed our hearts & hopes and our riches? Have not our sons and daughters laid down their lives for the freedom of our Country? The circumstances under which we migrated to India indeed saddens our hearts but you will appreciate that if we don't find the Mother to whose bosom we have come in the hour of distress; respond loving and generously to our people, we can easily feel hurt. And you can well understand who is that Mother! Had it been in the hands of Panditji alone we would not have met this miserable fate we are facing now. As you are put at the helm of affairs and made responsible for the lot of the displaced community, you feel that you can squeeze them in your hand and laugh at the misery of others. But we are not going to tolerate this any more. If Minister like you refuse your own reformation, it will become more difficult to reform a Nation. Hence it would be in the fitness of things if you will try to improve upon the wrong done by you.

India is a secular Democracy. Democratic Government has been defined as Government of People, by the people and for the people. We constitute a prominent part of this word called 'People'. Our constitution is based on very noble and lofty principles. Have you lived upto these principles? Our answer is an emphatic 'No'. We feel that we have been discriminated against, in all spheres of public life and Government Administration. We feel that we have been given step-motherly treatment. We do submit that very great injustices has been done to a community with ideals and traditions and it has been neglected by the Government. We feel that our business - accumen, which is proved not only in India but all parts of the world has not been made use of. Our legislative and educational experience has not been put to any use. Our language Sindhi is not recognised in the Ministry of Education. We feel that we are being treated as

If we sit to write the injustice done to us it will lengthen into volumes, but, as ours as well as your time is limited we are presenting only a few facts of the same.

(1) More than twelve years have elapsed since Partition yet, the Claims of thousands of D.P. Claimants have not so far been finalised. Indeed good many claimants have gone to God before compensation could be given to them on earth. There are lots of very bitter complaints against the administration of the Office of the Chief Settlement Commissioner, on the grounds of inefficiency, want of sympathy, cooperation and response to the public. The Government has been good enough to agree to pay compensation which is no more than a fraction of the properties abandoned by the D.Ps. in Pakistan. D.P. Claimants are being issued certificates of Admissibility for the amount due to them as compensation for their claims. There is no mention in the certificate as to when, if at all they will be converted into cash. Most of the Certificates are therefore being sold at 50% of their value.

(2) You very well know that Union Government has set up at Delhi a number of Markets viz., the National Market, the Nehru Market, the Azad Market, Khan Market, Tajpat Rai Market etc., You say that the Sindhi Community is a business Community, yet for them who really require a market you have not yet made a single one. Your predecessors had thought of setting up a market in Bombay for the Sindhis. They had even prepared a very fine scheme for the same which had received great consideration from the Government. You, after your succeeding the Ministry has completely dissolved this scheme and cleverly shifted the blame into the State Government.

(3) You have spent crores of rupees over the Faridabad colony to build up an Industrial Township there. We certainly do not grudge the same as we understand that they are also needy and displaced persons who require help. What we want to point out to you is the step-motherly treatment you have given to us. Though in Ulhasnagar the population of the displaced persons is far greater than that of Faridabad, you have done nothing for them. What you have done is only to frame up a fine scheme which looks so tempting from the outside but which has never materialised any day. The same or even worse can be said about the people of Bengal.

(4) We are indeed pained to find that you have removed all the capable and honest Sindhis who had won reputation in the country from your Ministry. If the Ministry was to be closed up then we would have known that this could be the only action taken by you, but we note with great regret that whilst you resume the services of those who are retired and condemned by the displaced persons for their misbehaviour; only because they flatter you and find your favour; you remove those honest and beloved people who won a reputation by their good behaviour towards the people. Whereas Shri Narana Vira, Shri L. G. Johnson, and Kumar Gajumdar Singh are the colossal pillars of kindness, politeness and moral strength and because of whom much work of your Ministry is done efficiently, persons favoured by you utterly and underservedly disgrace the whole Ministry with their utter rudeness and misdeeds.

(5) We are greatly distressed to find that we have a representative who has not the slightest sympathy for his displaced brethren. We know that the shoe pinches only to the wearer, and the wearer alone knows the pinch. Naturally you who has drawn all the benefit cannot realise the difficulty of the sufferers. The Government had given us grain shops in Bombay and loans against the compensation for our property in Pakistan. We laboured for twelve long years to build up these shops. Today these shops are being de-requisitioned. We have lost our compensation, our shops, and all we had and have yet to pay like the interest of a Pathan.

We wrote to you about the same to which you replied with great political skill that you were busy in Bengal and hence cannot do anything. We have learnt that you are so busy say, even much more busy than Panditji himself that you have no time even to listen to your displaced brethrens - to listen to those for whom you are placed in this position, for whom you are expected to do your best! Panditji has shown his greatness by meeting our deputation twice and writing - a D.O. Letter to your Ministry to help and save us from this trouble. He even instructed his Ex-Private and Personal Secretary - Shri B.N. Kole to see that something is done in our matter. He did all this, Sir, because he had and still has great love and sympathy for us. From his very precious time and manifold engagements he sought time to see our deputation and hear them patiently. But you are so busy that you cannot even give us a proper reply. - The people in other places who lost their shops have been compensated with other shops etc. But we have been murdered and thrown on the streets. You have even no regards for Panditji and other Ministers whose D.O. Letters has even not conveyed to you any meaning.

When we were given the shops we were given in writing that it was a permanent rehabilitation. Our question for loans was brought forward in Parliament and given a priority to others at that time. Today instead of permanently rehabilitating us you have made us permanently displaced. The loan was given to us so that we can run our shops. We spent the entire loan over the shops and when they were thoroughly built up they were derequisitioned. The compensation we received for our Pakistan property was taken away from us by the R.F.A. Thus we are left with nothing yet over and above that they are pressing us for the interest over the loans. If at all there was any drop of mercy left in your heart you would have looked to our cause. But we see that only Godly people are endowed with the blessings of helping the deserving and showing mercy. Were you not Godly you could have become so by doing good deeds and we feel you have yet the opportunity to be so if you so wish is. These complaints that make are the cries not only of us but of all the Sindhis all over the country. They feel that all the benefits that they were given are being taken away along with compound interest leaving them in worse condition than that they were during partition. Do you then mean that we should become beggars roaming in the Streets? Begging is a crime and we refuse to do so. We do not want to be a blot on the name of the Government by begging in the Streets.

(6) As far as the living shelter is concerned the least said about it the better. The constitution provides every citizen a right for shelter. The colonies that you have built for the displaced persons in Bombay are worse than stables. Even the animals at the Arey Milk Colony live in better conditions than us. There is a vast difference between the colonies built by you at Delhi for the D.P.s, and those built in Bombay for us. We yet cannot understand this step-motherly attitude towards us who had so much facility and luxurious living places in Pakistan, which you had seen with your own eyes when you had visited Pakistan.

(7) You have even lessened your sympathies towards the educational grant which is being given to us. Even in the field of education you want that our children should remain uneducated and uncivilised so that they may not compete with the other citizens. Our hospital aid question, our electrical power question of Ullhasnagar our non claimants, question of Widows, destitutes, etc.etc. are a number of other questions which if we sit to put in this letter will never end.

Though we have said so much we feel we have said nothing. Your predecessors used to come to Bombay and listen to us, from schemes for us and used to give us great relief from our sufferings. But you are such a busy persons that you hardly come to Bombay and when you do come, you arrange your programme in such a way that you have no spare time to even look at us. In your busy programme, the swimming pool, dinners and the film shows are a must but to listen to your distressed brethren is an impossibility. Your ex-colleague Shri J.K. Bhonsle really used to know and feel our pain and sufferings. He has done much for us and could have done even much more if he had been in the proper place. You came as one of us and took Oath to help us which you have never kept. Not only that, but when you come to Bombay and sometimes meet our deputation, instead of rendering us help, you are setting the seeds of quarrel between one deputation and another.

You not only give us your own help but do not even let others help us. Our great lady Sucheta Devi Kripalani who is championing the cause of all the displaced persons all over India is really great and is doing wonderful work for the upliftment of the needy and the poor. You knew very well the capability of this lady and you feared her that she may become more popular than you and may succeed in your place. Thus for your self-preservation you put up Smt. Man Mohini Sehgal against her for Parliament. These plans of yours have been known by all the displaced persons and they know very well that you spend all your time planning these things rather than framing schemes for the relief of the displaced persons.

These actions of people like you make the Government suffer and it is because of people like you that honest and straightforward man like Panditji is put into troubles and worries and despite of working from early morning to midnight receive no real fruits of labour which he should receive.

You very well remember that today you are in this position because of the crown of our Community Dr. Choithram Gidwani who rubbed his shoulders and spent his life in serving the people. He has sacrificed so much that we feel very proud that he was a person born in our own community and country. You were not faithful in the end even to him who did so much for you and for the entire people. With whom else can you be faithful then?

Our people cannot forget the part you played on behalf of our Country when you were sent as our representative to Pakistan. You were unable to tackle the problem and you disgraced the name of our Country.

On account of such actions from people like you, the whole country is suffering. There is no unity among different classes who form the Nation, There is no cooperation and good-will. Sympathies are fast disappearing and the element of sacrifice is totally absent. The National prestige and patriotism and love for the country which were hall marks and slogans of all of us before freedom are not traceable at present.

It is pity that Sindhis have not only lost their hearths and homes, all Institutions and Political Power and properties worth hundred of crores of rupees but unlike Bengalis and Punjabis they have not been fortunate to get a place which they call as their "Home." We are also Co-builders of Indian life and are prepared to share responsibility for some of its short comings. We would, however, wish that our community should receive due consideration so as to live a decent life and should not be wiped out from this country.

The Sindhis believe in the Policy of "Live and let Live" The Sindhi is a petal in the blooming flower that is Ind and has its flash and fragrance that must not be allowed to perish and the -- Sindhi Jewel in the Crown that is Ind must not be cast off or allowed to dim its splendour. The well being of the Sindhi will naturally add to the well being of their fellow Indians.

Chachaji, permit me to say that you are giving the impression to the Janata that 80% of the Sind Refugees appear to have been rehabilitated. This is a complete traversery of facts. The refugees are on the verge of utter ruination and large number of families have even sold away their household effects and ornaments to keep their family pot boiling. You know, Sir, that in the domestic economy of Hindus, household effects and ornaments form last line of defence and when such a condition faces us, are we not justified to request you, Sir, to lift us and raise us from this inhuman and sub-normal existance, an existance of troubles and difficulties which is casting away the vitals of our Community, a Community which was not only in affluent condition in Sind but the Community which was the pride for the Nation, the Community which extended its charitable hand with generous subscriptions in calamities like Bihar earthquake, Bengal famine and Gujerat Floods.

What then should the Sindhis do? Should they oppose this tyranny and Injustice and discrimination as advised by the Father of the Nation? It is indeed a difficult question; A question which is agitating the minds of all the Sindhis in all walks of life. A solution has to be found and who else can guide us better?

May I be permitted to point out that if timely attempt is not made to absorb us in the economy of the place some of us would become social parasites, a danger to the Country as a whole and if comunism finds it easy shelter in us, then no one but you will be blamed for

" Born you were in the World with tears,
When all else, but you, did smile,
Go with actions good, pure and just,
That all expect you are in tears and Toil. "

Hoping to be favoured with an early reply and thanking you,

Yours sincerely,

Dayaram H. Garibdas
(Garibdas)
(DAYARAM H. GARIBDAS)

Hon'ble Shri Meharchand Khanna,
Minister of Rehabilitation,
New - Delhi.

22 SEP 1959

J/17-9-59.

The Secretary,
Evaluation and Implementation Committee,
Delhi Administration,
Delhi.

Dear Sir,

Sub: Unjustified strike in our factory.

We wish to bring to your notice the undesirable conditions created by the Shahdara Branch of the Engineering Mazdoor Union for the past few months.

1. This factory is a very small factory employing in all about 75/80 workers and is engaged in the manufacture of malleable iron pipe fittings. The work of the factory was running quite smoothly until about January 1959. Three or four months ago, we had the Engineering Mazdoor Union's Shahdara Branch functioning and some of our employees are members of this Union since long time as appeared from the correspondence by the Union.

2. One of our workmen, Shri Kishan Sarup, working in the foundry section, started creating mischief and was instigating other workmen of the foundry section to go slow. Accordingly, a charge sheet was issued to him for this gross misconduct on 12.7.59. The workman submitted his explanation which was not considered satisfactory and accordingly, an inquiry was fixed to be conducted by the Manager. The enquiry was held from time to time and statements of a number of witnesses were recorded both on behalf of the workman and the Management. After the conclusion of the enquiry, the Management reserved the decision which was to be announced very shortly. In the mean time, the workman was suspended from work on the condition that if he was found guilty he would not be paid any charges for the suspension period, but in case he was found not guilty, he would be paid his usual wages for the period of suspension.

3. Similarly, another workman, Shri Nanak Chand, who was not doing his work properly was charged. After receipt of the explanation, an enquiry was held and he was warned to work properly.

4. While the enquiries in the charges of the two workmen were being conducted, by the Management, Shri Nanak Chand ~~and~~ P.T.O

Shri Nanak Chand along with two of his brothers wa-laid and manhandled Shri Sular, one of the workmen of this factory and/had given evidence against these two workers in the enquiry proceedings referred to above. This incident took place on 2nd August, 1959 just outside the factory gate. Shri Sular reported the matter to the Police and Shri Nanak Chand and his two brothers were challaned by the police.

5. The Company had employed 9 temporary workers, whose period of service ranged from 2 to 3 months. On 31st July, the Management dispensed with the services of these temporary workers.

6. The officials of the Union started holding demonstrations before the factory gate on 11.8.59, using abusive insulting, and provocative language and tried to disrupt the working of the factory. On 9.9.59 the company received notice from the Branch Vice President of the Engineering Mazdoor Union, Shahdra Branch that if their following three demands are not conceded by the Management, they will go on strike with effect from the Morning of 14th Sept, 1959. The three demands were as follows:

1. That Shri Kishan Sarup and Nanak Chand should be taken on work.
2. 9 Workers (temporary) who had been turned out should be taken back on work.
3. The Police cases against 3 workers regarding assault of Shri Sular should be withdrawn.

7. The Management put up a notice on 13th September, 1959 bringing to the notice of the workers the letter of the Engineering Mazdoor Union detailing these three demands, and also giving Management's comments. The Management further urged upon all the workmen not to go on strike on 14th as mentioned in notice by the union. If the workers had any genuine grievances, they can move constitutionally and the Management was all along prepared to discuss and consider any genuine grievances of the workers with their authorised representatives.

8. In spite of the request made by the Management in their notice of 13th September, the workmen of the Foundry Section numbering about 25 went

went on unjustified,uncalled for, unreasonable,unlawful strike since the morning of 14th September. We requested workers to resume work and we also brought this fact to the notice of the Conciliation Officer on 12th September requesting him to use his good officer and to prevail upon the Union Officials not to instigate the workers to go on strike. We also requested the Conciliation officer,Shri S.S.Sanzagiri to intervene in the matter. In spite of the best efforts made by the Management, the workers are continuing their improper action and are causing considerable losses and damages to the Management.

9. We have again advised the workers to-day, by means of notice,to resume the duties immediately, but so far, they have not done so.

We earnestly request you to please use your good offices and request the officials of the Union not to indulge in such improper action, which result in loss to the workers, the Nation,and the Management.

-
- C.C. Mr. Gopi Nath Aman, Chairman,Implement Evaluation Committee, Old Secretariate, Delhi.
 - ✓C.C. The Secretary, All India Trade Union Congress, 13 Ashoka Road, New Delhi.
 - C.C. The Director of Industries and Labour,1-Rajpur Road, Delhi.
 - C.C. The Conciliation Officer, 1,Rajpur Road, New Delhi.

The Public Manufacturing Corporation

Kalyan Singh
Manager.

D/17.9.59.

GENERAL NOTICE

The Management regrets to note that the following workmen of the Foundry Section are on an illegal, unjustified, unlawful, unreasonable, and uncalled for strike since the morning of 14th September, 1959. In this regard, a notice was put up by the Management on 15th September, advising the workmen not to go on strike. The Management had also given its views on the three demands put up by the Union in their letter of 7th September, which was received by the Management on 9th September. The Management had urged upon the workers not to resort to strike, but to adopt other constitutional means if they had any grievances but in spite of the advice of the Management, the workers have resorted to direct action without exhausting other constitutional means provided to redress the grievances of the workers, if any. This act of the workers, besides being unjustified, uncalled for, unlawful, and illegal, is a flagrant violation of the Code of Discipline, evolved at the 16th Labour Conference, and to which the All-India Trade Union Congress is a signatory.

The Management is suffering considerable losses due to this improper action on the part of the workers, for which they are held fully responsible. The Management urges upon all the workers, who are on strike, to resume their duties immediately, failing which, the Management would be compelled to take such action as may be deemed necessary. The workers are further advised that besides being treated absent from duty since 14th September, the Management reserves its right to recover such damages, as the Management may have suffered or may suffer due to this improper action on the part of the workers.

copies to.

1. Conciliation Officer,
1- Raj-Pur Road, Delhi-
2. Director of Industries, Delhi.
3. The Secretary, Department of Industries and Labour, Delhi ~~Admt~~ Admt, De
4. Engineering Mazdoor Union, ii- Krishana Market, New Delhi.
5. Delhi Trade Union Council. Rothak Road, New Delhi.
6. Secretary All India Trade Union Congress, 13, Ashoka Road, New Delhi.
7. Engineering Mazdoor Union Ghahadara.

The
Punjab Manufacturing Corporation

MANUFACTURERS OF
MALLEABLE PIPE-FITTINGS, STORAGE TANKS & MACHINERY

NOTICE.

485, GRAND TRUNK ROAD,
DELHI - SHAHDRA
Dated. 18.9.1950.

The Management regrets to note that the following workmen of the Foundry Section are still continuing an illegal, unjustified, unlawful, unreasonable, and uncalled for strike. The Management had advised the workers earlier not to resolve to strike and to resume to duties but not avail. The Management once again urges upon all the workmen who are on the strike to resume work immediately failing ^{which} the Management will be compelled to take such action as may be deemed fit necessary.

The Management is suffering a considerable losses, due to this improper action on the part of the workers for which they are held fully responsible. The workers are further advised that besides being treated absent from duty since 14th Sept, the management reserves its rights to recover such damages, as the management may have suffered or may suffer due to this improper action on the part of the workers.

Names of the workmen.

Chhanga Ram, InderPaul, Sukh Chiana, Phagna, Ram Dass, Santa, Nanwa, Chhotay Rattan, Hari Chand, Moti, Nathu, Balu, Serman, Tej Paul Har Sarup, Ram Saran, Kuran,

For Punjab Manufacturing Corporation

Kalyansingh
Manager.

The Secretary
All India Trade Union Congress
New Delhi

22 SET 1959

Delhi Sales Tax No. 15564
Central Sales Tax No. CST/DLH/W-1/2740

Phone No. : 23201173

The
Punjab Manufacturing Corporation

MANUFACTURERS OF
MALLEABLE PIPE-FITTINGS, STORAGE TANKS & MACHINERY

485, GRAND TRUNK ROAD,
DELHI - SHAHDRA
Dated. 21.9.59.

The Conciliation Officer,
1- Rappur Road,
Delhi.

Dear Sir,

We have already intimated to you that some of the workers of this factory employed in the Foundry Section are on illegal, unlawful, unjustified, Uncalled for, and unreasonable strike since the 14th instant. In spite of the Management giving assurances to discuss any genuine grievances of the workers with their authorised ~~repr~~ representatives they have not resumed duties and are still continuing their improper action. This improper action on the part of the workers is causing considerable losses to the Management and has also resulted in lay off of workmen in other departments, as a result of the strike. You would appreciate that inspite of the reasonable attitude of the Management, the workers are unnecessarily continuing the strike, and thus causing loss to the Management, workers, and the Nation.

We have now received a letter from the Engineering Masdoor Union dated 19.9.59, an English translation of which is enclosed herewith for your ready reference. In the last Page of the letter, You would note, that the Union has stated that the workers would not call off the strike unless the 11 workers are reinstated. The Position regarding the 11 workers is that 9 workers were employed purely on
C
temporary

basis with services have given 3 months. Out of the remaining 2 workers the services of the one Shri Kishan Sarup have been terminated on 18.9.59, as a disciplinary action for gross misconduct committed by him. A regular charge sheet was issued to him and on receipt of explanation which was found to be unsatisfactory, a proper enquiry was held in his presence, where he was given full opportunity to lead his evidence and to cross examine the witnesses produced by the Management. On consideration of the statement made before the enquiry officer and the enquiry report submitted by him, The Management considered it most undesirable to retain Shri Kishan Sarup in service. Therefore, his services were terminated. Regarding the 11th workman, Shri Nanak Chand, the question of reinstating him does not arise as he was suspended on ~~20.7.59~~ ^{12.8.59} because the charge against him was of a very grave nature of assaulting another workman of the factory immediately just outside the factory gate. The workman had himself been requesting for postponing the enquiry though the Management had been anxious to finish his enquiry as early as possible. Shri Nanak Chand has now requested the Management to further postpone the enquiry by another week and now we have fixed up the enquiry on 25th Sept at 3.P.M. at his request. So, the question of reinstating him at present does not arise at all.

We request you to use your good offices and impress upon the workers and officials of the Engineering Mazdoor Union to resume the duties forth-with, failing, the Management would be compelled to make alternative arrangements. The Management also holds the workers and Union fully responsible for the damages or losses which the Management may have suffered or may suffer on account of this improper action on the part of the workers and the Union.

We earnestly trust and hope that this would receive your immediate attention.

The Secretary, A.I.T.U.C. 13 Ashoka Road,
New Delhi.
Engineering Mazdoor Union, Shahdara.
" " " " " " " " 11, Krishana
Market, P. Ganj, New Delhi.

Yours faithfully,
For Punjab Manufacturing Corporation

Kalyansingh

26.5 ✓
September 22, 1959.

Dear Com. Chaudhari,

This is to acknowledge with thanks the receipt of your circular letter of September 10. However, we did not receive a copy of the constitution mentioned in your letter which please send as early as possible.

With Greetings,

Yours fraternally,

K.O. Shrivastava

(K.O. SHIVASTAVA)
Secretary.

Com. V. Chaudhari,
General Secretary,
Metal and Engineering Workers' Federation,
Bombay State,
25, Dalvi Building,
Parel T.T., BOMBAY-12.



METAL & ENGINEERING WORKERS' FEDERATION BOMBAY STATE

President : **K. T. SULE**
Gen. Secretary : **VITHAL CHAUDHARI**

25, Dalvi Building,
Parel T. T., Bombay 12

September 10, 1959.

The General Secretary,

Dear brother,

I am sure you are well aware that a very important organisation known as NATIONAL FEDERATION OF METAL & ENGINEERING WORKERS OF INDIA has been formed. In this National Federation there are workers coming from Calcutta, Bombay, Banglore, Madras, Punjab, Jamshedpur, Kanpur, Burnpur etc. which are, by and large, the largest centres of this industry in our country. Thus the delegates who assembled at Calcutta last July to form this national organisation represented a vast and major section of metal and engineering workers of our country.

I am sure you also know that following the formation of the National Federation, a State Federation in Bombay was formed in August last and I have the pleasure to inform you that more than half the working class of engineering industry from Bombay is represented in this State Federation.

.....2

Contd.

-2-

Metal & Engineering Workers' Federation
Bombay State

Only in the last month, an All-India Day was observed on August 21, as "Demands Day" of Metal and Engineering workers under the auspices of this Federation, in which thousands of employees of this industry had enthusiastically participated. In Bombay also the State Branch of the National Federation had observed the Day and as you must have noted that workmen from about 50 different factories, small, medium and large alike, had attended the Mass Rally at Kamgar Maidan. The three major demands on which the attention is concentrated have been:

- i) Living Wage,
- ii) Wage Board & Standardisation and
- iii) Recognition of the Unions.

We believe you fully appreciate these activities as being absolutely incumbent upon all trade unions in this industry. These days, with the emphasis given by all on the expansion and development of this industry, and the tempo with which it is actually materialising, it is natural and essential for all of us to realise that a well-organised and strong central organisation of industrial workers in this sector is built up before long.

With this aim in view, the National Federation with State Branches all over the country, has been formed. In West Bengal, Mysore and the Punjab, the State Branches existed for a quite some time before this. Having made this modest beginning, on our part, we approach you with a sincere request to appreciate this and participate in raising this organisation to greater height and strength, so that the problems, - and they are quite innumerable, - of the mass of workers in this industry, are clinched and tackled properly. And what is most important is that the metal and engineering workers must acquire that powerful status which as builders of New India, they deserve unquestionably!

And a Central Organisation alone can achieve this for him!

Herewith I am sending you a copy of the constitution and earnestly urge upon you to go through it. You will note that the Federation is an independent body of metal and engineering workers, without any political bias or prejudice for any party or organisation and has the sole aim to serve particular industrial workers only.

Kindly, study the whole thing, and a line in reply to this will be highly appreciated.

Fraternally yours,

V. Chaudhari
/Vithal Chaudhari/
GENERAL SECRETARY.

National Federation of Metal and Engineering Workers of India.

4 Ashoka Rd.
New Delhi.

To
All Members of the Working Committee
and Affiliated Unions

Dear brothers,

The National Conference of Metal and Engineering Workers of India held at Calcutta, as you are aware; called upon the metal and engineering workers to observe August 21 as All-India Demands Day. On this day, the Engineering Workers throughout India should be mobilised in support of the three National Slogans that emerged from the All-India Conference, i.e.,

- (i) Constitution of a Wage Board
- (ii) Living Wage and
- (iii) Recognition of Unions.

The unity of engineering workers that was evolved in the All-India Conference around these three main demands should be further strengthened by the mass mobilisation of the engineering workers on this Demands Day. The achievement of the Calcutta Conference in giving birth to the National Federation of Metal and Engineering Workers should be carried forward to the mass of workers and ~~the perspective of coordinated struggle on a national scale behind our common demand~~, brought before them. No trust necessary initiative has been taken by you already in order to assure the success of this first coordinated action on a national plane ~~at that is the Demands Day~~ *observance of the*

*the necessity
to unite the
workers on a
national scale
but forward
to struggle for
mass demand*

We understand that in West Bengal, in preparation for the observance of the Demands Day, one lakh Badges would be distributed centrally and all unions have been asked to make utmost efforts to observe the day in a grand manner. It is suggested that badges on the specimen indicated below may be prepared by other centres also.

Please inform us as to what preparations you are making in this connection, so that reports from the different centres may be brought together in a Bulletin which we hope to circulate soon.

2. We hope that reporting on the decisions of the All-India Conference has been taken up by you. The proceedings of the conference as well as the resolutions are now in the press and we hope to send the same to you shortly.

3. We are glad to inform you that information has been received that the proposal for technical training in Socialist Countries has been favourably considered by the Secretariat of the World Federation of Trade Unions and from India we could send 15 workers for higher training in the German Democratic Republic. At the meeting of the Working Committee of the Federation held on July 12, it was decided that proposals from the different states should be called for in this regard. Please therefore let us have your suggestions with complete details in respect of each specific case. On hearing from you, the Secretariat will finalise the list. The Training Scheme will ~~also~~ cover a 3 to 4 year period.

*He will
take this
up later on in
the meeting
S.D.*

4. As you are probably aware, it was decided that a fund for meeting the expenses of the Central Office should be started immediately and comrades from different states, who had come to Calcutta, had promised to remit their quota without delay. Please arrange to send this amount immediately.

5. It was also decided ~~to~~ that the reports from different States should be sent to the Central Office soon enough so that a publication could be got ready by us on the problems of the metal and engineering industry and the workers. You are requested to expedite sending the reports.

6. Members of the Working Committee are also requested to send to the Central Office the correct addresses of all our affiliated unions so that circulars from the centre would be sent to them directly.

With warm greetings,

-TRUE COPY-

The Premier Automobiles Ltd.

Factory :
Agra Road Kurla
(Bombay 37.)

Ref:- PP/W 4 / 2361/ 59566

--Kurla Date 17th Sept 57
Bombay 37

Mr N.V. Vesavkar ,
B. No. 1840 ,
Assy Line , P.A.Ltd. Kurla .

Regd. A.D.

Re: Dismissal

Further to our memo no. PP/W/2306 dated 11th sept. 57, an inquiry in the matter was held by the labour Officer on 12 th and 13 th instant, when Mr K. Shanbag , a Works committee Member, was present to defend you on your behalf.

The labour Officer had submitted his report of the inquiry in the matter and after receipt of the same with a view to giving you a further chance , the undersigned called you at about 2 P.M. yesterday and enquired of you wheather you were prepared to leave for Dibrughad.on 23rd Sept. 57 without attaching any conditions . Without giving relevant reply , you refered to the extention of time up to 23rd Sept. 57 as asked for by you and also about raising of your rate. The undersigned replied that everything was there in the report of the enquiry and he had gone through it and thus, he found that you were not prepared to give your reply in the affirmative . i.e. to go to Dibrughad on 23rd sept.57.

Evenafter giving you the last chance by way of grace, you did not reply in affirmative to go to Dibrughad and as such , the Management have no other alternative but to accept the Enquiry Officers report and thus find you guilty of the charges levelled against you/ under our charge sheet No. pp/W /56600 of 5th Sept. 57 and the subsiquent correspondence resting with letter No. pp/W/2306 of 11th Sept;57 .

Hence the Management have decided to dismiss you from service as a matter of disciplinary action with effect from today. At the same time, the suspension given to you already without wages for the ~~xxxx~~ period from 6 th to 9th Sept. 57 is hereby confirmed .

You will be paid your dues by the Accounts Dept. today.

Mr. X N.V.Vesavkar ,
B. No. 1840,
73 Station Road , Chandani
THANA.

For the Premier Automobiles Lt
SD/
P.S.DEO
Staff Manager.



1 OCT 1959

GENERAL ENGINEERING EMPLOYEES' UNION

(Regd. No. 1642)

President : K. T. Sule

Gen. Secretary : Vithal Chaudhari

Office :

25, Dalvi Building, 2nd Floor,
Parel, BOMBAY 12.

Ref. No. GEEU/Misc/345/59.

September 29, 1959.

The Secretary,
All India Trade Union Congress,
4 Ashok Road,
NEW DELHI.

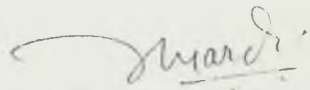
Dear Comrade,

We have pleasure in sending you the copies of the resolutions adopted at the Sixth Annual General Meeting of our Union held on 25th and 27th September, 1959.

We hope you will publish the resolutions in the next issue of the T.U.Record.

Greetings,

Yours fraternally,


SECRETARY.

Imp
1/12
P.S.: As per your p/c dt. 22-9-59,
the constitution of the
State Federation of Eng.
workers also is attached
herewith.

What for?

8.10.59



GENERAL ENGINEERING EMPLOYEES' UNION

(Regd. No. 1642)

President : K. T. Sule
Gen. Secretary : Vithal Chaudhari

Office :
25, Dalvi Building, 2nd Floor,
Parel, BOMBAY 12.

Ref. No. GEEU/ ISMCL/G/370/59.

October 3, 1959.

Shri Shantilal Shah,
Honourable Minister for Labour & Law,
Government of Bombay,
Sachivalaya, BOMBAY - 1.

Re:- Dispute in Indian Standard Metal Co. Ltd.,
Chinchpokli Cross Lane, Bombay - 27.

Sir,

The above dispute has been rejected for reference twice i) once in August 1959 (AJI 2155-H) and ii) in January 1958 (AJI 2155-H)

Each time when the dispute was not referred to adjudication, we have strongly felt that the Government, by this action has been doing a great deal of injustice and barring the doors of legal machinery of adjudication to us for putting forward our just claims before the Industrial Tribunal.

Particularly, in the rejection of the dispute on second occasion, we feel acutely agrieved and feel that there was absolutely no justification to reject the reference.

By such rejection, the Government only drives workers either towards frustration and disappointment or to any desperation and anarchist activity. Both such developments, you will agree, are not at all conducive to the proper industrial atmosphere to promote which all parties are morally committed today (ref. 15th, 16th Indian Labour Conference).

.....2

However, we want to put a few facts for your reconsideration again and therefore request you to give us an appointment to us.

For this, we propose to see you in a deputation consisting of 5 members, amongst whom there will be a member of the Bombay Legislative Assembly and a Trade Union Lawyer.

Kindly, give us a suitable date as early as possible.

Thanking in anticipation,

Yours faithfully,

V Chaudhari
/Vithal Chaudhari/
General Secretary.

Copy to:

- 1) The Secretary to Government,
Labour and Social Welfare Department,
Old Secretariat, Bombay-1.
- ✓ 2) The General Secretary,
All India Trade Union Congress,
4, Ashok Road, New Delhi.

New Delhi
November 18, 1959

Dear Com. Tamhane,

Please ask Com. Menon to send the following circular to all Working Committee members of the Federation (State).

"Meeting of the Working Committee of the State Federation will be held on Saturday the 28th November 1959 at 6.15 P.M. at the AITUC Office, Girgaon to discuss and take final decisions on the remaining items of the last agenda, such as:

- (i) selection of students to go abroad for technical education.
- (ii) New offensive of organised disruption among engineering workers.
- (iii) Situation arising out of rejection of Wage - Board Demand by the Government of India.

Memorandum on each of this above item giving details about it will follow soon.

Please make it convenient to attend without fail.

General Secretary"

2. Please inform Com. Mistri to proceed with steps for making application for passport immediately.

Other Comrades from Bengal, Delhi and Kerala are already on the move.

3. Com.S.A.Dange has agreed to inaugurate on Study classes. So also Com.Sardesai to give one lecture as scheduled.

Ask Com.Menon to write to other engineering unions of our Federation the following letter ~~by~~ ~~xi~~ which may be signed by you or Gopalan.

"Dear Comrade,

The accompanying folder is explicit. We request you to avail of this opportunity to send your selected workers also to attend these classes. We hope you will appreciate this and do the needful.

There should not more than five workers from your organisation.

Yours fraternally,

General Secretary"

Encl: Folder in English and Marathi

Copy to: All Engineering Unions in the Federation

4. I am returning on Saturday the 21st and shall be at office same evening

Yours fraternally,

V

(Vithal Chaudhari)

December 17, 1959



This is to introduce Com.NATHA SINGH, Treasurer, Delhi State Trade Union Congress and Vice President, Engineering Mazdoor Union (AITUC). Com.Natha Singh is a member of the First In-country Team on Productivity. Please render him facilities to meet our TU cadres and discuss problems as well as help him in any other manner he may need from you.

(K.G.Sriwastava)
Secretary, AITUC

10 DEC 1959

(266)



**I. Regarding Selection of Workers Going to East Germany for Training
in Technical Line.**

This is technical course of full four years. He will be given good practical knowledge of some craft which will be decided there, on the basis of his aptitude. A worker going abroad will have to stay there for at least four years continuously for this study.

Arrangement of his boarding, lodging, as well as his to and fro journey will be borne by the trade union organisation of the host country.

After his study he will return as a fairly highly qualified skilled personnel.

It is suggested that following conditions should be satisfied before making selection for the purposes:

- i) He should be a young person not above 30 years;
- ii) He should be as far as possible a bachelor and without any obligations to be fulfilled during the period of his stay abroad;
- iii) He should have working knowledge of English language. He should be able to speak and write in English. He should know mathematics of IX Std;
- iv) He must be an active trade union worker of three years' experience, if not more.

Unions are requested to make their choice strictly by applying above mentioned conditions.

V. Chandan
20 11 59

II. REGARDING NEW OFFENSIVE OF ORGANISED DISRUPTION AMONG ENGINEERING WORKERS

1. The disruption referred to in this is about the activities of the INTUC, employers and the Government, severally or combined.

Although this kind of activities by them is not of recent origin, and that all non-INTUC Unions have often had their experience in the past, it is however to be noted that their activities of late, have assumed a formidable proportion. Recently, and particularly after the formation of the National Federation at Calcutta in July last, the INTUC, employers and Government have combined openly and brazenly to disrupt any Union which is not with the INTUC.

Significance of this development is evident. National Federation of Metal & Engineering Workers being the biggest Federation in this strategic and fast growing industry outside the influence of the INTUC or HMS, naturally has caused grave concern to them. Its demand for Wage-Board, a very just and irresistible demand, is catching imagination of the workers in this industry. And it is precisely this development which the non-INTUC organisations are out to check.

Naked disruption alone is the weapon to weaken the growing unity and solidarity of the workers round this demand.

Following are some of the patent examples of this disruption:

1) Sankey Electrical Steppings Pvt. Ltd., Bhandup, Bombay 40:

About 1,000 workers. An INTUC Union was in existence - workers left it, formed their own independent and ad-hoc committee and used to negotiate and sign settlements with the Company through that ad-hoc committee. This went on for two long years.

This year in September-October workers, feeling that a regular and well-organised Trade Union should be formed instead of allowing an ad-hoc committee devoid of any legal or constitutional status, approached the General Engineering Employees' Union representatives for advice.

Smelling this, the Company at once called a meeting on October 28, 1959, stopping all work and production at 3 p.m. gathered workers and addressed them. Mr. Moitra, the Director, openly addressing and canvassing for the INTUC tried to exhort upon workers to choose Mr. Raja Kulkarni and make him the General Secretary of the Union.

Nobody liked this interference in activities to form a Union of their own choice.

Workers have en-mass joined the General Engineering Employees' Union in defiance, and the management today is busy threatening and intimidating workers for this.

On 12-11-1959 there was a regular struggle organised by the Company between hired INTUC-men and Sankey workers of the Union which resulted in injury to many.

2) Premier Automobile Ltd. Kurla, Bombay 27:

6,000 workers - Old Union with majority of workers in Engineering Mazdoor Sabha (HMS). After the last strike a fake INTUC unit was formed.

Company refused to discuss and negotiate with the non-INTUC Union on any issue. It entered into an agreement on Bonus with the INTUC Union deliberately and knowing full well that it never commanded confidence of majority. When bonus was paid, majority refused to accept it. Yet Company insisted upon disruption with the help of INTUC.

On Annual Festival Day of the Company, at about 7 a.m. the Company staged an organised show-down between workers of INTUC (about 300) who were being instigated from inside the premises and non-INTUC workers (about 2,000) who were outside the premises. In this royal battle, knife, sticks, brick-bats, soda water bottles, stones and all that could be available were used resulting in admission of four to the hospital, injuring to many and several others were driven to police custody.

It is authentically reported that Shri Shantilal Shah himself had addressed a meeting of workers from Premier Automobile in Hindu Sabha Hall at Uhatkopar canvassing for the INTUC and telling how workers would be benefited by getting more cooperation from the employers without such

3) Mikand Iron & Steel Works, Kurla, Bombay-37.

About 1,600 workers. Although an old Union of workers existed for 16 years, an INTUC Union was formed and immediately recognition also was extended by the Company. Membership though challenged by the non-INTUC Union, i.e. General Engineering Employees' Union, and proved to be more with the latter, the Company and the INTUC Union prefer to be oblivious to this.

The Company has yet another very novel activity to deepen this disruption. Although it formally recognises the INTUC Union, it does not yet settle any bonus dispute with it also.

In 1958 and also 1959 the Company arranged to negotiate and settle with workers directly.

Company's method of settling with workers is so dangerously thorough that it must cause concern to every genuine trade unionist.

- i) For giving opportunity to its agents to canvass among workers, it even stops production for two-three hours and holds a meeting in its premises.
- ii) Extends all facilities of loud-speaker equipment, improvised stage, etc.
- iii) Supervisors then move round to collect signatures of workers from every department so that none is left out.
- iv) No balance Sheet is supplied and any body asking for one, is hunted out as an instigator of trouble and is stamped as opponent of peaceful and internal settlement of bonus dispute.
- v) Every worker must state in writing that he is satisfied with the amount of bonus paid, and that he or on his behalf anybody else, will not raise the dispute on its account any more, anywhere whatsoever.
- vi) Every worker must give in writing that he is satisfied with the mechanism of settlement and that he has no grievance against it.

When we drew the attention of the Deputy Labour Commissioner (Administration), he finds nothing wrong or objectionable in it.

But even this aspect of the situation could not make any sense to the Government Labour Office, which stuck to its contention that workers had voluntarily accepted the bonus and hence no dispute existed. It could never see any duress in it.

4) National Electrical Industries, Lalbaug, Bombay 12.

600 workers. Union exists since 1952. From August last the Company has taken to disorganise the existing Union, General Engineering Employees' Union, and with the help of supervisors and other officers of quite high level, started collecting signatures of staff members to start with, and ally rated workers subsequently, at their working tables and benches, stating that they wanted to form an independent Association amounting to formation of a Company Union.

When workers refuse, they are marked out as undesirable fellows for taking action at any time under some clause or the other of the Standing Orders of the Company. The Company even managed to get a worker to issue handbill in his name stating whole case of the Company against the Union, so that workers' faith in the Union is shaken.

As stated above, the old Union had been in existence since 1952. Although a long drawn strike of 104 days has been settled amicably, company is still trying to disrupt the Union now relying upon the exhaustion of the workers and hoping that there could not be any retaliation.

6) Crescent Iron & Steel Works, Goregaon, Bombay - .

800 workers. From September onwards, the company has launched upon a policy to prolong discussions with the Union and meanwhile dislodge workers from their Union, General Engineering Employees' Union.

Attempts to collect signatures to form a Company Union are made. After collecting just 10-15 signatures, the Company had an audacity to put up a notice that the new Association is recognized for all negotiations in future. What is very interesting is that among these signatures, temporary workmen are in majority, whose signatures are obviously easier to get for any employer.

6) Godraj & Boyce Mfg. Co., Lalbaug & Vikroli, Bombay - 40.

5,500 workers. A non-INTUC Union is in existence, well recognised with many agreements, negotiated and signed also to its credit.

But recently, all of a sudden, the Company has decided to foster a rival Union - INTUC Unit - which is guaranteed all protection to carry the disruptive activities. The Raja Kulkarni has organised subscription from workers for this rival Union.

7) Indian Standard Metal Works, Chinchpokli, Bombay 37.

450 workers. The workers are in non-INTUC Union, after experiencing their stay in INTUC Union for a couple of years upto 1955. The Government, as though feeling directly humiliated due to this change-over, in vengeance did not give reference twice in succession closing the door of all constitutional and peaceful methods of redressal of grievances and achievement of their demands.

Taking advantage of the natural frustration resulting from such policies of the Government which were foreplanned the Company now has unleashed its officers among workers to canvass for an independent Union, so that they (the officers) would approach the management with workers' demands and settle on their behalf.

Leave the non-INTUC Union is the Order of the Day.

8) Zenith Tin Works, Mahalaxmi, Clerk Road, Bombay-11.

450 workers. All of a sudden, the management handed a notice of termination of services, of a leading worker who is Vice-President of the Union, General Engineering Employees' Union, and a member of the Working Committee of the National Federation and also our State Federation.

This provocation can not be explained except by stating that the Company wants to disrupt the unity and confidence of workers in their Union which has been here since last 11 years, fully recognised and entertained for all negotiations.

Outburst of these activities show that there is an organized chain of disruption of non-INTUC Unions. Another feature is that ~~X~~ formally recognised Unions of several years of standing are attacked without any provocation.

Members of the Working Committee are requested to note gravity of this situation and decide upon a step to face it effectively

Bombay,
Dated, December 5, 1968.

M. Kulkarni