

AWARDS

SET

AWARDS & SETTLEMENTS

CONTENTS

S.No.	Date	Particulars	Pages
1	25— 9 —1956	Settlement regarding work assignment and wages	... 1 to 76
2	24— 4 —1957	Jobbers - Agreement	... 77 to 109
3	24— 2 —1959	Award in I. D. No. 70/58 - New Mills	... 110 to 119
4	21— 1 —1959	Award in I. D. No. 65/58 (Electrical & Mechanical)	... 120 to 141
5	30— 6 —1960	Memorandum of Settlement - Industrywise	... 142 to 146
6	9—11—1961	Government Press Note—Revised Scales of pay for Staff	... 147 to 149
7	26—12—1962	Memorandum of Settlement (Rationalisation)	... 150 to 158
8	—	Minimum Wages and Dearness Allowance	... 159 to 160
9	20—12—1963	Decision of the Chief Minister of Madras — Revision of wages in New Mills	... 161 to 165
10	16— 5 —1962	Gratuity Scheme in I. D. No. 15/62	... 166
11	23— 7 —1970	General Norms of Wages and Work Assignments	... 167 to 175
12	2— 3 —1960	First Central Textile Wage Board - Recommendations	... 176 to 181
13	17— 5 —1969	Second Central Textile Wage Board - Recommendations	... 182 to 189
14	18—10—1969	Second Wage Board - Clerical Staff Settlement	... 190 to 193
15	5— 9 —1969	Second Wage Board - Settlement (Workers)	... 194 to 198
16	9— 3 —1972	Settlement (General Demands) and Proceedings of the Commissioner of Labour, Madras	... 199 to 203
17	28— 2 —1974	Memorandum of Settlement - Revision of Wages	... 204 to 206
18	12— 5 —1978	Recommendations of the Tripartite Committee - Revision of Wages - Karnataka	... 207 to 209
19	7— 1 —1976	Report of the Court of Enquiry for Textile Industry - Kerala - Recommendations	... 210 to 211
20	20— 7 —1979	Recommendations of the Textile Committee on interim relief - Andhra Pradesh	... 212 to 213
21	3— 6 —1981	Recommendations of Textile Wage Committee - Andhra Pradesh	... 214 to 216
22	10— 7 —1979	Memorandum of Settlement - Revision of Wages -Kerala	... 217 to 218
23	26— 7 —1979	Memorandum of Settlement - Revision of Wages -Kerala	... 219 to 221
24	17— 7 —1979	Memorandum of Settlement - Revision of Wages - Tamil Nadu	... 222 to 224

**Memorandum of Settlement reached before the Commissioner of Labour, Madras
(Camp: Coimbatore) under Section 12 (3) of
the Industrial Disputes Act, 1947 on the 25th day of September 1956**

Name of Parties : The Textile Mills mentioned in Annexure I of the Agreement hereto.
and
The Workers in the said textile mills.

Representing Sri K. Venkatesalu, Honorary Secretary, The Southern India Millowners' Association, Race Course, Coimbatore, authorised representative of the mills in Annexure I of the Agreement thereto.

Representing 1 Sri P. S. Chinnadurai, Secretary, The Coimbatore District Textile Workers' Employees : Union, Singanallur.

2 Sri K. N. Chinnayyan, Secretary, The Coimbatore District Mill-workers Union, Kattoor, Coimbatore.

3 Sri N. Ramakrishnan, Secretary, The National Textile Workers' Union 3/66, Trichy Road, Coimbatore.

Short Recital of Case :

Whereas a dispute between the parties relating to occupational nomenclature, duties, workloads, gradations, basic wages, differentials in wages and production bonus of workers in the said mills specified in Annexure II to IV hereto, arose and whereas the parties have come to a settlement of the dispute, the terms thereof are as hereunder :

- 1 That the occupational nomenclature, duties, workloads, gradations, basic wages, differentials in wages and production bonus of workers in mills in Annexure I hereto shall be as per Annexures II to IV hereto.
- 2 That this Agreement shall take effect from 1st October, 1956 and shall be in force for a period of five years from that date, provided that after three years, it shall be open to either party to seek a revision after giving three months' notice,
- 3 That this Agreement shall cover workers in Annexure II hereto. With regard to other categories of workers who are now in employment in the permanent employment muster rolls excluding building and such other labour of temporary nature, not mentioned in Annexure II hereto, the classification of such workers shall be according to the Tripartite Textile Enquiry Committee recommendations. Workers shall not insist on additional categories of permanent post which are not generally in existence in mills in Coimbatore.
- 4 Wherever existing workloads in any category among the workers in any of the mills in Annexure I hereto are lower than those prescribed herein, and agreed in Annexure IV such lower workloads shall be raised to the workloads prescribed herein.

- 5 Unless otherwise agreed to herein, wherever existing workloads in any of the mills in Annexure I hereto are higher than those prescribed herein among any category of workers, such higher workloads shall not be lowered, but shall be continued and workers concerned shall be paid extra wages for such higher workloads on the basis agreed hereto.
- 6 Notwithstanding anything contained in this Agreement, whether on account of workers' own initiative or otherwise, in departments such as Reeling, Bundling and Winding etc., wherever higher workloads are being done or are in vogue, such higher workloads shall not be lowered. Where in any mills, conditions permitting, higher workloads than those prescribed herein for any category can be negotiated with and agreed to between the management and the workers and Union or Unions, it shall be open to parties to do so.
- 7 The management of the mills specified in Annexure I will introduce the workloads specified in Annexure IV and make suitable readjustment of labour force in the mills without retrenchment of workers rendered surplus as a result of the introduction of the workloads prescribed therein.
- 8 In the case of Badlis and temporary workers rendered surplus as a result of introduction of workloads prescribed herein, they shall be assured work during any month for at least one-third of the total number of hours actually worked by such workers during a period of three months prior to 1st October, 1956. Wherever such workers are working on prescribed or higher workloads in any of the mills in Annexure I hereto, they shall be paid occupational wages for the respective categories. But if it so happens that they are not so employed in the normal occupation of the mills, but kept in mills for the minimum number of hours as stated above, they shall be paid the same wages as at present for that period provided that there shall be no claim for the above minimum in the event of lay off due to power shortage, breakdown of machinery or such other involuntary unemployment.
- 9 Permanent workers rendered surplus as a result of the introduction of workloads under the Agreement shall be determined in each category according to service.
- 10 Workers rendered surplus as mentioned in clause (9) above, shall be employed without affecting their emoluments due under the new scheme.
- 11 Permanent workers shall accept such alternate employment as the management may offer as a consequence of readjustment following the introduction of workloads herein agreed to but without affecting the emoluments applicable to their grades.
- 12 If in the process of implementation and introduction of new workloads, permanent workers are rendered surplus, they shall not demand the opening of a third shift for employment so long as their wages are not adversely affected.
- 13 If any worker does not carry out workloads prescribed herein or attain the efficiency prescribed herein, within a period of thirty days from the date of introduction of workloads under this Agreement and such failure is solely due to the worker, he shall be subject to be lowered in grade or employed in and paid for according to such lower category, in alternate employment and the worker shall accept such alternate

employment, provided that this clause shall not in any manner affect the disciplinary powers of the management.

- 14 With regard to workers in the Fly Frame and Weaving Departments, standards of efficiency shall be fixed by the Standing Committee, millwise, taking into account the average production during a normal period of three months in the concerned mill.
- 15 The wages and workloads with regard to workers in the Electrical and Mechanic shop departments and automatic loom sections of mills specified in Annexure I hereto will be discussed between the parties and determined: whereafter the same will be added on to Annexure IV hereto and form part of this Agreement.
- 16 Where workers are individually drawing higher emoluments than those agreed to herein, there shall be no reduction of emoluments to such workers consequent to this Agreement.
- 17 The duties of workers in mills specified in Annexure I are as specified in Annexure III hereto.
- 18 That statistics shall be taken of the existing higher workloads among various categories in individual mills and placed before the Standing Committee mentioned hereunder for verification and such workloads shall be continued.
- 19 It is agreed that the parties are at liberty to take up any question not covered by this Agreement separately.
- 20 Disputes arising within this Agreement shall be left to be decided by a Standing Committee which shall consist of three representatives of the management and three of labour. If the Standing Committee is unable to resolve the dispute, the Government will be requested to nominate an arbitrator for a proper interpretation and application of this Agreement.

In witness whereof the parties hereunto set their hand this Twentyfifth day of September, One thousand Nine hundred and Fifty six.

For Mills in Annexure I

(Sd.) K. VENKATESALU
Hony. Secretary
The Southern India Millowners'
Association, Coimbatore

(Sd.) V. BALASUNDARAM
Commissioner of Labour, Madras
(Camp: Coimbatore)

For Workers :

(Sd.) P. S. CHINNADURAI
Secretary
The Coimbatore District
Textile Workers' Union, Singanallur

(Sd.) K. N. CHINNAYYAN
Secretary
The Coimbatore Millworkers' Union
Coimbatore

(Sd. N. RAMAKRISHNAN
Secretary
The National Textile Workers' Union
Coimbatore

ANNEXURE I

Mills who are parties to the Settlement

- 1 Coimbatore Spg. & Wvg. Mills Ltd., Coimbatore
- 2 Kaleeswarar Mills Limited, Coimbatore
- 3 Somasundaram Mills Limited, Coimbatore
- 4 Lakshmi Mills Co., Limited, Coimbatore
- 5 Radhakrishna Mills Limited, Coimbatore
- 6 Cbe. Pioneer Mills Limited, Coimbatore
- 7 Ranga Vilas Gng. Spg. & Wvg. Mills, Coimbatore
- 8 Kumaran Mills Limited, Coimbatore
- 9 Karthikeya Spg. & Wvg. Mills, Coimbatore
- 10 Balasubramania Mills, Coimbatore
- 11 Janardhana Mills, Singanallur, Coimbatore
- 12 Cbe. Cotton Mills, Singanallur, Coimbatore
- 13 Cbe. Kamala Mills, Singanallur, Coimbatore
- 14 Kothari Textiles Limited, Singanallur, Coimbatore
- 15 Vasantha Mills, Singanallur, Coimbatore
- 16 Saroja Mills, Singanallur, Coimbatore
- 17 Kasthuri Mills, Ondipudur, Coimbatore
- 18 Cambodia Mills Limited, Ondipudur, Coimbatore
- 19 Kadiri Mills Limited, Ondipudur, Coimbatore
- 20 Jayalakshmi Mills, Singanallur, Coimbatore
- 21 Rajalakshmi Mills, Singanallur, Coimbatore
- 22 Pankaja Mills Limited, Puliyakulam, Coimbatore
- 23 Kannapiran Mills Limited, Souripalayam, Coimbatore
- 24 Cbe. Murugan Mills, Coimbatore
- 25 Gnanambikai Mills, Coimbatore
- 26 Palamalai Ranganathar Mills, Periyanaickenpalayam, Coimbatore Dist
- 27 Vijayalakshmi Mills Limited, Kuniyamuthur, Coimbatore
- 28 Sarada Mills Limited, Podanur
- 29 Lotus Mills Limited, Sundarapuram, Coimbatore
- 30 Ramakrishna Mills Limited, Ganapathy, Coimbatore
- 31 Sivanandha Mills Limited, Ganapathy, Coimbatore
- 32 Sri Venkatesa Mills Limited, Udumalpet
- 33 Sri Palani Andavar Mills Limited, Udumalpet
- 34 Thirumurthi Mills Limited, Udumalpet
- 35 Premier Mills (Cbe.) Limited, Udumalpet
- 36 Dhanalakshmi Mills Limited, Tirupur
- 37 Sri Ramalinga Choodambikai Mills Limited, Tirupur
- 38 Asher Textiles Limited, Tirupur
- 39 Pollachi Bakyalakshmi Mills, Pollachi
- 40 Jothi Mills Limited, Periyanaickenpalayam
- 41 Natesar Spg. & Wvg. Mills, Erode.

ANNEXURE II

**Categories of workers existing in
Coimbatore Area
and their classifications**

ANNEXURE II

Categories of workers existing in Coimbatore Area and their classifications

S. No.	Occupation	Classification
GODOWN & MIXING		
1	Waste Picker	U. Sk. I
2	Godown & Mixing Attendant	U. Sk. IV
3	Godown & Mixing Room sweeper	U. Sk. I
4	Hoist Attendant	U. Sk. IV
BLOW ROOM		
5	Bale Supplier & Mixing attendant	U. Sk. III
6	Bale breaker or Hopper bale breaker attendant	U. Sk. III
7	Hopper Feeder attendant	U. Sk. III
8	Breaker Scutcher attendant	U. Sk. III
9	Inter Scutcher attendant	U. Sk. III
10	Finisher Scutcher attendant	U. Sk. IV
WASTE CLEANING MACHINES		
11	Willow Machine attendant	U. Sk. II
12	Roving Waste Machine attendant	U. Sk. II
13	Thread extractor or Bonda Waste Machine attendant	U. Sk. II
14	Blow room sweeper	U. Sk. I
CARD ROOM		
15	Fly carrier cum sweeper	U. Sk. I
16	Flat cleaner	U. Sk. I
17	Card Room Fitter Helper	U. Sk. II
18	Lap carrier	U. Sk. III
19	Can tenter	U. Sk. III
20	Stripper	S. Sk. II
21	Grinder	S. Sk. III
22	Flat clothier cum grinder	S. Sk. IV
23	Licker-in clothier cum grinder	S. Sk. IV
24	Fitter helper	U. Sk. II
COMBING		
25	Sliver Lap man	U. Sk. IV
26	Ribbon Lap man	U. Sk. IV
27	Comber tenter	S. Sk. III

S. No.	Occupation		Classification
SPEED FRAMES			
28	Doffing boy (sweeping, cleaning, doffing)	...	U. Sk. I
29	Drawing Tenter	...	U. Sk. IV
30	Roving Tenter	...	S. Sk. II
31	Inter Tenter	...	S. Sk. III
32	Slubbing Tenter (Simplex)	...	S. Sk. IV
33	Slubbing Tenter (Ordinary)	...	S. Sk. IV
34	Fitter Helper	...	U. Sk. II
35	Bobbin Carrier	...	U. Sk. I
RING SPINNING			
36	Doffing Boy (sweeping, cleaning, doffing)	...	U. Sk. I
37	Spinner	...	S. Sk. II
38	Reserve Piecer	...	S. Sk. II
39	Bander or Tape stitcher	...	S. Sk. III
40	Doff Carrier cum Yarn conditioning man	...	U. Sk. III
41	Belt stitcher	...	S. Sk. I
42	Cleaning Gang	...	U. Sk. II
REELING			
43	Reeler	...	U. Sk. III
44	Yarn carrier cum conditioning man	...	U. Sk. I
45	Yarn weigher	...	U. Sk. III
46	Empty Bobbin carrier	...	U. Sk. I
47	Reeling carpenter	...	S. Sk. III
48	Sweeper	...	U. Sk. I
BUNDLING & BALING			
49	Loose Head carrier	...	U. Sk. I
50	Packer or paper coverer	...	U. Sk. I
51	Knot dresser or Knotter	...	U. Sk. IV
52	Loose knot weigher	...	U. Sk. IV
53	Presser or bundle presser	...	S. Sk. I
54	Baler	...	U. Sk. IV
DOUBLING			
55	Doffing Boy (sweeping, cleaning, doffing)	...	U. Sk. I
56	Double piecer	...	S. Sk. II
57	Fitter Helper	...	U. Sk. II
58	Doff Carrier	...	U. Sk. II
59	Reserve Doubling Piecer	...	S. Sk. II

S. No.	Occupation	Classification
LEESONA WINDING		
60	Leesona Winder	U. Sk. IV
61	Cone or Cheese wrapper	U. Sk. II
62	Cone or cheese packer	U. Sk. II
63	Cone case maker	S. Sk. I
ROLLER COVERER		
64	Roller covering helper	U. Sk. I
65	Roller coverer (for over 18,000 spindles)	Sk. I
66	Assistant Roller Coverer	S. Sk. II
67	Cork Roller buffing machine attendant	S. Sk. IV
WASTE SPINNING		
68	Doffing boy (Sweeping, cleaning, doffing)	U. Sk. I
69	Mule Carriers	U. Sk. II
70	Mule small end piecers	S. S.k. I
71	Mule big end piecers	S. Sk. III
WINDING		
72	Double winder	U. Sk. IV
73	Cone Winder (Roto Coner)	U. Sk. IV
74	Universel cheese winder	U. Sk. IV
75	Stubbs winder	U. Sk. IV
76	Vertical Grey winding (low speed)	U. Sk. IV
77	Vertical Grey winding (high speed)	U. Sk. IV
78	Pirn winder	U. SK. IV
79	Bobbin Carrier	U. Sk. I
80	Sweeper	U. Sk. I
WARPING		
81	Low speed warping creeler	U. Sk. II
82	High speed warping creeler	U. Sk. III
83	Low speed warper (grey)	S. Sk. III
84	Low speed warper (colour)	S. Sk. IV
85	Sweeper	U. Sk. I
86	High speed warper with helper	Sk. III
87	High speed warper without helper	Sk. IV
SIZING		
88	Size Mixer	S. Sk. I
89	Back Sizer	Sk. I
90	Front Sizer	Sk. IV
91	Beam Carrier cum sizing assistant	U. Sk. IV
92	Sweeper	U. Sk. I

S. No.	Occupation	Classification
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DRAWING IN & REACHING

93	Reacher	U, Sk.	IV	
94	Drawing in	S. Sk.	IV	
95	Heald and Reed repairer	S. Sk.	I	
96	Warp Tying machine Attendant	Grade II	S. Sk.	I
		Grade III	S. Sk.	II

WEAVING

97	Weaver	Sk.	I
98	Smash Hand	S. Sk.	IV
99	Weft supplier or distributor	U. Sk.	I
100	Piece Carrier	U. Sk.	I
101	Belt Stitcher	S. Sk.	I
102	Carpenter	Sk.	I
103	Sweeper or shed cleaner	U. Sk.	I
104	Loom Gaiter	Sk.	I

BLEACHING, DYEING & FINISHING

105	Grey stitcher	S. Sk.	I
106	Grey room man	U. Sk.	II
107	Croft machine man	S. Sk.	I
108	Croft cooly	U. Sk.	II
109	Croft mixer	U. Sk.	III
110	Mangle machine man	S. Sk.	III
111	Drier	S. Sk.	II
112	Damper	U. Sk.	IV
113	Stender man or stender machine man	S. Sk.	III
114	Calendar man (back)	S. Sk.	I
115	Calendar man (front)	S. Sk.	I

FOLDING AND WAREHOUSE

116	Roll Carrier or piece carrier	U. Sk.	I
117	Piece weigher	U. Sk.	III
118	Machine back folder	U. Sk.	III
119	Plaiting Machine attendant	U. Sk.	III
120	Machine Stamper	S. Sk.	I
121	Cut Looker	S. Sk.	I
122	Baler	U. Sk.	IV
123	Machine front folder	U. Sk.	IV
124	Sweeper	U. Sk.	I

S. No.	Occupation	Classification
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**CATEGORIES OF WORKERS COMMON TO
SPINNING & WEAVING**

125	Motor attendant	...	S. Sk.	I
126	Wireman	...	Sk.	I
127	Switchboard attendant	...	Sk.	I
128	Armature winder attendant	...	Sk.	I
129	Assistant Electrician	...	Sk.	IV

**CATEGORIES OF WORKERS IN ENGINEERING
WORKSHOP ETC.**

130	Turner	...	Sk.	I
131	Fitter	...	Sk.	I
132	Fitter Helper	...	U. Sk.	III
133	Carpenter	...	Sk.	II
134	Moulder	...	Sk.	I
135	Blacksmith	...	Sk.	I
136	Hammerman	...	S. Sk.	I
137	Tin smith	...	S. Sk.	IV
138	Welder (Gas or electric)	...	Sk.	I
139	Welder Helper	...	U. Sk.	II
140	Engine cleaner	...	S. Sk.	III
141	Fireman	...	S. Sk.	I
142	Fan attendant	...	U. Sk.	III
143	Fan operator	...	S. Sk.	I
144	Scavanger	...	U. Sk.	II

WATCH & WARD

145	Watchman (Ordinary)	...	U. Sk.	II
146	Head watchman	...	S. Sk.	I

Sk. — Skilled.
U. Sk. — Unskilled

S. Sk. — Semi skilled
S. G. — Special grade

ANNEXURE III

**Duties for the various categories
of workers**

ANNEXURE III

Duties for the various Categories of Workers in Textile Mills

General :

- 1 It is not possible to clearly define all the duties involved in cleaning, as the departments and types of machinery vary. Hence cleaning will be done as directed.
- 2 Where after the Mill starts working with the necessary complements of workmen, temporary absences arise during working hours, workmen are to do such temporary additions to work, to prevent stoppages that may affect subsequent processing. They should have no objection to work as such, provided the additional work is not unduly high.
- 3 Wherever workload is stipulated, the load is to be taken on the weight of the finished material where specified or in the department if otherwise and that free from all tare.
- 4 a) Wherever the workload stipulated against each worker does not warrant the employment of an additional worker, such worker may be employed with the appropriate prescribed wages for such extra work.

b) Where a worker of a lower category has to be employed to combine and do the work in more than one category, such worker has to be paid the sum of the respective proportionate wages.
- 5 Where holidays or stoppages occur for a duration of 48 hours or more, workers shall unweigh the top rollers on their frames before they leave the mill Premises and restore the weighing when work is resumed.
- 6 Cotton includes all fibres.
- 7 In case of emergency and heavy absenteeism, workers should have no objection to work in alternate jobs wherever possible and wherever required.
- 8 Wherever any worker goes out temporarily to attend to nature's call, drinking water and / or other approved similar necessities, the adjoining worker or any other worker in the same department, as directed, attend to his duties in addition and under no circumstances work must be allowed to suffer.
- 9 Sweepers in all departments, doffing boys engaged on sweeping, tenters in fly frames, spinners, doublers, reserve piecers, winders and cotton feeders should all wear waste bags and put the wastes separately into the compartments in the bag.

I. Godown and Mixing Department

1 GODOWN AND MIXING ATTENDANT :

- a [i] To receive cotton and waste store, bring samples and borahs and bales for passing, weigh, mark, stack, transport by hand or power truck or cart, cotton and waste and put up the mixing opening by hand any hard pressed cotton and always taking care to remove any foreign matter and collect the same in the bags they wear for this purpose. Spray oil or other solutions for the mixing as instructed. To protect cotton in the yard against rain, rolling out bales and borahs if wet, to dry, as directed.
[ii] Where there are no stack mixings made before the bale breaker, godown and mixing attendants shall keep cotton bales and borahs around the bale breaker or opener, remove hoops and gunnies and stack cotton in the bins or make stack mixing as required.
- b [i] To stitch and mend the borahs and gunnies, clean emptied borahs, assort them merchantwar and store.
[ii] To weigh and mark weight and despatching marks on all yarn and cloth bales and cone cases and to store them in respective godowns.
- c To cart all cotton, yarn and cloth bales, borahs, cone cases and gunnies for despatch.
- d To attend to yard work around the mills.
- e To assist generally in the lifting of heavy things and hoisting in all departments when required, in loading articles for despatch and in unloading and opening of stores, machinery cases and all heavy articles in the mills.
- f To pack, stack and weigh out and / or load all waste and hoop iron.
- g To keep the roofing and flooring in offices, mixing and godown departments free from accumulation of dust and fluff as required. This duty will be carried out in a team.
- h To keep the fire buckets in the godown and in the mixing department replenished with fresh water and sand buckets with fresh sand as found necessary.
- i To assist the blowroom workers in cleaning and removing gutterfly.

QUALIFICATIONS :— Unskilled job requiring no previous experience. But sufficient strength to handle bales and heavy articles is required.

RELATION TO OTHER JOBS:— promotion to Maistry for literate worker.

NOTE:— Where large number of workers obtain, they may be utilised in groups.

2 WASTE PICKER :

Collect all kinds of waste, sort out, pick and deliver the different qualities of waste at places specified; pack wastes as directed; work as a substitute in the other categories when required.

QUALIFICATIONS:— No previous experience is required.

RELATION TO OTHER JOBS :— Promotion to waste machine attendant, Bale Breaker attendant, Hopper Feeder attendant or Reeler.

3 GODOWN AND MIXING ROOM SWEEPER :—

- a To sweep and clean the godowns, mixing and blowrooms and yards connected with the godown and mixing departments.
- b To work with others in cleaning the blowroom, gutters and the roofing walls etc. in the mixing and godown departments.
- c To assort the sweepings and deliver the waste at specified places.
- d To pack the waste in gunnies.
- e To replenish the fire buckets in mixing, godowns and blowroom departments along with the godown and mixing attendants.
- f To fetch stores to mixing and blowroom departments.
- g To assist in cleaning the machines and removing the wastes from them in blowroom and mixing departments.
- h To act as substitute wherever required in unskilled category.

QUALIFICATIONS :— No previous experience is required.

RELATION TO OTHER JOBS :— Promotion to waste machine attendant.

NOTE :— Wherever separate sweepers are employed in mixing and blowroom, the above duties shall be performed by the sweepers separately in their respective departments.

4 HOIST ATTENDANT :—

Duties are the same as for the godown and mixing attendants. They have to maintain the hoist in proper condition.

QUALIFICATIONS AND PROMOTIONS TO OTHER JOBS :— Same as stated for godown and mixing attendant.

II. Blow Room

1. BALE BREAKER OR HOPPER BALE BREAKER ATTENDANT :—

IN CASE OF STACK MIXING :—

- a To cut the mixing stack uniformly from top to bottom, shake the cut pieces of cotton and all usable waste and remove foreign matter, if any.
- b To lift armful of cotton, feed or spread uniformly on the conveyor lattice or bin of the bale breaker or hopper feeder as the case may be.

IN CASE OF FEEDING FROM BALES OR BORAHS PLACED AROUND THE MACHINE :—

- c In the mixing room, to transport the bales and borahs to the bale breaker machine, open the bale and to remove the hoops and gunnies.
- d From the above previously opened borahs and bales kept around, feed the machine, estimating and proportioning the required quantity of cotton from each bale or borah according to the proportions in which he has been instructed to mix the cotton and waste of various grades.
- e To remove foreign matter, if any, and to take armful of cotton to feed or spread evenly on the hopper feeder conveyors or bins of the breaking and opening machines as the case may be.

COMMON TO BOTH THE ABOVE TYPES OF FEEDING :—

- f To spread the cotton inside the mixing bin.
- g To keep the bale breaker upto and including the exhaust fan, dust bins or dust collecting chamber and pneumatic boxes properly cleaned four times a day thoroughly.
- h To clean all lattices, dust trunks, belts and to remove waste as and when necessary.
- i To sort the wastes and pack them in specified gunny bags, roll them out when full to specified places and generally to maintain the department clean,

QUALIFICATIONS :— Previous experience as Waste Machine attendant or sweeper.

RELATION TO OTHER JOBS :— Promotion to Breaker Scutcher Attendant.

SYNONYMS :— Bale Breaker or Hopper Bale Breaker attendant, Bale Opener or Hopper Bale Opener attendant, Mixing stackman or Mixing stacker, Two men stack or Three men stack, Bin Attendant, Bale supplier and Mixing Attendant.

2 HOPPER FEEDER ATTENDANT :—

- a To assist the bale breaker attendant in spreading the cotton in the bin and remove cotton falling from the pneumatic boxes or from the mixing stack as directed and feed the hopper feeder bin or lattice evenly, with the reserve boxes to overflow as desired.
- b Along with the hopper bale opener tenter or breaker or inter scutcher tenter or finisher scutcher tenter in the case of single process lapping machine, to do all cleaning and scouring in that line unit and pack up the dropping as required.
- c To remove all extraneous matter.

QUALIFICATIONS :— Previous experience as Waste Machine attendant, Waste Picker or Sweeper

RELATION TO OTHER JOBS :— Promotion to Breaker Scutcher attendant

SYNONYMS :— Feeder, Hopper Feeder, Hopper Tenter.

3 BREAKER SCUTCHER ATTENDANT :—

- a To mark and remove the breaker scutcher laps to specified places near the finisher scutcher or near the intermediate scutchers where they obtain and keep them fully supplied.

- b To keep his breaker scutcher unit properly cleaned and scoured as under (b) and (c) of the Hopper Feeder attendant.

QUALIFICATIONS :— Previous experience as Hopper Feeder Attendant or Bale Breaker attendant.

RELATION TO OTHER JOBS :— Promotion to Inter or Finisher Scutcher Attendant.

4 INTER SCUTCHER ATTENDANT :

- a To doff full laps, mark, weigh periodically as directed for checking purposes and keep the laps in specified places or as directed near the finisher scutcher and keep them fully supplied
- b To assist in removing droppings only in the bins of the breaker scutcher or opener unit and keep aside as mentioned under item (b) of the hopper feeder attendant.
- c To remove the waste of his machine to the specified bag and pack it when filled up and to keep his machine clean as desired.
- d To bring the necessary sliver bobbins when required to be used for separating layers and return the empty bobbins.

QUALIFICATIONS :— Experience as Breaker Scutcher attendant.

RELATION TO OTHER JOBS :— Promotion to Finisher Scutcher attendant.

5 FINISHER SCUTCHER ATTENDANT :—

- a To doff full laps, mark, weigh and have the correctly weighing laps in specified places or as desired, tidily.
- b To adjust the weight of laps and maintain rejections to a minimum using up rejected laps as instructed.
- c To assist in removing droppings, only in the bins of the breaker scutcher or opener unit and keep aside as mentioned under item (b) of hopper feeder attendant.
- d To remove the waste of his machine to the specified bag and pack it when filled up and to keep his machine clean as desired.
- e To bring the necessary sliver bobbins to be used for separating layers and return the empty bobbins.

N B :— Laps falling outside the limits prescribed are to be rejected.

QUALIFICATIONS :— Experience as breaker scutcher attendant or inter scutcher attendant.

RELATION TO OTHER JOBS :— Promotion to higher jobs in the department.

6 SINGLE PROCESS FINISHER SCUTCHER ATTENDANT :—

Duties, qualifications and relation to other jobs same as for Finisher Scutcher Attendant: but "N. B" will read as follows :—

N B :— Laps falling outside the limits prescribed are to be rejected and to return the rejected laps to Bale Breaker machine or mixing as directed.

7 WASTE MACHINE ATTENDANT :—

Willow Machine Attendant

Roving Waste Opener Attendant.

Bonda Waste Machine attendant or thread extractor attendant or any other waste machine attendant.

- a To feed the machine with waste.
- b To oil and tend the machine, to carry the cleaned waste to mixing room or pack and stack the opened and cleaned waste in specified places.
- c To remove the waste in the gutter and keep his machine clean as required.
- d To assist the maistry or check in weighment of waste.

QUALIFICATIONS :— Experience as sweeper.

RELATION TO OTHER JOBS :— Promotion to bale breaker attendant or Hopper feeder attendant.

General :

All workers in the Blowroom department are to work as a team in removing the gutterfly as and when necessary. The fire buckets should be replenished with fresh water or sand as required. On cleaning days, the roofings and pillars, windows and ventilators are to be dusted by them and kept free from accumulation. The waste borahs when full will be packed and stiched by them. Whenever their machines are dismantled, the respective workers should clean the parts, lift in or lift out the parts either singly or in company with others in his section and generally assist the maistry and the oiler to maintain this section and the machinery in a clean and sound state. When required all round the outside of the department will be watered by them. Workmen must report to the maistry repairs or defects in their machine or machines at once and always keep the flooring around clean and well swept.

III Carding.

1 FLY CARRIER CUM SWEEPER :-

- a To keep the alleys, road and along the walls in the Carding Section clean.
- b To remove all fly and waste kept at the cards.
- c To pick up good usable waste before sweeping then and there.
- d To sort out sweepings and all wastes and fill in gunny bags, the cleaned waste, to stitch and remove the bags when full to waste godowns or as desired.
- e To clean the flats for regrinding on the flat grinding machine, pull out the old tops when required to do so and carry the flats from cards to the grinding room and back as required.
- f To dust the roofings and pillars, windows, ventilators, of the Card room section as required and to keep them free from accumulation of dust and fluff and open or close windows and ventilators as required.

- g When required, to water and roads, along the windows outside and fill the fire buckets as required.
- h Generally be of help in all sundry unskilled jobs in the section.
- i Act as substitute for all unskilled workers.

QUALIFICATIONS :— No previous experience required.

RELATION TO OTHER JOBS :— Promotion to can tenter or lap carrier or waste machine man or fitter helper or doff carrier cum conditioning man.

2 LAP CARRIER :—

- a To bring laps from blowroom and take back lap rods and replenish run out laps on the Cards countwar, attending to licking of laps if any; to return pieces of laps collected to the mixing room.
- b To pick foreign matters in laps and remove the clearer waste or stockings from behind the feed roller tops as found necessary.
- c To take out the cylinder and licker-in fly as and when required and keep them aside for the fly carrier cum sweeper for filling in bags.
- d To dust, clean and remove all fluff in the back part of the Card and keep it in a state of perfect cleanliness.

QUALIFICATIONS :— Previous experience as fly carrier cum sweeper or waste machine man attendant.

RELATION TO OTHER JOBS :— Promotion to can tenter or sliver lap machine attendant where employed or stripper.

3 CAN TENTER :—

- a To dust, clean and remove all fluff in the front part of the Card and under the doffer as required and remove full cans.
- b To leave the can full of sliver near the first draw frames or sliver lap machines and take back empty can from them.
- c To keep the card cans clean both inside and outside free from oil, fluff and slush. Cans should be carried and not dragged on the floor.
- d To remove the flat waste before stripping to specified bags.
- e To stop the card for stripping, brush the front part of the Cards carefully after every stripping, and start the card, piecing up the ends with the least possible usable waste.
- f To attend in case of web breaking singles or doubles due to lap licking, to mend the laps at the back.
- g To clean the Phillipsons Brush.

QUALIFICATIONS :— Experience as fly Carrier cum sweeper, or waste machine attendant or lap carrier.

RELATION TO OTHER JOBS :— Promotion to stripper or sliver lap or ribbon lap machine attendant.

4 STRIPPER:—

- a To strip each card as and when required.
- b To assist in mounting all clothing of the Card section.
- c To strip, dust and brush out under-casings and prepare the card for grinding,
- d To remove the burnishing brush and grinding rollers to position and remove them from cards to the specified places.
- e To clean the strippings and other flat cleaning brushes as required.
- f To remove the waste below and between the flats.
- g To open the side panels and brush and dust the sides. remove all collected fluff and waste and store them in specified bags.
- h To put all strippings in bags and keep them ready to be removed to the waste godown.
- i To clean coilers, locking motion, feed rollers, slow motion wheels, calendar rollers and shaftings as desired on the cleaning day. To remove with hook all accumulated waste inside the cylinder and doffer bends.
- j To splice ropes and bands and keep all bandings in his Cards in good condition and to dust the driving shaft and pulleys in group drive.
- k To assist in gaiting and gauging cards and to remove card parts on or off for cleaning, gaiting and gauging.

WHERE VACUUM STRIPPING IS OBTAINING :—

- 1 See that water is circulating through the pump.
- 2 Clean and oil the pump before starting.
- 3 Stop, prepare and strip the cards as directed.
- 4 Keep the stripping apparatus properly picked and well maintained.
- 5 Remove the strips from the collecting receiver, bag, stitch and deliver, as directed.
- 6 Collect licker-in fly, doffer and cylinder fly by means of the vacuum pump. Bag, stitch and dispose of waste as directed.
- 7 Brush strip cards as directed.

QUALIFICATIONS :— Previous experience as can tenter or lap carrier with can tenter's experience.

RELATION TO OTHER JOBS :— Promotion to oiler or grinder cum oiler or grinder.

5. FLAT CLOTHIER CUM GRINDER :—

- a To clip or mount flat tops on cleaned and black leaded flats, gauge and grind and level them on the flat grinding machine.
- b To keep his machine properly oiled, cleaned and in good condition.
- c To attend to flat end milling machine.

QUALIFICATIONS :— Previous experience as grinder or oiler cum grinder.

RELATION TO OTHER JOBS :— Promotion to oiler or fitter where employed or card room maistry.

6. LICKER-IN CLOTHIER CUM GRINDER :—

- a To mount, set and clamp new licker-in wires, burnish and/or grind licker-in as required. Wherever necessary, mend damaged liker-in wires and file blunt licker-in wires as desired.
- b To keep his machine well cleaned, oiled and in a good condition.

QUALIFICATIONS :— Previous experience as grinder cum oiler.

RELATION TO OTHER JOBS :— Same as flat clothier cum grinder.

7. FLAT CLEANER :—

- a To clean the flats as instructed; assist in cleaning of the machines and grinding the flats.
- b To remove the waste in the flats with old fillets and clean the flats as instructed.

QUALIFICATION :— Previous experience as sweeper.

RELATION TO OTHER JOBS :— Promotion as can tenter or lap carrier.

N.B.— All workers in the card room to work as a team in starting and stopping and while cleaning the machines.

IV. Frame Department

(A. COMBING SECTION)

1. SLIVER-LAP MAN OR SLIVER-LAP MACHINE TENTER :—

- a To feed the card cans placed near the machine by the can tenter of the carding department to the silver lap machine and tend the frames.
- b To remove the finished lap to the ribbon lap machine and take back the empty lap rollers.
- c To clean, oil and grease the parts of the machine as required and keep the place all round the machine clean. To varnish the leather rollers whenever necessary. To remove waste and bring stores as required.
- d To tend the ribbon-lap machine in the absence of the ribbon-lap machine tenter.

QUALIFICATIONS :— Previous experience as can tenter or lap carrier with can tenter's experience.

RELATION TO OTHER JOBS:— Promotion to comber tenter.

2 RIBBON-LAP MAN OR RIBBON-LAP MACHINE TENTER:—

- a To tend the frames as desired and to remove finished laps to the combers and take back empty rollers.
- b To varnish the leather rollers whenever necessary.
- c To clean, grease and oil the parts of the machine as required and keep the place all around the machine clean.
- d To tend the sliver-lap machine or the combing machine during the absence of the tenters on those frames.

QUALIFICATIONS:— Previous experience as can tenter or lap carrier with can tenter's experience or sliver-lap man.

RELATION TO OTHER JOBS:— Promotion to comber tenter.

3 COMBER TENTER:—

- a To tend combers.
- b To varnish the leather rollers and change them as required.
- c To clean, oil or grease the parts of the machine as required and keep the place all around the machine clean.
- d To remove the waste periodically and keep the machine free from fluff and dust.
- e To remove the full cans to the draw frames and take back empty cans.
- f To assist the maistry while repairing.
- g To pick the top combs as often as required.

QUALIFICATIONS: Previous experience as sliver-lap machine attendant and ribbon-lap machine Attendant.

RELATION TO OTHER JOBS: Promotion to oiler where employed or fitter where employed and as maistry wherever fitter is not employed.

(B. SPEED FRAMES)

1 GENERAL TO ALL DRAWING, SLUBBING, INTERMEDIATE, ROVING AND SIMPLEX FRAME TENTERS:—

- a To oil, grease and clean all parts (not attended to by doffing boys and oilers) as required.
- b To clean the engine box or jack box when the frames are stopped and that before the oiler comes to his machine for oiling. When their machines are under repair or stopped, they are to assist and work with the maistry as required.
- c To keep clean the top and under clearers of the machine as required.

d ON CLEANING DAYS ALTERNATELY :

- 1) All casing off plates in the bobbin and spindle rails are to be removed and the parts inside thoroughly cleaned, oiled and/or greased.
 - 2) To clean all fluted bottom rollers and top rollers.
- e** Every tenter shall wear a bag while on duty for the collection of any waste made. He shall piece up ends avoiding singles and/or doubles if any and not to cause any wastage of usable sliver or roving.
- f** To arrange for half doffs as required to feed subsequent process. This should not be a regular feature.

2 DOFFING BOYS :

- a** To collect, clean and keep empties ready on frames prior to doffing.
- b** To clean the flyers and pressers, doff the frames, gait up ends and arrange the bobbins in the specified creel tops or boxes in assigned places as desired countwar; bobbins should never be thrown.
- c** To clean twice daily when the machine is stopped the casings of plates on the bottom rails and the spindles and the outside of the gearing and off-ends.
- d** On cleaning days or when counts are changed, generally to work with the tenters in cleaning, creeling and in generally increasing the efficiency of the frames.
- e** If assistance is required, to collect, empties from the spinning department and clean up bad bobbins, if any. This duty is not of a routine nature.
- f** To assist in procuring all stores to and returning surplus from the department, assort, weigh and remove the waste and rejects to the godown.
- g** To replenish water in fire buckets.
- h** To get the frames ready for spindle collar oiling and arrange to start the machines immediately after oiling.

i THE SWEEPERS AMONG THE DOFFING BOYS :

- 1) To sweep around the machines and alley ways.
 - 2) To dust roofings, pillars, windows and ventilators and opening and closing the latter. When dusting of roof, if worker has to climb the structure, this should be done only when the machines are stopped.
 - 3) To clean the inside of the gearing and off-ends once a week.
- j** Senior and efficient doffing boys to work as substitutes in the frames.
- k** When he is not in attendance in his regular doffing duties to assist in piecing up ends as and when required. To attend to half doffings as required.

QUALIFICATIONS:— No previous experience is necessary.

RELATION TO OTHER JOBS:— Promotion to cleaning gang or doff carrier cum yarn conditioning man or drawing tenter, sliver lap machine tenter.

3 DRAWING-FRAME TENTERS:—

- a In addition to minding the frames, to oil top rollers and also varnish them as required.
- b To keep the complete frames including the flooring and the can in a clean condition.
- c To report failure of the stop motion to the maistry.
- d To attend to the supply of full cans to the succeeding speed frame and take back the empty cans.
- e To see that no singles or doubles are allowed to pass through.
- f Cans are not to be dragged on the floor and they should be always lifted and carried.

QUALIFICATIONS:— Previous experience as doffing boys of the frame section.

RELATION TO OTHER JOBS:— Promotion to roving tenter or cut-slubber.

4 SLUBBING OR SIMPLEX TENTER:—

- a To bring cans from the third drawing if necessary and feed his machine and keep cans cleaned at regular intervals.
- b Can to be lifted and carried but never dragged.

QUALIFICATIONS:— Previous experience as Inter tenter or Roving tenter or cut-slubber.

RELATION TO OTHER JOBS:— Promotion to oiler or higher category in the frame department.

5 INTER TENTER:—

- a To remove full bobbins or full cans from the previous machine and do own creeling and run the frames.
- b To keep all skewers well pointed at the lower end.
- c To discard defective skewers.
- d To keep the smooth steps of the creel and full bobbins in and on the creel free from dust, fluff and accumulation.
- e To avoid long, wet, dirty, hard twisted piecings.
- f To place soft bobbins, if any, in the bottom row of the creel to prevent as much tension being exerted when unwinding.
- g Good roving should not be screwed off when creeling nor should the unwinding part of the last layer of slubbing and intermediate be allowed to touch the floor.
- h Adjacent bobbins in the creel to be arranged to prevent touching or too many bobbins coming empty about the same time.

QUALIFICATIONS:— Previous experience as roving tenter.

RELATION TO OTHER JOBS:— Promotion to slubbing tenter or simplex tenter.

6 ROVING TENTER :—

Same as given under Inter tenter.

QUALIFICATIONS :— Previous experience as drawing tenter or cut-slubber.

RELATION TO OTHER JOBS :— Promotion to intermediate tenter or slubbing or simplex tenter.

7 BOBBIN CARRIER :

- a To supply slubbing, simplex, intermediate or roving bobbins or sliver in cans to ring frames by properly arranging them, keeping the full bobbins in boxes or in respective assigned places in the department.
- b To remove the empties to the frame section from the ring frame section, from the place where they are stored and place them in the respective bins.
- c To clean empty bobbins, conveying boxes or bobbin carrying carts periodically and the wheels oiled or greased whenever necessary.
- d The bobbin box should not be filled to excess with rovings lest they should fall off on the floor during the transit from one process to another.

QUALIFICATIONS :— Previous experience is not necessary.

RELATION TO OTHER JOBS : Same as for doffing boy.

8 BACK TENTER :—

To creel the frames, bring back supply to the frames, assist in all the duties of the frame tenter slubbing or roving and in generally increasing the efficiency of the frames.

QUALIFICATIONS :— Previous experience as a doffing boy.

RELATION TO OTHER JOBS :— Promotion to roving tenter or cut-slubber

9 CLEANING GANG :—

- a Thorough cleaning of all the frames in the frame section as desired. To oil all collars and other parts of the machine twice a week as desired.
- b Gait the frames as soon as the cleaning is over and leave for the next machine. In all these works the concerned frame tenter also will work along with them in his machine to make the frame ready for working.
- c To bring the stores, lubricants etc., from the stores to the department.
- d To take the surplus and rejected materials to the stores.

QUALIFICATIONS :— Experience as a Doffing boy.

RELATION TO OTHER JOBS :— Promotion to drawing tenter or back tenter.

N. B:— Where there is no separate cleaning gang, the collars and spindles should be oiled by the machine tenter and the oiler if employed.

V. Spinning Department.

1 DOFFING BOYS :—

a THOSE ON DOFFING DUTY :—

- 1 To clean and lay the bobbins in the frame prior to doffing, doff the machines quickly, place empties on spindles pressing same by hand, gait or piece all ends expeditiously, immediately after each machine is doffed and leave the frames in order for the spinner to take charge.
- 2 To keep clean under the frames at the spring pieces, gearing and off-ends and the motor beds and pneumafil boxes with air outlets as required.
- 3 To collect Fly Frames empties as desired and to strip them of roving ends if any and to store them in places allotted to them. Clean the top of the creel and to remove all waste from the top of the creel and also on the frame and assort them into clean bondas and roving ends etc. To collect the lint from pneumafil boxes and pack them in gunnies to be removed to Waste Godown.
- 4 To assist in creeling full bobbins and cans when counts are changed and changing ring travellers also at that time.
- 5 To bring full bobbins and cans from the preparatory section in an emergency.
- 6 To assist in piecing up ends when directed :—
 - i) At the time of counts changing.
 - ii) Starting of frames after cleaning or setting.
 - iii) When piecers need assistance owing to bad running of frames and
 - iv) To relieve piecers on temporary absence.

b THOSE ON BOBBIN PROCURING :—

- 1) To collect empty bobbins in the Winding or Weaving section as the case may be and to assist the reeling empty bobbin carriers in collecting empties in reeling and bring, assort, clean and store in bobbin boxes empties for spinning frames and lay the empty bobbins ready in the ring frames prior to doffing,

NOTE:— Wherever the strength of the empty bobbin carriers is included in the doffing boys strength, the doffing boys should collect empty bobbins from reeling.

- 2) To clean the bobbin boxes.
- 3) To pick the holes of the bobbins whenever necessary and leave rejected, broken and unserviceable bobbins as directed. To collect and store shields.

c THOSE ON SWEEPING DUTIES :—

- 1) To sweep the roads, alleys, under the frames and keep the flooring and pneumafil clean; to assort the sweeping, pick up clean bondas, roving ends etc., and to remove all wastes to godown after weighment.

- 2) To keep the fire buckets replenished as and when required.
- 3) To water the alleys and roads around the spinning section when desired.
- 4) To assist in procuring the necessary stores to the section and returning the unwanted ones.
- 5) To dust windows and ventilators and to dust roofing and pillars as desired.

N.B:— 1 where the total complement is six and below, all the doffing boys should do all the above duties working in a team.

- 2 One fourth among the total complement of the doffing boys to be employed on sweeping duties and the balance for duties of (a) and (b) above.
- 3 Where frames are stopped regularly at the end of the week for cleaning and oiling, the doffing boys shall assist cleaning.
- 4 At the time of overhauling and setting, gauging etc., get the frames ready for resetting.

QUALIFICATIONS:— No previous experience required.

RELATION TO OTHER JOBS:— Sweepers and bobbin procurers among the doffing boys must piece up 8 ends in a minute to qualify for promotion to doffing duties. Doffing boys who can piece up from 12 to 16 ends in a minute can be promoted as a spinner.

2 RESERVE PIECERS:—

- a To attend to bad piecing, relieve spinner during temporary absence only when adjacent spinners are not available; to do creeling by changing bobbins when the counts are changed, change the travellers and also to gait the machine; contribute to increasing the general efficiency of the department. To assist the jobbers in starting the frames at the commencement of the shift and stopping the frames at the end of the shift; to adjust the speed of the machine as directed.
- b To clean the entire cop motion and doffing mechanism; collect waste roving end etc., from spinners. To open and close windows and ventilators as desired.
- c To tie strings to the fluted rollers before they are cleaned; oil and grease, the roller necks, and greasing as required on weekly cleanings.
- d To open out and refit after cleaning the end panels in the gearing and off-end. To clean the outside surface of the gearing and off ends on the innerside as desired.
- e To cement leather bands (aprons) as required.

QUALIFICATIONS:— Senior spinners are eligible.

RELATION TO OTHER JOBS:— Can be promoted to tape stitcher, bander or oiler

3 SPINNER :—

- a To piece up all broken ends with the minimum of waste and keep the waste collected separate in the bag worn by him. To work on the machine or count allotted.
- b To keep clean all top and under clearers, all top rollers and aprons; wipe lappets, separators, ring rails, pneumafil equipment, and keep his machine always clean; to keep the clearer waste at the specified place.
- c To clean the head stock, creel, skewers, creel tops of frames and all parts of the machine down to the spindle rails including the poker rods and foot; to keep full bobbins in the creel free from dust and fluff.
- d To work with the fitter or cleaning gang when the machinery is stopped for overhauling or cleaning. In case spinner has to attend to partial piecing up work also in spite of stoppage of a machine, then the assistance to fitter or cleaning gang is to be such that he is able to carry out piecing-up work efficiently.
- e To change the ring travellers and the bobbins in the creel as and when necessary.
- f To clean singles in bobbins and never cut usable roving or sliver in the creel. To have the fly frame bobbins stripped off roving ends if any, at the time of bobbin changing and to place the same on the top of the creel. Adjacent bobbins in the creel to be arranged in such a way to prevent touching each other or too many bobbins or cans getting empty at about the same time.
- g To keep the arbours, the weight hooks and the skeweres tips properly picked and maintained.
- h To piece up ends in other frames as directed at the time of starting a new frame and a frame after cleaning or setting or count changing and to mutually help the co-spinners.

QUALIFICATIONS :— Experience as doffer boy who can piece up 12 to 16 ends in a minute.

RELATION TO OTHER JOBS :— Promotion to Reserve Piecer.

4 DOFF CARRIER CUM CONDITIONING MAN :—

- a To fetch the doff cans or baskets and to leave them at one end of the ring frames as required prior to doffing.
- b To fix appropriate count labels on the ring frames every day as soon as the work commences and get the tally boards entered by concerned clerk and place them back on the respective frames.
- c To receive at the frames the full doffs for weighment after ascertaining whether all the cops have been dropped in it and to lable one or two cops with the respective count label.
- d To weigh the full doffs and to remove them to the conditioning room or to water tub for conditioning or to the winding or weaving.

- e To assist the yarn carriers to dust roofings, pillars, windows and ventilators of the Reeling and Bundling Sections. In the absence of yarn carrier, to attend to these duties himself.
- f To condition the yarn and serve it to reelers or winders as desired.
- g To assist in getting bobbins and baskets from the stores.
- h To keep the conditioning room and the water tub always cleaned and replenished with fresh water.
- i To clean the weighing machine and the doff carrying cart or the bobbin cart properly and keep the wheels of cart oiled and greased as required.

Where conditioning machine obtains, in addition to other duties wherever applicable to condition the yarn-run conditioning machine, keep them oiled and cleaned and well maintained. Pass the doffs through the conditioning machine without overloading the lattice and after conditioning, stack and issue to the reelers. Fetch and fill the conditioning tank with water, adding the required amount of detergent liquid in the tank and keep the place always clean.

QUALIFICATIONS :— Previous experience as a doffing boy or fitter helper or sweeper or yarn carrier.

RELATION TO OTHER JOBS :— Promotion to godown and mixing attendant.

5 CLEANING GANG :—

DURING HALF AN HOUR STOPPAGE AT THE WEEK END:—

- a A thorough general cleaning of the machine to be done by the doffers and the reserve piecers or substitutes.
- b To remove and clean panels, tin roller, middle and off-end bearings, entire traverse motion, spindle rail, cop building motion lifting lever, wheels etc.
- c To clean the weight hooks also by rotation and the oily and greasy hard waste to be cleared out of the department.

DURING WORKING HOURS:—

The ring frame oilers to do the following cleaning:—

To clean and pump out the old oils from the spindles, topping the spindles with new oil, oiling and greasing wheels, tin rollers and front roller neck etc.

DURING MID-DAY INTERVAL:—

Spinners, doffers and/or oilers etc., to do the following cleaning during the mid-day interval (one hour).

- a To clean and oil the loose boss roller arbours and other parts.

- b To clean and scour the frames.
- c To clean the gearing and the wheels.
- d To clean the jockey pulleys.
- e To clean the rings.
- f To clean the drafting system.
- g To clean the tin roller blocks.
- h To clean the frame pulleys.
- i To clean the gallows pulleys.
- j To clean the roofs.
- k To clean the spindles bandings.
- l To dress the belts.

The cleaning gang should work under the direction of the fitter and the fitter cooly.

Alternately:-

Where frames are stopped regularly during working hours for cleaning and oiling., the cleaning gang will do all the duties stated above as directed, with the assistance of the spinners., doffers, reserve piecers working on the respective frames.

Alternately:-

Where the department is stopped for cleaning, all the above duties are to be done by the spinners with the assistance of the reserve piecers, doffers and the rest of the workers as directed.

VI Reeling

1 REELER:—

- a To take the conditioned yarn placed in the department and to reel them piecing broken ends putting ties and knots as required, to deliver the finished doffs counted and weighed as instructed.
- b To reel yarn with the correct number of threads with minimum waste possible, using scissors and knotters as required.
- c To keep the cleaning brushes on the reeling machine and the place around the machine clean.
- d All piecing should be made with the least possible waste, keeping the waste collected in the bag they wear while at work. Reeling waste should not be left thrown on the floor.
- e To deliver the waste collected to the reeling clerk or the reeling maistries before delivering the doffs.
- f To give knots for checking and to take knots to the weigher for checking variations in counts.

- g To keep all empties in a container kept for the purpose for the bobbin procurers to take
- h To work on any reel or count as required.
- i Damaged cops should be shared by all and reeled and only clean empties to be returned. In mills where separate reelers are already in existence for reeling damaged cops, this practice will continue.

QUALIFICATIONS:— Previous experience as waste picker or sweeper.

RELATION TO OTHER JOBS:— Promotion to winder or reeling maistry.

2 YARN CARRIER:—

- a To go along with the reeling clerk and collect knots in bags and deliver the same in countwar in the respective bins in the bundling department or as desired. To supply yarn to reelers and winders.
- b To stitch gunny bags and to mend damaged ones.
- c To renew water and/or sand in the fire buckets as required.
- d To dust roofings, pillars, windows and ventilators of the Reeling and Bundling sections and conditioning section
- e To get reeling belts mended and supplied to reelers; to assist reeling carpenter or fitter.

QUALIFICATIONS:— No previous experience required.

RELATION TO OTHER JOBS:— Promotion to yarn weigher yarn or yarn examiner or doff carrier cum conditioning man.

3 SWEEPER:—

- a To collect and assort the waste and carry them to the godown after weighment.
- b To sweep the alleys in the reeling and winding, bundling and baling department and around the conditioning, reeling, winding, bundling and baling etc.
- c To obtain stores and ties for the reeling section and to assist the maistry and check the reelers as they go out.
- d To keep the department clean and neat.

QUALIFICATIONS:— No previous experience necessary.

RELATION TO OTHER JOBS:— Promotion to reelers.

4 EMPTY BOBBIN CARRIER:—

- a To remove and deliver empties to the spinning department as instructed.
- b To clean the bobbin boxes.
- c To pick the holes of the bobbins whenever necessary and leave rejected, broken and unserviceable bobbins as directed. To collect and store shields.

- d To prepare gunny bags for the reelers.
- e To replenish fire buckets, keep the roofing etc, clean.
- f To keep his truck cleaned, oiled and greased.

QUALIFICATIONS :— No previous experience required.

RELATION TO OTHER JOBS :— Promotion to doff carrier cum conditioning man.

5 CARPENTER :—

- a To repair, renew all the worn out and damaged parts of the reeling machines. To keep the machines always in good order.
- b To oil the reels as desired.
- c To set the reels for plain or cross reeling as desired.
- d To attend to any carpentry work in the mills as and when required.

QUALIFICATIONS :— Carpenter.

VII. Bundling and Baling

1 WEIGHER:—

- a To weigh and serve knots according to bundles that are to be made.
- b To weigh knots brought from reeling, check up variations in counts and keep heavy and light knots in separate bins countwar.

QUALIFICATIONS:— Previous experience as a knotter or baler is necessary.

RELATION TO OTHER JOBS :— Promotion to presser.

2 KNOTTER:—

To open out the knots made by the reelers and clear them of short yarn pieces attached to the knot, make a neat and tidy knot, pick out any stray or loose thread or tie it up if necessary, rejecting any very defective knots. Generally keep the bundling presses sufficiently supplied.

QUALIFICATIONS:— Doff carrier conditioning cooly, Bobbin carrier or yarn carrier may be promoted.

No previous experience except this is necessary.

RELATION TO OTHER JOBS:— Promotion to weigher.

3 PRESSER:—

To press the knots according to the counts into neat and tidy bundles, kneading the knots straight before putting the successive layers of knots and pressing with the appropriate labels, slips, paper or boards and as required, tie the strings and put the bundles as instructed on the floor or table, etc., as the case may be. Oil and/or grease and keep his machine clean, obtain the necessary stores for his work.

QUALIFICATIONS:— Previous experience as a weigher is necessary.

RELATION TO OTHER JOBS:— Where a maistry is found necessary, an experienced man in this job may be promoted.

4 BALER:—

To arrange the number of bundles in the press according to requirement, press them into bales, stitch up the hessian all round, hoop the bales, move and weigh, mark the serial number, trade marks, counts, tie, number of bundles etc., bring the necessary bamboo lath, mats, waterproof paper, hoop iron hessian and rivets or clips etc., from the stores. Cut his own hessian, etc., according to the requirements of the bale to be pressed. Oil, grease and keep machine clean. Fill in water as required in the hydraulic press.

QUALIFICATIONS:— Any work in this department with experience in stitching and handling the bale is enough.

RELATION TO OTHER JOBS:— May be promoted as godown and mixing attendant or as presser.

N B:— General:— In this section, the weigher, knotter, presser and baler and other workers in the department work as a team in putting the balance knots of the spent count backing the bins when one count is finished and in taking out from the bin or bins another count for bundling and leave it near the weigher's place of work. Work also as a team during the monthly stock taking. They are to keep the department and machinery clean and also obtain the necessary stores.

5 PACKER OR PAPER COVERER:—

To get the required number of packing wrappers stamped and checked. Collect and wrap the bundles and tie them with twine. To paste the tickets and texmark lables on the bundles as desired. Be responsible for the correct stamping, packing and labelling.

6 LOOSE HEAD CARRIER :—

To carry the loose knots and deliver them to the dresser in five or ten lbs. as instructed. Assist in procuring stores etc. Assist to bring the knots from or return to bins as directed and sweep the department clean.

QUALIFICATIONS:— No previous experience needed.

RELATION TO OTHER JOBS :— Promotion to knotter.

VIII. Winding.

1 ROTO CONER (AND ALL CLASSES OF WINDERS) :—

a To bring the empty cones and full doffs from the place where they are stacked to the place of work and work after cleaning the spindles, brushes, clearer pads, hooks and the thread guides etc.

- b During the course of work, ends must be pieced with small and strong knots, using knotters or scissors as required, completely running out the bobbin causing the minimum waste and to clean the empties of any yarn which is left and to remove the damaged portion of the cops. Piecing end wastes should be kept into the bags worn by them. Wastes should not be thrown on the floor. Wind the bobbins or cones to the specified size or weight.
- c To get their productions and waste weighed and stack them in respective places as in practice existing in the mill.
- d To do their work on the spindles allotted to them under the directions of the departmental head.
- e To keep the places of work and the machines always clean.
- f During stock taking to submit empty, half and full bobbins stacked in the department.
- g To wind and supply grey and colour pirns for heading.

- N.B:—
- 1) Waste made during the day must be cleaned and given to the maistry of the winding department at the close of the day.
 - 2) Grey winders must be asked to work as colour winders by turn when there is work on colour winding.
 - 3) Winders are responsible for missing and broken parts of the machine at the place of work and the knotters and scissors.

QUALIFICATIONS :— Double winder, cone winder, universal winders or grey winder (high speed) or pirn winder, stubbs winder or grey winder (low speed). Previous experience as reeler or twisted yarn spool winder or bobbin carrier or sweeper in winding department or weft supplier.

RELATION TO OTHER JOBS :— Promotion to Art Silk or colour winder.

2 SWEEPER :—

- a To sweep and always clean winding, warping and sizing departments in composite mills and winding and doubling or winding and reeling in spinning mills and get the repaired belts.
- b To pick up sweepings, hard waste made by winders, assort, weigh and remove them to waste shed and obtain stores and other materials for winding.
- c To help winders in cleaning bad bobbins
- d To fetch all stores and return all unwanted things.
- e To keep the windows and ventilators open or shut as desired.

QUALIFICATIONS:— Previous experience not necessary.

RELATION TO OTHER JOBS:— Promotion as bobbin carrier or winder.

3 BOBBIN CARRIER:—

- a To number and mark all full bobbins or cones countwar and winderwar. To remove and supply cones, bobbins to the succeeding section as directed.
- b To remove empty bobbins to the place allotted.
- c To get doffs from spinning department, weigh and distribute doffs to winders in case of emergency and weigh and stack rewound weft.
- d At times to do odd and sundry work such as going to stores, helping during repairs and stock taking, removing shield from broken bobbins, cleaning bad bobbins etc., as directed.
- e To remove water in fire buckets in winding department on cleaning days or when necessary, and clean the roof, wall, windows etc., and open and close the windows and ventilators as required.

QUALIFICATIONS:— Previous experience as a sweeper or doffing boy in spinning or frame department.

RELATION TO OTHER JOBS:— Promotion to warper's creeler or warper's beam carrier or winder.

IX. Warping

1 CREELER:—

- a To procure full bobbins or cones and creel warping machine, piece up ends of bobbins with proper knots in one magazine.
- b To clean and put up the empty bobbins into baskets. Should not throw them on the floor.
- c To clean the creel, the floor all round and assist the warper in cleaning the machine and in changing the set.
- d To reach broken ends to the headstock for the warper to piece up.
- e To be of general assistance to the warper by help in doffing, bringing empty rolls, etc.

QUALIFICATIONS:— For low speed warper creelers:—Previous experience as doffing boys.

RELATION TO OTHER JOBS:—Promotion to high speed warper creeler, twisted yarn spool winder or warper's beam carrier, winder.

QUALIFICATIONS:— For high speed warper creeler:—Previous experience as low speed warper creeler, bobbin carrier (winding department) or bobbin marker.

RELATION TO OTHER JOBS:— Promotion to doubler winder, cone winder, universal cheese winder, stubbs winder, grey yarn winder (low speed) or high speed pirn winder.

2 BEAM CARRIER :—

- a To weigh all warper's beams and sized beams.
- b With the help of others, to put the warper's beam on the creel at the back of the sizing machine.

- c To put the sized beams on drawing-in frames and drawn beam on looms.
- d To keep stacked the drawn and undrawn sized beams as per sizes and stamp number in the weaving department and warper's beams in the sizing department as per counts and number of the ends in the beam.
- e To help the size mixer in getting the daily stores required for the sizing department. At the end of the day, drain sow box and put back in the size beck the size so drained as desired.
- f To sweep and keep the department clean and fill the fire buckets with fresh sand or water, as required. Attend to windows and ventilators.
- g To do such odd jobs, as transporting and stacking colour bobbins in sizing and arrange and deliver at proper places empty warping beams and loom beams etc., collect, sort, weigh and deliver waste as required.

QUALIFICATIONS:— Sufficient strength to lift beams is necessary.

RELATION TO OTHER JOBS:— Promotion to low speed warper with or without creel boy; beam carrier cum sizing assistant or size mixer.

3 WARPERS:—

- a To run the machine with correct ends and lengths and mark as such.
- b To run all ends with drop pins.
- c To clean the machine after every set.
- d To oil the machines, put empty rolls, run and doff the beams made.

N.B.:— 1) Bad work should be avoided.

2) Excess or short in length beyond 5 yards in a beam should be avoided.

3) Should avoid lappers.

QUALIFICATIONS:— (For low speed warpers) Previous experience as beam carrier, creeler, winder.

RELATION TO OTHER JOBS:— Promotion to low speed warper with colour or high speed warper.

QUALIFICATIONS:— (For high speed warper) Previous experience as high speed creeler; low speed warper with colour or without colour.

RELATION TO OTHER JOBS:— Promotion to warping maistry.

4 WARPING HELPER (Where necessary):—

- a To assist the warper in all his duties.
- b To keep, sort and deliver the waste produced in the machine.
- c To reach ends to the headstock for piecing up, assist in piecing if required.
- d To keep the machine clean.

X Sizing

1 SIZE MIXER:—

- a To obtain the required sizing materials from the stores.
- b To prepare size mixing (without wasting sizing ingredients) as per instructions of the head of the department regarding the quantity of sizing ingredients to be used and the method of preparing the mixing to the specific quality, consistency and fuel required.
- c To keep the safety covers and guards always in position and maintain the department clean.
- d To keep the clay pans, sizing beck and the size pump well cleaned, to oil the size pump when required.
- e To assist the beam carrier, the front sizer in loading and unloading the beams on the sizing machines if in practice and if required, changing of flannels, assist in cleaning and work as a substitute during temporary absence.

QUALIFICATIONS:— Previous experience as bobbin carrier (winding) Beam carrier (warping) of doff carrier.

RELATION TO OTHER JOBS:— Promotion to back sizer.

2 BACK SIZER:—

- a To help in loading and gaiting the warper's beam on the creel and work in co-operation with the front sizer; and load the empty beams as directed.
- b To maintain the sow boxes always during working with the required quantity and consistency of size well boiled as per instructions.
- c To remove the sizing flannel and wash as often as required.
- d To regulate steam to the required pressure.
- e To piece up all warping lappers at once and efficiently and note down the lappers and breakages in different warping beams on the board provided for the purpose.
- f To bring and change colour bobbins and creels when needed and to help in leasing the warp, doffing the beams and changing flannels, etc.
- g To help cleaning, oiling, and maintenance of the machine and also to keep the place around the machine clean.
- h To remove size from sow-boxes as directed.

QUALIFICATIONS:— Previous experience as size mixer.

RELATION TO OTHER JOBS:— Promotion to front sizer (slasher sizer) or pattern layer.

3 FRONT SIZER:—

- a To work in any sizing machine allotted to him.
- b To size sets and mark quality, ends, etc, as per instructions and to gait the beams.

- c To change wheels and check up the length and weight of the piece requirements.
- d To get colour bobbins and creels and change as often as directed, are used in the creel at the sizing machine.
- e To see that distinctive tape marking on the beam and to be responsible for tight and flawless beam in respect of size, number of ends, length of beam.
- f To keep the machine and the place around always clean and to oil the machine as often as directed.
- g To weigh all beams as and when they are made and adjust the weight to requirements.
- h To regulate steam to required pressure.
- i To keep always the safety cover, guards, etc., in position; To regulate and work the machine to avoid breakages.

QUALIFICATIONS:— Previous experience as back sizer.

RELATION TO OTHER JOBS:— Promotion to hard sizer.

XI Drawing-in Department

1 REACHER :—

- a To work in full co-operation with the drawers-in, in reaching ends, and getting ready sets and reeds for drawing. Attend to repairs in the beam (on the looms) he has drawn. Replace and store reeds, he has drawn.
- b In general to assist the drawers and help the beam carriers in loading the beams on the frame. To get the sized beam chits entered and retieced.

QUALIFICATIONS:— Previous experience as creeler in warping department.

RELATION TO OTHER JOBS:— Promotion to drawers-in or smash hand (

3 HEALD AND REED REPAIRER AND MARKER :—

- a To attend to all reeds and healds and staves returned from looms first before taking new ones. Replace and/or store healds and reeds.
- b To repair to the defective healds and reeds on looms in the shed, on the heald frame.
- c To get stores materials, get the sets of healds and reeds ready to specifications and when necessary to get healds and reeds from stores.

QUALIFICATIONS :— Previous experience as assistant heald and reed repairer.

RELATION TO OTHER JOBS :— Promotion to carpenter in the weaving department.

XII Weaving Department

1 WEFT SUPPLIER :—

- a To weigh weft kept in different places as per counts for distribution.
- b To distribute grey and colour weft to weavers as per their requirements.
- c To collect weft empties from weaving shed and supply the same to the winding department in clean state.
- d To bring weft doffs from spinning department at times of emergency.
- e To get colour wefts from pirn winders for distribution.
- f To get bad pirns cleaned or emptied with the help of pirn winder.
- g To remove the shields of broken pirns destroying them.

QUALIFICATIONS :— Previous experience as sweeper.

RELATION TO OTHER JOBS :— Promotion to warp beam carrier or weaver.

2 SWEEPER OR SHED CLEANER :—

h To water or drain the floor when required.

QUALIFICATIONS :— No previous experience is necessary.

RELATION TO OTHER JOBS :— Promotion to weft supplier.

3 SMASH HAND :—

a To assist weavers in repairing damaged warp and improve efficiency

b To relieve the weaver on temporary absence.

c To assist in collecting all waste and deliver them and to work as doing the above duties.

QUALIFICATIONS :— Previous experience as drawer-in or reacher.

RELATION TO OTHER JOBS :— Promotion to weaver.

4 ALL CLASSES OF WEAVERS (except automatic) :—

a To work on any loom or looms with or without doobby or drop box

b To remove the empty rolls to specified places in the department and and healds to the specified places.

N.B.:— When threads are broken on account of shuttle trap or due to they should draw the ends properly rectifying perfectly the damage i

c To clean the looms and oil holes thoroughly.

d To clean the looms thoroughly when the beam is emptied.

e To be responsible for the defects in the cloths woven by them. At found necessary, making the least waste and deliver the latter as de

f To obtain weft and coloured yarn as found necessary and to work

- k To be careful and avoid breakages of loom parts.
- l To keep the looms and the place around clean.
- m He should keep the weft empties clean and clear of any bottom. No sharp instruments should not be used to remove any yarn on the bob.
- n To clean the looms thoroughly on weekly cleaning days as directed.
- o Weavers should assist gaiting.

QUALIFICATIONS : Previous experience as smash hand or reacher.

RELATION TO OTHER JOBS :— Promotion to higher category or li

5 **PIECE CARRIER :—**

To collect and remove cloth rolls or pieces from looms to warehouse and return them to looms. Empty rolls to be brought to looms assist inspection of cloth and in other ways as desired.

6 **MOCHI :—**

- a To splice and stitch or clip, apply dressing to belts and mount them.
- b To cut picking bands, check straps etc., to proper lengths and shapes
- c To be in charge of tools. Attend to repairs of all leather materials.
- d To keep his work spot clean and dispose of wastes he makes as instr

7 **CARPENTER :—**

To prepare heald staves, picking sticks, shuttle pegs. To mend l prepare shuttle box plates. To level or relay the race boards, sley cal of tools. When required, to do carpentry work in other departments

N.B. :— All workers in the warping, sizing, and weaving departments a

QUALIFICATIONS:— Experience as croft cooly or croft mixer.

RELATION TO OTHER JOBS:— Promotion to mangle machine man or

2 CROFT MACHINE MAN:—

To operate the washing and chemicking machines control the piling found necessary see that the kiers are properly closed and operated and keep the machinery and belts in the department clean, well oiled or dressed.

QUALIFICATIONS:— Previous experience as croft cooly or croft mixer.

RELATION TO OTHER:— Promotion to mangle man or drier.

3 CROFT MAZDOOR:—

To pile up the wet cloth as required and do all other manual work in getting stores, materials etc.

QUALIFICATIONS:— Previous experience as sweeper.

RELATION TO OTHER JOBS:— Promotion to croft mixer or croft machine man.

4 MANGLE MACHINE MAN:—

To operate the water and finishing mangles with proper tensions, to regulate temperature and consistency of the finishing mixes and to keep the mangle absolutely clean.

QUALIFICATIONS:— Experience as croft machine man or drier.

RELATION TO OTHER JOBS:— Promotion to calendarman front.

5 CROFT MIXER:—

To mix chemic solutions, kier solutions and finishing mixes as generally assist the other workers in the department.

QUALIFICATIONS:— Experience as croft cooly.

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RELATION TO OTHER JOBS:— Promotion to mangle machine man or

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QUALIFICATIONS:— Experience as croft machine man or drier.

RELATION TO OTHER JOBS:— Promotion to calendarman front.

5 CROFT MIXER:—

To mix chemic solutions, kier solutions and finishing mixes as generally assist the other workers in the department.

QUALIFICATIONS :— Experience as croft cooly.

12 MACHINE FOLDER (BACK):—

To assist the front folder in all his duties, watch out for defects pieces to the required lengths as directed and instruct front folder for flag cloth is properly batched.

QUALIFICATIONS:— Experience as piece carrier.

RELATION TO OTHER JOBS:—Promotion to machine front folder.

13 MACHINE STAMPER:—

To be responsible for the proper up keep of the machine, the blocks, wa necessary, feeding stamping lmk etc., and proper stamping of the cloth. stores and maintain them.

QUALIFICATIONS :— Experience as Baler or Front Machine Folder.

RELATION TO OTHER JOBS :— Promotion to higher category in t

14 CUT LOOKER :—

To check the cloth received from the loomshed for defects in weav bleaching department for other defects like kier stains, rust or m uneven dyeing or defective printing. To flag defective cloth and approval of the head of the department.

QUALIFICATIONS :— Experience as front machine folder.

RELATION TO OTHER JOBS :— Promotion to higher category in t

15 BALER :—

To bring all stores, cut hessain, Kraft and/or waterproof paper, me proper lengths, weigh cloth, neatly pile in the press and pack, stic bales.

One among the balers to be in charge of operation and mainten He should control the pressure applied. Another among the balers

ANNEXURE IV

Workloads and Wages

S. No. Occupation Workloads

Godown and M

- 1 Waste Picker ... Wherever existing, one waste picker (a) to pick 30 lbs. of bondas or use 20 lbs. of usable waste from rovin to be continued.
- 2 Godown and Mixing Room sweeper ... Where there are three or more op sweeper to be employed for godown than three opener lines, one swee and blowroom.
- 3 Godown and Mixing Attendant ... Wherever existing, one man for ever lap for 26 days: he need not attend of yarn and cotton outside the transport is not in use, the exist continue subject to a maximum power transport is in use the existi continue. The minimum workload transport is used is 10% extra ove extra wages.
- 4 Hoist Attendant ... Wherever existing, existing workloa

IV

AND WAGES

Wages

Production Bonus

Rs. A. P.

30—1—0

—

30—1—0

—

34—2—0

—

Extra wage for every 1000 lbs. over the standard is
Annas Thirteen per month.

34—2—0

—

S. No.	Occupation	Workloads
Blow Room Continued		
7	Breaker scutcher Attendant	One man upto a maximum of 7,000 lbs. on one or more machines.
8	Inter Scutcher Attendant	Where obtaining, same as for finisher scutcher attendant, i. e., upto maximum of 3,500 lbs. one or more machines
9	Finisher Scutcher Attendant	Upto a maximum of 3,500 lbs. on one or more machines.
10	Single process Finisher scutcher attendant	—
11	Blow room sweeper	One sweeper for more than 3 opener lines.
Waste Cleaning		
12	Willow machine attendant	Upto a maximum of 2,000 lbs. of finished material for a worker for 8 hours in each category.
13	Roving machine attendant	
14	Bonda waste machine attendant or Thread extractor Machine attendant	
Card Room		
15	Flat Cleaner	Wherever existing. Four Cards per day of 8 hours. To be continued wherever now employed.
16	Fly carrier Cum Sweeper	One worker upto 32 (Thirty-two) Cards. For every additional 32 cards or part thereof, one additional worker to be given For purposes of allocation, upto a maximum of 8 Cards over this workload will be attended to.

Wages		Production Bonus	
		Wage Rs. A. P.	
Single Machine	...	32-8-0	—
2 Men for three Machines	...	34-15-0	—
1 Man for two Machines	...	39-13-0	—
Single Machine	...	32-8-0	—
2 Men for three Machines	...	34-15-0	—
1 Man for for two Machines	...	39-13-0	—
Single Machine	...	34-2-0	—
2 Men for three Machines	...	36-9-0	—
1 Man for two Machines	...	41-7-0	—
1 Man for two Machines	...	36-9-0	—
	30-1-0		—
Rs. A. P.			
	30-14-0		—
	30-1-0		—
	30-1-0		—
Rate for attending Extra Cards over workload is			—
0-0-3 per Card per day			—

S. No	Occupation	Workloads																																													
Card Room Continued.																																															
17	Lap Carrier	... 4,000 lbs. per worker-Without trolley, maximum 30 Cards. With trolley maximum 40 Cards.																																													
18	Can Tenter	... 2,000 lbs. per worker and maximum 20 Cards,																																													
		<table border="1"> <thead> <tr> <th>Average production per Card in 8 hours</th> <th>No of Cards per Can Tenter.</th> <th>No. of Cards per Lap Carrier.</th> </tr> </thead> <tbody> <tr><td>55</td><td>20</td><td>40</td></tr> <tr><td>62</td><td>19</td><td>38</td></tr> <tr><td>69</td><td>18</td><td>36</td></tr> <tr><td>78</td><td>17</td><td>34</td></tr> <tr><td>88</td><td>16</td><td>32</td></tr> <tr><td>98</td><td>15</td><td>30</td></tr> <tr><td>110</td><td>14</td><td>28</td></tr> <tr><td>125</td><td>13</td><td>26</td></tr> <tr><td>142</td><td>12</td><td>24</td></tr> <tr><td>162</td><td>11</td><td>22</td></tr> <tr><td>185</td><td>10</td><td>20</td></tr> <tr><td>214</td><td>9</td><td>18</td></tr> <tr><td>Over 214</td><td>8 Cards</td><td>16</td></tr> <tr><td></td><td>Subject to maximum of 2,000 lbs.</td><td>Subject to maximum of 4,000 lbs.</td></tr> </tbody> </table>	Average production per Card in 8 hours	No of Cards per Can Tenter.	No. of Cards per Lap Carrier.	55	20	40	62	19	38	69	18	36	78	17	34	88	16	32	98	15	30	110	14	28	125	13	26	142	12	24	162	11	22	185	10	20	214	9	18	Over 214	8 Cards	16		Subject to maximum of 2,000 lbs.	Subject to maximum of 4,000 lbs.
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		<p>For purposes of convenient allocation, extra Cards over the above workload to the extent of 3 Cards for Can Tenter and 6 Cards for Lap Carrier subject to the maximum workload indicated in the above table will be attended to.</p>																																													
19	Stripper	... 72 Brush strippings per stripper or 144 strippings per pair. 20% extra for combined brush and vacuum stripping. For purposes of convenient allocation can go upto 80 strips per worker.																																													
*20	Oiler doing oiling alone	One man for 80 Cards.																																													
*21	Grinder-Grinder cum oiler	... Grinder cum oiler—32 Cards. Grinding alone ... 40 Cards...																																													

*The question of including these under

Wages

Production Bonus

Rs. A. P.

32-8-0

Rate for each extra Card over workload subject to a maximum of 6 Cards is 0-0-3 per day.

(for Lap Carrier)

32-8-0

CAN TENTER :—

For each extra card over workload, subject to a maximum of 3 cards, rate is 0-0-6 per day.

Rs. A. P.

37-6-0

Rate for extra strip over workload is 0-0-3 per pair strips per worker per day.

34-2-0

39-13-0

'Jobbers' is under consideration.

S. No.	Occupation	Workloads
22	Flat clothier cum grinder	Wherever existing, one man for 2 machines mount a set of tops for a Card in 2 days of 8 hours each gauge one set of tops in a day for grinding; grind 2 sets of tops in 6 days of 8 hours each. Where there is no full work, to do licker-in mounting.
23	Licker-in clothier cum grinder	Wherever existing cloth with new wire and get ready two licker-in 6 days of 8 hours.
24	Fitter Helper	—

Compling Department

25	Sliver Lap man	One man for 2 machines (2 Sliver lap or 2 Ribbon lap machines) or one man for one sliver lap and one ribbon lap machine.
26	Ribbon lap machine tenter	One man for 2 machines.
27	Comber tenter	One man for 3 machines. (80% efficiency).

Speed Frames

28	Drawing Tenter	Workload to be on poundage basis (Task work) as below :																										
		<table border="0"> <thead> <tr> <th>Average production per delivery in 8 hours.</th> <th>No. of deliveries per Tenter</th> </tr> </thead> <tbody> <tr> <td>Over 225 lbs.</td> <td>5 to 7 deliveries subject to a maximum of 2,000 lbs.</td> </tr> <tr> <td>Upto 225 lbs.</td> <td>8 deliveries</td> </tr> <tr> <td> " 197 "</td> <td>9 "</td> </tr> <tr> <td> " 174 "</td> <td>10 "</td> </tr> <tr> <td> " 155 "</td> <td>11 "</td> </tr> <tr> <td> " 140 "</td> <td>12 "</td> </tr> <tr> <td> " 127 "</td> <td>13 "</td> </tr> <tr> <td> " 116 "</td> <td>14 "</td> </tr> <tr> <td> " 106 "</td> <td>15 "</td> </tr> <tr> <td> " 97 "</td> <td>15 "</td> </tr> <tr> <td> " 90 "</td> <td>15 "</td> </tr> <tr> <td> " 83 "</td> <td>15 "</td> </tr> </tbody> </table>	Average production per delivery in 8 hours.	No. of deliveries per Tenter	Over 225 lbs.	5 to 7 deliveries subject to a maximum of 2,000 lbs.	Upto 225 lbs.	8 deliveries	" 197 "	9 "	" 174 "	10 "	" 155 "	11 "	" 140 "	12 "	" 127 "	13 "	" 116 "	14 "	" 106 "	15 "	" 97 "	15 "	" 90 "	15 "	" 83 "	15 "
Average production per delivery in 8 hours.	No. of deliveries per Tenter																											
Over 225 lbs.	5 to 7 deliveries subject to a maximum of 2,000 lbs.																											
Upto 225 lbs.	8 deliveries																											
" 197 "	9 "																											
" 174 "	10 "																											
" 155 "	11 "																											
" 140 "	12 "																											
" 127 "	13 "																											
" 116 "	14 "																											
" 106 "	15 "																											
" 97 "	15 "																											
" 90 "	15 "																											
" 83 "	15 "																											

Wages	Production Bonus
Rs. A. P.	
42-4-0	—
42-4-0	—
30-14-0	—
34-2-0	—
34-2-0	—
39-13-0	—
34-2-0	—

Linked to production —80% efficiency at the machine speeds maintained. Where hank meters are not fitted, wages will be based on slubbing hanks which the Drawing Frames supply. Where more than one Slubber is supplied, the average on the hanks of the Slubber will be taken into consideration.

Workers will attend to 20% more deliveries in each of the groups shown, subject to a maximum of 18 deliveries, and for each extra delivery, they will be paid one anna per delivery per day i. e., Rs. 1-10-0 per delivery per month.

S. No.	Occupation	Workloads
29	Roving Tenter	<p>... One tenter per frame upto 6 hanks.</p> <p>Above 6 hanks one man for 2 machines with one back tenter for every 2 tenters or 4 frames.</p> <p>25% extra wages for tenter attending on 2 frames.</p>
30	Inter Tenter	<p>... One man per frame (Task work)</p>
31	Slubbing Tenter	<p>....</p> <p>a) One man per frame upto 100 spindles, single machine or double driven without back tenter.</p> <p>b) On coarse counts (below 11s) and frames of 76 spindles and above, one back tenter will be provided (double driven frames on coarse counts will be attended to by 2 tenters)</p>

Rs. A. P.

SPINDLES PER FRAME:

Upto 160	37—6—0	—
„ 168	38—4—0	—
„ 176	39—2—0	—
„ 184	40—0—0	—
„ 192 & over	40-14—0	—

(One anna Nine pies per spindle pro rata for more or less spindles. Calculate hanks on spindle speeds obtaining and for the efficiencies given against each hank roving and number of spindles on frames)

SPINDLES PER FRAME:

Upto 124	39-13—0	—
„ 128	40—5—0	—
„ 132	40-13—0	—
„ 136	41—5—0	—
„ 140	41-13—0	—
„ 144	42—5—0	—
„ 148 & above	42-13—0	—

(Two annas per spindle pro rata more or less spindles. Calculate the hanks on the spindle speeds obtaining and for the efficiencies given against each hank roving and the number of spindles on frames)

Upto 76 spdls.	42—4—0	—
„ 52 „	37-12—0	—
„ 64 „	40—0—0	—
„ 76 „	42—4—0	—
„ 88 „	44—8—0	—
„ 100 & above	46-12—0	—

(0—3—0 per spindle per month pro rata for more or less spindles)

Calculate hanks on the spindle speeds obtaining and for efficiencies as given against each hank roving and number of spindles on frames.

S. No.	Occupation	Workloads								
32	Simplex	Efficiencies as under Inter tenter (124 spindles)								
33	Back tenter	When employed.								
34	Doffing Boys (Speed Frame Department)	<table> <tr> <td>Upto 3 hanks</td> <td>1,000 spindle doffs</td> </tr> <tr> <td>Over 3 to 5 hanks</td> <td>950 " "</td> </tr> <tr> <td>Over 5 to 8 hanks</td> <td>850 " "</td> </tr> <tr> <td>Over 8 hanks</td> <td>750 " "</td> </tr> </table> <p>25% extra on 5 hanks and above will be provided for sweeping etc.</p> <p>Note :- For Doffing Boys on Simplex Frames, the existing workload will continue and is subject to revision.</p>	Upto 3 hanks	1,000 spindle doffs	Over 3 to 5 hanks	950 " "	Over 5 to 8 hanks	850 " "	Over 8 hanks	750 " "
Upto 3 hanks	1,000 spindle doffs									
Over 3 to 5 hanks	950 " "									
Over 5 to 8 hanks	850 " "									
Over 8 hanks	750 " "									
35	Bobbin Carrier	With Trolley—1 Man for 2,500 lbs.								
36	Cleaning Gang (Speed Frame Department)	Cleaning gang will be provided extra on the basis of the present workloads only where the mills do not have a weekly general stoppage and cleaning.								

Spinning Department

37	Doffing Boys (Sweeping, Cleaning & Doffing)	<table> <tr> <td>Upto and including 20s</td> <td>— One doffing boy for 2,000 spindle doffs</td> </tr> <tr> <td>Over 20s to 40s</td> <td>— One doffing boy for 1,800 spindle doffs</td> </tr> <tr> <td>Over 44s to 60s</td> <td>— One doffing boy for 1,600 spindle doffs</td> </tr> <tr> <td>Over 60s</td> <td>— One doffing boy for 1,400 spindle doffs</td> </tr> </table> <p>(This will not apply to 8" lift and above)</p>	Upto and including 20s	— One doffing boy for 2,000 spindle doffs	Over 20s to 40s	— One doffing boy for 1,800 spindle doffs	Over 44s to 60s	— One doffing boy for 1,600 spindle doffs	Over 60s	— One doffing boy for 1,400 spindle doffs
Upto and including 20s	— One doffing boy for 2,000 spindle doffs									
Over 20s to 40s	— One doffing boy for 1,800 spindle doffs									
Over 44s to 60s	— One doffing boy for 1,600 spindle doffs									
Over 60s	— One doffing boy for 1,400 spindle doffs									
38	Reserve Piecers	10% of the total number of piecers								

Wages	Production Bonus
Rs. A. P.	
Wages : 42—4—0	—
(Wage differentials to be at the rate of 0—2—6 per spindle per month pro rata for more or less spindles)	
Wage : 34—2—0	—
30—1—0	—
30—1—0	—
30-14-0	—
Note: (Wherever higher category of workers are employed, wages according to such categories).	

Rs. A. P.

30—1—0

37—6—0

Average Production Bonus of spinners.

Wages	Production Bonus
Rs. A. P.	
Wages : 42—4—0	—
(Wage differentials to be at the rate of 0—2—6 per spindle per month pro rata for more or less spindles)	
Wage : 34—2—0	—
30—1—0	—
30—1—0	—
30-14-0	—
Note: (Wherever higher category of workers are employed, wages according to such categories).	
Rs. A. P.	
30—1—0	—
37—6—0	Average Production Bonus of spinners.

Wages

Production Bonus

Rs. A. P.

37-6-0

PRODUCTION BONUS:

Rs. 3-4-0 upto 300 spindles.

Rs. 3-14-0 for 300 spindles.

Rs. 8-2-0 for 400 spindles.

Production Bonus corresponding to No. of spindles as in Reeling count will apply to warp counts also.

Rs. A. P.

30-14-0

Wherever higher category of workers are existing, wages according to such categories.

32-8-0

S. No.	Occupation	Workloads																																				
		Reeling																																				
		Hand Reels:—																																				
42	Reelers	<table border="0"> <tr> <td>Below 8s</td> <td>18</td> <td>Doffs</td> </tr> <tr> <td>8s to 11s</td> <td>20</td> <td>"</td> </tr> <tr> <td>12s to 14s</td> <td>22</td> <td>"</td> </tr> <tr> <td>15s to 19s</td> <td>24</td> <td>"</td> </tr> <tr> <td>20s to 25s</td> <td>26</td> <td>"</td> </tr> <tr> <td>26s to 30s</td> <td>28</td> <td>"</td> </tr> <tr> <td>31s to 36s</td> <td>30</td> <td>"</td> </tr> <tr> <td>37s to 44s</td> <td>32</td> <td>"</td> </tr> <tr> <td>45s to 52s</td> <td>34</td> <td>"</td> </tr> <tr> <td>53s to 60s</td> <td>36</td> <td>"</td> </tr> <tr> <td>61s to 70s</td> <td>38</td> <td>"</td> </tr> <tr> <td>Over 70s</td> <td>40</td> <td>"</td> </tr> </table> <ol style="list-style-type: none"> 1) For double ties on plain reels on 80s and other counts—20% less 2) 5% extra on single hank cross reel and 10% extra on double hank cross reel. 3) On power reels 15% extra. 	Below 8s	18	Doffs	8s to 11s	20	"	12s to 14s	22	"	15s to 19s	24	"	20s to 25s	26	"	26s to 30s	28	"	31s to 36s	30	"	37s to 44s	32	"	45s to 52s	34	"	53s to 60s	36	"	61s to 70s	38	"	Over 70s	40	"
Below 8s	18	Doffs																																				
8s to 11s	20	"																																				
12s to 14s	22	"																																				
15s to 19s	24	"																																				
20s to 25s	26	"																																				
26s to 30s	28	"																																				
31s to 36s	30	"																																				
37s to 44s	32	"																																				
45s to 52s	34	"																																				
53s to 60s	36	"																																				
61s to 70s	38	"																																				
Over 70s	40	"																																				
<p>N. B: In practice, it is found in many mills that workloads for above that indicated in the above table exist, and such workers who have been giving these higher productions must continue to maintain the same. Otherwise they will not be eligible for the new wages.</p> <p>Where any worker in the Reeling Department of any mill has been usually giving lower workload than the average obtaining in the said mills prior to introduction of the workloads prescribed herein, the case of such workers shall, before any disciplinary action is taken, be placed before the Standing Committee.</p>																																						
43	Yarn Carrier	Wherever existing, one man for every 2,500 lbs. of yarn reeled.																																				
44	Empty Bobbin carrier	One man for every 50 Reels. If with truck 100 Reels.																																				
45	Reeling carpenter	One man upto 200 Reels.																																				
46	Sweeper	One sweeper upto 100 Reels.																																				

Weges

Production Bonus

Rs. A. P.

32—8—0

—

Over and above the specified workload, wages will be paid on proportionate basis.

30—1—0

—

30—1—0

—

39-13—0

—

31—1—0

—

S. No.	Occupation	Workloads
Bundling & Baling		
47	Packer or paper coverer	... Wherever employed, upto 500 Bundles.
48	Loose head carrier	... Wherever employed, one man upto 500 bundles.
49	Knotter*	...
50	Weigher*	...
51	Presser*	...
52	Baler	... 12 Bales a day

***Workloads for Knotter, Weigher & Presser**

Counts.	Knottor.	Pressers.	Weighers
(Bundles of 10 lbs. per worker with 10 hank knots)			
10s and below	208	312	624
14s	200	300	600
16s	192	288	576
20s	188	282	564
22s	180	270	540
26s	170	255	510
32s	160	240	480
38s	150	225	450
44s	140	210	420
(Bundles of 10 lbs. per worker with 10 hanks knots)			
60s	145	217	435
80s	133	200	400
100s	123	185	370
(Bundles of 5 lbs. per worker with 20 hanks knots)			
60s	250	300	600
80s	230	260	520
100s	210	240	480
(Weigher to deliver the knots at the Dressing table)			

Wages	Production Bonus
Rs. A. P.	
30-1-0	—
30-1-0	—
34-2-0	—
34-2-0	—
35-12-0	—
34-2-0	—

Proportionate basic wages will be paid for higher turnover of workloads.

Winding Department

53	Roto Coner	Workloads	
		510 yds. per minute	700 yds. per minute
	Upto 11s	6	5
	12s to 16s	8	6
	17s to 24s	10	8
	25s to 32s	12	10
	33s to 44s	15	12
	Over 44s	20	15

The above is the minimum workload. But the basic wage of the Roto Coner will be linked to production on the basis of the workloads in the following table and the wages will be paid on the same basis proportionately.

	510 yds. per minute.	700 yds. per minute.
Upto 16s	6	5
17s to 24s	8	6
25s to 32s	10	8
33s to 44s	12	10
44s and above	15	12

Doubling

54	Doubler	...	<ol style="list-style-type: none"> 1) Where doubling is done on ring Rabbeth bobbins workloads as for spinners for various counts. 2) Where creel bobbins or cheese wipers or cones, one doubling piecer for double the number of spindles as in spinning for the various counts with suitable increase in workloads where large packages or package creelings are in use.
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Wages

Production Bonus

Rs. A. P.

34-2-0

Rs. A. P.

37-6-0

Production Bonus as per spinners.

S. No.	Occupation	Workloads
Winding		
55	Vertical grey Winding	Upto 4s 12 Spindles Upto 24s, 24 Spindles " 12s 18 " " 40s, 30 " " " " above 40s, 32 "
56	Doubler winder (LEESONA)	Upto 2/30s 6 spindles per worker 2/30sto2/40s 8 " " " 2/40sto2/80s 10 " " "
57	Prin winder	Upto 10s 8 spindles " 24s 12 " " 30s 15 " Over 30s 20 "

Warping		
58	Low speed warper without creel boy	Without colour:— Upto 20s 16,000 yds. per man for 8 hours Above 20s 18,000 yds. per man for 8 hours
	do. do.	With colour:— 30% less than the above
59	Low speed warper with creel boy	Without colour:— Upto 20s 24,000 yds. per man for 8 hours above 20s, 27,000 yds. per man for 8 hours
	do. do.	With colour:— 30% less than the above
60	High speed waper with 2 creel boys	Upto 20s 60,000 yards " 30s 70,000 " " 40s 80,000 "
61	Beam carrier	One man upto 200 looms

Wages

Production Bonus

Rs. A. P.

34-2-0

—

34-2-0

—

34-2-0

—

39-13-0

—

42-4-0

—

39-13-0

—

42-4-0

—

50-6-0

—

34-2-0

—

S. No	Occupation		Workloads
Sizing			
62	Size Mixer	...	One man upto 2 becks a day
63	Back sizer	...	One man for each machine — workload same as for Front sizer
64	Front Sizer	...	One man for each machine
Drawing in and Reaching			
65	Drawers-in	...	Wire healds 8,000 ends: Cotton healds 9,000 ends.
66	Reacher	...	Same as in drawers-in
67	Heald and Reed repairer	...	Wherever employed one man upto 150 looms
Weaving			
68	Weft supplier	...	One man Upto 150 looms — for two loom shed, present workload will continue
69	Sweeper or Weaving shed cleaner	...	One man upto 150 looms
70	Smash hands	...	Present workload will continue in 2 loom weaving sheds
71	Weaver	...	Basis: 2 looms per weaver-3 and 4 looms will be worked by consent. For check and dobby looms existing basis of workload with new wages will continue. The standing Committee will go into this matter if necessary.
72	Piece carrier	...	One man upto 150 looms
73	Belt stitcher	...	One man upto 200 looms
74	Weaving shed carpenter	...	One man for 150 looms

Wages

Production Bonus

Rs. A. P.

35-12-0

—

44-11-0

—

54-7-0

—

42-4-0

—

34-2-0

—

35-12-0

—

30-1-0

—

30-1-0

—

42-4-0

—

44-11-0

—

Extra wage for 3 and 4 loom weaving-60% extra on single loom wage for each extra loom over 2 looms

30-1-0

—

35-12-0

—

44-11-0

—

S. No.	Occupation	Workloads
--------	------------	-----------

Folding and Warehouse

75	Roll carrier or piece carrier	...	...
76	Piece weigher	...	...
77	Machine back folder	...	...
78	Plaiting machine attendant	...	...
79	Machine stamper	...	...
80	Cut looker	...	...
81	Machine front folder	...	...
82	Sweeper	...	...

Wages**Production Bonus**

Rs. A. P.

30—1—0

—

32—8—0

—

32—8—0

—

32—8—0

—

35-12—0

—

35-12—0

—

34—2—0

—

30—1—0

—

The following complement of workers will do for a shed producing 19,000 to 20,000 yards of cloth per day:-

Piece carriers	2
Piece examiners	4
Stitcher	1
Dampers	2
Calendar man	1
Machine folders	2
Back folders	2
Table folders	2
Stamper	1
Cut looker	1
	—
	18
	—

- N. B. 1. The basic minimum wages in the mills specified in Annexure I shall be Rs. 30—1—0 and the occupational wages and differentials and extra wages for extra workload higher than those prescribed shall be as specified in this Annexure.
2. The wages specified are for an average month of 26 working days of 8 hours each.
 3. The existing basis of efficiencies in the Fly Frames and weaving Departments will continue until efficiencies are fixed millwise under Clause (14) of the settlement.
 4. The wages for task work are based on efficiencies to be fixed for each kind of work.
 5. The wages and wage differentials for the classifications in Annexure II are as follows:

<i>Classification</i>	<i>Grade</i>	<i>Wages</i>
		Rs. A. P.
Unskilled	I	30-1-0
Unskilled	II	30-14-0
Unskilled	III	32-8-0
Unskilled	IV	34-2-0
Semi-skilled	I	35-12-0
Semi-skilled	II	37-6-0
Semi-skilled	III	39-13-0
Semi-skilled	IV	42-4-0
Skilled	I	44-11-0
Skilled	II	47-2-0
Skilled	III	50-6-0
Skilled	IV	54-7-0
Special Grade		58-8-0

Sd. P. S. Chinnadurai

Sd. K. N. Chinnayyan

Sd. N. Ramakrishnan

Sd. V. Balasundaram

Sd. K. Venkatesalu

Workloads of Spindles translated to proportions of machines for alloc:

WORKLOADS COUNT RANGE	130		150		200		266	
Spindles on Frames	Below 10s		10s to 16s		16s to 26s		28s to 32s	
	Sides	Spindles	Sides	Spindles	Sides	Spindles	Sides	Spindles
304	1	152	1	152	1-1/3	202/203	1-3/4	266
308	1	154	1	154	1-1/3	205	1-3/4	269/270
312	1	156	1	156	1-1/3	208	1-3/4	273
324	3/4	121/122	1	162	1-1/2	203	1-2/3	270
328	3/4	123	1	164	1-1/4	205	1-2/3	272/273
336	3/4	126	1	168	1-1/5	201/202	1-2/3	280
344	3/4	129	1	172	1-1/5	206/207	1-2/3	268/287
348	3/4	130/131	1	174	1-1/5	208/209	1-2/3	290
352	3/4	132	1	176	1-1/5	211/212	1-1/2	264
356	3/4	133/134	1	178	1-1/5	213/214	1-1/2	196
360	3/4	135	1	180	1-1/5	216	1-1/2	270
364	3/4	135	1	182	1-1/5	218/219	1-1/2	273
368	3/4	138	1	184	1-1/5	220/221	1-1/2	276
380	3/4	142/143	1 3/4	190 142/143	1 1-1/5	190 228	1-1/2	285

Sd. N. Ramakrishnan

Sd. V. Balasundaram

Sd. K. Venkatesalu

Workloads of Spindles translated to proportions of machines for allocation of work.

WORKLOADS COUNT RANGE	130		150		200		266		300	
	Below 10s		10s to 16s		16s to 26s		28s to 32s		34s to 44s	
	Sides	Spindles	Sides	Spindles	Sides	Spindles	Sides	Spindles	Sides	Spindles
384	3/4	144	3/4 1	144 192	1 1-1/5	192 228	1-1/2	288	1-2/3	32
388	3/4 2/3	145/146 128/129	3/4 1	145/146 194	1 1-1/5	194 232/233	1-1/3 1-1/2	258/259 292	1-1/2 1-2/3	29 323/32
396	2/3	132	3/4	148/149	1	198	1-1/3	264	1-3/5	310/31
400	2/3	133/134	3/4	150	1	200	1-1/3	266/267	1-1/2	29
404	2/3	134/135	3/4	151/152	1	202	1-1-3	269/270	1-1/2	30
408	2/3	136	3/4	153	1	204	1-1-3	272	1-1/2	30
412	2/3	136/137	3/4	154/155	1	206	1-1-4 1-1/3	257/258 274/275	1-1/2	30
416	5/8 2/3	130 138/139	3/4	156	1	208	1-1/4 1-1/3	260 277/278	1-1/2	30
420	2/3 5/8	140 130/131	3/4	156	1	210	1-1/4 1-1/3	262/263 280/281	1-1/2	31
424	2/3 5/8	140/141 132/133	3/4	159	1	212	1-1/4 1-1/3	265 280/281	1-1/2	31
428	5/8 2/3	133/134 142/143	3/4	160	1	214	1-1/4 1-1/3	267/268 285	1-1/2 1-1/2	31 32

380	3/4	142/143	1 3/4	190 142/143	1 1-1/5	190 228	1-1/2	285
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Sd. N. Ramakrishnan

Sd. V. Balasundaram

Sd. K. Venkatesalu

Workloads of Spindles translated to proportions of machines for alloca

WORKLOADS COUNT RANGE	130		150		200		266	
Spindles on Frames	Below 10s		10s to 16s		16s to 26s		28s to 32s	
	Sides	Spindles	Sides	Spindles	Sides	Spindles	Sides	Spindles
432	3/5	129/130	3/4	164	1	216	1-1/4 1-1/3	270 288
436	3/5	130/131	3/4 2/3	163/164 144/145	1 7/8	218 190/191	1-1/4 1-1/3	272/273 290/291
440	3/5	132	3/4 2/3	165 146/147	1 7/1	220 192/193	1-1/5 1-1/3	264 293/294
444	3/5	133/134	3/4 2/3	166/167 148	1 7/8	222 194	1-1/5	266/267
448	3/5	135	2/3	150	1 7/8	224 196	1-1/5	269
452	3/5	135/136	2/3	150/151	1 7/8	226 197/198	1-1/5	271/272
456	3/5	136/137	2/3	152	7/8 1	199/200 228	1-1/5 1-1/4	273/274 285
460	3/5	138	2/3	153/154	7/8 1	201 230	1-1/5	276
464	3/5	139/140	2/3	154/155	1 7/8	232 203	1-1/3 1-1/5	309 278/279
496	1/2	124	2/3	165	4/5	198/199	1	248

Sd. N. Ramakrishnan

Sd. V. Balasundaram

Sd. K. Venkatesalu

**Settlement arrived at by agreement between the Managements of
40 Mills mentioned in Annexure I hereto and
The Coimbatore District Textile Jobbers' Union, Coimbatore (INTUC) under Section 18
of The Industrial Disputes Act of 1947 (Act XIV of 1947)
as modified upto the 4th of September 1956**

- Name of Parties : The Textile Mills mentioned in Annexure I of the agreement hereto
and
The category of workers generally grouped under "Jobbers and Maistries"
employed in the mills mentioned in Annexure I.
- Representing
Employers : Sri R. Doraiswamy, Honorary Secretary, The Southern India Mill-owners'
Association. Race Course. Coimbatore, Authorised Representative of the Mills
in Annexure I of the Agreement hereto.
- Representing
Employees : Sri K. Ramaswami Naidu, President, The Coimbatore Dist. Textile Jobbers'
Union, Coimbatore (INTUC.)
- Short Recital of
the case : Whereas a dispute between the parties relating to occupational nomenclature,
duties, workloads, basic wages, differentials in wages and production bonus
of the categories of workers generally grouped under "Jobbers and Maistries"
the parties have come to a settlement of the dispute, the terms thereof are
as hereunper :
- 1 That this Settlement shall cover (1) the categories of jobbers, maistries and (2) workers,
employed in the mills mentioned in Annexure II-A and II-B hereto.
 - 2 That this Settlement shall be deemed to have taken effect on and from 1-10-1956
in respect of wages and shall take effect on 1-5-1957 in respect of workloads.
 - 3 That this settlement shall be in force for a period of Five Years from 1-5-1957 provided
that, after the expiry of three years from the said date, it shall be open to either party to
seek modification or revision of any or all the clauses of this Settlement in relation to any
or all the mills mentioned in Annexure I provided that the party seeking modification or
revision shall give three months notice in writing to the other party, setting forth reasons
for such modification or revision.
 - 4 That the nomenclature, duties, workloads, basic wages, differentials in basic wages and
production bonus of jobbers, maistries and workers covered by this settlement shall be
in accordance with the Annexures II-A, II-B, III and IV hereto.
 - 5 That where the basic wages of any jobber, maistry or worker in the permanent employ-
ment of the mills listed in Annexure I hereto is not prescribed in Annexure IV hereto the
basic wages and workloads of such jobbers or maistry shall be in accordance with the
recommendations of the Tripartite Textile Enquiry Committee in its Report published
under G. O. M. S. No. 4150 dated 10-9-1953 by the Government of Madras.

**Settlement arrived at by agreement between the Managements of
40 Mills mentioned in Annexure I hereto and
The Coimbatore District Textile Jobbers' Union, Coimbatore (INTUC) under Section 18
of The Industrial Disputes Act of 1947 (Act XIV of 1947)
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Name of Parties : The Textile Mills mentioned in Annexure I of the agreement hereto
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The category of workers generally grouped under "Jobbers and Maistries"
employed in the mills mentioned in Annexure I.

Representing
Employers : Sri R. Doraiswamy, Honorary Secretary, The Southern India Mill-owners'
Association. Race Course, Coimbatore, Authorised Representative of the Mills
in Annexure I of the Agreement hereto.

Representing
Employees : Sri K. Ramaswami Naidu, President, The Coimbatore Dist. Textile Jobbers'
Union, Coimbatore (INTUC.)

Short Recital of
the case : Whereas a dispute between the parties relating to occupational nomenclature,
duties, workloads, basic wages, differentials in wages and production bonus
of the categories of workers generally grouped under "Jobbers and Maistries"
the parties have come to a settlement of the dispute, the terms thereof are
as hereunper :

- 1 That this Settlement shall cover (1) the categories of jobbers, maistries and (2) workers,
employed in the mills mentioned in Annexure II-A and II-B hereto.

6 Notwithstanding the provisions of clauses 4 and 5 above (a) where any jobber or maistry
in any mill has been started on the higher basic wage than that prescribed in this Settle-
ment and the said jobber, maistry or worker has been paid increments on the basis of such
higher basic wages, the same shall continue and shall not be reduced. (2) Where any
jobber, or maistry or worker in any mill has been paid higher rate of production bonus than
that prescribed herein, such higher rates linked to production shall continue.

7 Where in any mill, the existing workloads of jobbers, maistries or workers is higher
than those prescribed and agreed to in this Settlement, the said higher workload shall
not be reduced, but for the workload in excess of what is prescribed and agreed to
herein, extra wages as prescribed in Annexure IV hereto shall be paid.

8 Where in any of the mills mentioned in Annexure I, existing workloads of any jobber,
maistry or worker mentioned in Annexures II-A and II-B, is lower than that prescribed
and agreed to herein, such lower workload shall, be raised to the level prescribed herein.

9 That no jobber maistry or worker mentioned in Annexures II-A and II-B and who is
now in the permanent employment of the mills and rendered surplus, as a result of the
revision of workloads agreed to herein, shall be retrenched by reason of being rendered
surplus but shall be continued in employment in the same or suitable alternate occupation

- 15 Where any special increments or allowance other than dearness allowance is being paid to any individual in any of the mills specified in annexure I, it shall be entirely within the discretion of the management of such mill in which such individual is working, to add the said increment or allowance, in case such individual coming within category in Annexure II-A is not benefitted by the terms of this Settlement. And this future annual service increments shall be calculated and paid at 0-0-4 (pies) in the Rupee of the basic wage prescribed herein for his occupation in Annexure IV.
- 16 Arrears of wages upto 31-3-1957 calculated on the basis of this Settlement shall be paid on or before 3rd May, 1957.
- 17 Where in any mill, consequent to implementation of this Settlement any anomalies or discrepancies occur in relation to any worker or jobber, maistry or any category covered by this Settlement, it shall be open to the management of the concerned mill in its discretion to fix suitable workloads and wages in relation to such individual or categories to remedy such anomaly or discrepancy.
- 18 That any dispute or difference of opinion relating to the interpretation of any clause in this Settlement shall be discussed and resolved between the concerned management and a representative of the Jobbers' Union and in the event of there being no settlement by discussion, such dispute or difference shall be left to the Arbitration of such party, as the concerned management and representative of the Jobbers' Union may agree to.

In WITNESS WHEREOF the parties hereunto set their hands this Twentyfourth day of April, One thousand Nine hundred and Fiftyseven.

For MILLS IN ANNEXURE I
Sd. R. DORAISWAMY
(24-4-57)
Hony. Secretary
Southern India Millowners'
Association

For CATEGORIES OF JOBBERS'
MAISTRIES & WORKERS SPECIFIED
IN ANNEXURE II-A and II-B
Sd. K. RAMASWAMY
24-4-57
President
The Coimbatore Dist. Textile Jobbers Union
(INTUC)

Parties signed this Settlement before me :
Sd. T. S. RAMAKRISHNAMA RAJAH
Labour Officer, Coimbatore
24-4-57

now in the permanent employment of the mills and rendered surplus, as a result of the revision of workloads agreed to herein, shall be retrenched by reason of being rendered surplus but shall be continued in employment in the same or suitable alternate occupation

ANNEXURE I

LIST OF MILLS

- 1 The Coimbatore Spinning & Weaving Co. Ltd., Coimbatore.
- 2 The Kaleeswarar Mills Limited, Coimbatore.
- 3 The Somasundaram Mills (Pvt.) Ltd. Coimbatore.
- 4 The Lakshmi Mills Company Limited, Coimbatore.
- 5 The Radhakrishna Mills Limited, Peelamedu, Coimbatore.
- 6 The Sri Rangavilas Gng, Spg. & Wvg. Mills Ltd., Coimbatore
- 7 The Kumaran Mills Limited, Coimbatore.
- 8 The Sri Karthikeya Spg. Wvg. Mills (Pvt) Ltd., Coimbatore.
- 9 The Sri Balasubramania Mills Ltd., Singanallur, Coimbatore.
- 10 The Janardhana Mills Limited, Singanallur, Coimbatore.
- 11 The Coimbatore Cotton Mills Ltd., Singanallur, Coimbatore.
- 12 The Coimbatore Kamala Mills Ltd., Singanallur, Coimbatore
- 13 The Kothari Textiles Ltd., Singanallur, Coimbatore.
- 14 The Vasantha Mills Ltd., Singanallur, Coimbatore.
- 15 The Saroja Mills, Limited, Singanallur, Coimbatore.
- 16 The Kasthuri Mills Limited, Singanallur, Coimbatore.
- 17 Cambodia Mills Limited, Singanallur, Coimbatore.
- 18 The Kadri Mills (Cbe) Limited, Odderpalayam, Coimbatore.
- 19 The Jayalakshmi Mills Ltd., Singanallur, Coimbatore.
- 20 The Rajalakshmi Mills Ltd., Singanallur, Coimbatore.
- 21 The Pankaja Mills Ltd., Coimbatore.
- 22 The Sri Kannapiran Mills Ltd., Sowripalayam, Coimbatore.
- 23 The Gnanambikai Mills Ltd., Vellaikkinar, Coimbatore.
- 24 The Sri Palamalai Ranganather Mills Ltd., Perianaickenpalayam, Coimbatore.
- 25 The Vijayalakshmi Mills Ltd., Kuniamuthur, Coimbatore.
- 26 The Sri Sarada Mills Ltd., Podanur, Coimbatore.
- 27 The Lotus Mills Limited, Sundarapuram, Coimbatore.
- 28 The Ramakrishna Mills Ltd., Ganapathy, Coimbatore.
- 29 The Sivananda Mills Ltd., Siravanampatti Coimbatore.
- 30 The Venkatesa Mills Ltd., Udumalpet.
- 31 The Palani Andavar Mills Ltd., Udumalpet.
- 32 The Thirumurthi Mills Ltd., Udumalpet.

- 33 The Premier Mills (Cbe.) Ltd., Pulankinar, Udumalpet.
- 34 The Dhanalakshmi Mills Ltd., Tirupur.
- 35 The Sri Ramalinga Choodambikai Mills Ltd., Tirupur.
- 36 The Asher Textiles Ltd., Tirupur.
- 37 The Pollachi Bagyalakshmi Mills Ltd., Pollachi.
- 38 The Jothi Mills, Perianaickenpalayam, Colmbatore.
- 39 Sri Varadaraja Textiles (Pvt.) Ltd., Coimbatore.
- 40 The Coimbatore Murugan Mills Limited., Coimbatore.

Sd. R. DORAISWAMY
(24-4-57)
Hon. Secretary
The Southern India Millowners
Association.

Sd. K. RAMASWAMY
(24-4-57)
President
The Coimbatore Dist
Textile Jobber's Union (INTUC)

(Sd.) T. S. RAMAKRISHNAMA RAJAH
(24-4-57)
Labour Officer
Coimbatore

ANNEXURE II-A

Categories of Jobbers & Maistries

GODOWN & MIXING DEPT	:—	1 Maistry 2 Asst. Maistry
BLOWROOM DEPARTMENT	:—	3 Head Jobber 4 Jobber 5 Jobber cum Oiler
CARDING DEPARTMENT	:—	6 Head Jobber 7 Jobber 8 Jobber cum Oiler 9 Fitter (Grade I) Fitter (Grade II) 10 Asst. Fitter
SPEED FRAME DEPARTMENT	:—	11 Head Jobber 12 Jobber 13 Jobber cum Oiler 14 Fitter (Grade I) Fitter (Grade II) 15 Asst. Fitter
COMBING DEPARTMENT	:—	16 Fitter or Jobber
SPINNING DEPARTMENT	:—	17 Head Jobber 18 Asst. Head Jobber 19 Line Jobber 20 Doffing Jobber 21 Fitter (Special Grade) 22 Fitter (Grade I) Fitter (Grade II) 23 Asst. Fitter
REELING DEPARTMENT	:—	24 Maistry
BUNDLING DEPARTMENT	:—	25 Maistry

ROLLER COVERING DEPT :— 26 Maistry
 27 Roller coverer

DOUBLING DEPARTMENT :— 28 Jobber

WINDING DEPARTMENT :— 29 Jobber or Fitter
 30 Jobber cum Oiler

WARPING DEPARTMENT :— 31 Maistry

WEAVING DEPARTMENT :— 32 Sizing Jobber
 33 Weaving Head Jobber
 34 Weaving Asst. Head Jobber
 35 Jobbers (3 or 4 loom system Weaving shed)
 36 Jobbers (2 loom system Weaving Shed)
 37 Fitter
 38 Drawing-in-Jobber
 39 Fancy Jobber
 40 Jobber (Warehouse)

Sd. R. DORAISWAMI
 24—4—57

Sd. K. RAMASWAMY
 24—4—57

Sd. T. S. RAMAKRISHNAMA RAJAH
 24—4—57
 Labour Officer
 Coimbatore.

ANNEXURE II-B

Categories of Workers

BLOWROOM DEPARTMENT	:— 1 Oiler
CARDING DEPARTMENT	:— 2 Grinder cum Oiler 3 Grinder alone 4 Oiler
SPEED FRAME DEPARTMENT	:— 5 Oiler
SPINNING DEPARTMENT	:— 6 Oiler cum Tape stitcher
ROLLER COVERING DEPARTMENT	:— 7 Assistant Roller Coverer
DOUBLING DEPARTMENT	:— 8 Oiler cum Tape stitcher
WINDING DEPARTMENT	:— 9 Oiler
WEAVING DEPARTMENT	:— 10 Oiler

Sd. R. DORAISWAMI
24-4-57

Sd. K. RAMASWAMY
24-4-57

Sd. T. S. RAMAKRISHNAMA RAJAH
24-4-57
Labour Officer
Coimbatore

- 12 In case individuals among the categories mentioned in Annexure II-A and II-B are not suitable for promotion to Fitters, management shall recruit Fitters directly and such Fitters shall be paid suitably but not less than that prescribed in Annexure IV.

GODOWN AND MIXING DEPARTMENT

GODOWN AND MIXING MAISTRY OR JOBBER

- a To supervise the work of men under him and to allocate for the various jobs as required.
- b To select bales or borahs of cotton and waste and process as instructed to assist the godown keeper.
- c To weigh all bulk materials, cotton bales, borahs, and all wastes, read out the correct weight and be responsible for correct weighment and for marking the numbers and weights on the materials weighed. To obtain all stores from the Stores and return the surplus ones.

BLOWROOM DEPARTMENT

1 Blow room Maistry or Jobber

- a To attend to the maintenance of machinery scouring and overhauling by routine check and regulate variations in lap weight and look the proper maintenance of guards, locking motions and fencing. To Check and regulate variations in lap weight.
- b To supervise and maintain belts, splice ropes and banding oil and clean machinery and keep the entire department free from dust and fluff.
- c To be generally responsible for the production and maintenance of discipline in the department, to issue outpasses to men working in his section when they go out.
- d In the case of temporary absence of any worker, the maistry shall arrange for the carrying out of the various duties in the department in such a way that no machine in the department is stopped during such absence.
- e Attend to erection, dismantling, re-erections, settings and ganging of machinery as required. Also attend to changing of counts as instructed by the higher authorities Assist in wrapping of laps.

QUALIFICATIONS :— Previous experience as a fitter in Blowroom where employed and wherever fitter is not employed, previous experience as blow room oiler or oiler cum maistry.

RELATION TO OTHER JOBS :— Promotion to Head Jobber in larger mills and where employed :

2 OILER :

- a To obtain all stores, oils, grease, ropes, belts, wheels, etc., from the stores and return surplus ones.
- b To oil and grease all bearings and all other moving parts as required always taking care to see that all oil holes are properly cleaned before oiling. To report to the maistry the defects noticed.
- c To keep all bearings cool, and all belts and ropes in a properly picked and efficient condition and also splice ropes.
- d To act as substitutes as per instructions of the Maistry wherever there is temporary absence of workers in the department so that the work in the department will not suffer.
- e Generally to assist the maistry during repairs, erection of machines and adjustment in machines till the machine is put in perfect running conditions.
- f To act as maistry in the absence of the latter. To Keep the Fire Buckets replenished, to arrange to keep open or close the doors, and ventilators as required with the assistance of the other workers in the department.

QUALIFICATIONS :— Previous experience as breaker scutcher or Inter scutcher finisher scutcher attendant.

RELATION TO OTHER JOBS :— Promotion to Jobber Cum oiler, Fitter where employed and where there is no Fitter, promotion as Maistry.

CARD ROOM

1. OILER :

- a To attend to splicing of belts.
- b To assist the Maistry in attending to repairs. To assist grinder and maistry in grinding and gauging also.
- c To get all stores oil, etc., to the department from the General Stores and return all surplus wheels and other articles not required in the department.
- d To keep all the fire buckets replenished as found necessary with the help of the fly carrier cum sweepers.
- e Whenever separate shafting oilers are not provided these oilers will attend to greasing or oiling of plumber blocks in the line shafting of his section, keeping the shafting clean and bright, to arrange to keep open or close the doors and ventilators.
- f To act as grinder or maistry in their absence.
- g To oil and grease all bearings and all other moving parts as required, always taking care to see that all oil holes are properly picked before oiling.
- h To dress all belts and ropes as directed and to keep pedestals and bearing of group drive clean.

QUALIFICATIONS :— Previous experience as Stripper.

RELATION TO OTHER JOBS :— Promotion as grinder or maistry.

2 GRINDER CUM OILER :—

- a To attend to bent or damaged wires on cylinder, doffer and flats, to keep all the grinding rollers perfectly set, adjusted and to grind the cards completely as required.
- b To attend to splicing of ropes, bands, belts and keep all the grinding rollers in proper condition.
- c To set and run burnishing rollers as found necessary. Also to attend to grinding burnishing, lickerin and flats as and when required. To assist in mounting and gauging erections, dismantling and re-erection of machinery.
- d To keep the carding machine on grinding perfectly cleaned before the commencement of work.
- e To assist in changing wheels, dismantling and refitting the cleaned parts of the coiler, slow motion gear wheels side shaft as desired. To be of assistance when cards are mounted, gauged and be responsible for all tools entrusted.
- f To get all stores, oil etc., to the card room section from the General Stores and return all surplus wheels and other articles not required in the department and to do all the duties of carding oiler also.
- g To keep all fire buckets replenished as found necessary with the help of the fly carrier cum sweeper.
- h To attend to the greasing or oiling of plumber blocks in the line shafting of his section, keeping the shafting clean and bright.
To act as a substitute in temporary absence according to the instructions of maistry in the card room and act as maistry as and when required.
- j To assist the Maistry in attending to repairs.
- k To oil and grease all bearings and all other moving parts as required always taking care to see that all oil holes are properly picked before oiling.

QUALIFICATIONS :— Previous experience as stripper or oiler is necessary.

RELATION TO OTHER JOBS :— Promotion to grinder or flat clothier cum grinder or Licker-in clothier cum grinder or fitter wherever employed, where not employed, promotion as card room maistry.

3 GRINDER :— (Doing grinding alone)

- a To keep the Carding machine on grinding perfectly cleaned every morning before commencement of work.
- b To dust the cylinders and doff by brush as desired.
- c To attend to bent or damaged wires on cylinder, doffer and flats, to keep all the grinding rollers perfectly set, adjusted and to grind the cards completely as required.

QUALIFICATIONS :— Previous experience as Stripper.

RELATION TO OTHER JOBS :— Promotion as grinder or maistry.

2 GRINDER CUM OILER :—

- a To attend to bent or damaged wires on cylinder, doffer and flats, to keep all the grinding rollers perfectly set, adjusted and to grind the cards completely as required.
 - b To attend to splicing of ropes, bands, belts and keep all the grinding rollers in proper condition.
 - c To set and run burnishing rollers as found necessary. Also to attend to grinding burnishing, lickerin and flats as and when required. To assist in mounting and gauging erections, dismantling and re-erection of machinery.
 - d To keep the carding machine on grinding perfectly cleaned before the commencement of work.
 - e To assist in changing wheels, dismantling and refitting the cleaned parts of the coiler, slow motion gear wheels side shaft as desired. To be of assistance when cards are mounted, gauged and be responsible for all tools entrusted.
 - f To get all stores, oil etc., to the card room section from the General Stores and return all surplus wheels and other articles not required in the department and to do all the duties of carding oiler also.
 - g To keep all fire buckets replenished as found necessary with the help of the fly carrier cum sweeper.
 - h To attend to the greasing or oiling of plumber blocks in the line shafting of his section, keeping the shafting clean and bright.
- To act as a substitute in temporary absence according to the instructions of maistry in the card room and act as maistry as and when required.
- j To assist the Maistry in attending to repairs.
 - k To oil and grease all bearings and all other moving parts as required always taking care to see that all oil holes are properly picked before oiling.

QUALIFICATIONS :— Previous experience as stripper or oiler is necessary.

RELATION TO OTHER JOBS :— Promotion to grinder or flat clothier cum grinder or Licker-in clothier cum grinder or fitter wherever employed, where not employed, promotion as card room maistry.

3 GRINDER :— (Doing grinding alone)

- a To keep the Carding machine on grinding perfectly cleaned every morning before commencement of work.
- b To dust the cylinders and doff by brush as desired.
- c To attend to bent or damaged wires on cylinder, doffer and flats, to keep all the grinding rollers perfectly set, adjusted and to grind the cards completely as required.

- d To dismantle the feed plate, feed roller, lickerin and clean thoroughly and fit them just before setting the Card.
- e To dismantle, clean and refit calender, coiler, slow motion gear wheels and side shaft and its wheels etc.
- f To check the oil level in the bathe of flat driving and comb box.
- g To check oil holes on block shafts and to lubricate the flat ends with graphite.
- h To gauge and set the card completely as required.
- i To set and run burnishing rollers as found necessary. Also to attend to grinding burnishing of lickerin and flats as directed. To assist in mounting and gauging, erections dismantling and re-erection of machinery.
- j To keep all the grindings and burnishing rollers in proper condition and to clothe them as desired.
- k To change wheels in the department as directed.
- l To be of assistance when cards are mounted and gauged and be responsible for all tools entrusted,
- m To act as a substitute in temporary absence according to the instructions of maistry in the Card room and act as maistry as and when required.
- n To assist the Maistry in attending to repairs.

QUALIFICATIONS :— Previous experience as Oiler or Oiler cum-Grinder is necessary.

RELATION TO OTHER JOBS: Promotion to Fitter wherever employed or where not employed, promotion as Card Room Maistry.

4 CARDROOM FITTER :

To attend to erection, re-erection, overhauling and proper maintenance of cards and other machines and auxiliaries in the Carding Department. To attend clothing on cards mount flats, lickerin and attend to grinding, gauging and setting.

QUALIFICATION :— Previous experience as oiler or grinder cum oiler or grinder or flat clothier cum grinder or lickerin clothier cum grinder.

RELATION TO OTHER JOBS :— Promotion to Maistry.

5 CARDROOM MAISTRY OR JOBBER :

- a To supervise the work of all the men working in his section.
- b To attend to repairs, change of wheels, control of labour and issue of outpasses to his section men.

- c. To bring to the notice of the higher authorities difficulties that he comes across in his day-to-day work.
- d. To gauge, set and adjust, the machinery in his section to maintain the proper working of his section, to look after the grinding also.
- e. To do clothing cards, mounting of lickerin flats grinding and mounting and the erection, dismantling and re-erection of machinrey and other equipments in his department.

QUALIFICATIONS :— Previous experience as oiler or oiler cum grinder or grinder or flat clothier cum grinder or lickerin clothier cum grinder or fitter, where employed.

RELATION TO OTHER JOBS:— Promotion to Asst. Head Jobber or Head Jobber where employed.

COMBING DEPARTMENT

COMBING MAISTRY OR JOBBER:—

To be responsible for production and maintenance of the machinery in combing section for production and for the supervision of the men working in his section. To attend to crection, dismantling and re-crection of the machinery in his department, reeedling of top combs and cylinder as required. To get all the Stores from the stores for his section and return the surplus to the Stores. To lubricate the machines in his department.

QUALIFICATIONS :— Previous experience as a fitter where employed as a combing tenter where fitter not employed.

RELATION TO OTHER JOBS:— Promotion to Head Jobber where employed.

FRAME DEPARTMENT (INCLUSIVE OF DRAWING AND SPEED FRAMES)

1 OILER :

- a. To oil and grease the gears, bearings as required.
- b. To apply belt dressing to the belts, renew leather rollers and top and under clearers as found necessary.
- c. To obtain all stores, wheels etc., for this section returning surplus ones.
- d. To oil collars twice a week with the assistance of the doffing boys and/or with the assistance of machine tenters.
- e. To attend to oiling and greasing of plumber blocks in the line shafting in his section and keep the shaft bright and clean, wherever separate shafting oiler is not provided.

- f To manage the sweepers in the discharge of their duties and to assist the maistry in starting the new and/or re-erected or repaired frames.
- g To act as maistry in the latter's absence and to maintain the belts of the machines in good condition.
- h To do belt stitching, apply belt clips, in the absence of mochi.
- i To keep all fire buckets replenished with water once in a week with the help of the sweepers.
To arrange to keep the roofs, ventilators, doors and floor etc., in the department clean.
To keep open and close the windows and doors, etc.,
- k To look after the cleaning of the machines in his section.
- l To bring all tops and bottoms clearer rollers duly clothed and return damaged ones and replace the same in the machines.
- m To bring all covered rollers and replace them for damaged ones.
- n To supervise the doffing work whenever necessary.
- o To check up waste on every machine, receive and remove the waste to godown with the help of doffers after the wastes are duly picked.

QUALIFICATIONS :— Previous experience as slubbing tenter.

RELATION TO OTHER JOBS :— Promotion to Fitter where employed, where not employed as frame section maistry.

2 FITTER

To attend to routine gang cleaning, overhauling and proper maintenance of machinery in frames section and report the same and also intimate the stoppage of machinery daily with duration and reasons therefor.

QUALIFICATIONS :— Previous experience as oiler where employed in frame section.

RELATION TO OTHER JOBS :— Promotion to Maistry.

3 MAISTRY OR JOBBER

- a To supervise menworking in his section **INCLUSIVE OF ALL FLY FRAMES AND DRAW FRAMES** attend to doffing, repair charge of the wheels, general maintenance and upkeep of the department, check up production, check up oiling of the frames in his charge.

- b To grant leave and issue outpasses to workers of the section.
- c To bring to the notice of the higher authorities difficulties that he meets with.
- d To gauge, set and adjust the machines with the assistance of the fitter or oiler.
- e In the absence of the fitter attend to his duties also.
- f To attend to erection, dismantling, overhauling, gauging, setting and re-erection of machinery and equipments in his section.
- g Check up each machine and daily production and waste, doffing etc, and be responsible for maintaining the efficiency of the department.
- h Check up single and double roving and see that no bobbin is damaged or uneven ends passed through rovings.
- i Check the coverings clearer rollers and other parts of the machinery and arrange for replacement of the damaged one.
- j See no spindle is left idle.

QUALIFICATIONS :— Previous experience as an oiler or fitter.

RELATION TO OTHER JOBS :— Promotion as Head Jobber where employed.

SPINNING DEPARTMENT

GENERAL : Line Jobbers, Doffing Jobbers and Oilers should start the machines at the commencement of the shift and stop them at the end of the shift, and attend to speeds of the machines as directed.

1 OILER CUM TAPE STITCHER OR OILER CUM BANDER :

- a To obtain stores, change wheels and other articles with the help of the sweepers among the doffing boys, return surplus to stores, to get the covered roller aprons and replace the damaged ones.
- b To tie bands or stitch tapes without twist and of correct length.
- c To clean the jockey pulleys, lingnum vitao bearings and apply plumbago power for the jockey pulley shafts, repairs, alter and adjust the jockey pulley angle wherever necessary, to enable the tape to run in the centre of the jockey pulley.
- d To see that no usable banding or tapes are wasted.

- e Not to allow spindles to remain idle by in attention.
- f Generally to co-operate with the the doffing jobber in his work and act as doffing jobber in his absence.
- g To keep scissors, outpasses and all tools safe.
- h To clean, oil and maintain the sewing machine in perfect condition. To arrange to keep all fire buckets replenished as and when necessary with the help of sweeps.
- i To clean, oil and grease all parts of ring frames as required. To arrange to carry all wastes to godown with the help of doffing boys and sweepers duly picked.
- j Attend to oiling and other duties of oiler in doubling and winding in such mills where the numbers of doublers and winders are few and where there is no separate oiler in winding departments, if he has no sufficient work in oiling the spinning frames.
- k To stitch old Card fillet foundation as also belts for Lessona drive and empty bobbin carrier or conveyor lattice in the winding department and any other stitching work if in practice.
- l To bring all leather covered rollers from the Roller Covering Department and to serve them in the department for replacement of worn out ones.

QUALIFICATIONS:— Previous experience as reserve piecer.

RELATION TO OTHER JOBS:— Promotion to doffing jobber.

2 DOFFING JOBBER :

- a Arrange or allocate the doffers and supervise the duties of doffers sweepers and bobbin procurers in their work.
- b To act in the place or assist the side jobber or arrange in consultation with the side jobber to carry out the duties of the oiler cum tapè stitcher in the latter's absence either by reserve piecer or any other suitable worker in his department, and also be responsible for all their duties and maintain the section clean with maximum efficiency. To see that roving ends and bondas are not thrown on the floor.
- c To maintain proper speed on ring frames. To start and stop the frames for doffing and at the beginning and end of shift doff the frames at proper intervals as desired and that quickly. Grant outpasses to doffers and sweepers.
- d To assist the line jobber to change all change wheels as required and to see that empty bobbins are pressed properly on the spindles with the hand and not struck with empties arrange to keep the doors or ventilators opened or closed or cleaned as required.

QUALIFICATIONS :— Previous experience as oiler or oiler cum bander or Oiler cum tape stitcher.

RELATION TO OTHER JOBS :— Promotion to Side Jobber.

3 SIDE JOBBER OR LINE JOBBER :

- a To be responsible for discipline production with minimum waste in his section, grant leave and outpasses to workers under him.
- b To change man on to the sides whenever necessary and arrange to relieve man who go out temporarily. To allocate workers to frames.
- c To write the absentee report for his line or lines of frames.
- d When there is a change-over in counts, make the necessary alterations including changing of wheels in the machines. To attend to minor repairs etc.
- e To see that no bandings or tapes are left unattended to or bobbins run out.
- f To direct the reserve piecers to attend to frames which are running bad.
- g To maintain leather rollers in good condition.
- h To see that his section of machine and the flooring around are kept clean.
- i To note down and submit the particulars of occupations in which individual worker is working.
- j To see the conditioning worker or cop carrier or Cum conditioning men tie the correct count label in each doff, in this section.
- k To supervise the work of the oiler cum tape stitchers, doffing jobbers, cleaning gang and generally all the workers in his section.
- l To check up productions on each machine daily and the waste produced thereon. Check up and arrange to replace damaged top and bottom clearer rollers, top leather covering aprons, etc.
- m To see that no vibrating and spindles out of gauge are left unattended to.
- n To see that ring rabbeth bobbins holes are picked whenever necessary and bobbins kept in good condition and bad bobbins removed to the allotted places. To see that his section of machines and flooring around are kept clean.

QUALIFICATIONS :— Previous experience as doffing jobber.

RELATION TO OTHER JOBS:— Promotion to Head Jobber or Asst. Head Jobber where employed.

4 FITTERS :

- a To do relining, resetting, attending to gauging and repairs and other duties as a fitter in assisting the side jobber.
- b To supervise and be responsible for the work of the cleaning gang. Check up the machines daily and attend to necessary repairs.
- c Attend to erection, dismantling, overhauling, gauging and re-erection setting and repairing of machinery and other equipment in the department as required.
- d To report to the higher authorities either orally or in writing the difficulties, repairs stoppage of machines if any with reason, replacements, breakages, missing parts, etc.
- e To maintain all machines in his department in good condition.
- f Keep all the tools, spanners, gauges and other equipments safely.

QUALIFICATIONS:— Previous experience as side Jobber or Asst. Fitter. Fitter if employed.

RELATIONS TO OTHER JOBS:— Promotion to Special Grade Fitter or Head Fitter or Head Jobber if employed.

ROLLER COVERING DEPARTMENT

1 ROLLER COVERER :

- a To get the required supply of roller skins, roller cloth, clearer cloth, glue and other required materials daily from the Stores.
- b To cut and size the roller skins to the required dimensions to level them with minimum waste.
- c To stamp the date of covering on the roller skins, to paste the edges and to splice them.
- d To remove the leather of all old and rejected rollers (Draw, Slubbing, Inter Roving Combing and Ring Rollers) received daily and to renew the worn out roller cloth wherever necessary.
- e To prepare the sticking paste, to cover the rollers with the pressed roller skins.
- f To finally end these rollers in the roller ending machines, to skin leather rollers as desired and also calendering of finished rollers in the calendering machine.

- g To cover the ring rollers with cork cots when desired.
- h Where separate Buffing machine attendant is not employed, to buff the cork cots old or new as required.
- i To renew the clearer cloth from drawing to roving frames and to stitch top clearers.
- j To cover the under clearer rollers and top clearer rollers of ring frames with clearer cloth. To cover the card room wooden clearer rods etc.
- k To keep his room clean and remove the waste. Be responsible for sufficient supply of leather synthetic rubber and accotex covered rollers, clearer rollers, aprons to all the sections of the mill and also maintain all the machines in the department duly oiled, well cleaned and in perfect condition.
- l To cut and prepare leather for aprons as required and replace the damaged ones.
- m To see that stoppage of machine does not occur for want of coverings, aprons or any other covered materials.

2 ROLLER COVERING MAISTRY OR JOBBERS :

To be responsible for sufficient supply of the requirements such as leather rollers, clearer rollers, etc., for preparatory and spinning department and to maintain properly the machines in his section. Check and be responsible for all the work of the Roller coverers. Do all the work of the Roller Coverer in his absence.

REELING DEPARTMENT

REELING MAISTRY OR JOBBER :

- a Generally to distribute work and ties, maintain discipline and quality of reeling.
- b To issue outpasses and to maintain an absentee register and to arrange reelers in place of absentee members.
- c To supervise the work of the reeler and to have the department kept clean with the assistance of the sweeper.
- d Do oiling and greasing, belt lacing of the reels, with the assistance of the sweeper. Search the women workers when they go out.
- e To check up the knots by routine and see that double ends are not allowed to pass and that there is no throwing ends.

- f Distribute scissors to the reelers and collect them back and be responsible for the maintenance of the same.

QUALIFICATIONS:— Previous experience as an efficient reeler.

RELATION TO OTHER JOBS:— Promotion to reeling Head Maistry in larger mills.

BUNDLING AND BALING DEPARTMENT

MAISTRY :

To supervise the work of men working in this section and generally be responsible for the output in this section and to maintain discipline.

- a To allot workers in the department.
- b To count and distribute labels as per count and workload to the knotters.
- c To instruct weighers and knot suppliers what count to be baled for the day.
- d To check whether all workers are doing their work properly and neatly.
- e To procure store articles from the Stores with the help of others.
- f To maintain workload and efficiency in his department.
- g To procure loose knots from reeling whenever there is shortage of knots.
- h To check whether correct number of knots are put in the bundles.
- i To check weight of knots for light and heavy.
- j Cardboard to be numbered.
- k On fine counts the bundles are to be weighed again to check that correct number of knots are put as per count.
- l To direct to put knots received from reeling into the bins as per countwar, ties, etc.
- m To issue outpasses to the workers.
- n To relieve the weigher for going out temporarily.
- o To see and check that packing of bales is done as per instructions given to him by superiors.
- p To maintain discipline in the department.

WINDING DEPARTMENT

1 OILER:

- a To obtain all stores, wheels, etc., for the department and returning surplus ones and to oil the gears after cleaning them if required and to assist the maistry in department to oil and grease the machine.
- b To act as maistry in his absence. To assist maistry and fitter in their work. To open and close the windows and doors and lock the same as desired and hand over the keys to the watchman. To act as Maistry or Fitter.
- c To keep all the fire buckets replenished with the help of the other workers.
- d To keep oil canes, trays and oil and grease containers clean and neat.
- e To maintain, lace belts, splice ropes and bandings and replace and renew all the belts wherever necessary. Dress the belts with fastners or clips.
- f To keep the department clean and neat and arrange collecting, assorting and delivering of waste in places provided or to the godown.

2 FITTER:

- a To attend to machine maintenance and to overhaul, and in addition, to help the maistry in the department.
- b To attend to erection, overhauling, dismantling and re-erection, gauging and setting of machinery.
- c Attend to all repairs and adjustments in the machine in his department.
- d To keep all the tools safety.
- e To act as a maistry in the latter's absence.
- f Report to higher authorities orally or in writing about repairs, stoppage of machine, with reasons, replacements, breakages, missing parts, etc.

QUALIFICATIONS:— Previous experience as an oiler.

3 WINDING MAISTRY:

- a To allot spindles and counts of yarn for the winding machine.
- b To check bad working.

- c To get broken bandings tied up for the winding machine.
- d To start and stop machines.
- e To oil all winding machines if there is no oiler.
- f To help winders in stocking up empty and full warper bobbins.
- g To collect waste in clean conditions and send to waste godown.
- h To help in counting bobbins during stock-taking time.
- i To supervise entire department and keep the bobbins countwar.
- j To see that all the safety covers and guards are always kept in position.
- k Distribute and collect the knotter machines or devices and be responsible for the same.
- l If female maistry, to search female winders.
- m Be responsible for production and maintenance of machine in the department.
- n To report to higher authorities either orally or in writing the difficulties in working, stopage of machinery if any with reasons, repairs replacements, missing parts, etc.
- o To keep all the tools and other equipments in safe custody.
- p To attend to all repairs, erection, dismantling overhauling re-erection gauging and setting of Machinery if there is no fitter. If there is a fitter, he is to assist the maistry.
- q To assist. in weighing full cans or bobbins.
- r To attend to all repairs, erection, dismantling, over-hauling re-erection gauging and setting of machinery if there is no fitter. If there is a fitter, he is to assist the maistry.

QUALIFICATIONS :— Expertenced Oiler, if not, experienced as a winder.

DRAWING-IN DEPARTMENT

DRAWING-IN-MAISTRY :

- a To submit a list of drawn and undrawn beams in stock as per stamp numbers and size of looms falling vacant during the day.
- b To facilitate the work of the sizing clerk.
- c To supervise generally the work of the framers, reed and heald repairers and makers.
- d To lubricate and maintain drawing-in-machinery and other equipment in good condition and keep the department clean and neat with the help of the workers.
- e Lay pattern in the healds and doobby lattices and be responsible for the condition of the healds, reeds, etc.

QUALIFICATIONS:— Previous experience as drawers-in.

RELATION TO OTHER JOBS:— Promotion to Drawing-in Head Maistry - in larger mills.

WEAVING DEPARTMENT

1 OILER.

- a To get all stores requirements from Stores.
- b To oil the machine daily.
- c To take the broken damaged parts to the machine shop or required place for repairs and bring the same after repairing.
- d To do roof cleaning also with the assistance of the sweepers.
- e To work under the jobbers and assist the jobbers during repairs.
- f To keep the fire buckets replenished, with the assistance of the shed cleaner or sweeper.
- g Stamp the cloth on the looms denoting the respective shift production.
- h To open the windows, Ventilators and doors and close and lock the same as required and hand over the key as required with the assistance of sweepers or cleaners.
- i To remove the broken and damaged parts of the machine and equipment to the stores with the assistance of the Head Cleaner or sweeper, as directed.
- j To arrange to pick and collect waste and deliver in specified places or godowns with the help of sweepers or cleaners.

QUALIFICATIONS:— Previous experience as winder (male)

RELATION TO OTHER JOBS:— Promotion to smash hand or Assistant Fitter if employed.

2 LINE JOBBERS:—

- a To attend to all repairs on looms allotted to them inclusive of changing pickers, and to allocate workers.
- b To depute acting weavers in place of absentees in consultation with Head Jobber.
- c To be responsible for the outturn and to keep up standard of efficiency.
- d To gait and change the wheels as per beam chit attached to the beam after the looms are cleaned by the weaver.
- e To check up all the bolts and nuts of the looms before gaiting a new beam.

- f To be responsible for breakages of loom parts due to defect in the looms and also for damages in the cloth.
- g To be responsible to maintain looms under him in good condition and see to the proper cleaning and oiling etc.,
- h Issue outpasses to workers in his section and arrange workers to look after the work for temporary absence.
- i Attend to setting, gauging, levelling and erection or re-erection of the machinery.

QUALIFICATIONS : Good experience as a four or more loom weaver or Fitter.

RELATIONS TO OTHER JOBS :— Promotion to Asst. Head Jobber or Head Jobber wherever employed.

ASST. HEAD JOBBER OR HEAD JOBBER :

- a To control and supervise the work of the following under him :
 - 1 All line jobbers including fancy jobbers,
 - 2 All carpenters, motchl, Oilers, weft suppliers and beam carriers.
- b To maintain loom in the shed in good condition regarding cleaning and to be responsible for efficiency and outturn.
- c Attend crection dismantling overhauling, re-erection, repairs gauging, setting of all machinery in the department.

QUALIFICATIONS :— Previous experience as line jobber.

4 WEAVING FITTER :

All the duties of the Winding Department Fitter, viz., the following to be attended to:—

- a To attend to machine maintenance and to overhaul, and in addition, to help the maistry in the department.
- b Attend to erection, overhauling, dismantling and re-erection, gauging and setting of machinery.
- c Attend to all repairs and adjustments in the machines in his department,
- d To keep all the tools safely.
- e To act as a maistry in the latter's absence.

f Report to higher authorities, orally or in writing about the repairs, stoppage of machine with reason, replacements, breakages, missing parts, etc.

QUALIFICATIONS:— Previous experience as efficient and experienced weaver, oiler or smash hand.

RELATION TO OTHER JOBS :— Promotion to Asst. Head Jobber or Head Jobber.

**DUTIES OF ALL HEAD JOBBERS, ASSISTANT HEAD JOBBERS, HEAD FITTERS,
SPECIAL GRADE FITTERS, ETC.**

IN GENERAL FOR ALL THE ABOVE CATEGORIES IN THE VARIOUS DEPARTMENT ;

Be responsible for production, complete maintenance of machinery and discipline in their department. Attend to erection, re-ercetion, overhauling and repairing of machinery and act as directed by the supervisors.

(Sd.) R. DORAISWAMY
24-4-57
Hony. Secretary
The Southern India Millowners'
Association

(Sd.) K. RAMASWAMY
24-4-57
The Coimbatore District
Textile Jobbers' Union
(INTUC)

(Sd.) T. S. RAMAKRISHNAMA RAJAH
24-4-57
Labour Officer
Coimbatore

ANNEXURE IV

**Workloads and Wages of Jobbers, Oilers, Fitters, Etc., in
Textile Mills in Coimbatore District**

- 1 The workloads and wages given hereunder are subject to the following :—
- 2 Wherever higher workloads exist, such higher workloads should continue.
- 3 Extra or less wages will be paid for extra or less workloads than that indicated hereunder, at 33-1/3% pro rata of the basic wage for more or less number of machines attended, provided nothing contained in this clause shall apply to Head Jobbers and Assistant Head Jobbers.
- 4 The basic wages and production bonus specified are for a month of 26 working days of eight hours each.

S. No.	Designation	Workloads	Basic wage	P. Bonus
			Rs. A. P.	Rs. A. P.
GODOWN AND MIXING				
1	Maistry	Existing Maistry to continue or one man for 10 or more workers	48—12—0	Nil
2	Asst. Maistry	Left to the choice of the management	39—13—0	Nil
BLOWROOM DEPARTMENT				
3	Head Jobber	Workloads given below	48—8—0	24—6—0
4	Jobber	do do	47—2—0	12—3—0
5	Jobber cum Oiler	do do	42—4—0	4—14—0
6	Oiler	do do	1—10—0 more than the previous wage for the occupation from which he is promoted.	Existing production Bonus if any to continue.

S. No.	Designation	Workloads	Basic wage Rs. A. P.	P. Bonus Rs. A. P.
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WORKLOADS :—

ONE OPENER LINE will have one Jobber cum Oiler for each shift.

TWO OPENER LINES will have the following :

FOR 2 SHIFT WORKING : One Oiler for each shift and one Jobber in the day.

FOR 3 SHIFT WORKING : One Jobber in the day and one Jobber cum Oiler for each shift.

Note : — But if there is a Head Jobber in existence, one Jobber will be employed and the Head Jobber will attend the latter's work.

THREE OPENER LINES will have one Jobber for each shift and one Oiler for each shift.

FOUR OPENER LINES will have a Head Jobber for the day alone in addition to one Jobber for each shift and one Oiler for each shift.

CARDING DEPARTMENT

7	Head Jobber	Existing Head Jobber to continue or to employ one Head Jobber for day for over 90 Cards.	67—7—0	24—6—0
8	Jobber	One Jobber for 90 Cards per shift.	56—14—0	19—8—0
9	Grinder cum Oiler	One man for 32 Cards	39—13—0	
10	Grinder alone	Where no grinder cum oiler is employed grinder alone for 40 Cards.	39—13—0	
11	Oiler	Where no grinder cum oiler is employed oiler for 80 Cards.	39—13—0	
12	Fitter (Grade I)	Left to the choice of the management	54—7—0	Existing P. B. if any to continue
	Fitter (Grade II)	do	50—6—0	do

FOR SMALL UNITS (UNITS WITH LESS THAN 90 CARDS)

Jobber	One Jobber for day only for 36 to 60 Cards.	56—14—0	19—8—0
Jobber cum Oiler	One for 36 to 80 Cards per shift. Above 80 Cards 1/3rd pro rata	44—11—0	8—2—0

S. No.	Designation	Workload	Basic Wage Rs. A. P.	P. Bouns Rs. A. P.
	Asst. Hd. Jobber	One for day only for 61 to 89 Cards in the place of Fitter	61-12-0	19-8-0

SPEED FRAMES

13	Head Jobber	Existing Hd. Jobbers to continue or one man for day for over 49 speed frames.	67-7-0	31-12-0
14	Jobber	Workloads given below	58-8-0	19-8-0
15	Jobber cum Oiler	do	44-11-0	8-15-0

WORKLOADS :

	Mills Spinning coarse counts, viz., where average count is 17s & below	Mills Spinning medium counts viz, where average count is 18s to 36s	Mills Spinning fine counts where average count is 37s and above
Jobber	1 Man for 24 Speed Frames	1 Man for 32 Speed Frames	1 Man for 40 Speed Frames
Jobber cum Oiler	1 Man for 20 Speed Frames	1 Man for 24 Speed Frames	1 Man for 30 Speed Frames

Note : — This Jobber and Jobber-cum-Oiler has to look after also the Drawing Frames in the Department.

16	Oiler	One man for 60 frames inclusive of drawing frames	43-14-0	Existing P. B. if any to continue
17	Fitter (Grade I)	Existing fitters to continue Workloads left to the choice of management.	54-7-0	do.
	Fitter (Grade II)	do.	50-6-0	do.
18	Asst. Fitter	Existing Asst. Fitters to continue Workloads and new employment left to choice of the management.	44-11-0	do.

S. No.	Designation	Workload	Basic Wage		P. Bouns.	
			Rs. A. P.		Rs. A. P.	

COMBING DEPARTMENT

19	Fitter or Jobber	Existing fitters or Jobbers to continue Workloads and new employment left to choice of management.	54-7-0		do.	
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SPINNING DEPARTMENT

20	Head Jobber and	Spg. Hd. Jobbers and Asst. Hd. Jobbers existing to continue. Whenever vacancies arise in these posts, it should be filled up. Workload left to choice of the management	70-11-0		36-9-0	
21	Asst. Head Jobber		65-0-0		24-6-0	
22	Line Jobbers &	Workloads—See below	60-2-0		24-6-0	
23	Doffing Jobbers	do	48-12-0		12-3-0	

WORKLOADS

COUNTS	Workloads (No. of Frames)	
	Line Jobber	Doffing Jobber
Upto 12s	20 Frames	10 Frames
13s to 20s	30 "	15 "
21s to 30s	38 "	19 "
31s to 44s	44 "	22 "
46s to 60s	40 "	40 "
80s to 100s	45 "	45 "

24	Oiler cum Tape Stitcher	Workload for Oiler cum tape stitcher is the same as that of the Line Jobber in Spinning department.	43-14-0		8-2-0	
25	Fitrer (Spl. Grade)	Workload left to choice of management	60-2-0		Existing P. B. if any to continue.	

SPINNING DEPARTMENT

26	Fitter (Grade I)	Workload left to choice of the management	54-7-0		do	
	Fitter (Grade II)	do	50-6-0		do	
27	Asst. Fitter	do	44-11-0		do	

S. No.	Designation	Workload	Basic Wage Rs. A. P.	P. Bonus Rs. A. P.
REELING DEPARTMENT				
28	Maistry	Existing Maistry to continue or one for 100 Reels	44—11—0	Nil
BUNDLING DEPARTMENT				
29	Maistry	Existing Maistry to continue	44—11—0	Nil
ROLLER COVERING DEPARTMENT				
30	Maistry	Workload left to the choice of the management	52—0—0	
31	Roller Coverer	do	47—15—0	
32	Asst. Roller Coverer	do	39—13—0	
DOUBLING DEPARTMENT				
33	Jobber	Workload and duties of doubling jobbers left to the choice of the management	50—6—0	Existing P. B. if any to continue
34	Oiler cum tape Stitcher	Wherever employed one for 12,000 spindles. Where the doubling spindles are less and the oiler cum tape stitcher is to attend to other work, the workload must be suitably adjusted by the management	39—13—0	do.
WINDING DEPARTMENT				
35	Jobber or Fitter	Workload left to choice of the management	50—6—0	Existing P. B. if any to continue.
36	Jobber cum Oiler	Workload left to choice of the management. Existing Jobber cum oilers to continue	44—11—0	do
37	Oiler	Workload left to choice of the management. Existing oiler to continue	39—13—0	do

S. No.	Designation	Workload	Basic Wages		P. Bonus	
			Rs.	A. P.	Rs.	A. P.
WARPING DEPARTMENT						
38	Maistry	Existing Maistry to continue	54	7—0	do.	
WEAVING DEPARTMENT						
39	Sizing Jobber	Existing Sizing Jobber to continue or 1 for 3 or more front-sizers	58	8—0	do.	
40	Wvg. Hd. Jobber	Existing Wvg. Hd. Jobber to continue or one Hd. Jobber per shift for 6 to 10 Line Jobber per shift	75	2—6	36	9—0
41	Wvg. Asst. Head Jobber	One Asst. Hd. Jobber (cum Fitter) for 4 to 5 Line Jobber per shift	63	6—0	29	4—0
NOTE :— Where Assistant Head Jobber is employed, only one fitter per day.						
42	Jobbers (3 or 4 loom system weaving shed)	one for 48 looms	63	6—0	26	0—0
43	Jobber (Two loom system weaving shed)	One for 48 looms	58	8—0	24	6—0
44	Fitter	Existing Fitters to continue One for 200 looms	56	14—0	24	6—0
45	Oiler	One for 100 looms	42	4—0	Existing P. B. if any to continue	
46	Drawing in Jobber	Existing Drawing-in Jobber to continue Workload and new Employment left to choice of management	58	8—0	do.	
47	Fancy Jobber	Existing Fancy Jobbers to continue or one for 200 Looms (Where dobbies are attended by line jobbers the proportionate basic wage will be paid to him extra for the number of dobbies attended by him on the basis of wages and workloads fixed for Fancy Jobber.)	58	8—0	24	6—0

S. No.	Designation	Workload	Basic wage	P. Bonus
			Rs. A. P.	Rs. A. P.

WAREHOUSE DEPARTMENT

48	Jobbers	One man upto 400 Looms	50—6—0	Existing P. B. if any to continue
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NOTE:— 1) "Existing production Bonus if any to continue" means that the 'existing production bonus if any paid to any individual in any of the individual mills is to continue.

2) Where any individual is given production Bonus in any individual mill, he shall be continued to be given the production bonus.

(Sd.) R. DORAISWAMI
24—4—57
Hon. Secretary
The Southern India
Millowners' Association

(Sd.) K. RAMASWAMY
24—4—57
President
The Coimbatore Dist. Textile
Jobbers' Union (INTUC)

(Sd.) T. S. RAMAKRISHNAMA RAJAH
24—4—57
Labour Officer
Coimbatore.

Award from the Industrial Tribunal, Madras

Dated 24th February, 1959

Before the Industrial Tribunal Madras.

Tuesday, the twenty-fourth day of February one thousand nine hundred and fifty-nine.

PRESENT

Sri. K. RAMASWAMY GOUNDER, B. A., M. L.,
Industrial Tribunal. Madras.
Industrial Disputes Nos. 70, 71 and 56-A of 1958.

I. D. No. 70 of 1958

(In the matter of dispute between the workmen and the management of New Textile Mills
in the Coimbatore District.

BETWEEN

The Secretary, Coimbatore Dist. Textile Workers' Union, Coimbatore.
The Secretary, Coimbatore Dist. Mill workers' Union, Kattoor, Coimbatore.
and
The Secretary, The National Textile Workers' Union, 3/66 Trichy Road, Coimbatore.

AND

The Secretary, Southern India Millowners' Association, Shanmugha Manram,
Race Course Road, Coimbatore.
The Gobald Textiles Private, Ltd., Tirupur.
Radhika Mills Ltd., 8/21 Gopal Extensions, Coimbatore.
Tirupur Cotton Spinning & Wvg. Mills Ltd., Tirupur.
Krishnaveni Textiles Ltd., Singanallur, Trichy Road, Upplipalayam, Coimbatore.
Selvaraja Mills (Pvt.) Ltd., Oddarpalayam, Singanallur Post, Coimbatore.
The Anandakumar Mills, Ltd., Saravanampatti P. O. Coimbatore.
The Narasimha Mills Ltd., Kannampalayam, Sular Post, Coimbatore.
Sri Hari Mills (Pvt.) Ltd., Singanallur P. O., Coimbatore.
Raveendra Mills Ltd., Singanallur P. O., Coimbatore.
Sri Ramnarayan Mills Ltd., 5/22, Grey Town, Coimbatore.
Surya Prabha Mills (Pvt.) Ltd., 26/234, Big Bazaar Street, Coimbatore.
The Suguna Mills (Pvt.) Ltd., "Sugunalaya" Bashyakarlu Road, R. S. Puram Post., Coimbatore.
Sarguna Textiles (Pvt.) Ltd., "Kasthuri Nilayam", Avanashi Road, Coimbatore.
The Sujani Textiles Ltd., Sowripalayam P. O., Coimbatore.

Ganga Textiles Ltd., Pappanaickenpalayam P. O., Coimbatore.
Sri Lakshminarayana Textiles Ltd., "Lakshminar", Race Course Road, Coimbatore.
The Chandra Textiles Ltd., Peelamedu, Coimbatore.
The Southern Textiles Ltd, Sulur Road, Coimbatore.
The Prakash Mills Ltd., Peelamedu P. O. Coimbatore.
The Bhavani Mills Ltd., Race Course, Coimbatore.
The Pioneer 'B' Mills Ltd., Peelamedu, Coimbatore.
The D. P. F. Textiles Ltd., Mettupalayam Road, Gnanambikai Mills Post, Coimbatore.
The Vasudeva Industries Ltd., Peelamedu Post, Coimbatore.
The Tirupur Textiles (Pvt.) Ltd., Tirupur.
The Om Parasakthi Mills Ltd., Ganapathy P. O., Coimbatore.
The Cotton Jubilee Mills Ltd., Singanallur, Coimbatore.
Pioneer Textiles Ltd., Vedapatty, Coimbatore.
Viswam Mills (Spinning), Erode,
Karunambikai Mills Ltd., Somanur Post, Coimbatore.
The Sakthi Textiles Ltd., P. B. No. 36, Pollachi.
The Vijayeswari Textiles Ltd., Pulliampatti, Pollachi.
and
The Sundararaja Textiles, Kalapatti P. O., Coimbatore.

included as per memo No. 151705-L II/58-2, IL. C. dated 4th February 1959.

(Reference : G. O. Ms. No. 4623, Industries, Labour and Co-operation, dated 2nd December, 1958)

ISSUES :—

- 1 Fixation of wage rates and wage differentials for different categories of workmen.
- 2 To fix the quantum of dearness allowance.
- 3 To fix the workloads for different categories of jobs.

I. D. No. 71 of 1958

(In the matter of the dispute between the workmen and the management of Sree Rajendra Mills Ltd., Salem)

BETWEEN

The President, National Textile Mill Workers' Union, Arisipalayam, Salem.

AND

The management of Sree Rajendra Mills Ltd., Salem.

(Reference : G. O. Ms. No. 4718, Industries, Labour and Co-operation, dated 8th December, 1958)

ISSUES :—

- 1 Fixation of workload and wages for the different categories of workmen employed in the 'B' Mills, and
- 2 Fixation of dearness allowance.

I. D. No. 56-A of 1958.

(In the matter of the dispute between the workers and the management of of Loyal Textiles Mills Ltd., Kovilpatti)

BETWEEN

The President, The Kovilpatti Labour Union, Chandar Vilas Building, Kovilpatti and the President, The Kovilpatti Textile Workers' Union, Pudhukiramam.

AND

The management Loyal Textiles Mills Ltd., Kovilpatti

(Reference G. O. Ms. No. 3758, Industries, Labour and Co-operation, dated 30th September, 1958)

ISSUE :—

Inter alia to fix wages of the workers of 'B' Mills.

The disputes coming on for hearing on Monday, Tuesday, Wednesday, Thursday, Saturday, the 19th, 20th, 21st, 22nd and 24th days January, 1959 and on Thursday Friday, Saturday, Wednesday, Thursday, the 12th 13th, 14th, 18th and 19th days of February 1959, and on this day, upon perusing the references, the claim and counterstatements and all the other material papers to these disputes and upon hearing the arguments of Sri B. R. Dolia, advocate and Sri. P. S. Chinnadorai for the Coimbatore District Textile Workers' Union, Coimbatore, Sri. N. K. Krishnan and Sri R. Kisen for the Coimbatore Dist. Mill Workers' Union, Sri K. Ramasami Naidu and Sri. N. Ramakrishnan for the National Textile Workers' Union, Coimbatore. Sri M. S. Ramachandran for the National Textile Workers' Union, Salêm and for the Kovilpatti Labour Union, Kovilpatti, Sri G. Samuel for the Kovilpatti Textile Workers' Union, Pudhukiramam and of Sri Ramalingam advocate for Om Parasakthi Mills Ltd., Coimbatore. Sri C. Ramanathan, Law Officer, Southern India Mill Owners' Association, Coimbatore, on behalf of the other managements in I. D. No. 70 of 1958 and the management in I. D. No. 71 of 1958 and of Sri S. N. Krisnamoorthi for the management in I. D. No. 56-A, of 1958, the Tribunal passed the following:

AWARD

- 1 There are three issues involved in this reference as between thirty-one new textile mills in the Coimbatore district on the one hand and their workers on the other in regard to the fixation of wage rates and wage different categories of workmen, as also the workloads for different categories of jobs, and the quantum of dearness allowance. In September 1956, there was an agreement which has now popularly come to be known as the Coimbatore agreement, entered into by almost all the then existing textile mills of Coimbatore which their employees in regard to the workload and the rates of wages and their duties. The present 31 mills which may be called the new

textile mills of Coimbatore came into existence, or commenced production, subsequent to that agreement and were not parties to it. The agreement came into force with effect from 1st October, 1956, and the period for which it was to be in force has almost expired and the remaining life, I am told, is only about 8 months more. It cannot be denied that agreement was reached after a very mature and prolonged consideration of every aspect of the problem relating to the workload and the wages of the various categories of employees in the textile mills, so that it has become, if I may say so, the pattern or the model for the other mills in our State to copy. That agreement is now in force and governs the workload and the wages in regard to almost all the mills of Coimbatore, which may be called the old mills.

- 2 The question was discussed whether the same workload and the wages should not be made applicable to these new mills as well. Ordinarily, in regard to all the textile mills in a given locality, it would be most desirable that as far as possible a uniform workload and wages are fixed, so that workload and the wages fixed in the Coimbatore agreement in regard to the old mills must be strictly speaking, made applicable also to the new mills. This question was discussed with the representatives of all the parties to this reference and there was a consensus of opinion that it is necessary in the interest of the industry that there should be an uniform wage structure and workload in respect of all the textile mills of Coimbatore. There was also unanimity of view that in regard to those matters and the conditions of service of the various categories of workers employed in the new textile mills, the objective to be reached by those mills must be the Coimbatore agreement. On that principle, there was very little controversy between the representatives of the managements and the Labour Unions.
- 3 Then, the question was discussed whether the new mills should be immediately put on the same footing as the old mills, and the Coimbatore agreement forthwith made applicable to the new mills as well. In the course of the discussions, certain circumstances, were stressed on behalf of the managements and on a consideration of those circumstances, it was realised by the representatives of the unions that to put the new mills under the terms and conditions of the Coimbatore agreement all at once would result in hardship, if not closure of at least some of them, and that level of workload and wages, fixed under that agreement might be reached by the new mills in three graded stages. It must be borne in mind that a new mill does not go into commission or production, from the moment of the investment of capital. Ordinarily, it would take two or three years, if not more to go into production. During that period, the mills will have to pay interest on the capital and on the borrowings without obtaining any return, owing to non-production. It therefore requires sometime to stabilize itself. It is also necessary to remember that these new mills, which were all started in or after the year 1956, could not have built up any reserves to help the mills to tide over any financial difficulties. Secondly, when a new mill is started, the labour force is ordinarily drawn from the villages, namely, raw-hands, not conversant with the working of the textile mills, so that such workers have to be trained. It is therefore reasonable to expect that even after the production commences, the quality and quantity may not be up to the standard. Thirdly, the yarn manufactured in the new mills would not have acquired a reputation in the market and it would take some time before it is able to compete with the yarn produced by old

mills. From these and other disadvantageous circumstances, in which the new mills have to start their carrier, it would be apparent that it would be detrimental to their continued sound existence if they are at once put on a par with the old mills and on the same terms and conditions in regard to the workload and the wages of their workers. It was therefore realised though of course not agreed to on both sides that the object of reaching the level fixed in the Coimbatore agreement should be allowed to be achieved by the new mills only in certain graded stages, spread over a period of three years, since the mills started production. In other words, the following broad principles were recognised by the representatives on both the sides. (1) That the ultimate objective to be reached by the new mills would be the terms and conditions prescribed in the Coimbatore agreement in regard to the old mills, (2) That the objective should be reached in three annual stages the first stage commencing as soon as the mills started production.

- 4 If these two principles are recognised, as they are, it will follow that the individual mills should be placed under the one or the other of the three stages according to the number of years of its productive existence. According to the unions what stage a mill should be put into, would depend solely upon the number of years since it started production. While according recognition to the soundness of that principle, it was contended for the managements that a rigid application of that principle would result in hardship or injustice to individual mill and that the conditions and circumstances of each mill should be separately examined with a view to find out what stages it should be made to occupy. It was pointed out for the managements that the financial position or the solvency of a particular mills would be a relevant consideration in this respect. It may be so, but there may also be other circumstances which may justify a mills being put at a lower stage than the one to which it must be assigned if the years of production should alone be the criterion. In other words, in the application of the afore said principles, it will be open to any individual mills to claim relief to be put at a lower stage on grounds of such special circumstances. In the absence of proof any such circumstances, the new mills will be classified according to the principles stated above and assigned the appropriate stage. It is not possible to enumerate what those special circumstances could be, and if any such circumstance is proved by the management, then it will be considered whether it is sufficient to justify a departure from the application of those principles.
- 5 There was also sufficient discussion in regard to the workloads to be prescribed at the various stages before the ultimate workload as per the Coimbatore agreement is reached, and as a result, I felt convinced that for the proper working of the mills it is necessary that within a short time after the award is published, the workloads, wherever it is not on a level with the Coimbatore agreement, should be raised or brought down to that level and for doing so, the period of one month may be allowed from the date of the publication of this Award. That is to say, wherever the Workload is more it will be brought down and wherever it is less it will be increased to the level prescribed under the Coimbatore agreement within the period stated above. If in any one of the final stages stated above any worker after the expiry of that period of one month, does not reach the Coimbatore level in the matter of workload, then his wages at that level will be proportionately reduced. After these mills reach the final stage, clause 13 of the Coimbatore agreement contened that if the existing workload is higher, it should not

be lowered and the provisions of clause 5 of the Coimbatore agreement should be made applicable by the worker being remunerated by extra wages. To that the representatives of the unions are not agreeable. Moreover it will not be safe to apply the provisions of clause 5 to the new mills without any investigation as to the working conditions and the reasonableness of the existing workload. It may be that the provisions of clause 5 were found necessary in the case of old mills working under certain higher workload, so as not to upset the working of the mills, and the higher workloads, were not unreasonably excessive. That being so, I do not think it necessary to apply the provision of clause 5 of the Coimbatore agreement to the new mills after they reach the last stage. I think it would be more appropriate to bring down or to reduce the existing workload even now to the Coimbatore level, as I have stated above. Nevertheless in cases where higher workload prevails and it is considered desirable that it should continue, I can only recommend to both the parties to arrive at some settlement even of a temporary character.

- 6 The managements of three of these mills, namely, Coimbatore Cotton Jubilee mills, Loyal Textiles Limited and Rajendra Mills claim that having regard to certain peculiar circumstances, they should be dealt with on entirely different principles, not those stated above, and that the terms and conditions of service prescribed in the Coimbatore agreement would be wholly inapplicable to them. These and such other cases, if any, will be taken up for consideration towards the end of this enquiry.
- 7 Sri. C. Ramanathan for the managements also drew my attention to the allegations in paragraph 12 of the counter statement filed on their behalf by the Southern India Millowners' Association, namely, that on the question of workload, the machineries installed in almost all the new mills are new and are intrinsically capable of better performance and better efficiency than their counter-parts in the old mills and therefore while the Coimbatore agreement can be taken as a guidance, higher workload should be prescribed wherever possible. This contention also was the subject matter of considerable discussion and, as a result, I find myself unable to accede to it. If the machinery installed in the new mills is of an unique pattern, and involving fundamental and revolutionary changes, Capable of a performance unmatched by the corresponding machinery in the old mills, then there may be some force in the contention that for such machinery higher workload should be prescribed than what is fixed in the Coimbatore agreement. It is only for such reasons, that a few of the mills stated above have been reserved for separate consideration on grounds of peculiar circumstances. Merely because the machinery installed in the new mills are new, and mostly they must be new, it would not be proper to introduce a higher workload for such machinery than the workloads fixed for the corresponding machinery in the old mills. The efficiency or the capacity of a particular machine does not depend merely on its age, but very much on its condition and maintenance. It will be seen that even amongst the mills which are parties to the Coimbatore agreement the machinery installed in those mills must have varied in age and in performance, but still a uniform workload was fixed for all such machinery. Even so in the case of the new mills there is no reason to devise a different system of workload merely because the machinery happens to be new. If this contention were accepted, the position would be that every item of machinery in every section of every mills, old and new, will have to be examined with reference to its age and capacity for production and working conditions, etc., and varying workloads fixed for every piece of machinery in every

mills, a task which would be almost hopeless to undertake, and the result achieved after such sisyphian labour would be nothing but chaos. I must therefore accede to the contention that varying workloads must be fixed with reference to every item of machinery in every mills, according to the age and other conditions of the machinery. The over-riding consideration is that, as far as possible, the same workload and wages should be maintained in all the mills irrespective of the age of the machinery. As I stated, if the new machinery installed in these mills is of an unique or revolutionary type, and the application to them of the workload prescribed in the Coimbatore agreement would make no sense, then of course separate workload must be fixed for such machinery.

8. On the principle that the new mills should reach the level of the Coimbatore agreement in three annual graded stages, the question arises how the stages should be arranged and what wages should be fixed for each stage. As stated above the first stage would commence as soon as the mills starts production, and it is common ground that starting producing means that at least 2,000 spindles must begin to function. That will mark the first stage. The second stage will be the end of the first year, the third stage the end of the second year, and the fourth stage the end of third year after the commencement of production. The question arises, what should be the wage to be fixed for these stages. It will be seen from the Coimbatore agreement that the lowest grade of unskilled worker is to be paid Rs. 30—1—0. But, in regard to the new mills, even the unskilled workers, would be raw hands, and in the circumstances in which the new mills start production, it may not be proper to introduce even on the first stage, the wages prescribed under the Coimbatore agreement. It was therefore agreed that an unskilled worker may be started on Rs. 26 a month on the first stage stated above, which appears to be reasonable, because it works out only at Re. 1 per day. The maximum being Rs. 30—1—0 there is a difference of Rs. 4—1—0, and this difference will be maintained in regard to all the other categories of unskilled, semi-unskilled, and special grade workers mentioned at page 42 of Annexure IV to the Coimbatore agreement; and this difference will be wiped off during graded stages. That is to say, the unskilled worker, Grade I, will start on Rs. 26 on the first stage, and get Rs. 27 on the second stage, Rs. 29 on the third stage and Rs. 30—1—0 on the fourth and final stage. Similar start, with similar variations, will be made in regard to the other categories of workers.

9. As regards the dearness allowance, the target to be reached for the present by the new mills would be the rate paid by the old mills namely, annas three per point over 100 on the Madras Living Index. The contention for the unions is that there is no reason why Madras index should be followed in Coimbatore, and that the proper basis would be the Coimbatore index. There is no doubt some force in that contention; but for the time being, it would be desirable that the same principle is followed in regard to the new mills also, and when the dearness allowance paid by the old mills, comes to be revised, then on the same lines, the dearness allowance payable by the new mills will undergo revision. For the same reasons it will not be proper or just to introduce the full rate of three annas in new mills even in the first stage. The workers at the first stage may all be new recruits and have to be trained to learn the work; and so at that stage, it would be enough if dearness allowance is paid at Re. 0—1—6 per point; and at the second stage the dearness allowance will be raised to Re. 0—2—0, and at the third stage to Re. 0—2—6 and at the fourth and the last stage to the maximum of Re. 0—3—0 per point.

10 For the application of the above principles, these new mills were then individually considered. The reasons given for granting or refusing further special concessions are not published as unnecessary:—

- 1 Sujani Textiles Private Ltd.,—No special concession.
- 2 The Tiruppur Cotton Spg. and Weaving Mill—No special concession.
- 3 Sri Ram Narayan Mills—Transferred from the second stage to the first stage.
- 4 Surya Prabha Mills—No special concession.
- 5 Vasudeva Industries—Put on the first stage on 1st April 1959.
- 6 Selvaraja Mills—No special concession.
- 7 Kishnaveni Mills—No special concession.
- 8 Om Parasakthi Mills—No special concession.
- 9 The Southern Textiles—No special concession.
- 10 The Narasimha Mills Ltd.,—No special concession.
- 11 Sri Hari Mills—No special concession.
- 12 Chandra Textiles—No special concession.
- 13 The Pioneer Textiles—Given a reduction of one stage.
- 14 Vijayeswari Textiles Ltd.,—To start on the first stage in April 1959.
- 15 D. P. F. Textiles Mill—To start its second stage on 1st April 1959.
- 16 Gobald Textiles (Pvt) Ltd.,—To start on the first stage on 1st Feb. 1959.
- 17 Karunambikai Mills Ltd.,—Put on the first stage on 3rd February 1959.
- 18 Bhavani Mills—To start on its first stage on 1st December 1958.
- 19 Lakshminarayana Textiles—To start its first stage 1st March 1958.
- 20 Radhika Mills—To start its first stage on 1st February 1959.
- 21 The Ganga Textiles—Put on the first stage as on 1st September 1958.
- 22 Ananda Kumar Mills—Put on the first stage on 1st January 1959.
- 23 Sarguna Textiles Ltd.,—Put on the first stage on 15th October 1959.
- 24 Prakash Mills (Pvt) Ltd.,—To enter its third stage on 1st July 1959.
- 25 Pioneer 'B' Mills—To occupy the fourth stage as on 7th September 1959.
- 26 Raveendra Mills—No special concession.
- 27 Sakthi Mills—Put on the first stage on 5th September 1958.
- 28 Tiruppur Textiles—Put on the first stage as on 17th February 1959.

This award with the concession wages, will not apply to mills with less than 2,000 spindles such as Viswam Mills, Erode, Suguna Mills, Coimbatore, etc. But they will fall within this award as soon as 2,000 spindles are put into commission. No Mills will be liable to pay back wages on the basis of the revised scales.

The only two other mills that remain to be considered are Coimbatore Cotton Jubilee Mills and Sundararaja Textiles. In the presence of both the parties, I made an inspection of the Coimbatore Cotton Jubilee Mills, where the spinning is confined only to staple fibre. Though

the general pattern of the spinning is the same as in the cotton mills, the machinery in the various sections of this mills is so designed as to be most suitable for handling staple fibre. In fact, except the blow-room machinery, it is not possible, on the machinery in other sections, to use cotton. The natural result of the introduction of a type of machinery, specially designed to handle the staple fibre, is that a worker in this mills is able to take on a higher workload than in the corresponding machinery in the ordinary cotton mills. For example, in the spinning section, there are three workers forming a group, one called the spinner attending to 8 sides consisting of 1,600 spindles; another worker called the the creeler, who is an assistant to the spinner and whose main duty is to fix up the bobbins; and third worker called the doffer-cum-cleaner, whose duty is more or less the same as a doffer in the ordinary cotton mills: and while in the latter mills the workload is 200 spindles, the workload in this mills is 1600 for two workers, which means 800 spindles for each worker, treating the creeler as a spinner. The very fact that a spinner in this mills is able to attend to four times the number of spindles a worker is able to attend in the ordinary cotton mills would itself be proof that having regard to the design and the nature of the machinery, a different system of workload will have to be prescribed for this mills, and it will be incongruous and wasteful to introduce into this mills, the same workload as is prevalent in the ordinary cotton mills. If a revision of the workload now prevailing in this mills has to be undertaken, it would involve an elaborate examination of the working conditions, the nature of machinery and other relevant circumstances, and if necessary with the aid of advice of an expert. The present workload is more or less experimental and it would take some more time before it settles down to a definite standard. The present moment does not seem to me appropriate for the investigation of that question. Further the question of general revision of workload and the wages in regard to the textile mills of this place, a few of which are handling staple fibre, are likely to be taken up for investigation at no distant period. It therefore seems to me unnecessary to take up an investigation of such a difficult question in regard to this mills alone, particularly when during my inspection the workers did not put forward excessive workload as the main point of their grievances. In these circumstances, it seems to me that the existing workload may be left as it is for the time being, as indeed the management is particular that it should not be interfered with at this stage as they are trying this as an experiment on the advice of an expert, Mr. Nanjundiah of Bombay. Then the question arises whether anything should be done by way of revision of the wages for these workers. It will be remembered that for all the new mills, the objective to be attained in the scales of wages prescribed in the Coimbatore agreement, only that target has to be reached in stages. And so this mills also may be put on the same stages, and a different rule need not be followed. But having regard to the fact that this mills is allowed to retain the existing workload, it is just that in the matter of wages it should be placed at one stage higher than its normal stage it started production on 1st January 1958, which would mark the first stage; and on 1st January 1959 it would have started on the second stage, and instead, it may be advanced one stage higher and will be deemed to start on the third stage on 1st January 1959. Without deciding the question and for the time being, the creeler will be treated as a spinner for purpose of wages, and the doffer-cum-cleaner will be treated only as a doffer.

It will be understood that though Pioneer 'B' Mills and Coimbatore Cotton Jubilee Mills are treated as separate units for the purpose of this reference, the same treatment may not be accorded to them in regard to the other questions, such as bonus.

As regards the only other mills that has to be considered namely Sundararaja Textiles Kalapatti, the representatives of the unions paid a visit to that mills to form an impression whether this should be treated as a regular textiles mills, so as to be clubbed with the other textile mills of Coimbatore or should be dealt with on a separate footing as a cottage industry. The report which they make in the presence of the proprietor [REDACTED] Sri R. Balakrishnan is that this mills has got all the necessary processing machinery for the manufacture of yarn, such as blow room, carding, slubbing, inter and spinning. In addition, the same proprietor, but in a different partnership is working within the same compound 24 power looms. Though Sri. Balakrishnan is a common partner and manager of both the sections, there are in fact two partnerships of which he is a member, one partnership being the owner of the spinning section and the other of the weaving section. For the purpose of this reference, it is only the mills with a spindleage of 2000 and above that are taken into account, and the mills within 2,000 spindles are left out. In the present mills, in the spinning section, there are only 1,408 spindles. But it is contended for the Unions that ordinarily one power loom is taken to be equivalent to 40 spindles, and if so the total spindleage may exceed 2,000 in this case. But, as stated above, though one partner and the manager may be common, there are really two different proprietors, and it will not be proper to put but the sections together and calculate the spindleage as something more than 2,000. It therefore seems to me that this mills also must be left out of this reference in the same manner as Viswam Mills and Suguna Mills. That does not mean that these mills, with less than 2,000 spindles, are allowed to enjoy complete immunity from payment of what is legitimately due to workers. The mills with such low spindleage are absolutely uneconomic units and can have only a precarious existence. Unless the spindleage is increased to an economic level, there is no chance of their survival. If once the spindleage is increased to 2,000 and above, this award will be applicable to them also. Till that happens, they should be left out; and in the meanwhile, a separate dispute may be raised, when the parties will submit their pleadings and contentions on which a decision may be given. And so the Union may, if so advised, raise a separate dispute and move the Government to make the necessary reference in regard to all such mills.

There will be an award in I. D. No. 70 of 1958 in the above terms, to come into force with effect from 1st January 1959.

K. RAMASWAMY GOUNDER
Industrial Tribunal, Madras.

ELECTRICAL & MECHANICAL AWARD

Textile Mills in Coimbatore District

S. R. O. No. A-979 of 1959.

The following Government Order is published:—

G. O. Ms. No. 593, Industries Labour and Co-operation, Dated 12th February 1959.

Read—the following papers:—

I

G. O. Ms. No. 4082, Industries, Labour and Co-operation. Dated 24th October 1958.

II

Award from the Industrial Tribunal Madras, Dated 21st January 1959

BEFORE THE INDUSTRIAL TRIBUNAL, MADRAS. Wednesday, the 21st day of January 1959

PRESENT:

Sri. K. RAMASWAMY GOUNDER, B. A., M.L.,
Presiding Officer, Industrial Tribunal, Madras.

INDUSTRIAL DISPUTE No. 65 of 1958

[In the matter of the dispute between the workmen and the managements in certain textile mills in Coimbatore District.]

BETWEEN

- 1 The Secretary, Coimbatore District Textile Workers Union, Singanallur, Coimbatore;
- 2 The Secretary, Coimbatore District Mill Workers' Union, Kattur, Coimbatore;

AND

3. The Secretary, National Textile Workers' Union, No. 3/66, Trichy Road, Coimbatore.

AND

- 1 The Coimbatore Spinning and Weaving Company Limited, Coimbatore;
- 2 The Somesundaram Mills Limited, Coimbatore;
- 3 The Lakshmi Mills Company Limited, Pappanaickenpalayam, Coimbatore;
- 4 The Radhakrishna Mills Limited, Peelamedu, Coimbatore;
- 5 The Coimbatore Pioneer Mills Limited, Peelamedu, Coimbatore;
- 6 Sri Rengavilas Ginning, Spinning and Weaving Mills Limited, Peelamedu, Coimbatore;
- 7 The Kumaran Mills Limited, Peelamedu, Coimbatore;
- 8 Sri Karthikeya Spinning and Weaving Mills Limited, Singanallur, Coimbatore;
- 9 Sri Balasubramania Mills Limited, Singanallur, Coimbatore;
- 10 The Janardhana Mills Limited, Singanallur, Coimbatore;

- 11 The Coimbatore Cotton Mills Limited, Singanallur, Coimbatore; (excluding Coimbatore Cotton Jubilee Mills);
- 12 The Coimbatore Kamala Mills Limited, Singanallur, Coimbatore;
- 13 The Kothari Textiles Limited, Singanallur, Coimbatore;
- 14 The Vasantha Mills Limited, Singanallur, Coimbatore;
- 15 The Saroja Mills Limited, Singanallur, Coimbatore;
- 16 The Kasthuri Mills Limited, Singanallur, Coimbatore;
- 17 The Cambodia Mills Limited, Singanallur, Coimbatore;
- 18 The Kadri Mills (Coimbatore) Limited, Oddarpalayam, Singanallur, Coimbatore;
- 19 The Jayalakshmi Mills Limited, Singanallur, Coimbatore;
- 20 The Rajalakshmi Mills, Singanallur, Coimbatore;
- 21 The Pankaja Mills Limited, Coimbatore;
- 22 Sri Kannapiran Mills Limited, Sowripalayam, Coimbatore;
- 23 The Coimbatore Murugan Mills Limited, Mettupalayam Road, Coimbatore;
- 24 The Gnanambikai Mills Limited, Vellakinar, Coimbatore;
- 25 Sri Palamalai Renganathar Mills Limited, Perianaickenpalayam, Coimbatore;
- 26 The Vijayalakshmi Mills Limited, Kuniyamuthur, Coimbatore;
- 27 Sri Sarada Mills Limited, Loganathapuram, Podanur, Coimbatore;
- 28 The Lotus Mills Limited, Sundarapuram, Coimbatore;
- 29 Sri Ramakrishna Mills Limited, Ganapathy Post, Coimbatore;
- 30 The Sivananda Mills Limited, Saravanampatti, Coimbatore;
- 31 Sri Venkatesa Mills Limited, Udamalpet;
- 32 Palani Andavar Mills Limited, Udamalpet;
- 33 The Thirumurthi Mills Limited, Udamalpet;
- 34 The Premier Mills (Coimbatore) Limited, Udamalpet;
- 35 The Dhanalakshmi Mills Limited, Tirupur;
- 36 Sri Ramalinga Choodambikai Mills Limited, Tirupur;
- 37 The Asher Textiles Limited, Tirupur;
- 38 The Jothi Mills Perianaickenpalayam;
- 39 Sri Natesar Spinning and Weaving Mills Limited, Erode; and
- 40 Secretary, Southern India Mill-Owners' Association, Coimbatore;

[Reference:— G. O. Ms. No. 4082, Industries, Labour and Co-operation, dated 24th October 1958. Issues:— 1) Fixation of wages and workloads and duties for the workers in the Electrical and Mechanical departments of the 39 textile mills mentioned in Annexure II to the above Government Order; and 2) fixation of wages and workloads and duties for the workers in the automatic loom sheds of the six textile mills mentioned in Annexure III to the Government Order.]

This dispute coming on for hearing on Monday, Tuesday, Wednesday, Thursday, Friday, Saturday and Monday, the 8th, 9th, 10th, 11th, 12th, 13th and 22nd days of December 1958, on Friday and Saturday, the 16th and 17th days of January 1959, upon perusing the reference the claim and counter-statements and the other material papers to this dispute and upon hearing the arguments of Sri B. R. Dolia, advocate and Sri P. S. Chinnadorai for the first Union, Sri R. Kissen for the second Union, Sri K. C. Ramaswami and K. Ramaswami Naidu for the third Union, and of Sri C. Ramanathan Law Officer, Southern India Mill-owners' Association for the managements, and having stood over for consideration till this day the Tribunal passed the following.

AWARD

This reference involves the adjudication of two questions between the textile mills in the Coimbatore district, 39 in number and referred to in Annexure II of the reference, on the one hand, and the employees in the Electrical and Mechanical departments and the automatic looms on the other. The first of the issues to be decided is the fixation of wages and workloads and duties for the workers in the Electrical and Mechanical departments of the said mills. The workload and the wages in the various sections of the textile mills of Coimbatore were covered by an agreement of 25th September 1956. But in regard to these three departments, namely, the Electrical, Mechanical and Automatic Loom sections, the question was left open for discussion between the parties (vide clause 15 of the agreement). It is that question that has got to be determined in this reference.

After that agreement was reached, parties carried on negotiations with a view to reach similar agreement for these three sections, in regard to the workload and the wages. While the parties reached some measure of agreement, particularly in regard to the workload in the Electrical section, they were not able to reach any agreement in the other sections in regard to the workload and in all the three sections in regard to the wages.

Taking the Electrical department first for consideration, as observed, the parties were agreed in regard to the workload except on very minor matters, and that agreement will be found formulated by the letter, Exhibit W-1, dated 8th July 1958, addressed by the Southern India Mill-Owners' Association to the Labour Officer, Coimbatore. That embodies the categories of the workers employed in the electrical department and the workload. But the workload was not fixed with reference to individual workers. Because the workers of this department and the Mechanical department have to attend to maintenance work often times in a team, it was not found possible to fix the workload for individual worker, and so under the agreement what was attempted was to fix the number of workers to be engaged for the various types of work according to the number of spindles. That is set out in the letter, Exhibit W-1. This agreement is not repudiated by either party.

In this department, the first category of workers will be the electricians or switch-board operators. I am told that, in some mills, the head electrician and the electricians and switch-board operators belong to the electrical staff; and if so to such employees, this award will not be applicable. The main function of the switch-board operators or the electricians is to be in charge of the switch-board in the power house, by which they control and regulate the distribution of electric power to all the sections of the mills, besides supervising the work of the subordinate staff. Ordinarily, a mill will have one power-house, so that one electrician or switch-board operator would suffice; and even, if there are two switch-boards in the same power-house, one operator may be sufficient; and more than one would be thought of only if there are more than one power-house. It will be seen that, in the agreement embodied in the letter, Exhibit W-1, it is this figure that has been adopted.

The next category consists of wiremen or the rewinders, who actually attend to the upkeep and repairs of the motors. These workers are intended only for the day shift, and they form groups varying in number according to the spindleage, each group consisting also of one motorman, the rest being wireman or rewinders. There is no controversy between the parties in regard to the number of employees fixed for this category in the letter referred to above, and that will stand.

But it was pointed out by the representatives of the Union that, if a particular mill has individual motor driving, then, the number of wiremen fixed in that letter would not be sufficient, or in such cases no rewinding work should be entrusted to the workers. In fact, it is the case of the management that in most of the mills, the rewinding work is entrusted to outsiders and only in very few mills this work is undertaken by the staff. There may, therefore, be a clause in the agreement that, in the case of mills having individual motors, the work of rewinding will not be entrusted to wiremen or rewinders.

The next category of workmen in the electrical department is the motormen, whose main duty is the cleaning of the motors. In the agreement reached between the parties, as set out in the letter, Exhibit W-1, the number of motormen has been fixed according to the number of spindles. It will be seen from that letter that number has been fixed on the assumption that the driving is group drive or semi-group drive. That fixation would apply to all cases where there is complete group driving, or semi-group driving which means partly group drive and partly individual motor drive: In the letter addressed by the secretary, Southern India Mill-Owners' Association to the Union, Exhibit W-2, they suggested that, where a mill has individual motor drive to an extent of more than 50 per cent, it will be taken as a mill on individual motor drive, and that definition may stand. It will thus be seen that, while the agreement provided for the number of motormen in cases where there is group drive or semi-group drive, there is no provision made for the mills having complete individual motor drive. That omission has got to be supplied now. It is obvious that for such mills the number of motormen must be slightly greater than the number fixed for group drive and semi-group drive. After a discussion with the learned Counsel on both the sides, I felt that the requirements of individual motor drive would be satisfied, so far as motormen are concerned, if the figure for group drive and semi-group drive is increased by one under each head.

Thus, in regard to the workload in the Electrical department, the following provisions will apply:—

- 1 The staffing includes 10 per cent absenteeism and hence no more substitutes to be provided.
- 2 Since cleaning is to be carried on in day-time, more motormen are allotted for the day shift.

Over 12,000 to 18,000 Spindles	18,001 to 24,000 Spindles	24,001 to 36,000 Spindles	36,001 to 54,000 Spindles	54,001 to 72,000 Spindles	72,001 to 96,000 Spindles
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For each shift:—

Switch-board operator or Electrician	1	1	1	1 or 2 depending upon number of power houses	1 or 2 depending upon number of power houses	1 or 2 depending upon number of power houses
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Motorman or motor attender	2	2	3	4	5	6
	3	3	4	5	6	7 (for individual motor drive)

For day-shift only :—

Wireman rewinder (1 motorman is common; rest rewinder or wireman and motorman)	1	2	3	3	3	4
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WEAVING DEPARTMENT (Includes preparatory)

Motorman per shift	...	1 upto 200 looms	2 over 200 looms and up to 400 looms
Wireman	...	1 for day-shift only	

This is based on the assumption that driving is group-drive or semi-group drive.

- All the work connected with the maintenance, erection, wiring, etc., should be carried on as directed by the departmental head or management with this complement of workers provided.
- Being a maintenance and prime mover department, no specific duties could be allocated to each category above mentioned, and so they have to work individually and/or collectively any work connected with efficient running of mills as and when directed by the departmental head or the management as allocated by the management.
- Where stand by generators are put into commission, the Electrical Department workers should attend to its operation and when required and as directed by department head or management.
- Where a mill has individual motor drive to an extent of more than 50 per cent, it will be taken as a mill on individual motor drive.
- There will be no rewinding work in individual motor driving entrusted to wiremen or rewinders as fixed in this award.

As regards the wages for the workers employed in electrical section, for the electricians or switch-board operators, there is at present no uniform scales of wages prevalent in these mills. The wages vary from mills to mills, with very wide margins, and I am told that they range from Rs. 40 to Rs. 100. The payment of Rs. 40 to an electrician must be considered to be low having regard to the qualifications and the skill he must necessarily possess and it is even lower than the rate fixed in the Coimbatore agreement for skilled IV workers, for whom the monthly

wage is fixed at Rs. 54—7—0. Mr. Ramanathan for the managements contended that in conformity with the tenor and spirit of that agreement, for these categories of employees also, no incremental scale should be introduced, and that the said sum of Rs. 54—7—0 may be adopted as a fixed amount of wages. But then, that will not harmonise or bring under an uniform wage structure the widely divergent rates prevailing at present. If we were to adopt some fixed wages and leave it there, it would be as good as leaving things, as they are at present, in a chaotic condition. It is only the introduction of a regular wage scales that would be able to absorb into one uniform pattern the various discordant rates, not based on any intelligible principle. It is therefore necessary that an incremental wage structure should be devised, so that the varying rates of wages prevailing in the mills should be fitted into that structure. Such a scale may well be started with the minimum of Rs. 54—7—0 fixed in the Coimbatore Agreement and end with the maximum now paid in these mills, that is, Rs. 95 to Rs. 100. It seems to me that those limits are by no means excessive, when compared to the wages fixed for these categories of workers in the A. C. C. Cement Company Limited Madukkarai, in I. D. No. 42 of 1957 and by the Labour Appellate Tribunal in 1954, II L. L. J. 470. I also think that the rate of annual increment may be fixed at Rs. 2 per annum, and the increments may be provided for a period of 20 years which is expected to be the normal period of service. So the scales of wages for the electricians or switch-board operators employed in will be Rs. 54—7—0—2—94—7—0. This wage structure will also apply to assistant electricals. Mr. Ramanathan also wants it to be made clear that if any worker obtains the requisite statutory certificate, that should not be used to support a claim for further increase of wages. Of course it would be so, because the certificates are necessary to enable the management to keep these employees in their posts, and the wages cannot be increased for such certificates.

As regards the wiremen or rewinders, it is agreed that they are skilled No. 1 under the Coimbatore Agreement, which carries a monthly wage of Rs. 44—11—0. That should be taken as the starting point of the scales for these employees. For them also, the same incremental scale may be adopted, namely, an annual increment of Rs. 2 for a period of 20 years. And so, the scales of wages for these workers would be Rs. 44—11—0—2—84—11—0.

As regards motormen, under the Coimbatore Agreement, they are classified as semi-skilled I, whose wages is fixed at Rs. 35—12—0. For these workers also, an incremental scale may be fixed with an annual increment of Rs. 0—10—0 for a period of 20 years; and so, the scales of wages for these workers will be Rs. 35—12—0—0—10—0—48—4—0.

Now coming to the mechanical department, it is not possible here also to fix the workload or even the complement of workers, because most of the spare parts are now got made from the foundries, and these workers are engaged only in maintenance work. In fact, the representatives of both parties are not particular that the workload should be fixed. So, the only the question that has to be considered in regard to these workers is the fixation of wages. Here again, there is no uniform rates of wages paid in all the mills, and they vary from mills to mills. It is therefore essential that a uniform incremental scales of wages should be introduced in all the mills so that the workers drawing different rates of wages might all be fitted into that scale.

The various categories of workers employed in this department are detailed as items 130 to 143 at pages 6 and 7 of Annexure II to the Coimbatore Agreement. Of those workers, it will be seen that turner, fitter, moulder, blacksmith and welder are classified as skilled I and

whose wages are fixed at Rs. 44-11-0 under the Coimbatore Agreement. It will be seen that the wiremen, just now considered, are also classified as skilled I, and for whom the wages have been fixed. There is no reason to introduce a different scale of wages for those workers, and the same wages are fixed as for wiremen, that is, Rs. 44-11-0-2-64-11-0.

The carpenter is classified as skilled II for whom the wages are fixed at Rs. 37-6-0; and so for these workers, the scale of wages will be Rs. 47-8-0-2-67-8-0.

As regards the semi-skilled IV, such as the tin-smith or tinker, his scales of wages will be Rs. 42-4-0-1-8-0-72-4-0. For semi-skilled III, such as engine cleaner, the scales of wages will be Rs. 39-13-0-1-4-0-64-13-0. In that list, one category is left out namely, shafting oiler, who in the report of the Textile Tripartite Committee is classified as semi-skilled II, and whose wages are fixed at Rs. 37-6-0; and so for these workers, the scales of wages will be Rs. 37-6-0-1-57-6-0.

Then as regards semi-skilled I such as hammerman, firemen and fan operator, their basic wages are fixed at Rs. 35-12-0 in the Coimbatore Agreement; and for this category of workers, the scale of wages will be Rs. 35-12-0-0-10-0-48-4-0. Another class of workers are unskilled II, such as welder-helper, and his wages will be Rs. 30-14-0-0-10-0-43-6-0. There is another category, namely unskilled III such as fitter-helper, and fan attendant, whose wages are fixed at Rs. 32-8-0 under the agreement; and so their scales of wages will be Rs. 32-8-0-0-10-0-45. It is stated that in some mills there is another category called can-maker and that in some other mills the tinker is asked to do that work. But if there is separate category as can maker in any mills it is agreed that he will be classified as semi-skilled III, the same as engine cleaner, and have the same wage-scales.

There is another category of workers attached to the mechanical department, namely, painters and according to the report of the Tripartite Textile Enquiry Committee they are classified as semi-skilled I; and so, for these workers, the wages will be the same as those fixed for that category, namely, hammer-man, fireman and fan operator. There is yet another category called the hoop-cutter; and in the committee's report he is classified as unskilled II; and so his wages will be the same as for un-skilled II workers already considered, such as welder-helper.

Mr. Ramanathan for the managements raised a further contention that the increase in the wages given by most of the mills to these employees about October 1956 should be taken into account by adjusting the same towards the increments due for service weightage. In support of this contention, he was not able to cite any decision. At the same time, he conceded that it is not possible for the managements to prove that such increase was intended to cover increments for past services. Such increase as was given in 1956 was increase in the basic wages apparently because compared to the wages fixed for the workers in the other sections under the Coimbatore Agreement, the prevailing wages for the workers of the sections under reference were low. It was an increase in the basic wages as it was considered to be low, and was not based on past services. There was no regular incremental scales prevalent in any of the mills, so that when a regular wage scale is introduced it is but proper that service weightage should be allowed. Even in cases where there is a regular scale of wages, and if that scale is revised into a higher wage structure, the service weightage is usually allowed. It follows that any increase which might have been given to these employees during 1956 or prior years cannot be taken into account

by way of adjustment against service weightage. Of course, if any worker is already drawing more than the maximum fixed under the revised scales then to such employee, the service weightage will not apply. So also, even within the limits of the scale, if a worker is drawing more wages than what he would draw by point-to-point adjustment, he would not be entitled to service weightage as was pointed out in 1952 (II) L. L. J. 39.

Issue No. 2.— The next question that has to be considered is the fixation of wages and workloads and duties for the workers in the automatic loom sheds of the six textile mills mentioned in Annexure III to the reference. With a view to understand the working of the weaving section, the categories of workers employed in that section, and the nature of their duties, I visited the Kothari Mills, one of the six mills aforesaid. This has considerably lightened my task and facilitated the investigation of this question. It has also eliminated evidence, because in addition to observing the actual working of the weaving section, I also heard on the spot representations and explanations from both the parties in regard to the workload, wages, etc.

In this section, the first preparatory process is cone-winding. But, as this is common to all the weaving mills, whether they have only automatic looms or ordinary power looms and as provision has already been made in the Coimbatore Agreement for the workers employed in this work, their workload and wages will stand governed by that agreement. The next process is pirnwinding for weft carried on, on automatic machines, each machine consisting of 72 spindles. For ordinary power looms also, this process is necessary, because the purpose of this machine is to prepare the yarn for weft, which is essential whatever may be the nature of the looms. In Kothari Mills, the pirnwinding is made on automatic machines, each machine being attended to by two workers, one worker called the winder and who attends to piecing, and the other worker called the battery filler, who feeds the battery with empty bobbins. For the pirn-winder on the non-automatic machine, provisions has already been made in the Coimbatore Agreement, as will be seen at page 31 of Annexure II. Under that agreement, a pirn-winder on the non-automatic machine is classified as unskilled IV, and for whom the wages fixed is Rs. 34—2—0. It is that wage that is being paid in some of these mills even to workers on the automatic machine, whereas Kothari Mills pays Rs. 40, because that mills has entered into an arrangement to that effect with the workers. Having regard to the fact that for a pirn-winder on the automatic machine Kothari Mills is paying Rs. 40, it was thought proper that the least that wage should be fixed for that worker in all the mills. But the representatives of the Unions brought to my notice the fact that in the B. & C. Mills, a pirn-winder is paid Rs. 45—8—0, working on the automatic machine. It was therefore contended by them that these mills also, for these workers, the same wages should be fixed, if not more taking into account the fact that the cost of living in Coimbatore is a little more than in Madras. There is of course considerable force in this contention, but in fixing the wages of workers in the textile mills in Coimbatore, the broad standard adopted under the Coimbatore Agreement for other workers should be borne in mind. Further, it is not known on what workload Rs. 45—8—0 has been fixed by the B. & C. Mills for a pirn-winder. As a result of the visit, I made to the Kothari Mills, I felt satisfied that a pirn-winder on the automatic machine must be considered to be more skilled and subject to more strain than the pirn-winder on the non-automatic machine, so that a pirn-winder on the non-automatic machine must be paid more than the pirn-winder on the non-automatic machine. I felt no doubt that a pirn-winder on the automatic machine should not be classified as unskilled as a pirn-winder on the non-automatic machine has been classified under the Coimbatore Agreement. I think that a pirn-winder on the automatic machine may be safely classified as semi-skilled IV and his wages may accordingly fixed at Rs. 42—4—0. As regards the workload, it is admitted that in two of these mills, having

the largest number of automatic looms, one winder attends to one machine of 72 spindles. In Kothari Mills, there is another worker who attends to the battery filling for two machines, because these machines are not wholly automatic, whereas in Radhakrishna Mills, where the machine is wholly automatic, there is no worker for filling battery. In both the mills, the workload for one winder is one machine of 72 spindles, and there is no reason to reduce that workload, which will stand, and for that workload the wages will be Rs. 42-4-0. It is brought to my notice by Sri Ramaswami appearing for one of the unions that in Somasundara Mills a winder gets Rs. 34-2-0 for a workload of 36 spindles, and there is only one battery filler for 72 spindles. If the concerned workers in that mills should prefer that workload and the wages, they may be allowed to continue on that workload and with that wages. But it will be in the option of those workers to give up that workload and wages and fall under the workload and the wages now fixed; but if it is not possible for the management to give more than that workload of 36 spindles, the existing wages and workload will continue.

As regard the battery filler, all the mills are now paying Rs. 30-1-0 treating him as unskilled I. But having regard to the nature of the work which this worker is doing, it will not be proper to put him in that classification. His work consists not only in supplying the battery with empty bobbins, but also attending to the winding work itself during the brief absence of the winders when they go out for easing themselves. It was contended for the managements that in the spinning section the doffer is paid only Rs. 30-1-0 as unskilled I, and that there is no reason to put the battery boy in the pirnwinding section on a higher footing than the doffing boy. But, it is admitted that in the spinning section, for the purpose of piecing during the temporary absence of the spinner, there is a reserve piecer, who attends to that work, though the doffing boy may help him. I think that this worker, namely, battery filler on the automatic pirn-winding machine, may be treated as unskilled III, and his wages are fixed at Rs. 32-8-0. This will apply only to the mills employing a battery filler and will impose no obligation on any mills to employ this worker where none exists.

The next processes in the weaving section are warping and sizing; but these processes are identical with those for ordinary looms, so that there is no need to fix any workload or scale of wages for these workers, as that has already been fixed under the Coimbatore Agreement.

The important category of workers in the weaving section is of course the weavers. They are the highest paid of all the workers in the weaving shed. Their workload and the wages in these six mills are not uniform. In Kothari Mills, Venkatesa Mills and Thirumurthi Mills, the workload is 12 automatic looms per worker; in Radhakrishna Mills the workload is 15 looms; and in Murugan Mills it is 8 looms; and in Somasundara Mills it is only 6 looms. Likewise the wages also vary from mills to mills. Under the agreements entered into by Kothari Mills and Venkatesa Mills, they pay their weavers Rs. 80 and Rs. 81-4-0 respectively for a workload of 12 looms. But for a greater workload of 15 looms, Radhakrishna Mills is paying very much less, namely, Rs. 67-8-0. For a workload of 12 looms, Thirumurthi Mills pays Rs. 68. Because the workload in Murugan and Somasundara Mills is low, they are paying Rs. 44-11-10 and 45-8-0 respectively. All these mills are having automatic looms, all installed in recent years, subsequent to the year 1955. That being so, in the same locality, it is most desirable that in all these mills having automatic looms the same workload and the wages should prevail.

So far as the workload is concerned, there is not much controversy, and the mills may be divided into two groups, one group with a workload of 12 looms and the other with a workload of 6 looms. That is to say, Kothari, Radhakrishna, Venkatesa and Thirumurthi Mills with a workload of 12 looms would form one group; and Murugan and Somasundara Mills with a workload of 6 looms, would form the other group. The question is, what wages is to be fixed for those workloads. As stated above, there is no uniform wages for weavers in these mills, highest wages being paid at present by Kothari and Venkatesa Mills. Somasundara Mills also is paying a high rate of Rs. 45-8-0 for a workload of 6 looms; and at that rate the wages for a workload of 12 looms should be Rs. 91. In fact, the B & C. Mills, Madras, with a large number of automatic looms, have prescribed a workload of 12 looms for a wages of Rs. 91. In the first group of mills, as the workload has been fixed at 12 looms, there is no reason to fix a different rate of wages, Even though the wages may be fixed at Rs. 91 on paper, as a matter of fact, the workers are receiving much less because it is linked to the loom efficiency, and the workers are not able to reach that efficiency during all the months. Particularly in Murugan Mills, the percentage of efficiency achieved by the workers was seldom more than 80 per cent. However, it is essential to maintain uniformity in the matter of workload, wages and efficiency, and it is not proper to make any distinction between one mill and the other; and so, in respect of all the mills, there will be a uniform wage of Rs. 91 a month where the workload is 12 looms, and Rs. 45-8-0 where the workload of 6 looms. As regards the looms efficiency, it is the practice at present to link the wages to efficiency, and under the agreement entered into by Kothari Mills the efficiency fixed was 90 per cent, whereas the agreement entered into by Murugan Mills the efficiency fixed was 75 per cent. The manager of Kothari Mills has furnished figures of efficiency for his mills for some months, and from those figures it will be found that on an average the efficiency may be fixed at 85 per cent. In Murugan Mills, the automatic looms, the efficiency appears to be much lower, but still for the sake of uniformity and having regard to the fact that the automatic looms in these mills are all new, more or less of the same age, it will be proper to fix the same standard of efficiency for all the mills. It may be that the low percentage of Murugan Mills is due to other causes than any defect in the machinery. As stated above, the average efficiency in Kothari Mills is about 85 per cent and the same may be prescribed for all the mills. The other mills have not furnished figures for their efficiency. It will be seen from the Report on Productivity in South India Textile Industry by the Ahmedabad Productivity Team that the average efficiency is reported to about 88 per cent. It will also be seen that in B. & C. Mills, the same wages of Rs. 91 for 12 looms is linked to an efficiency of 90 to 92 per cent. But in regard to these mills that percentage may be a little too much, because on the actual figures available in this case, namely, those furnished by Kothari Mills, the average works out about 85 per cent. It is true that in agreement entered into by Kothari Mills, 90 per cent efficiency was fixed; but that was in 1955, and percentage efficiency declines as the machine becomes older and older. In these circumstances, I think it would be reasonable to fix an uniform percentage of efficiency, namely, 85 per cent for all these mills. The wages fixed above will be linked to the efficiency.

It was then contented for Radhakrishna Mills that the existing workload of 15 looms should be maintained, because the layout and the juxtaposition of the looms is such that it is not possible to introduce 12 looms workload. Of course, if the layout or the position of the looms is such that the workload of 12 looms cannot be practicable, then the existing workload of 15 looms will have to be continued. To find out whether or not it would be practicable to introduce a workload of 12 looms in this mills, the representatives of both the sides inspected the mills, and they reported that it is possible to introduce the workload of 12 looms in all the sections except

in two sections where there are 90 and 54 looms respectively. In the section containing 90 looms, it is not possible to introduce 12 loom-workload, and the existing 15 loom-workload has to be maintained, so that that section will require six weavers. In the other section containing 54 looms it is reported that it would be possible to maintain the workload of 12 looms in regard to 24 looms and that for the remaining 30 looms the workload will have to be maintained at the 'existing level' of 15 looms. Thus in respect of this mills also, the workload will be 12 looms, except in those two sections consisting of six groups of 15 looms in one and two groups of 15 looms in the other; so that except in those 8 groups where the workload will be 15 looms, in the other groups the workload will be 12 looms; and in those sections where the workload is 15 looms, the weaver will be paid extra wages at two-thirds of his wages pro rata for every extra loom he attends to over and above the normal workload of 12 looms.

As regards Murugan Mills, it was contended that their mills also be brought under 12 loom-workload, and that if that is not possible at least the present workload of 8 looms must be maintained with the extra payment as stated above. The workers maintained that in the existing conditions of this mills, it will be impossible for a worker to attend to more than six looms, and that with great difficulty they attend to 8 looms and that they do not want any extra payment for attending to eight looms. With a view to solve this difficulty, the representatives of both the sides visited these mills also today, and from their report, I am able to gather that the working conditions in the loom section are not satisfactory. That apparently accounts for the low percentage of looms efficiency in this mills, though the machinery is new. It is not possible to introduce the normal workload of twelve looms under the existing circumstances, or even to maintain the existing workload. But if the working condition in this mills improves in the future, as the weaving master who is present in the Court says it will, then this question will be investigated, and if there is no other objection, the workload may be increased to the normal workload of twelve looms.

The next category of workers in the weaving section is the smash-hands whose duty consist in cutting open the defect and removing the weft threads if anything goes wrong in the weaving. Under the Coimbatore agreement, they are classified as semi-skilled IV with a wages of Rs. 42-4-0. The workload in the power looms for the smash-hand is 48 looms. In regard to the automatic looms also, the present workload of a smash-hand is 48 looms. There is no difference so far as the workload is concerned, whether the looms is automatic or ordinary power loom. It is true that the nature of the work of a smash-hand, whether he attends to an ordinary power loom or an automatic loom, is the same. That being so, it was contended by the learned counsel for the managements that the wages fixed in the Coimbatore agreement, namely, Rs. 42-4-0, should not be increased in the case of smash-hands attending to an automatic loom. The representatives of the Unions conceded that the nature of the work might be the same, but maintained that in a power loom the work will not be so exacting or involve so much strain as in the automatic loom. It is conceded on the side of the managements that if the weaver is free, he ordinarily renders assistance to the smash-hand. If in the automatic loom anything goes wrong, the machine stops and the smash-hand immediately attends to mending the smash. While he does so, the weaver will have to attend to the remaining eleven looms. But in the power loom, if weaving in one loom goes wrong, that machine is stopped by the weaver, and the smash-hand attends to the defect; but then; in that case, the weaver will have to attend to only one other loom, as in power looms he has only two looms to attend to; and so; he will have more leisure to render assistance to the smash-hand. It is, therefore, obvious that a smash-hand attending to the power loom gets very much more assistance from the weaver than in the automatic loom, where

a smash-hand will have to do all the work himself almost unaided by the weaver. This by itself would be a sufficient ground for putting the smash-hands in the automatic looms on a higher level than the corresponding workers on the ordinary power looms. Though the degree of skill in both the cases may be same, the difference lies in the amount of strain, namely while in the one case, there is considerable assistance from the weavers, there is no such assistance in the other case. We may, therefore put the smash-hand on the automatic loom on the next higher scale under the Coimbatore agreement, namely Rs. 44—11—0. It is true that by putting this class of workers at that level would be placing them on the same level as the weavers on the ordinary power loom under the Coimbatore agreement; but even as it is, that agreement does not make much distinction between the two classes of workers because the wages fixed for the one is Rs. 42—4—0 and for the other Rs. 44—11—0, whereas in the case of the automatic looms there is a big difference between the wages paid to the weaver and the smash-hands. And so, for the smash-hand working on the automatic looms, the wages will be Rs. 44—11—0 and the workload will be 48 looms. The wages of this worker will stand linked to looms efficiency.

The next category of workers is the weavers-helper or battery-filler. In the ordinary power loom, there is no battery-filler, and so; there is no provision made for him in the Coimbatore agreement. For an automatic loom, in addition to the weaver and the smash-hand, there is also another worker called the weaver-helper attending to 24 looms of shuttle-changing type or 48 looms cop-changing type. This appears to be the present workload in all the mills. The Assistant Manager of the Radhakrishna Mills represents that because they are using longer pirn and shuttle, the weaver-helper is able to attend to 45-shuttle-change looms; but he admitted that even in that case the weaver-helper helps the weaver. So there is no reason why there should be a different workload merely because the pirns and shuttles may be a little longer. Rather it is more desirable that an uniform workload is maintained in all the mills. So the existing workload of 24 looms in shuttle-changing type will continue to be in force. As regards the wages, all the mills are paying about Rs. 30—1—0 which is the wages fixed in the Coimbatore agreements for unskilled worker No. 1. The contention for the management is that this wage should not be increased because the work of a weaver-helper is not more difficult or skilled than that of a doffing boy who, under the said agreement, is put under the same classification. But having regard to the duties of the weaver-helper, I feel no doubt that he cannot possibly be put under that classification, for it is admitted that in addition to filling the battery he is also attending to piecing, and what is more important is that when a weaver absents himself for a day then this worker is asked to attend to the duties of the weaver. This is admitted to be so by the manager of Kothari Mills, but the Assistant Manager of Radhakrishna Mills represents that this is not the practice and that in their mills the smash-hand attends to the duties of the weaver. The fact that in Kothari Mills the weaver-helper is called upon to attend to the duties of the weaver during the latter's absence shows that the weaver-helper must possess much higher qualifications and skill than a doffing boy. It was also contended that in any case the weaver-helper can be put on the same level and not on a higher level than the battery-filler of the pirn winding section, who has been put under unskilled III with wages Rs. 32—8—0. In fact, at first sight, I thought that for this worker, that would be the proper classification: but it was not then brought to my notice that he attends to the duties of the weaver while he absents himself for a day. I am taking into account the fact that the piecing done by the weaver-helper is a little more difficult than that done by the battery-filler in pirn winding section and also the fact that at times he is called upon to do the work of the weaver himself and therefore, he must be put on a higher level. The piecing done by weaver-helper is more difficult because he has to pass the broken end of the thread through what is called

the reed. In these circumstances, I think that the proper classification to be given to the weaver-helper or battery-filler should be semi-skilled II and the wages fixed at Rs. 37—6—0. The wages of this worker will stand linked to loom efficiency. But Mr. Chinnadurai, for one of the Unions, brings it to my notice that in paragraph 6 of the management's counter that they have themselves conceded that the wages of these workers may be fixed at Rs. 42—4—0 and that being so, there is no reason why their wages should be fixed at a lower level, namely, Rs. 37—6—0. It is true that there is some such admission in the counter, but they have suggested that that wages should be linked to a workload of 48 looms. Mr. Chinadurai pointed out that we have in fact fixed a workload of 48 looms, and so the wages should be fixed Rs. 42-4-0. But the 48 looms workload fixed herein relates to cop-changing pattern, and the workload fixed in regard to the other pattern, namely shuttle-changing, is only 24 looms. It may not, therefore, be proper to adopt the wages referred to in the counter-statement when the workload in respect of the shuttle-changing type is only 24. It is unfortunate that the counter is not clear on this point. However, the wages have to be fixed taking into account their qualification and skill and the nature of work these workers are called upon to do, and for fixing the wages at Rs. 37—6—0, I have taken into account all those considerations. It was only because of those considerations these workers who were at the bottom most level of Rs. 30—1—0 were pulled up to that much of higher level, and I feel no justification whatever to raise their wages to a still higher level. After all, this award is not going to be of a permanent character, as I propose to say that it will be in force, only so long as the Coimbatore agreement remains in force, as indeed the parties intended that any award passed on these matters should form one of the annexures to that agreement.

The next category of workers in the automatic loom shed is the loom-cleaners. They clean the looms both when the beam is on and off, and in the latter case they are called empty loom-cleaners. As in the empty loom cleaning the beam will not be in the machine, the process of cleaning becomes more thorough and difficult. In the case of cleaning with the beam on, the existing workload is 48 looms and there is no reason to alter that workload. But in the case of empty loom-cleaning, as it involves more work, the existing workload is very much less, that is, five looms for two workers or eight loom for three workers, and that will continue, and the workload for the other cleaning will be 48 to 50 looms with beams. With this workload, the question is what should be their wages? The prevailing rates of wages in all the mills is Rs. 30-1-0 treating them as unskilled I and, I am told, the Radhakrishna Mills is paying even less, that is Rs. 26. It is true that this work may not require skill, but still, I feel no doubt that the present classification is unjust. It is ridiculous to classify these workers under unskilled I category, along with the sweepers of the floor. These workers are paid Rs. 39-1-0, just what is paid to sweepers. This work is not mere taking a duster or brush and straightaway wiping off the surface of the machinery, but it consists in cleaning thoroughly every part of the machinery with some intelligence and understanding. But the learned counsel for the managements brought to my notice the fact that in the cleaning gang in the spinning section, the workers are paid under the Coimbatore agreement only Rs. 30-14-0 as unskilled II, and contended that there is no reason why these workers, cleaners of the weaving section, should be paid more than that rate. But if one examines the system of cleaning in the spinning section as prescribed in the Coimbatore agreement, it will be apparent that the work is entrusted to a team led by more qualified persons like spinners, doffers and the reserve piecers. The cleaners in the weaving section have no such leadership and themselves form the gang. That being so, it is not proper to compare the work of the cleaners in the weaving section with that in the spinning section. It will also be seen that in regard to other mills in Coimbatore, under the agreement entered into with the managements

an ordinary cleaner belonging to the cleaning gang of the spinning section is to be paid a wage of Rs. 37—6—0 in addition to production allowance of Rs. 4—14—0, in all making a total of over Rs. 40 a month. That being so, I feel no doubt that these workers should be placed at least as unskilled IV and their wages fixed at Rs. 34—2—0.

The next category of workers is the warp tying machine attendants, grade II and III. The classification will be found even in the Coimbatore agreement. Both these workers attend on the warp tying machine intended to knot the threads and prepare the same for weaving. It is admitted that so far as these workers are concerned, there is no difference in their work whether the loom is ordinary or automatic. That being so, there is no reason to put these workers under a higher category; and so, the warp-tying machine attendant, called the dresser, will fall under semi-skilled I, and will get Rs. 35—12—0 as his wages and the other worker called the tenter, will be classified as semi-skilled II and will draw Rs. 37—6—0. This will apply to all these mills.

There is another class of worker called the first-piece examiner, whose duty consists in counting the number of picks and also finding out the width of the cloth when it is begun to be woven on the loom. According to the union, he has to do not only that work, but also other work, such as seeing to the texture and quality of the cloth. But the management is definite that he is to do only these two items of work: (1) to count the number of threads per inch, and (2) to measure the width of the cloth. It is understood that this worker will not be given any other work except these two items of work. Moreover, there is only one such employee and that too only in Kothari Mills, and they are paying him Rs. 42—4—0. The two-fold duty as defined above will apply to this category of workers in all the mills wherever they exist. For wages, this worker will be classified as semi-skilled IV, and his wages will be Rs. 42—4—0. I am mentioning the duties specially of this worker because there is a controversy as to his duties, and the wages has to be fixed only in relation to the workload and the items of the duties. In regard to all other classes and categories of workers dealt with under this award, both parties are agreed that existing items of duties will continue.

The next category is the loom-oiler, whose duty it is to provide the looms with lubricating oil. At present, there are two oilers for every shift in Radhakrishna Mills and Kothari Mills, each of which has 300 automatic looms. The existing workload will continue in all the mills. As regards the wages, having regard to the nature of their duties, I think they may be safely classified as semi-skilled IV, and accordingly their wages is fixed at Rs. 42—4—0. If in any mills any production bonus is being paid in addition to that wage, that bonus will continue. It may also be noted that while the oiler is left out of the Coimbatore agreement, there was a subsequent agreement, dated 24th April 1957, entered into between the mill owners and the Coimbatore District Textile Jobber's Union, wherein also the oiler's wages was fixed at Rs. 42—4—0.

The next category of workers to be considered is the reacher and drawer, who work together as a team and prepare the warp on the beam for weaving by knotting the threads through the reeds and healds an important piece of work without which of course the weaving cannot go on. It is the contention of the management that having regard to the terms of the reference it is not permissible to investigate into the wages of this class of workers, because strictly speaking they do not belong to the automatic loom-shed where the actual weaving alone takes place. The language of the reference may not be happy: but as I understand it, it refers to all the workers who are directly connected with the process of weaving. I take the words "automatic loom-shed" in

the reference to mean all the workers who would be normally employed in or directly contribute to the process of weaving, If so understood, this class of employees would be workers of the automatic-loom-shed within the meaning of the reference. Then the question is, what should be the workload and wages to be fixed for this class of workers. So far as the ordinary powerloom is concerned, provision is made in the Coimbatore agreement, which fixes a wage of Rs. 42—4—0 for drawers with a work-load of 8 thousand ends, and for the reachers a wage of Rs. 34—2—0. so far as the work-load is concerned, there is not much difficulty, and it is obvious that for the automatic looms' the same work-load as for the ordinary powerlooms cannot be prescribed for the simple reason that while in the ordinary looms there are no droppers, in the automatic looms the thread has to be drawn through the droppers before they are put into the healds and reeds. As this process involves more work in the automatic looms, the work-load necessarily has to be decreased, It is admitted by the managements of Kothari Mills and Radhakrishna Mills, whose representatives are present in court, that the average work-load at present achieved by the workers is 7,000 ends. And so that may be fixed as the workload for the other mills as well, particularly when the other mills have not furnished the figures for their mills. As regards the wages, under the Coimbatore agreement, the corresponding workers on the ordinary looms are paid, drawers Rs. 42—4—0 and reachers Rs. 34—2—0. But as the work is more strenuous in the automatic looms, there can be no doubt that the same wages cannot be fixed for these workers working on the automatic looms. During my visit to Kothari Mills and also during the demonstration in court which the Assistant Manager of Radhakrishna Mills was pleased to arrange, I felt satisfied that this work involves much strain and skill, and that these workers must necessarily be put on a higher level than what is assigned to them under the Coimbatore agreement. It will be seen that under that agreement the reacher is paid only Rs. 34—2—0, which having regard to the nature of his work seems too low, because that wages is prescribed for unskilled work IV. The prevailing rates of wages is not fixed monthly wage, but a certain rate for every thousand ends drawn by the workers' Kothari Mills pays fairly reasonable wages at the rate of Rs. 0—4—6 for drawer and Re. 0—4—0— for reacher per thousand. The Radhakrishna Mills pays the lowest for these workers, a fixed amount of Rs. 39 and Rs. 30, respectively. In other words, a reacher in Radhakrishna Mills gets that amount of wages as the most unskilled labourer would get in any industry in the State. The Venkatesa Mills pays higher rates, at the rate of Re. 0—4—10½ for the drawer and Re. 0—3—11½ for the reacher. My attention was drawn to the classification of these workers under the report of the tripartite committee which is adopted in the Coimbatore agreement, but that classification was not made in regard to automatic looms. In these circumstances, for this class of workers working on the automatic looms, the wages will be, for the drawer at Re. 0—4—9 and for reacher Re. 0—4—3 per thousand with a work-load of 7,000 ends

The next set of workers in the automatic looms, to be considered, would be the jobbers, also called the loom fixers or maistries. The duties which this class of workers are called upon to perform are described in the statement, Exhibit M-3, filed on behalf of the Kothari Mills. The facts stated therein are admitted to be correct by the representatives of the unions. In the Kothari Mills, the work-load for this category of workers is 100 looms, with basic wages Rs. 120 at 85 per cent efficiency, plus production bonus as per Annexure I to that statement for efficiency over 80 per cent. It is admitted that the rates paid in Kothari Mills are the highest of all these mills, and the other mills pay very much less. The demand made by the unions is for a scale of wages. Rs. 130—3—160—4—200, on a work-load of 48 looms together with production bonus of 3 annas per day per cent on an efficiency of 75 per cent. It is stated that this claim is based upon the

wage structure prevailing in the B. & C. Mills. In regard to this and the other categories of workers, there has been a protracted and exhaustive discussion of every aspect of their services such as work-loads, wages, efficiency, duties, and so on; and so far as facts were concerned there was not much controversy, and there has therefore been no need for taking evidence on those matters. In regard to jobbers, it will be seen from the Coimbatore agreement that their duties and wages vary according to the departments or sections to which they are attached. What a jobber gets in one section of spinning or weaving mills can be no criterion for judging the reasonableness of his wages in another section. As regards the rates prevailing in the B. & C. Mills they, may serve as some guidance, but may not safely be copied. A statement, Exhibit w-5 has been filed by the unions showing the work-load and the rate of wages paid in that mills. It does not refer to jobbers as such, but it is stated that a jobber is also called loom turner; even so, according to that statement, a jobber on a work-load of 60 looms would be drawing a basic wage of Rs. 5 per day, or Rs. 130 a month, in addition to production bonus. But it is not known under what circumstances that work-load and the wages are fixed in the B. & C. Mills. So far as the work-load is concerned, it is not the complaint by the unions that the present work-load of 100 looms, obtaining in the Kothari Mills is excessive or burdensome, and there is therefore no reason to reduce the work-load. The work-load now prevailing in the Kothari Mills, namely 100 looms, will continue not only in that mills, but will be applicable to all the other mills subject to the modifications mentioned below. As stated above, the Kothari Mills pays the highest rate of Rs. 120 at 85 per cent efficiency. That has been the prevailing rate for the past few years. There is no reason to reduce the efficiency; so that 85 per cent efficiency will apply to all the mills. As regards their wages, it must be stated that no case has been made out for increasing it beyond the present rates paid by Kothari Mills. The jobber is already drawing fairly high wages, and I am not convinced that it should be enhanced. On the other hand, the contention for the management is that even the rates paid by the Kothari Mills is unduly excessive, when compared to the rates paid to the jobbers in the other sections, and that those rates should be extended to the other mills. I have no reasons to doubt that the rates paid by Kothari Mills must be reasonable, and no circumstances were brought to my notice why Kothari Mills should have agreed to pay excessive rates for their workers. And so, in regard to jobbers, in all the mills, the work-load, the wages, the efficiency and the duties will be same, namely, as per the statement Exhibit M-3, filed by the Kothari Mills.

The next category is assistant jobber or assistant loom fixer. Under this category is included the beam-gaiter. It may be mentioned that the duties of a jobber or loom fixer are broadly threefold; (1) supervision. (2) maintenance of the machinery and (3) beam-gaiting. A jobber may do these duties either by himself or through his assistants, but the responsibility is his. For this category, namely, assistant loom fixer and beam gaiter, according to Kothari's statement, Exhibit M-3, the workload and the efficiency are the same as for the jobbers, but the wages paid is Rs. 91 plus production bonus for efficiency above 80 percent. So far as these workers are concerned, there is no reason why the same workload and the wages should not be extended to the other mills as well. On the other hand, for the mills in the same locality, it is most desirable that the same work-load and the wages should prevail, and so, in regard to these workers also, the work-load, the efficiency, and the duties will be the same for all the mills, as per the statement, Exhibit M-3. But the wages may require a slight increase. The basic wage of a weaver is fixed at Rs. 91; and as the assistant jobbers exercise some supervisory functions also, I would fix their basic wages at 95.

The next category is the fitter and the assistant fitter. In regard to these workers also, the statement, Exhibit M-3, gives the work-load, the basic wages, the efficiency and the duties. It is also necessary that they should be uniform for all the mills. And so in regard to these workers also, the same work-load, efficiency, and duties as set out in Exhibit M-3 will apply to all mills. As regards fitters it was contended for the unions that they are really jobbers but miscalled fitters and that they should be paid the same wages as jobbers. Of course if any fitter is doing the duties of a jobber then he must be paid then wages payable to a jobber but if a fitter does only the work of a fitter and nothing more, then there is no reason to elevate him to the status of a jobber. A fitter is more or less a mechanic and has no supervisory functions. As regards their wages, there is some justification for a slight increase. In some of the spinning mills like Ramakrishna and Sivanda Mills, the basic wages of a fitter and assistant fitter are fixed at Rs. 104 and Rs. 84—8—0 respectively, but without production bonus, but still a little more than what these workers would get. I have also taken in to account the nature of their duties and equipment. I would therefore increase their basic wages by Rs. 5 and fix the same at Rs. 75 and Rs. 60, respectively. The fact that these workers are not specifically mentioned in the claim statement is by itself no proof of the reasonableness of the existing rates.

The only other category that remains to be considered is the motion setter, whose work-load wages, efficiency and duties are set out in the statement, Exhibit M-3. These workers are paid a basic wage of Rs. 44.67, on their classification as skilled I under the Coimbatore agreement. Having regard to the nature of their duties, I think they may be fixed on the higher category, namely, skilled II with a basic wage of Rs. 47—2—0. And so, the basic wages for these workers will be Rs. 47—2—0 instead of Rs. 44.67 and in other aspects there will be no change. This will apply to all the mills.

As regards the increment for these categories of workers, namely, jobbers or loom fixers assistant jobbers or assistant loom fixers and beam gaiters, fitters and motion setters, they will get an annual increment of 4 pies in the rupee on the basic wages.

It is mentioned by the representatives of the unions that there is another class of workers called overhaulers, But overhauling is done only by fitters and assistant fitters. That being so, there is no necessity for a separate category, and the overhaulers will be classified as fitters or assistant fitters according to then nature of their duties.

It will be remembered that in Kothari and Radhakrishna Mills, thereare 300 automatic looms and in Murugan Mills 100 such loom; so that it would be convenient to introduce in those mills the work-load of 100 looms for jobbers and assistant jobbers as fixed above. In the Murugan Mills, there are now two jobbers and one gaiter for each shift. Of the two jobbers, one will be a jobber and the other assistant jobber, having regard to the work-load of 100 looms. The gaiter will of course continue, as there is no warp-tying machine. There is another worker V. Krishna-swami Naidu, who is designated as a head-jobber and whose duties consist not only of the duties of a jobber but something more, namely, supervising the work of the jobbers and of the preparatory sections. This is a post peculiar to the mills, and it will continue under that designation and with a basic wage of Rs. 125. But the other three mills, Thirumurthi with 75, Venkatesa with 48 and Somasundara with 36, present some difficulty. In Venkatesa and Somasundara Mills there is only one jobber for each shift, that is, two jobbers and none elsefor assistance. They will have to do all the work themselves, namely, supervisory, maintenance and beam gaiting, and so they will

be treated as jobbers and paid as such. In Thirumurthi Mills, there are two fitters and one gaiter for both the shifts and they will continue and be paid as such on the scale of wages now fixed. In the Radhakrishna Mills to a jobber all the trilogy of functions are not allotted. They have no need, for any worker to do the gaiting work as they are employing warp-tying machine. For the other two functions, namely, supervision and maintenance, they have got separate sets of workers, two jobbers or maistries (one for each shift) for supervisory work and one maintenance fitter for maintenance work, for all the 300 looms. How they should divide the work is entirely a matter for the management. And if the threefold functions are not combined in one worker but distributed over three workers, each should be able to attend to 300 looms as at present. This arrangement need not be disturbed as it does not contravene the work-load of 100 looms now prescribed. But all the three workers will be treated as jobbers and paid the wages herein fixed. In addition to these three workers this mills has got seven fitter-helpers. It is pointed out for the unions that with that staff it will not be possible to maintain the standard efficiency and that the wages of the workers linked to efficiency would be affected, and that a staff of 16 workers would be necessary. The jobbers aforesaid will receive the same extent and measure of assistance as they are getting in the Kothari Mills; but in what form or through what categories of workers such assistance should be given will be in the discretion of the management. What wages the categories of workers who give such assistance should get would depend upon the nature of their duties. The maintenance fitter who is now treated as a jobber will have no night shift duty: What wages the fitter-helpers so called, should get will also depend on the nature of their duties.

With a view to standardize the workload the wages, the efficiency, and the duties of these categories of workers, the Statement, Exhibit M-3, is set out as hereunder.

I. Loomfixer (Similar to line jobber) :-

- (i) Work-load : 1 for 100 looms. For 300 looms—3 looms fixers are provided per shift.
- (ii) Basic Rs. 120 at 85 per cent efficiency. Production bonus as per Annexure I for obtained efficiency over 80 per cent.
- (iii) Duties performed :—
 - 1) To control and supervise all categories of workers under his charge, viz., assistant loom fixer, weaver, smash hand, helper-cum battery filler, oiler weft suppliers sweeper-cleaners, etc., and arrange the lines at the start of the shift by deputing acting worker and substitutes in the absentee places in consultation with the shift supervisor.
 - 2) To attend to the repairs in the looms under his charge. Replace broken parts, pickers, check strap, etc.
 - 3) After cleaning and before gaiting an empty loom to check set and gauge the Important mechanism of the loom, viz., change motion, etc.
 - 4) To check daily 4 looms, for the correct functions of the important motions in the looms, viz., shedding picking, check strap, take up motion, damage to shuttle, pushing slider sley, temples and ratcher etc.
 - 5) To check the clot on the loom daily in the looms for defects, viz, missing ends wrong denting, bad selvages, reedy cloth and thick and thin places.

- 6) See that the damaged shuttles are taken to the carpentry, repaired and replaced in the looms. Also put new shuttles wherever required and see that the full strength of magazine (8) is maintained.
- 7) To be responsible for the outturn and efficiency and for broken and missing parts and shuttles in the looms. Also to be responsible for damages in cloth.
- 8) Report to the shift supervisor at the shift close the loom numbers they checked for setting and gauging, the replacement of broken parts, pickers, buffers, shuttles etc., and repairs attended.

II. Assistant loom fixer-cum-beam gaiter (similar to assistant line Jobber) :

- i) work-load: One for 100 looms, for 300 looms 3 per shift.
- ii) wages: Basic wages: Rs. 95 at 85 percent efficiency. Production bonus for obtained efficiency above 80 per cent as shown in Annexure I.
- iii) Duties performed :—
 - 1) To gait properly and change pick wheels and weft as per beam chit, after the loom is cleaned and oiled. Also bring the knots and draw the broken ends in the warp tied looms and leave the loom in good working condition to the weaver.
 - 2) To check and tighten all bolts and nuts before gaiting the empty looms. Report worn out bushes and parts requiring replacement to the loom fixer.
 - 3) To check, set and gauge the following minor adjustments before gaiting. Timing and shedding and picking, side play of shafts, let off pinion shaft, shuttle safety apparatus warp stop motion, check strap bracket, spring and leathers etc.
 - 4) To check daily 4 looms for loose nuts and bolts, oiling cutter hammer, beak brackets, bushes, side play in shafts etc.
 - 5) To check the cloth on the looms daily in the looms for defects, viz, missing ends wrong denting, bad selvedges, thick and thin places and reed for cloth.
 - 6) To be responsible for outturn and efficiency, broken parts, etc.
 - 7) To be of help of loom fixer and bring the repaired shuttles to the loom.
 - 8) When looms come out, write loom number in the coming out and gaiting book in the order of priority, get the looms cleaned and oiled properly before gaiting.
 - 9) Report to the supervisor along with the loom fixer at shift close, the loom number be checked, repairs attended and the replacement of parts, if any.

III. Fitter :—

- i) Work-load: One for 300 looms in day only.
- ii) Basic wages : Rs. 75 plus production bonus Rs. 29.25 at 85 per cent efficiency.

(iii) Duties performed :—

- 1 To report to shift supervisor or weaving master; the looms idle for repairs and take necessary instructions.
- 2 To attend to loom maintenance and to help loom fixer in repairs.
- 3 To attend to repair and cleaning of pick counters.
- 4 Attend to mechanic shop work for grinding, welding etc.
- 5 Attend to erection, overhauling, re-erection, gauging and setting of looms.
- 6 To keep all tools entrusted to him safely.
- 7 To report to higher authorities in writing, about repairs, replacements, etc., carried out.
- 8 Once in fortnight, take the shuttle position in looms.
- 9 To direct the assistant fitter, motion setters to attend to the maintenance work,

IV. Assistant fitter:—

- i) Work-load: Two persons for 300 looms in day only.
- ii) Wages : Basic wages Rs. 60.00 plus production bonus Rs. 26.25 at 85 per cent efficiency.
- iii) Duties performed :—
 - 1 To go on routine checking, setting and gauging work of the different mechanisms in the loom, in the given order.
 - 2 To attend erection, overhauling, gauging and setting of looms.
 - 3 To keep all tools entrusted to him safely.
 - 4 Report to higher authorities in writing, about repairs and replacements carried out.
 - 5 To attend to repairs as directed by fitter and be of assistance to fitter.

V. Motion setters :—

- i) Work-load: Two persons for 300 looms in day only.
- ii) Wages: Basic wages Rs. 47—2—0 plus production bonus Rs. 12.19 at 85 per cent. efficiency.
- iii) Duties performed :—
 - 1 To go on routine checking, setting and ganging work of the different mechanisms in the loom in the given order.
 - 2 To take the broken parts to mechanic-shop for repairs and bring them back after repairs
 - 3 Carry out maintenance programme under fitter's or supervisors direction.
 - 4 Report to higher authorities in writing, about repairs and replacements carried out.
 - 5 To keep all tools entrusted to him safely.

It was strenuously contended for the managements that the increase in wages for the workers attached to the automatic looms as proposed in this award would inflate the cost of production, so that the very object to the automatic looms would be frustrated. In order to substantiate their contention, the managements have filed a statement, Exhibit M-4, to show that while the labour and depreciation cost per yard on the powerloom would be Rs. 8.26 nP. at 80 per cent efficiency, the cost on the automatic looms would be Rs. 8.08 nP. which means that the costs are more or less the same on the existing 85 percent efficiency. Assuming that the calculations made in that statement are all correct, It should not be forgotten that even if there is no increase in production there is certainly increase in the quality of the goods produced. It is not easy to assess whether the increase in the quality would not be sufficient to compensate for the increase in the cost of production. Apart from this, the representatives of the unions have taken serious objection to the data on which the calculations are made. They question the correctness of the number of hands on which the calculations are based. It will also be seen that for the automatic looms the calculation is made on the basis of 240 looms as against 200 powerlooms, for which there is no warrant: and on the other hand, the evidence of the expert, Mr. Srinivasan, who was examined by the managements in I. D. No. 13 of 1958, was that the production would be little more on the automatic loom than on the powerloom.

The next question to be considered is, from what date the revised wages fixed under this award should be brought into force? Ordinarily, I should agree that in cases where wages are revised, they should be brought into force only from some future date, and not with retrospective effect unless there are strong reasons for giving such effect. It is true that in the present case there has been no increase in the work-load under this award, and it will be seen that the same work-load has been maintained and if anything it has only been reduced in some cases, so that, there is no room for the argument that the workers working on a lower work-load should not be given higher wages for the period already worked. It is therefore, the contention of the representatives of the unions that there can be no injustice or hardship if the revised rates are brought into force with retrospective effect. They point out that according to clause 15 of the Coimbatore agreement (Exhibit M-1), the wages and work-load with regard to workers in the electrical and mechanical department and automatic loom sections are to be discussed between the parties and determined, whereafter the same is to be added on to Annexure IV and form part of that agreement. Under clause 2, that agreement shall take effect from 1st October 1956. The argument is that as this award, which fixes this wages and the work-load in the electrical and mechanical departments and automatic loom sections, forms part of that agreement, the revised wages should necessarily be brought into force from 1st October 1956. They also rely upon the fact that the supplementary agreements, called the jobbers agreements, Exhibits W-4, W-6 [a], have also been brought into force from 1st October 1956, in conformity with the terms of main agreement. It must be conceded that if this award should be added on to Annexure IV of the main agreement and form part of it, the revised wages should be given effect to from 1st October 1956. But, at the same time, one cannot ignore the fact if such retrospective effect be given, more than two years after that date, it will place a heavy burden on these mills, which some of them may not be able to bear. The delay of over two years in the determination of these disputes was not solely due to the managements, and the blame must be laid on both the parties. They must equally share the consequences of the delay. In these circumstances, it seems to me that it would be just and proper to bring into force the revised scales of wages fixed under this award with retrospective effect for one half of the period between 1st October 1956 and the date of the reference, namely, 24th October 1958, that is, for about a year prior to the date of the reference.

which means 1st October 1957 and so, this award will be added on to Annexure IV of the Coimbatore agreement, Exhibit M-1, and form part of that agreement and shall come in to effect from 1st October 1957. The wages paid to the workers would be fitted into the revised scale and if it does not exactly fit into that scale, the worker will be allowed to draw at the next higher level. Having done that the worker will be given one increment (in cases where increment is prescribed) for every three years of service weightage. Ofcourse, if any worker is already drawing wages higher than the revised scales, he will continue to draw such higher wages.

There will be an award in the above terms.

Camp :
Coimbatore

K. RAMASWAMI GOUNDAR
Industrial Tribunal Madras

Order No. 593, Industries, Labour and Co-operation (Labour), Dated 12th February 1959.

Whereas the award of the Industrial Tribunal, Madras, in respect of the industrial dispute between the workmen and the managements of the textile mills in Coimbatore district has been received;

Now, therefore, in exercise of the powers conferred by section 17 (1) of the Industrial Disputes Act, 1947 (Central Act XIV of 1947), the Governor of Madras directs that the award be published in the *Fort St. George Gazette*.

R. V. RANAM
Additional Secretary to Government

MEMORANDUM OF SETTLEMENT

President : **Sri T. N. Lakshminarayanan**, I. A. S.
Commissioner of Labour, Madras

- Name of the Parties to the dispute : The workers and the management of the textile mills listed in the Annexure I and II hereto.
- Representing Employers :
1. Sri M. N. M. Veerabhadra Chettiar, Chairman, Southern India Millowners' Association, Coimbatore.
 2. Sri R. K. Kandaswamy Chettiar, Vice-Chairman, Southern India Millowners' Association, Coimbatore.
 3. Sri D. C. Kothari.
- Representing Employees :
1. Sri T. R. Ganeshan, B. E., General Secretary, Tamilnad Trade Union Congress, Madras. (AITUC)
 2. Sri R. Rengaswamy, General Secretary, Tamilnad Indian National Trade Union Congress, Madras.
 3. Sri P. S. Chinnadorai, M. L. A., President, Hind Mazdoor Sabha, Tamilnad Branch, Coimbatore.
 4. Sri P. A. Kannayya, B. A., B. L., Representing Papanasam Labour Union and Madura Mill Labour Union, Madurai.
 5. S. Doraiswamy, General Secretary, Coimbatore District Dravida Panchalai Thozhilalar (Munnitra) Sangham, Coimbatore.

SHORT RECITAL OF THE CASE :

An Industrial Dispute having arisen over the implementation of the recommendations of the Central Wage Board for the Cotton Textile Industry, a settlement is reached on the following terms, as a result of the good Offices of the Minister for Industries and Labour and the Commissioner of Labour, Madras.

TERMS OF SETTLEMENT

- 1 An increase at the rate of Rs. 8 per month per worker shall be given to all workers in the mills listed in Annexure I with effect from 1st January 1960. Out of the arrears payable on this account from January 1960 to June 1960, not less 75% shall be paid to the workers on or before the 10th October 1960 and the balance shall be paid on or before 15th November 1960. A further increase of Rs. 2 per month per worker will be given by the said mills with effect from 1—1—1961.
- 2 Out of the Dearness Allowance now being paid to the workers in mills covered by Annexure I, Rs. 45 will be consolidated into a fixed dearness allowance at the point of 340 in the Madras Cost of Living Index; and over and above this point, the workers will be paid a dearness allowance at 21 nP. per point with effect from 1st June 1960, 23 nP. per point with effect from 1st June 1961, 24 nP. per point with effect from 1st June 1962 and 26 nP. per point with effect from 1st January 1963.

3 In respect of mills listed in Annexure II in addition to the wage that is being paid and would be paid in terms of any existing award or agreement or voluntary arrangement, all workers will be paid the increase of Rs. 8, and Rs. 2 mentioned in paragraph I above with effect from 1-1-1960 1-1-1962 respectively.

4 In addition to the dearness allowance now being paid and any increases therein as provided in the existing award or agreement or voluntary arrangement the workers in the mills in Annexure (2) will be given an additional dearness allowance at Rs. 2-25 nP. per point over 340 of the Madras Cost of Living Index with effect from 1-6-1960.

4-25 nP. per point over 340 with effect from 1-6-1961;

5-25 nP. per point over 340 with effect from 1-6-1962;

7-25 nP. per point over 340 with effect from 1-6-1963.

As soon as the mills in Annexure II reach the final stage under the existing award or agreement or voluntary arrangement, Rs. 45 out of the total dearness allowance will be consolidated into a fixed dearness allowance as in the case of the mills in Annexure I.

5 The gross wages of workers will be shown under the following heads in future:

i Basic wage.

ii Wage Board increase of Rs. 8 from 1-1-1960 and (Rs. 2 with effect from 1-1-1962)

iii Fixed dearness allowance.

iv Variable dearness allowance.

6 There have been revisions of wages in Coimbatore Textile Industry in September 1956 by agreement. Following this there have been similar revisions of wages in other textile centres in this State. Certain other occupations which have not been covered by the September 1956 agreement in Coimbatore have also been covered by subsequent revisions in wages. Any increase that might have been given to the workers as a result of this and similar revisions effected by agreements, awards or voluntary arrangements shall not be adjustable against the increases due to the workers under this agreement. Also any annual increase paid or payable to the workers shall not be adjustable against the increases under this agreement.

7 RATIONALISATION ; The extent and nature of rationalisation and the programme for its implementation as well as the basis for the distribution of gains of rationalisation, based on the recommendation of the Wage Board in paragraphs 101 to 104 of its Report will be referred to Regional Bipartite Committees, one for each of the three regions viz., Madras, Coimbatore and Madurai. The Committees will consist of employees' and employers' representatives and will seek to bring about settlement of the above issues. In the event of disagreement, the issues in dispute will be referred to an Umpire mutually acceptable who will be common to the three Committees. He will be selected out of the panels to be submitted by the Employers' and Employees' Representatives, and if there is no agreement on the person to be appointed as Umpire, the State Government will appoint such an Umpire. The decision of the Umpire, in respect of the issues referred to him shall be final and binding on the parties.

8. CLERKS : An increase of Rs. 10/- per month will be given to all clerks with effect from 1st January 1960. And the arrears in this regard from 1-1-1960 to 30-6-60 shall be paid in the same manner as for the workers. Regional Committees consisting of employers and employees representatives will be constituted for each of the three Regions (Madras, Madurai and Coimbatore) to decide the issues relating to the classification of clerks, the grades of pay and their fitment into the new scales of pay. The increase of Rs. 10/- per month now given will be adjusted if found necessary against the future increments in the scales into which they are fitted and against the Dearness Allowance prescribed for them in Paragraphs 118 to 120 of the wage Board Report. In other words, in adjusting the scales of pay and dearness allowance of the clerks and semi-clerks in accordance with paragraphs 113, 118 and 120 of the Wage Board Report, the total pay packet including the dearness allowance paid will be taken into account. The increases will be shown in the musters in the same manner as in the case of workers.

In the event of disagreement, the issues in dispute will be referred to an Umpire who will be common to the three Committees. He will be selected out of the panel to be submitted by the employer's and employees' representatives; and if there is no agreement on the person to be appointed as Umpire, the State Government will appoint such an Umpire. The decision of the Umpire in respect of the issues referred to him shall be final and binding on the parties.

- 9 Any difference of opinion arising in regard to interpretation of any of the clauses of this settlement will be referred to the Commissioner of Labour, Madras, and his decision in the matter shall be final and binding on the parties.
- 10 This is a compromise settlement in full satisfaction of the rights and obligations of the parties arising out of the recommendations of the Central wage Board for the Cotton Textile Industry.

REPRESENTING EMPLOYERS :

(Sd.) Sri M. N. M. Veerabhadra Chettiar
(Sd.) Sri R. K. Kandaswamy Chettiar
(Sd.) Sri D. C. Kothri

REPRESENTING EMPLOYEES :

(Sd.) Sri T. R. Ganesan
(Sd.) Sri R. Rengaswamy
(Sd.) Sri P. S. Chinnadoral
(Sd.) Sri P. A. Kannayya
(Sd.) Sri S. Doraiswamy

Before Me
T. N. LAKSHMINARAYANAN
Commissioner of Labour, Madras

Madras-5
Dt. 30-6-60

Copy to all concerned.

(Sd.) G. KAMALARATNAM
For Commissioner of Labour

True Copy.

ANNEXURE I

S. No.	Name of the Mill
1	Asher Textiles Ltd., Tirupur
2	Sri Balasubramania Mills Ltd., Coimbatore
3	The Coimbatore Cotton Mills Ltd., Coimbatore
4	The Coimbatore Pioneer Mills Ltd., Coimbatore
5	The Dhanalakshmi Mills Ltd., Tirupur
6	The Gnanambikai Mills Ltd., Coimbatore
7	The Jayalakshmi Mills Ltd., Coimbatore
8	The Jothi Mills, Periyanaickenpalayam
9	The Kadri Mills Ltd., Coimbatore
10	Sri Kannapiran Mills Ltd., Coimbatore
11	Kothari Textile Mills Ltd., Coimbatore
12	Kumaran Mills Ltd. Coimbatore
13	The Lakshmi Mills Co., Ltd., Coimbatore
14	The Palaniandavar Mills Ltd., Udumalpet
15	The Premier Mills (Coimbatore) Ltd., Udumalpet
16	Radhakrishna Mills Ltd., Coimbatore
17	Sri Ramakrishna Mills (Coimbatore) Ltd., Coimbatore
18	The Rajalakshmi Mills Ltd., Coimbatore
19	Sri Ramalinga Choodambikai Mills Ltd., Tirupur
20	Saroja Mills Ltd., Coimbatore
21	Sivananda Mills Ltd., Coimbatore
22	Sri Varadaraja Textiles (P) Ltd., Coimbatore
23	The Vasantha Mills Ltd., Coimbatore
24	Sri Venkatesa Mills Ltd., Udumalpet
25	The Vijayalakshmi Mills Ltd., Coimbatore
26	The Balaramavarma Textiles Ltd., Shengottah
27	The Jawahar Mills Ltd., Salem
28	The Lakshmi Mills Co, Ltd., (Branch) Kovilpatti
29	Madura Mills Co. Ltd., Ambasamuddram
30	Madura Mills Co. Ltd., (Old & New Mills) Madurai
31	Madura Mills Co. Ltd., (Pandyam Mill) Madurai
32	Madura Mills Co. Ltd., Tuticorin
33	Rajapalayam Mills Ltd., Rajapalayam
34	Sri Rajendra Mills, Salem
35	Soundararaja Mills Ltd., Dindigul
36	The Trichinopoly Mills Ltd., Trichinopoly
37	Thirumagal Mills Ltd., Gudiyattam

ANNEXURE II

S. No.	Name of the Mill
1	Kothari Textiles Ltd., (Mills No. 2) K. Vadamadurai, Coimbatore
2	The Lakshmi Mills Co. Ltd., (Branch) Palladam
3	The Anandakumar Mills Ltd., Coimbatore
4	Chandra Textiles (P) Ltd., Coimbatore
5	D. P. F. Textiles Ltd., Coimbatore
6	The Ramaswamy & Co. Ganga Textiles, Coimbatore
7	The Gobald Textiles Ltd., Tirupur
8	Sri Hari Mills Ltd., Coimbatore
9	Krishnaveni Textiles Ltd., Coimbatore
10	Sri Karunambikai Mills Ltd., Somanur
11	Sri Lakshminarayana Textiles Ltd., Coimbatore
12	The Narasimha Mills Ltd., Coimbatore
13	Om Parasakthi Mills Ltd., Coimbatore
14	The Prakash Mills (P) Ltd., Coimbatore
15	The Radhika Mills Ltd., Coimbatore
16	Ramanarayana Mills Ltd., Perianaickenpalayam
17	Ravindra Mills Ltd., Coimbatore
18	Sri Sakthi Textiles (P) Ltd., Pollachi
19	Selvaraja Mills (P) Ltd., Coimbatore
20	The Southern Textiles Ltd., Coimbatore
21	Sujani Textiles Ltd., Coimbatore
22	Suryaprabha Mills Ltd., Coimbatore
23	Tirupur Cotton Spg. & Wvg. Mills Ltd., Tirupur
24	Sri Vijayeswari Textiles Ltd., Puliampatti
25	Indra Cotton Mills Ltd., Chrompet, Madras
26	Sri Annamaliar Mills, P. B. No. 2, Dindigul
27	Venkatesa Mills Ltd., Red-Hills, Madras
28	Cotton Jubilee Mills, Coimbatore
29	Coimbatore Pioneer (B) Mills, Coimbatore
30	Rajaratna Mills, Palani
31	Premier Mills (B) Othakalmandapam

(Sd.) G. KAMALARATNAM
For Commissioner of Labour

GOVERNMENT OF MADRAS

**Public (Information and Publicity) Department
Press Note No. 18, dated the 9th November 1961**

Implementation of Textile Wage Board Recommendations revised scales of pay for staff announced.

In connection with the implementation of the recommendation of the General wage Board for the Cotton Textile Industry, a settlement was reached between the representatives of the workmen and the managements of textile mills in this State on the 30th June last year. Clause 8 of that agreement relates to staff. It was agreed that an increase of Rs. 10/- p. m. would be given to all clerks with effect from 1—1—60 and that Regional bi-partite Committees would be constituted in the three regions at Madras, Madurai and Coimbatore to decide the issues relating to the classification of clerks, grades of pay and their fitment into the new scales of pay. The Regional Committee for Coimbatore could not meet owing to various difficulties. The question was considered at various meetings held by the Commissioner of Labour with the parties and eventually a scheme giving effect to the recommendations of the wage Board and also the agreement reached on 30—6—1960 was worked out to the satisfaction of both the parties. The Home Minister announced the scheme at a meeting held with the parties at Coimbatore on 31—10—1961 and recommend it for acceptance by them. The Minister also stated that within the frame work of the Wage Board recommendations and the agreement of 30—6—1960 all points of doubt could be referred to Government and that they would give their clarification after examining each case on merits. The parties accepted the scheme and agreed to work it in a spirit of co-operation.

The scheme is given below :—

SCHEME FOR IMPLEMENTATION OF THE RECOMMENDATIONS IN RESPECT OF CLERKS.

- 1 There shall be no retrenchment of any clerk as a consequence of implementing this scheme. There shall be no demand for the creation of categories that do not exist in the mills.
- 2 The clerks will be broadly divided into two section. [1] Managing Agent's Office [2] Mill Office. In some mills, the administrative side is common and in such cases, the above classification will not apply.
- 3 The staffing of the mill office and the managing agent's office will be in the discretion of the management.
- 4 The clerks will be divided into the following categories and the wage scales for the categories will be as following :—

i) Chief Clerk	...	Rs. 250-15-325
ii) Senior Clerk	...	Rs. 160-10-220-15-280
iii) Junior plus Clerk	...	Rs. 105—7½-150-EB-10-200-12½-250
iv) Junior Clerk	...	Rs. 75-5-105-7½-150-EB-10-200-12½-250

- 5 The Chief Clerk will be the person who is in over-all control of the working of all the clerks in the office. There may be not more than one Chief Clerk in the Managing Agent's office and no Chief Clerk in the mill office. If any clerk has general supervision of the clerks in the mill office, he will be designated as Senior clerk, but started on Rs. 200/- in the scale of Senior Clerks.
- 6 The Senior clerk is one who supervises the work of a number of clerks under him. The Accountant and the Cashier will, however, be placed under this category.
- 7 The categories of Junior plus will be applied to the following clerks.
 - a Yarn Clerk
 - b Wrapping Clerk
 - c Time keeper
 - d Spinning Clerk
 - e P. F. Clerk
 - f E. S. I. Clerk
 - g Godown keeper
 - h Cotton Clerk
 - i Store keeper
 - j Ledger Clerk
 - k Weaving Clerk
 - l General Clerk

If there are more than one staff member in category (g) or category (i) the senior most will be designated as senior clerk.

- 8 The rest of the clerks will be Junior clerks.
- 9 There will be no semi-clerks. Ticket boys, Wrapping boys, Office boys, Store boys, Bank attenders etc., will be deemed to be operatives. The scale of pay for these persons will be Rs. 40-2-60-3-75.
- 10 Typists with lower grade certificate will be paid Junior clerk scale plus Rs. 10/- as technical allowance while those with higher grade certificate will get Rs. 15/- as technical allowance. The pay of stenographers is left to the discretion of management.
- 11 Employees on individual contracts, e. g., Labour Welfare Officers, spinning Masters etc., will not come within the purview of the schemes.
- 12 For such of those technical personnel to whom the Staff Agreement of 1948 has been applied and those who are not on individual contracts, the management will give them proper grades to keep in line with the general increases granted to the workers covered by the Wage Board recommendations and this agreement for clerks.

13 FIXATION

The basic wages of each clerk will be fixed as per para 113 of the report of the wage Board. For example, a Senior Clerk will be entitled to Rs. 160/- plus one increment for each year of service with a maximum of two increments. His basic pay on 1—1—1960 will, therefore, be Rs. 180/- and on 1—1—1961 will be Rs. 190/-. Similarly the basic wages of Junior plus clerk and Junior clerks (with 2 years service and more) on 1—1—1961 will be Rs. 127-8-0 (Rs. 105/ + 3 increments) and Rs. 90/- (Rs. 75 + 3 increments) respectively. The total pay payable or paid on 30—6—1960 / 1—7—1960 will be taken into account. After fixing the basic pay as indicated and adjustment of D. A. etc, payable under the Wage Board recommendations, the balance will be treated as personal pay. The personal will not be liable to be adjusted or future increase in D. A. Subject, however, to the condition that the total of the basic wages and the personal pay, if any shall not exceed the maximum of the grade.

- 14 In the other Mills also which are not covered by the staff agreement of 1948, fitment will be in the same manner.

Issued by
The Director of Information and Publicity,
Government of Madras.

Memorandum of Settlement under Section 12 (3) of the Industrial Disputes Act 1947

Present : Sri T. N. Lakshminarayanan, I. A. S.
Commissioner of Labour, Madras

Name of the parties to the dispute : The workers and the management of the textile mills listed in the Annexure A and B hereto.

Representing Employers : 1 Sri D. C. Kothari, Chairman, Southern India Millowners, Association, Coimbatore.

2 Sri G. K. Devarajulu, Managing Agent, Lakshmi Mills Co., Ltd., Coimbatore.

3 N. Ramaswamy, Manager, Vasantha Mills, Coimbatore.

4 Sri K. Venkatesalu, Manager, Coimbatore Spg. & Wvg. Mills, Coimbatore

Representing Employees : 1 Sri P. S. Chinnadorai, President, Hind Mazdoor Sabha, Tamilnad Branch, Coimbatore

2 Sri Jagannathan, President, Dist. Textile Workers' Union, Coimbatore

3 Sri R. Kissen, Coimbatore District Mill Workers' Union & T. N. T. U. C. Madras.

4 Sri Marudachalam, Secretary, National Textile Workers' Union, Coimbatore

5 Sri K. Ramaswamy Naidu, Indian National Trade Union Congress, Coimbatore

6 & 7 Sri S. Doraiswamy and Sri K. Gopal, Coimbatore District Dravida Panchalai Thozhilalar Munnetra Sangam, Coimbatore.

SHORT RECITAL OF THE CASE:

In pursuance of Clause 7 of the settlement dated 30—6—60 and further to the reference of the issues relating to rationalisation to Sri P. N. Ramaswamy, Industrial Tribunal, a settlement is arrived at on the following terms (in regard to the issues covered by them) as a result of the good offices of the Minister for Finance and the Commissioner of Labour, Madras.

TERMS OF SETTLEMENT

1 This settlement will apply to the mills mentioned in Annexure 'A' in Coimbatore region comprising of the districts of Coimbatore, Salem, Trichy, South and North Arcot.

2 In modification of the existing spindle assignments and wages rates in the spinning department, the following revised spindle assignments and wages therefore are agreed to.

A. SPINNING :

Count Group	Work Assignment	Basic Wages
		Rs.
10s and below	150 Spindles	67—00
Over 10s to 17s	200 "	67—00
Over 17s to 29s	300 "	67—00
Over 29s to 44s	400 "	67—00
Over 44s	600 "	67—00
80s and above	800 "	82—00

a In respect of counts 18s to 20s (inclusive), if it is not possible to attend to 300 spindles in exceptional cases, the spinner shall attend 266 spindles and the basic wages therefore will be Rs. 60/- only; but where lower than 300 spindles are allotted in such counts to a spinner, to suit the convenience of the management, then his wage will be determined as per clause (e) below :

b (i) In respect of counts 80s and above, only willing workers be asked to attend 800 spindles. When the worker is minding 800 spindles' the breakage rate for 800 spindles per hour should not exceed the limits mentioned below ;

ROVING FED

INTER FED

Piecing per hour without pneumphil	Piecing per hour with pneumphil	Piecing per hour without pneumphil	Piecing per hour with pneumphil
126	142	144	162

So long as the breakage rate is within the limit prescribed above, once the worker has consented to work on an assignment of 800 spindles, he shall continue to do so.

ii) Complaints regarding breakage rate in excess of the above limits may be brought by the Union or Unions concerned to the Committee constituted under this settlement, and shall be decided by such committee.

c It is agreed that if a piecer working on 800 spindles, on 80s and above and receiving basic wages of Rs. 82/- is assigned a lesser spindleage prescribed in this settlement, for the same or other count groups, he shall be paid only the basic wages prescribed under this settlement for such work assignments.

d If in any of the individual mills where this settlement has been implemented, the workers claim that the work assignments prescribed cannot be attended to, such questions may be raised by them through their union or unions which will be decided by the Committee as constituted under this settlement, on the basis of work study and report, if necessary, to be made by a technical boby or persons chosen by the said Committee. Pending decision on the dispute, the work assignments prescribed under this settlement shall be kept up. Within a

period of three months, the Committee shall definitely give a decision on the feasibility of implementing the work assignment under this settlement. In the extremely unlikely event of a decision not being given within the period of three months, the work assignments and wages existing prior to this settlement shall come into force till a decision is given on the dispute. If the Committee decides that the work assignments prescribed under this settlement are not feasible in a particular mill, then the parties will be governed by the work assignments and wages existing prior to this settlement. The worker shall not be liable for disciplinary action on a charge of inefficiency if such charge is based on his performance on a work assignment which has been referred for the decision of the committee under this clause till such decision is given.

e) **ADJUSTMENT IN BASIC WAGES RATES FOR EXTRA OR LESS SPINDLES :**

It is agreed that the work assignment for piecers mentioned above is liable for adjustment on the basis of convenient allocation of spindle depending on the size of the frame, Where additional spindles are allotted to a piecer on the above basis extra wages shall be paid to the piecers on the following basis :

- Upto 300 spindles i. e. for counts upto 29s 15 np. per mensem per spindle.
- 301 to 400 spindles i. e. for counts 30s to 44s 12 np. per mensem per spindle.
- 401 and above i. e. for counts above 44s 8 np. per mensem per spindle.

In respect of groups of 300 spindles and below i. e. in counts upto 29s for lesser allotment of spindles than those prescribed under this settlement the basic wage rates will be reduced prorata at 15 np. per spindle.

In respect of groups of 400 and above i. e. for counts 30 and above, there shall be no reduction in the basic wages for allocation of lesser spindles to the extent of 20; but beyond the 20 spindles, the rate of reduction will be pro-rate at 12np or 8np. according to the count groups.

- f) The modified work assignment under this settlement are applicable only in respect of cotton yarn and not for special types of cotton yarn including yarn spun for a special process and products or staple fibre.

B. DOFFING BOYS :

The following shall be the revised work assignments for Doffing Boys :

<u>5" & 6" Lift</u>		<u>7" Lift & above</u>	<u>Basic Wages</u>
upto and including 20s	2200 spindle doffs.	2000 spindles doffs.	
Over 20s to 44s	2000 "	1800 "	
Over 44s to 60s	1800 "	1600 "	Rs. 45. 75 (maximum)
Over 60s	1400 "	1400 "	

- a) The duties of the doffing boys will include gaiting and assistance to spinners in piecing and also all other duties which are in force in individual units.

- b The wages fixed above for the doffing boys are payable for corresponding doffs, where the work assignment for spinners is implemented in part or in Whole.
- c A mill shall not be deemed to have implemented the agreement merely because higher spindleage are attended to by the piecers of the mill as a temporary measure to cover up absenteeism. It is agreed that, in mills, which agree to extend the protection given in clauses (4) and (7) of this agreement to all its workers inspite of this agreement not being implemented the workers shall attend to the work assignment prescribed in this agreement to cover up absenteeism except in cases where the non-implementation of the agreement is due to the working conditions obtaining in the unit not permitting such work assignments. For the days on which the assignments prescribed in this settlement are attended by the workers they shall be entitled to the wages prescribed therefor.

C. RESERVE PIECERS :

Where the allotment of reserve piecers (where such category exists) is on a count-war basis at present, the reserve piecer will be paid the wages (including the extra spindle wage) of the highest paid spinner in his group. Where there is no group system in existence then the Reserve Piecer shall draw the highest wage that is being paid to piecers.

- III. The wages detailed above include basic wages, production bonus and the Wage Board increase,
- IV. All workers who were in the employment of the mills in any of the manufacturing processes as defined in the Factories Act on or prior to 30-9-61 and were continuing in employment on 14-11-62 shall be entitled to the guarantee against retrenchment and loss of earnings as stipulated in the report of the Textile wage Board.

- NOTE :**
- i) The above guarantee shall not apply to workers recruited on or after 1-7-1960 on specific written contracts as a temporary measure in view of the protraction of rationalisation talks.
 - ii) Subject to Note (i) above, those who qualify under the main clause for the main clause for the guarantee but have been denied employment after 14-11-1962 for reasons not relating to misconduct or Superannuation will be deemed to be in service (with no claim for back wages)
 - iii) The guarantee against retrenchment shall not apply to case of retrenchment for reasons other than the implementation of this settlement.
 - iv) The earnings in respect of each individual worker will mean the average of his monthly earnings in the six-month period prior to 30-9-1961. In computing the average earnings, days on maternity or sick leave, leave days under section 79 of the Factories Act and holidays under Madras National and Festival Holidays Act shall be given credit to; provided further that earnings in the case of a permanent worker would mean his highest earnings in any one of the months during the said 6 month period.
 - v) Nothing contained in the settlement shall effect any dispute pending before the Labour Department regarding retrenchment of workers.

- V. The earnings guaranteed under clause iv above shall be liable to proportionate reduction in the event of lay-off due to power shortage, break down of machinery or other causes beyond the control of the employer.
- VI. It will be open to the employer to absorb permanent workers rendered surplus as a result of implementation of this settlement in any other occupations in the mill; but where he is transferred to a lower-rated occupation he will be entitled to a guarantee of the wage paid to him (including production bonus if any) immediately prior to the implementation of this settlement. It is also agreed that if a spinner regularly employed as such on the new work assignment after the implementation of this agreement is transferred to a lower-rated occupation, he shall be continued to be paid the wage of a spinner under this settlement except in cases where such transfer is due to inefficiency on the part of the worker.
- VII. All workers who were employed in any manufacturing process after 1—10—61 and are continuing in the service of the mills will be absorbed, as far as possible, in the individual mills themselves. If it is not possible to absorb such workers in the same establishment, they may be kept in the reserve list to be maintained for the Zone as may be mutually determined. It is further agreed that the mills in that Zone will not employ a fresh worker for any work for which the workers covered by this clause are competent, until the reserve list is exhausted fully.
- VIII. It is agreed that the workers will be paid proportionate basic wages and full Dearness Allowance for shifts of less than 8 hours duration. No night shift allowance will be paid in mills which pay full dearness allowance for shorter shifts. The clause will however be subject to the provisions of clause IV above relating to guarantee of wages drawn; provided that in mills where present total emoluments are higher in view of such payments as night allowance on consolidated wages or full basic wages and dearness allowance for shorter shifts or night allowance in addition to full dearness allowance such extra benefit (the quantum being same as that drawn for November 1962) shall be continued to be paid only to those workers who have been receiving it, as a personal allowance.
- IX. It is agreed that work assignments for all other categories not covered under this settlement will be discussed further and if no settlement is arrived at by 1—3—1963, the matter shall be decided by the Umpire to whom the issue of rationalisation has already been referred.
- X. It is agreed that where any mill is unable to introduce the work assignments prescribed under this settlement due to conditions in the unit inclusive of redundant labour problems, it shall be open to such mills to introduce the above work assignments either fully or partially as and when circumstances permit. As and when the work assignments herein are introduced in such mills by the managements, the corresponding wage rates fixed herein shall also apply.
- XI. In respect of mills in Annexure 'B' the wages payable for existing work assignments in the said mills shall be submitted to the Arbitration by the Minister for Labour, Hon'ble Sri M. Bakthavatchalam and his decision shall be final and binding on the managements and workers of the said mills.
- XII. All questions relating to the feasibility of work assignments or other questions arising out of the implementation of this settlement shall be referred to a committee constituted under this settlement. The Committee shall consist of one representative for either side. The

representative of the workers shall be nominated by the Unions and the representative of the managements shall be nominated by SIMA. The Committee shall proceed with its work and give its decision as expeditiously as possible. In the event of disagreement between the Committee members, the question shall be referred to an Umpire to be nominated by them. It is open to the parties to have same Committee for all the disputes or constitute separate committees as and when each question is referred for decision. This clause shall apply to mills in annexure 'A' and 'B'.

XIII Wherever workloads higher than those prescribed in this settlement are in force they shall not be reduced.

XIV This settlement shall come into force from 16th January, 1963 and shall remain in operation for a period of 3 years after which the parties are free to seek revision of this agreement after giving three month's notice.

Representing employers

Sd. D. C. Kothari.
Sd. G. K. Devarajulu.
Sd. K. Venkatesalu.
Sd. M. Ramasami.

Representing employees

Sd. P. S. Chinnadurai.
Sd. R. Kissen.
Sd. K. Marudhachalam.
Sd. V. Jangnnathan.
Sd. S. Doraisamy and
K. Gopal.
Sd. K. Ramaswamy Naidu.

Madras,
26th December, 1962.

T. N. LAKSHMINARAYAN,
Commissioner of Labour.

(True Copy)

Sd. G. KAMALARATNAM,
For Commissioner of Labour.

ANNEXURE A

Coimbatore District

- 1 The Asher Textiles Ltd.,
- 2 The Cambodia Mills Ltd.,
- 3 Balasubramania Mills Ltd.,
- 4 The Coimbatore Kamala Mills Ltd.,
- 5 The Coimbatore Murugan Mills Ltd.,
- 6 The Coimbatore Pioneer 'A' Mills Ltd.,
- 7 The Coimbatore Pioneer 'B' Mills Ltd.,
- 8 The Coimbatore Spinning & Weaving Company Ltd.,
- 9 Dhanalakshmi Mills Ltd.,
- 10 The Gnanambikai Mills Ltd.,
- 11 The Janardhana Mills Ltd.,
- 12 The Jayalakshmi Mills Ltd.,
- 13 The Jothi Mills Ltd.,
- 14 The Coimbatore Cotton Mills Ltd.,
- 15 The Southern Textiles Ltd.,
- 16 The Kadri Mills Ltd.,
- 17 The Kannapiran Mills Ltd.,
- 18 The Karthikeya Spinning & Weaving Mills Ltd.,
- 19 The Kasthuri Mills Ltd.,
- 20 The Kothari Textiles Ltd., Singanallur.
- 21 The Kumaran Mills Ltd.,
- 22 The Lakshmi Mills Co., Ltd., Coimbatore.
- 23 The Lotus Mills Ltd.,
- 24 The Palamalai Ranganathar Mills Ltd.,
- 25 The Palani Andavar Mills Ltd.,
- 26 The Pankaja Mills Ltd.,
- 27 The Premier Mills Ltd., Udamalpet.
- 28 The Radhakrishna Mills Ltd.,
- 29 The Ramakrishna Mills Ltd.,
- 30 Rajalakshmi Mills Ltd.,
- 31 The Ramalinga Choodambikai Mills Ltd., (A & B)
- 32 The Ranga Vilas Gng. Spg. & Wvg. Mills Ltd.,
- 33 The Sarada Mills Ltd.,
- 34 The Saroja Mills Ltd.,
- 35 The Sivananda Mills Ltd.,
- 36 The Somasundaram Mills Ltd.,

- 37 The Tirumurthi Mills Ltd.
- 38 The Varadaraja Textiles Ltd.
- 39 The Vasantha Mills Ltd.
- 40 The Venkatesa Mills Ltd. Udamalpet
- 41 The Vijayalakshmi Mills Ltd.
- 42 The Anandakumar Mills Ltd.
- 43 The Bhavani Mills Ltd.
- 44 The D. P. F. Textiles Ltd,
- 45 The G. R. Ramaswamy & Co. Ganga Textiles Ltd.
- 46 The Gobald Textiles Ltd.
- 47 Sri Hari Mills Ltd.
- 48 The Kishnaveni Textiles Ltd.
- 49 The Karunambikai Mills Ltd.
- 50 The Lakshminarayana Textiles Ltd.
- 51 The Narasimha Mills Ltd.
- 52 The Om Parasakthi Mills Ltd.
- 53 The Prakash Mills Ltd.
- 54 The Radhika Mills Ltd.
- 55 The Ramanarayan Mills Ltd.
- 56 The Raveendra Mills Ltd.
- 57 The Sarguna Textiles Ltd.
- 58 The Selvaraja Mills Ltd.
- 59 The Sujani Textiles Ltd.
- 60 The Suryaprabha Mills Ltd.
- 61 The Tirupur Cotton Spg. & Wvg. Mills Ltd.
- 62 The Vasudeva Industries Ltd.
- 63 The Tirupur Textiles Ltd.

**Salem, North Arcot, South Arcot and
Tiruchirappalli Districts**

- 1 The Cauvery Spinning and Weaving Mills Ltd.
- 2 The Jawahar Mills Ltd. Salem
- 3 The Karur Mills Ltd.
- 4 The Pulliccar Mills Ltd.
- 5 The National Sewing Thread Co. Chidambaram
- 6 The Rajendra Mills Ltd. 'A' Mills
- 7 The Rajeswari Mills Ltd. Gudiyatham
- 8 The Sundaram Spg. & Wvg. Mills Ltd.
- 9 The Trichinopoly Mills Ltd.
- 10 The Thirumagal Mills Ltd.

ANNEXURE B

- 1 The Premier 'B' Mills Ltd. Coimbatore
- 2 Coimbatore Cotton Jubilee Mills Ltd. Coimbatore
- 3 Kothari 'B' Mills Ltd. K. Vadamadurai, Coimbatore
- 4 Ranilakshmi Gng. Spg. & Wvg. Mills Ltd, Coimbatore
- 5 Lakshmi Mills Co. Ltd. Palladam
- 6 Rajendra 'B' Mills Ltd. Salem
- 7 Narasimha 'B' Mills Ltd. Sular Post, Coimbatore
- 8 Sakthi Textiles Ltd. Pollachi
- 9 Kwality Spg. Mills Ltd. Pollachi
- 10 Chandra Textiles Ltd. Coimbatore
- 11 Vijayeswari Textiles Ltd. Pollachi

(Sd.) G. KAMALARATNAM
For Commissioner of Labour

MINIMUM WAGES AND DEARNESS ALLOWANCE

The minimum wages are paid to the categories of workers who come under the following classification as mentioned in Annexure II attached to 25-9-1956 agreement.

Coimbatore Dist Classification		Minimum wages plus Wage Board recommendations			Dearness Allowance
Unskilled	I	30—1—0	Plus	10/-	Dearness allowance is paid to all operatives as per the settlement dt. 30-6-60 as follows.
	II	30-14—0	...	10/-	
	III	32—8—0	...	10/-	
	IV	34—2—0	...	10/-	
Semi skilled	I	35-12—0	...	10/-	Fixed D. A. Rs. 45/- for 340 Point of Madras cost of living index and over and above 340 for every point 26 paise.
	II	37—6—0	...	10/-	
	III	39-13—0	...	10/-	
	IV	42—4—0	...	10/-	
Skilled	I	44—4—0	...	10/-	
	II	47—2—0	...	10/-	
	III	50—6—0	...	10/-	
	IV	54—7—0	...	10/-	

The Jobbers, Oilers, Fitters, etc, are paid basic wages ranging from Rs. 39—13—0 to a maximum of Rs. 75—2—6 plus wage board recommendations of Rs. 10/- as mentioned in Annexure IV to the Jobbers Agreement dated (24—4—1957) (copy is enclosed). Dearness Allowance is paid as per 30—6—60 agreement. (copy enclosed).

As for other States viz. Madras, Mysore, Andhra and Kerala, the mills which are situated within those States will submit their answers directly.

Staff : Revised scales of pay for staff as per the Government of Madras Press Note No. 18, dated 9th November, 1961 (copy enclosed).

As per clause 4, the clerks are divided into the following grades and their scales for the categories as follows :

I	Chief Clerk	—	250—15—325
II	Senior Clerk	—	160—10—220—15—280
III	Junior plus	—	105—7½—150-EB-10—200—12½—250
IV	Junior Clerk	—	75—5—105—7½—150-EB-10—200—12½—250

The categories of Junior plus as detailed in clause 7.

AS PER CLAUSE 9.

Ticket Boys	}	49—2—60—3—75
Wrapping Boys		
Office Boys		
Stores Boys		
Bank Attendants etc.		

The staff are paid dearness allowance as paid to operatives.

1955

The workers were paid a minimum wage of Rs. 26—00

The D. A. was paid to operatives at 0—3—0 per point over 100 points at Madras Cost of Living Index figure for 26 days of 8 hours working.

The Cost of Living Index Madras for the month of January 1956—336 points,
Total D. A. Rs. 44—4—0

Basic 26/- plus D. A. 44—4—0 =
70—4—0

Total Monthly Wage for a Month of 26 working days =
Rs. 70—25

1965

The minimum wages paid to workers Rs. 30—06 plus Rs. 10/- Wage Board Recommendations Total 40.06.

The Dearness Allowance is paid as per Wage Board Recommendations, i. e., a fixed D. A. of Rs. 45/- upto 340 points and 26 paise for every point over and above 340 at Madras Cost of Living Index.

The Cost of Living Index Madras for the month of July 61.

The Total D. A.	
Upto 340 points	45—00
and on 271 points at 26 paise per point	70—46
Total	Rs. 115—46

Basic 40.06 plus D. A.
115.45 : 155.51

Total Monthly Wage for a Month of 26 working days =
Rs. 155—51

DECISION OF THE CHIEF MINISTER OF MADRAS

Present : Sri M. BHAKTAVATSALAM

Sub: Labour - Disputes - Textile Mills - Settlement dated 26-12-1962
Revision of wages in certain mills - regarding.

Ref: Memorandum of Settlement dated 26-12-1962.

DECISION :

Under Clause XI of the settlement dated 26—12—1962 between the workers and the managements of certain textile mills in this state, the issues relating to the refixation of wages payable for existing work assignments in some of the new mills have been referred to me for arbitration.

Clause XI of the above settlement read as follows:—

“In respect of mills in Annexure—B the wage payable for existing work assignment in the said mills shall be submitted to the arbitration by the Minister for Labour, Hon'ble Sri M. Bhaktavatsalam and his decision shall be final and binding on the managements and workers of the said mills.

ANNEXURE B

- 1 Premier 'B' Mills Ltd., Coimbatore.
- 2 Coimbatore Cotton Jubilee Mills Ltd., Coimbatore.
- 3 Kothari 'B' Mills Ltd., K. Vadamathurai, Coimbatore.
- 4 Ranilakshmi Ginning, Spinning & Weaving Mills Ltd., Coimbatore.
- 5 Lakshmi Mills Co., Ltd., Palladam.
- 6 Rajendra 'B' Mills, Limited, Salem.
- 7 Narasimha 'B' Mills Ltd., Sulur Post, Coimbatore.
- 8 Sakthi Textiles Ltd., Pollachi.
- 9 Kwality Spinning Mills Ltd., Pollachi.
- 10 Chandra Textiles Ltd., Coimbatore.
- 11 Vijayeswari Textiles, Pollachi.

Accordingly I heard the parties at Madras on 22—8—1963 and 19—11—1963. The managements and the workers were represented by the following persons at the discussion on 19—11—1963.

EMPLOYERS:—

1	Messrs D. C. Kothari	}	Southern India Millowners Association.
2	„ G. K. Devarajulu		
3	„ R. Venkataswami		
4	„ C. S. Ramachari		
5	„ C. Sundaram		
6	„ S. A. Ramachandran		
7	„ M. Meyyappan		
8	„ C. G. Reddi		
			Sri Ranilakshmi Mills Ltd. Sri Rajendra Mills Ltd, Sri Sakthi Textiles, Pollachi. Kwality Spinning Mills. Secretary, Southern India Millowners' Association.

WORKERS :—

S. Doraiswamy, General Secretary.	}	Coimbatore District Dravida Panchalai Thozhilalar Munnetra Sangam.
K. Gopal, president.		
K. C. Ramaswamy P. L. Subbiah	}	National Textile Workers Union, Coimbatore.
K. M. Sundaram, Madras K. N. Chinnayan, Coimbatore K. S. Vasudevan, Coimbatore N. Krishnaswamy, Madurai K. Selvaraj, Salam		
N. Jagannathan P. S. Chinnadurai C. Govindan	}	All India Trade Union Congress. Hind Mazdoor Sabha.

Sri P. S. Chinnadurai (Hind Mazdoor Sabha) Speaking on behalf of the workers stated :

- i) that if conditions in Bombay were studied it would be seen that the workers in Coimbatore were minding even higher work-loads than in Bombay and would be entitled to even higher wages than they had asked for.
- ii) that the provisions in the settlement of 26—12—62 for a wage of Rs. 67/- for 600 spindles on 80s and Rs. 82/- for 800 spindles on the same count would show that the managements themselves had seen the need for a rate of 7.5 nP. per extra spindle.
- iii) that the wages of reserve piecers could be linked to those spinners on the same basis as in the settlement of 26—12—62.
- iv) that the doffing boys in the new mills assisted the piecers and made it possible for them to mind the high workloads and that they should be paid a wage of Rs. 67/- per month.

- v that as per the practice in Bombay and as per present practice in Coimbatore, staple fibre and cotton units need not be differentiated for purpose of the issues now under arbitration.
- vi that the new wage rates should be given effect to from 1—1—60 or from the date of introduction of the present workloads whichever was latter.
- vii that Vijeyeswari Textiles could be excluded from the purview of the present proceedings as the workloads there were more akin the old units.

The other labour representatives expressed their agreement with the views put forward by sri P. S. Chinnadurai.

Sri D. C. Kothari speaking on behalf of the employers said :

- i that while the work assignments might be higher than in the old units the workload (or strain) was actually less as may be seen from the work studies.
- ii that therefore there was no case for a higher wage than Rs. 67/- (provided under the settlement of 26—12...1962) and the increase of Rs. 15/- for workers minding 4 sides was only an inducement for them to move over to the higher work assignments.
- iii that there were no special remarks as to the position of reserve piecers.
- iv that the doffing boys work was more or less the same as in the old mills and wages need not be any higher.
- v that work on staple fibre was comparatively light and the workload should be equated to that on cotton in the ratio of 2:1.
- vi that there was no case for retrospective effective for any wage increase but if it was considered necessary, it should not go beyond 26—12—1962 (the date of the reference.)
- vii that Vijeyeswari Textiles could continue in the list of mills referred to the chief Minister and that if the concerned management felt otherwise they would let the Chief Minister know.

Sri. G. K. Devara'ulu added that the Bombay machinery were old and could not be compared to the new units in question where there was not similar strain for workers. He said that work study in the Premier Mills had shown that even now the actual-work-content was 55% of the standard of 45 minutes in the hour.

Sri P. S. Chinnadurai made a reference to the negotiations before Sri. K. Ramaswamy Gounder (then umpire) when for the extra spindleage an additional rate of 10 np. 8 np. and 6 np. per spindle had been discussed and subsequently a rate of 9 np. 7 np. and 5 np. which unions had accepted but about which there was lack of unanimity on the other side. Sri. G. K. Devarajulu observed that the formula referred to was only a suggestion examined by them and not any specific offer by the employers.

I have given careful consideration to the various representations made by the parties and the records produced by them.

As far as the piecers in spinning department are concerned. I have no doubt that they are entitled to an increase in wages, however improved the working conditions might be and however reduced the working strain. Rationalisation would lose its meaning if the workers are denied a share in its gains; and the scope for further increase in productivity might be seriously affected if labour has no incentive for participating in the productivity movement. On the other hand, I have to take into account the possible repercussions on the wages of other categories of workers, particularly the supervisory categories and the final impact on the industry. The improved working conditions and the heavy investments made in these new units are also other elements which must be given appropriate consideration. Having given anxious consideration to all these aspects I consider that as far as cotton spinning is concerned, the basic wage of the piecers (including production bonus and Wage Board increase should be fixed at Rs. 67/- per month for the work assignments prescribed for that wage in the settlement dated 26—12—1962 and extra wages for the additional spindleage over and above those work assignments should be paid at 9 nP; 6 nP; and 4 nP; and 3 nP; respectively per spindle for counts (i) upto 29s; (ii) 30s to 44s; (iii) 45s to 79 and (iv) 80s and over.

As far as staple fibre is concerned I find that the working conditions are better than in cotton spinning and the work of the piecers considerably lighter. as the end breakages are much less in the case of staple fibre than in the case of cotton. I am therefore of the opinion that whatever be the counts in staple fibre the strain involved would be more or less similar to that on 80s in cotton and that the same rates of wages as will be applicable to 80s under cotton as given in the para above may be fixed for all counts under staple fibre.

I would however make a proviso that no piecer in cotton or staple fibre spinning should be paid at a rate less than Rs. 82/- per month.

The reserve piecers' wages in all cases would be regulated on the same basis as has been adopted in the settlement dated 26—12—1962.

As for the doffing boys in both cotton and staple fibre spinning, I find that their assistance is available to the piecers in the new mills in a larger measure than in the "old mills". I would therefore fix the basic wage of doffing boys at Rs. 50/- per month.

It would be fair to give effect to the revised wages for all three categories (piecers, reserve piecers and doffing boys) with effect from 26—12—1962 which is the date on which this dispute was referred to me. For the sake of convenience in calculation and accounting, I would fix the date at 1—1—1963.

If a consolidated wage is being paid in any mills it may be split up into the basic wage fixed under this decision plus appropriate dearness allowance.

Chandra Textiles has been withdrawn from these proceedings by consent of parties. As far as Vijeyeswari Textiles is concerned, the workers' representatives made a request that it should also be excluded from this arbitration. But the management could not give their definite consent to this request. Considering generally the work assignments in the above mill, I am inclined to agree with the workers' view point and since this mill has not been withdrawn from

this arbitration by consent of both parties, I would decide that the wages both for the standard work assignments and for the additional spindles in the above mills should be governed by the terms of the settlement dated 26—12—1962.

I give decision accordingly on the above issues and direct that it implemented not later than 10—1—1964.

I would appeal, to both parties to accept this decision with goodwill and implement it in a spirit of co-operation so that the twin factors of productivity and well-being of labour may make their full contribution to the community and the country.

Given at Madras this 20th day of December, 1963.

(sd.) M. BHAKTAVATSALAM
Chief Minister of Madras
(ARBITRATOR)

(True Copy)

(Sd.).....
Superintendent Department of Industries Labour and Co-operation

**The Gratuity Scheme Formulated by the Industrial Tribunal, Madras in I. D. No. 15
of 1962 for the mills in Coimbatore District is given below :**

SCHEME

1. On the death of an employee while in service or when he is physically or mentally incapacitated, irrespective of the length of service —

One month's basic wages for each completed year of service.
2. On the employee voluntarily retiring or resigning after 15 completed years of service —

One month's basic wages for each completed year of service.
3. On termination of service by the employer :—
 - a) after 5 but less than 10 completed years of service;
Half a month's basic wages for each completed year of service ;
 - b) after 10 but less than 15 completed years service :— Three-fourths of a month's basic wages for each completed year of service ;
 - c) after 15 completed years of service :—
One month's basic wages for each completed year of service ;
 - d) by dismissal for misconduct involving financial loss to the company, the employee would be disentitled to gratuity to the extent of such loss.
4. In no case shall gratuity exceed a maximum of twenty months' basic wages.
5. Basic wages will mean the average for twelve months preceding death, disability, retirement, resignation or termination of service.;
6. 'Completed years' of service' means the total years of service. Periods of six months and above will be reckoned as one full year and periods less than six months will be ignored.

THE SOUTHERN INDIA MILLOWNERS' ASSOCIATION, COIMBATORE

Re : Notices of strike dated 30th March, 1970 and 13th April, 1970 from the National Textile workers' Union, Coimbatore-18 AND Coimbatore Dist. Textile workers' Union, Coimbatore-5, respectively.

SHORT RECITAL :

The workmen have, under notices of strike, demanded revision of wages in the new mills which are operating under the award of Sri. M. Bhakthavatsalam or which have adopted the same or which are working with similar higher work-assignments. It was considered expedient and desirable to agree upon general norms of work-assignments and wages for implementation in such mills with a view to secure uniformity and avoid inter-mill disparities in wages. Negotiations at the Southern India Millowners' Association level with the unions concerned were initiated and after considerable and prolonged discussions, parties have agreed to adhere to the norms of work-assignments and wages set out in the Annexure. It is agreed that the issues in individual units shall be discussed between the management and unions concerned according to these norms and settled.

GENERAL TERMS AND CONDITIONS :

- 1 Wherever higher work and/or machine assignments are existing they shall not be reduced. Lower work and/or machine assignment shall be brought upto the standard in the Schedule at the option of the management.
- 2 Wherever existing work and/or machine assignments in any category or work is lower than the norms and the same is retained, existing wages shall continue to be paid.
- 3 In all piece-rated occupations, basic wages (including the sum of Rs. 44-98 merged with basic wages under the Second Wage Board recommendations shall be linked to efficiency/production and paid accordingly. This is however subject to clause 1 (c) of the settlement dt. 5-9-1969 under which payment of more than prorata wages for higher efficiency/production has been preserved.
- 4 Where mills have recently entered into settlements fixing wages and/or work assignments for any particular category or categories such settlements that have not expired shall continue to bind the parties for the periods stipulated therein.
- 5 In calculating the number of men on the basis of the norms herein, if the figures derived is less than 0.3 it shall be ignored and if it is 0.3 or more it shall be rounded off and taken as one in respect of all categories except doffing boys in the spinning department. Where the number of doffing boys in the spinning department to be assigned on the basis of the norms herein yields 0.5 or more, it shall be treated as one. Fractions of less than 0.5 shall be ignored.

- 6 Existing efficiencies shall be maintained unless otherwise stipulated in the schedule hereto or fixed by mutual negotiations unitwise.
- 7 The basic wages fixed are inclusive of all wage components except D. A.
- 8 Higher wages wherever being paid shall not be reduced provided the norms herein are secured.
9. Unit-level settlements on the basis of the norms herein in respect of the demands aforesaid shall be for a period of 5 years.

Dated this 23rd day of July, 1970.

FOR THE SOUTHERN INDIA
MILLOWNERS' ASSOCIATION

Sd/- R. DORAISWAMY
Chairman

For the Coimbatore Dist. Textile
Workers' Union, Coimbatore
Sd/- A. Subramaniam

For the Coimbatore Dist. National
Textile Workers' Union, Coimbatore
Sd/- C. N. Ranganathan

For the Coimbatore Dist. Dravida Panchalai
Thozhilalar Munnetra Sangam, Coimbatore
Sd/- P. Karuppuswamy

ANNEXURE

Sl. No.	OCCUPATION	WORK-ASSIGNMENTS	BASIC WAGES	REMARKS
1	2	3	4	5
1	Mixing & Godown Attendant	<p>Cotton : One man for 14,500 kgs. of finished laps for 26 days plus 10% power trollies extra.</p> <p>Staple : One man for 20,000 kg. of finished laps for 26 days plus 10% Power trollies</p> <p>For more or less work-assignments, extra or less wages at Rs. 2-50 per 500 kgs. in case of cotton and Rs. 1-75 per 500 kgs. in the case of staple fibre</p>	<p>Rs. Ps.</p> <p>69—94</p> <p>69—94</p>	<p>All existing duties to cont loading & unloading.</p> <p>Subject to the minimum o</p>
	BLOWROOM	BOTH FOR COTTON & STAPLE FIBRE		
2	Bale Breaker attendant	<p>a) One man upto a maximum of 2500 kg. of finished laps</p> <p>b) One man upto a maximum of 3,000 kgs. of finished laps</p> <p>c) One man upto a maximum of 3,650 kgs. of finished laps</p>	<p>58—50</p> <p>63—18</p> <p>70—46</p>	
3	[A] Single Process Scutcher attendant	<p>a) One man for 1 scutcher</p> <p>b) One man for 2 scutcher } Upto 2,500 kgs. 2,500 to 3,000 kgs.</p> <p>c) Two men to attend to 2 finisher scutchers and one inter scutcher</p> <p>d) One man to attend to 3 scutchers with automatic doffing or 2 scutchers without automatic doffing (maximum of 3,650 kgs.)</p>	<p>58—50</p> <p>62—14</p> <p>67—08</p> <p>67—08</p> <p>78—00</p>	<p>All should record lap weigh</p>
	[B] Breaker & Finisher Scutcher attendant	e) One man for Bale Breaker and one scutcher [Horse Shoe type] including oiling duties	70—20	<p>All should record lap weigh</p>

1

2

3

4

5

Rs. Ps.

CARDING:

METALLIC CARDS

12" Can & below — 10 cards/man

14" Can & above — 12 cards/man

CONVENTIONAL CARDS

Below 40s — 8 cards per man	} Wherever ever-cleaner or centralised vacuum shifting is fitted to conventional cards, work loads of meta- llic fillet cards will apply.
40s & above — 9 cards per man	
All counts-	
14" Cans & above — 10 cards per man	

4	Stripper	90 brush stripping per worker	72—54	Pro-rata for more strips where work is carried on without separate designation and as a team total wages for the group will be divided equally among the team. Where total number on the basis herein yields a fraction, the fraction is to be rounded off to the next highest number if it is 3 or more.
5	Can Tenter	1 man for 32 cards per can size 12" and } below-upto 1,200 kgs. } 1 man for 36 cards per can size above } 12" upto 1,400 kgs. }	69—94	
6	Lap Carrier	1 man for 54 cards upto 2,500 kgs. } 1 man for 48 cards with fly carrying duties }	69—94	
7	Fly-carrier-cum-Sweeper	1 man upto 64 cards	63—44	
8	Cleaning Gang	Wherever existing only NOTE: All the workers to work as a team	63—44	

PREPARATORY: For all count groups

9 SPEED FRAME TENTER:

BOBBIN FED

CAN FED

Upto 2 Hanks—2 men for 3 m/cs.	} 2 hanks & above 2 m/cs. } upto 400 spindles } Below 2 hanks-1 man for } 2 m/cs upto 400 spdls. } 2 m/cs upto 400 spdls.
2 Hanks & above—1 man for	

92—56

Back Tenters to be abolished. Where existing machinery or other conditions call for assignment of only one machine per tenter, he shall be paid the minimum of Rs. 61—62.

1	2	3	4	5		
			Rs. Ps.			
	COMBING :					
10	High Speed Drawing	Vide under item 15				
11	Super Lap Machine Tenter	One man for 2 machines (with automatic doffing) One man for 1 machine (without automatic doffing)	75—14 63—44	OR One super lap and 4 deliveries of High Speed Draw Frame		
	Sliver Lap Machine Tenter	One man for 2 machine or sliver lap & Ribbon Lap on each	63—44	One sliver or Ribbon lap wite one comber — Rs. 66—04		
12	High Speed Comber Tenter	One man for 4 machines	83—20	3 Combers- Rs. 70—20 2 Combers- Rs. 63—44		
13	Conventional Comber Tenters	—do—	75—14			
	DRAWING :					
	Draw frame Tenters	Conventional Draw Frames (for all counts) 1 man for 24 deliveries	24 deliveries Upto 75 kgs. Rs. 75—14 Above 75 kgs. 80—60	18 deliveries Rs. 66—04 12 deliveries Rs. 61—62 66—04		
15	Semi High Speed Draw Frames	High Speed Draw Frames		Normal workload for Semi-High speed, and High speed draw frames of 650 ft./m. and 651 ft./m. & above will be 16 or 12 deliveries 8 or 6 deliveries and 6 or 4 deliveries respectively. The lesser deliveries indicated are for convenience of allocation and to suit the exigencies of lay out at the discretion of management.		
	Upto 400 ft.	Upto 650 ft./minute	651 feet & above			
	Upto 150 kgs	Above 150 kgs	351 kgs to 500 kgs	551 kgs to 600 kgs		
	Rs. Ps.	Rs. Ps.	Rs. Ps.	Rs. Ps.		
	16 del. 80-60	12 del. 80-60	8 del. 80-60	6 del. 80-60	6 del. 80-60	4 del. 80-60
	12 del. 75-14	8 del. 75-14	6 del. 75-14	4 del. 75-14	4 del. 75-14	2 del. 75-14
	8 del. 66-04	—	4 del. 66-04	—	2 del. 66-04	—
16	Doffing Boys	For all hanks One man for 1,100 spindle doffs	Rs. 61—62	Should assist tenters including back tenting plus exrsting duties.		

1	2	3	4	5
			Rs. Ps.	
	<u>SPINNING</u>	Existing work-assignments to continue		
17.	Spinners	Subject to a Minimum of : <u>Cotton</u> : 17s—29s 2 sides 30s—44s 3 sides 45s & above 4 sides <u>Staple Fibre</u> : Minimum 4 sides-allcounts.	As per Bakthavatsalamaward plus Rs. 9—10	NOTE : Minimum wage for a spinner inclusive of Rs. 9—10 shall be Rs. 92/-
18.	Doffing Boys	<u>Spindle Doff</u> 17s to 29s 2300 30s to 44s 2100 45s to 79s 1900 80s & above 1700	61—62	
19.	Cleaning Gang Spinning	12 man hours/ring frame (For full cleaning) —Grade I 12 man hours/speed frame (For full cleaning)—All drafting systems except SuperHigh Draft-6Rollers 6 man hours/conventional Draw Frame (12 deliveries) 6 man hours/High Speed Frame 8 deliveries 15 minutes extra for ring or doubling frames for spindle oiling, topping and flushing 1 Man hour extra for ring frames with pulley drive.	70—20	Existing system to continue. Where there is only one grade Rs. 70—20 Where there is more than one grade Average for the group Rs. 70—20 All existing duties.
20.	Doff Carrier-cum-conditioning Man	1 Man for 1400 kgs. (weighing & conditioning) 1 Man for 1600 kgs. (weighing or conditioning alone) 1 Man for 1800 kgs. (without weighing and conditioning)	63—44	Team work when production does not touch limit.
21.	Bobbin Carrier	1 Man upto 2000 kg). with trolley to deliver on creel rack	63—44	Including Sweeping preparatory where existing.

1	2	3	4	5
			Rs. Ps.	
22.	<u>CONE WINDING</u> Winders	Cotton : Existing workload subject to a minimum of 19s—28s ... 15 drums 29s—38s ... 20 drums 39s—59s ... 24 drums Over 59s ... 30 drums Staple Fibre; Upto 30s... 20 drums Over 30s... 30 drums Speed : Upto 510 yards per minute	92—56	Efficiency Existing efficiency linked to be increased by 7% on 75 to 80% 5% on 80 to 84% 3% on 85% & above
23.	<u>DOUBLING :</u> Doubling Piecer	Cheese or cone Fed Double the work of piecers for the resultant count subject to a minimum of 6 sides.		Spinners wage for resultant count subject to a minimum of Rs. 92/- To use knotters
	<u>DOUBLER WINDING</u> <u>DEPARTMENT</u>	Existing work-assignment subject to the following minimum		Existing efficiency linked, to be increased by 7% on 75 to 80% 5% on 80 to 84% 3% on 85% & above
24.	Doubler Winder (speed not to exceed 375 yards per minute)	6" Lift 7" & 8" Lift Cop Fed } 2/20s to 2/28s 12 drums 15 drums } 2/29s to 2/40s 15 drums 20 drums } 2/41s to 2/59s 20 drums 24 drums } 2/60s & above 24 drums 30 drums	92—56	
25.	<u>CONE PACKING:</u> Cone Packer	5 cases of 100 cones each per worker 6 cases of 80 cones each per worker For additional cases extra wages shall be paid at the rate of 60 paise per case for the three men working as a team i. e. 20 paise each	62—14	They have to work as a team and do all the work viz cone wrapping, labelling, cone packing, cone case assembling weighing of cases, stencilling, cross hooping and to cut hoops in required lengths and procure materials from stores.
26.	Cone Case Packer	10 cases per day per worker	62—14	To attend to all the above work without case assembling
27.	Cone Wrapper	1500 cones per day per worker	62—14	To procure all store materials and wrap and stack wrapped cones.

1

2

3

4

5

Rs. Ps.

REELING DEPARTMENT:

28. Reelers Number of Dooffs in Reeling-Power
Reels

Cop Size	6" lift	
	English No. of Dooffs	Metric No of Dooffs

10s Plain	27	...
10s DHCR	40	...
20s Plain	37	30
20s DHCR	50	42
30s Plain	40	34
30s DHCR	54	46
40s Plain	44	37
40s DHCR	62	52
60s Plain	48	43
60s DHCR	70	62
80s Plain	50	45
80s DHCR	72	64
100s Plain	50	45
100s DHCR	72	65
2/20s Plain	32	28
2/20s DHCR	54	48

72—54

For 7" and 8" lift 5% extra.

For Double tie 20% off

For Trimming with Scissors as directed
2 Dooffs less for plain and 1 Doff less for
DHCR & SHCR.

BUNDLING &
BALING

29. 1) Weigher
30. 2) Knotter
31. 3) Presser

FOR COTTON

A flat increase of 15 to 25% over work
assignments under the 1956 settlement
depending on counts

69—16

FOR STAPLE FIBRE

(All 5 kgs bundles)

Count	Weigher	Knotter	Presser
Nf. 17 to 22	624	208	260
22.1 to 28	576	192	240
28.1 to 36	504	168	210

69—16

When English count is introduced the
work-assignments shall apply bundle for
bundle.

1	2	3	4	5
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			Rs.	Ps.
32.	Paper Coverer	510 bundles of 5 kgs. each per day or 750 bundles of 2.5 kgs. each per day	56	14
33.	Baler	16 Bales per worker	69	16

MISCELLANEOUS DEPARTMENT

34.	Watchman			
35.	Scavenger			
36.	Ayah			
37.	Mechanical Helper		56	16

REELING DEPARTMENT

Reelers For Staple Fibre

For DHCR - 6" lift - 1½" ring diameter -
power reels.

Number of Doffs

	English	Metric	72-54	For 7" and 8" lift 5% extra.
20s & 2/40s	60	46		
2/42.5s	63	48		
30s & 2/60s	69	52		
40s & 2/80s	72	55		

Sd/- A. Subramaniam

Sd/- C. N. Ranganathan

Sd/- P. Karuppuswamy

Summary of main recommendations of the First Central Wage Board for Cotton Textile Industry

MINISTRY OF LABOUR AND EMPLOYMENT

New Delhi, the 2nd March, 1960

RESOLUTION

No. WB-8(78). — By their Resolution No. WB-1(3), dated the 30th March, 1957, the Government of India appointed a Central Wage Board for the Cotton Textile Industry with the following composition and terms of reference :

I. Composition

Chairman	Shri F. Jeejeebhoy.
Independent Members	Shri Asok Mehta. Prof. M. V. Mathur.
Members representing employers	Shri Arvind N. Mafatlal. Shri Bharat Ram.
Members representing workers	Shri G. Ramanujam, Shri S. R. Vasavada.

II. Terms of reference

- (a) to determine the categories of employees (manual, clerical, supervisory, etc) who should be brought within the scope of the proposed wage fixation
- (b) to work out a wage structure based on the principles of fair wages as set forth in the report of the Committee on Fair Wages.

Explanation

In evolving a wage structure, the Board should in addition to the considerations relating to fair wages, also take into account:—

- (i) the needs of the industry in a developing economy;
 - (ii) the requirements of social justice; and
 - (iii) the need for adjusting wage differentials in such a manner as to provide incentives to workers for advancing their skill;
- (c) to bear in mind the desirability of extending the system of payment by results:

Explanation

1. In applying the system of payment by results the Board shall keep in view the need for fixing a minimum (fall-back) wage and also to safeguard against overwork and undue speed.
2. The Board's unanimous report was received by Government on the 1st December, 1959. A summary of the main recommendations of the Wage Board is appended.
3. After careful consideration, Government has decided to request the employers and workers and State Governments to take immediate steps to implement the unanimous recommendations of

the Wage Board. Since the recommendations represent agreed conclusions between the representatives of employers and workers, Government expect that the parties concerned will show a spirit of accommodation in interpreting the recommendations and difficulties, if any will be solved by direct discussions between them and, if necessary, with the assistance of the State Government concerned.

4. The Board have drawn pointed attention to the importance of speedy rationalisation and stressed that the process of rationalisation and modernisation should be enforced, if necessary, even with the assistance of Government's intervention. It may be recalled here that several textile units have varying labour strength for similar units of machinery and plant in the country, The working conditions of different textile units also vary in degree. It is, therefore, very necessary that the work-loads and the working conditions should be rationalised as early as possible within the framework of the recommendations of the Indian Labour Conference. The Industry, labour unions and the Government have, therefore, to bring about the process of rationalisation with a determined effort.
5. The Board have recommended that dearness allowance should be linked to the cost of living index in all centres, and if any centre has no such cost of living index, the index of the nearest centre should be taken for such linking. The Board have also recommended that where there is only a consolidated wage or a fixed dearness allowance, it should be made adequate and linked to the cost of living index by a suitable machinery. For facilitating the implementation of these recommendations in an expeditious manner, Government have decided to appoint a National Tribunal which will go into the issues raised, if any, by either of the parties.
6. There have been certain increases in the wages which have taken place in different textile units since the industry made their submission to the Wage Board. All such increments or increases, excepting the increases awarded by an Industrial tribunal or by any other statutory body, that have been so given by the textile units, will be considered a part of any increase that might take place as a result of the implementation of the Wage Board's recommendations in different aspects.
7. There have been certain textile units which are at present closed down or which had been or are under enquiry Section 15 of the Industries (Development and Regulation) Act. Government will consider separately the application of the Wage Board's recommendations to such units.
8. Government hope that having regard to the need for building up a healthy industry and the necessity to maintain industrial peace which will assist in rehabilitation and modernisation of the industry; the industry and the employees will take necessary steps to implement the recommendations. Should, however, an occasion arise in which there is any serious difference of opinion in regard to interpretation of recommendations, or where there is any major difficulty in implementing the recommendations, Government, may if necessary, refer the matter to a suitable machinery.
9. The Government of India wish to express their appreciation of the Board's work in dealing with the complex question of wages in the cotton textile industry and connected matters and reaching unanimous conclusions.

ORDER

Ordered that the Resolution be published in the Gazette of India.

Ordered also that a copy of the Resolution be communicated to :—

- i) All State Governments and Union Territories;
- ii) All Ministers of the Government of India, Planning Commission and the Cabinet Secretariat ;
- iii) All-India Organisations of Employers and workers.

APPENDIX

1. The decisions of the Board are unanimous and must be taken as an integral whole and any attempt to isolate them would be contrary to the scheme of recommendations.
2. For the good of the industry, of labour, and of the consumer, certain desirable minimum standards in workloads should be achieved throughout the industry as soon as possible.
3. For a period of 5 years from 1st January, 1960 no claim for further revision of minimum wages should be made by either the employers or the workmen.
4. In the interests of all concerned, it is necessary that the process of rationalisation should continue and progress everywhere in the industry. The rationalisation of several occupations in Bombay, Ahmedabad and Coimbatore should be adopted as useful guides for the progressive rationalisation by mills which have not reached that standard of rationalisation within the next 5 years.
5. As a result of rationalisation, there should be no retrenchment or loss of earnings of the existing employees, there should also be an equitable sharing of the gains of rationalisation as between the community, the employer and the worker and there should be a proper assessment of workloads.
6. In order to avoid disputes arising out of rationalisation, there should be machinery at Regional and National level to settle questions of rationalisation.
7. Time has come for the active participation of the Government concerned for the speeding up of the process of rationalisation.
8. For the purposes of wages, the industry should be divided into two categories: mills in Bombay City and Island (including Kurla), Ahmedabad, Baroda, Billimora, Navsari, Nadiad, Surat, Phagwara, Hissar, Delhi, Modinagar, Calcutta City, the whole of Madras State and Bangalore coming in the 1st Category and mills in other centres in Category II.
9. An increase at the average rate of Rs. 8/- per month per worker shall be given to all workers in mills in Category I from 1st January, 1960 and a further flat increase of Rs. 2/- per month per worker shall be given to worker them from 1st January, 1962.
10. An increase at the average rate of Rs. 6/- per month per worker shall be given to all workers in mills of category II from 1st January, 1960 and a further flat increase of Rs. 2/- per month shall be given to them from 1st January, 1962.

11. The increase in the basic wage are subject to the condition that the said sums of Rs. 8/ and Rs. 6/- shall ensure not less than Rs. 7/- and Rs. 5/- respectively to the lowest paid, and that the increase of Rs. 2/- from 1st January, 1962 shall be flat for all.
12. The dearness allowance should be linked to the cost of living index in all centres, and if any centre has no such cost of living index, the index of the nearest centre should be taken for that purpose.
13. In certain places there is only a consolidated wage or a fixed dearness allowance in both cases the total wages are comparatively lower. The dearness allowance in these places should be made adequate and linked to the cost of living index by a suitable machinery.
14. The dearness allowance in Madras State should be increased so as to give full neutralisation for the rise in the cost of living to the workers on minimum basic wage with 1936—39 as the base.
15. The dearness allowance should be consolidated with the basic wage at an index which will yield an amount equal to three fourths of the average dearness allowance of the first 6 months of 1959 and the remaining 25% dearness allowance shall continue as dearness allowance and shall have a flexible character, and shall rise and fall according to the future cost of living; and the difference between the point at which the current index is merged shall be compensated according to existing method and at the existing scale.
16. The amount of gratuity, wherever calculated in terms of basic wages, shall be paid in terms of the existing basic wage upto 31st December, 1959; but from 1st January, 1960 the basic for such purpose will be that basic wage plus the increases given but excluding the dearness allowance consolidated.
17. The consequential adjustments in the emoluments of the rest of the workmen should be worked out by the employers and the workmen in accordance with the tenor of the Report subject to the terms of para 106 of the report.
18. The scales of pay of Junior and Semi-clerks shall be as follows:-
 - 1 Junior clerks of mills in Category I. Rs. 75-5-105-7½-150-EB.-10-200-12½-250.
 - 2 Junior clerks of mills in Category II. Rs. 60-5-90-6-120-EB.-7½-150 10-200.
 - 3 Semi-clerks of mills of Category I. Rs. 50-3-80 E.B.-5-125.
 - 4 Semi-clerks of mills of Category II. Rs. 40-3-70 E.B.-5-105.
19. A Junior clerk whose basic pay is already higher than the start of the new basic shall first be fixed in the new scale in accordance with his present basic wage; if he falls within two stages of the new scale, he shall be given the higher stage, and he shall then be given two increments in the new scale.
20. A Junior clerk whose present basic wage is less than the minimum of new scale shall first be brought up to the minimum of the new scale, and he shall then be given one increment for each year of service with a maximum of two increments.
21. The Semi-clerk shall also be fixed in the same manner as the Junior clerk in the new scale.

- 22 Any Semi-clerk or Junior clerk already in receipt of a higher scale or higher total emoluments than those recommended, shall retain the excess as special pay.
- 23 The pay scales of other clerks, stenographers, etc., shall be suitably fixed by the employers in consultation with the employees having regard to their respective duties and responsibilities in such a way that their emoluments are advanced to keep in step with the advances in the wages of the Junior clerks.
- 24 The efficiency bar must be sparingly applied and only in cases of distinct fall in efficiency.
- 25 It is not feasible to consolidate the dearness allowance with basic wage of clerks, because of their time scales. The clerks shall receive monthly the amount of dearness allowance which is merged in the basic wage of the operatives, as a special higher cost allowance, plus the dearness allowance of the operatives plus.
- | | |
|--|-----------|
| For basic wage up to and including Rs. 100/- | Rs. 7½/- |
| Between 101—200 | Rs. 15/- |
| Between 201—300 | Rs. 22½/- |
| Beyond 301 | Rs. 25/- |
- 26 The Semi-clerks shall receive monthly the amount of dearness allowance which is merged with the basic wage of the operatives as a special higher cost allowance plus the dearness allowance of the operatives.
- 27 The special high cost allowance shall be treated as an addition to basic wage and new entrants shall also be eligible for it. The special high cost allowance shall count for Provident Fund and leave and holidays with pay, but not for gratuity where gratuity is expressed in terms of the basic wage.
- 28 There shall be no grade of a clerk below the grade of semi-clerk. Barring the semi-clerk, the lowest paid in the clerical staff should be deemed to be the Junior clerk and he must be fixed in the prescribed scale of the Junior clerk.
- 29 The recommendations relating to Junior clerks and semi-clerks shall take effect from 1st January, 1960.
- 30 There shall be no discrimination between men and women doing the same work.
- 31 By the introduction of Board's recommendations no existing amenities or benefits shall be affected and higher emoluments wherever they are being paid shall not be reduced.
- 32 In the present state of the industry it is not possible for financial considerations to go beyond what has been recommended but nevertheless the recommendations will on full implementation constitute a fresh landmark in the progress of the industry and in the improvement of the condition of service of the workers, who will find in the recommendations not only a present rise in earnings, but also fresh scope and initiative for the exercise of higher skills and consequent improvement of their standards. The Board regrets that even after a century's existence the Industry is unable to pay a need-based wage and considers that the

stage has been reached when both the employers and the workmen should foregather to life the industry as a whole to a higher level, each making his contribution in his own way. The employers must adjust themselves to the changing climate of their responsibilities and the workmen for their part must have a broader view of their duties in our social set-up; and both must accept the inevitability of changes by rationalisation and modernisation if the industry is to flourish.

- 33 The Government should take timely steps for the implementation of the recommendations herein contained so that they might become effective from 1st January, 1960.
- 34 The Central and state Government should take steps to maintain correct cost of living indices of the several centres. It would also be an advantage if statistical information as to the state of the industry, including information on prices, productivity and income in it could be suitably maintained by the Government of India so that the information may be readily available whenever required.
- 35 The recommendations of the Wage Board would apply to all clerical and manual workers in the composite and spinning mill sector of the industry.

GOVERNMENT OF INDIA
Department of Labour & Employment

Dated, New Delhi the 17th May '69

RESOLUTION

No. W. B-8 (15)/68. By their Resolution No. WB-8 (14)/63, dated the 12th August 1964, the Government of India appointed the Second Central Wage Board for the Cotton Textile Industry with the following composition:—

Chairman	Shri K. Bhimasankaram, Retired Judge, High Court, Andhra Pradesh
Independent Members	Shri Tulsidas S. Jadhav, M. P. Prof. M. B. Desai
Members representing employers	Sri D. C. Kothari Shri Surottam P. Hutheesing
Members representing workers	Shri G. Ramanujam Sri A. N. Buch

2. The Wage Board was required to consider the question of a further revision of the wage structure in the industry, keeping in view the following:
- i) the recommendations of the First wage Board for the Cotton Textile Industry, constituted by the Government of India by their Resolution No. WB-1(3), dated the 30th March 1957 and Government decisions thereon as published in Resolution No. WB-8 (78) dated the 2nd March, 1960;
 - ii) the principles of fair wages as set forth in the Committee on Fair Wages;
 - iii) the needs of the industry in a developing economy including the need for maintaining and promoting exports;
 - iv) the various elements of labour costs (excepting bonus) apart from wages;
 - v) the requirements of social justice;
 - vi) the need for adjusting wage differentials in such a manner as to provide incentive to workers for advancing their skill; and
 - vii) the desirability of extending the system of payment by results.

EXPLANATION

In applying the system of payment by results the Board was required to keep in view the need for fixing a minimum (fall-back wages) and also to safeguard against over work and undue speed.

3. The Wage Board was also required by its terms of reference to consider; the demands for the introduction of a gratuity scheme on any industry-wise basis.
4. The Board's report was submitted to Government on the 31st December, 1968.
5. After a careful examination of the report, including the views expressed in the dissenting note of the employers' representatives and at the tripartite meeting held at New Delhi on the 25th February 1969, the Government of India have decided to accept the majority recommendations, of the wage Board, a summary of which is appended.
6. The Government of India have further decided that the Wage Boards' recommendations should remain operative for a period of 5 years with effect from the 1st January 1969, and that during this period, there should be no claim for revision of matters covered by the recommendations, in those establishments which implement these fully.
7. The concerned organisations of employers and workers and also the State Government are requested to take steps to secure implementation of the recommendations accepted by the Government.
8. Should implementation of the recommendations involve any difficulties in some of the weaker units in the industry, the Government trust that the two parties will enter into bipartite discussions with a view to arrive at mutually acceptable settlements.
9. The Government of India wish to express their appreciation of the work done by the Board.

Sd/-

HANS RAJ CHHABRA

Under Secretary to the Government of India.

Dated, New Delhi, the 17th May, 1969.

No. WB-8 (15) /68

ORDER

Ordered that a copy of the Resolution be communicated to all concerned.

Ordered also that the Resolution be published in the Gazette of India for general information.

Sd/-

HANS RAJ CHHABRA

Under Secretary to the Govt. of India.

APPENDIX

Summary of Recommendations

- 1) Every person employed in the Cotton Textile Industry, who answers to the definition of 'workmen' in the Industrial Disputes Act, 1947 or the definition of 'employee' under the Bombay Industrial Relations Act, 1946, as the case may be, should be governed by the recommendations of the Board. (para 13).
- 2) The sewing thread industry falls within the scope of the Board's recommendations. (para 18).
- 3) The Board finds itself unable to make any recommendations in regard to the powerloom sector. The Board, however, recommends setting up of a separate wage Board if the government is so advised. (para 20).
- 4) The Board is not making any recommendations in respect of the purely staple fibre units except to say that they will maintain the existing party, if any, with the revised wages for the cotton textile workers in the centre. So far as the Mills engaged partially or intermittently on staple fibre are concerned, they fall within the scope of the Board's recommendations. (para 25).
- 5) The Board does not intend to bring within the purview of its recommendations the processing units which are entirely dissociated from a cotton textile concern. (para 26)
- 6) The recommendations of the Board shall cover the processing units which are an integral part of a spinning or a composite cotton textile concern. (para 26)
- 7) The other recommendations are given in para 255 of of Chapter IX of the report. (annexed)

ANNEXURE

(Para 255 of Chapter IX)

1 Narrowing down the disparities in dearness allowance

- a) Where the average monthly dearness allowance paid by a unit during the year 1968 to its lowest-paid worker falls short of Rs. 140/- the difference between the sum so paid and Rs. 140/- shall be made up over a period of 5 years commencing from 1—1—1969 as far as may be in the manner specified below.

If the difference is Rs.15/- or more, the unit shall pay to every worker an additional dearness allowance of Rs. 3/-, per month from 1—1—1969; Rs. 6/- per month from 1—1—1970 and so on till 1—1—1973.

If the difference is less than Rs. 15/-, it shall make similar payments to every worker from 1—1—1969 until the difference is made up. If, however, the difference can be made up by paying an additional sum of less than Rs. 3/- at any stage, only such sum falling short of Rs. 3/- as makes up the difference shall be paid.

For the purpose of calculating the average monthly dearness allowance paid during the year 1968, the total dearness allowance including the fixed, variable and flat dearness allowance paid during that year shall be taken into account.

- (b) Where a unit has not paid any separate dearness allowance during the year 1968 and has paid less than Rs. 175/- to its lowest-paid worker by way of total monthly average wage during that year, it shall make up the difference between the sum so paid to every worker and Rs. 175/- in the manner indicated in clause (a) above.

The total average wage paid during the year 1968 to the worker shall be taken as the basis of these increases only until such time the unit implement our recommendations regarding payment of a separate dearness allowance linked to Consumer Price Index Number, after which our recommendation in clause (a) above will apply.

- (c) As far as the units paying separate dearness allowance are concerned, this phased payment is independent of and in addition to the dearness allowance payable to the workers on the existing scheme and at the existing scale in the respective units. As regards the units where no separate dearness allowance is paid, this phased payment shall be independent of and in addition to any other increments to which the workers are entitled to under arrangements, if any existing in the respective units.

Illustrations

- (e) Case of a worker who was paid average monthly dearness allowance of say Rs. 125/- or less during the year 1968.

He shall be paid an additional sum of Rs 3/- per month from 1—1—1969; another Rs. 3/- from 1—1—1970 and so on till 1—1—1973 from which date he will be paid Rs. 15/- per month. No further increase shall be given. But he will continue to be paid Rs. 15/- per month from 1—1—1974.

- (b) Case of a worker who was paid average monthly dearness allowance of, say Rs. 133/- during the year 1968.

He shall be paid an additional sum of Rs. 3/- per month from 1—1—1969; another Rs. 3/- per month from 1—1—1970 and Re 1/- (Rupee one) per month from 1—1—1971. No further increase shall be given, as by the last increase, he will be reaching Rs. 140/-

- (c) Case of a worker who was paid average monthly dearness allowance of, say Rs. 139/- during the year 1968.

He shall be paid an additional sum of Rs. 1/- (Rupee one) per month from 1—1—1969 and no further increase shall be given from 1—1—1970 but he will continue to be paid Re. 1/- (Rupee one) per month from 1—1—1970.

- (d) Case of a worker who was paid monthly average dearness allowance of, say, Rs. 138/- during the year 1968 but subsequently getting less than Rs. 138/-

He shall be paid an additional sum of Rs. 2/- on 1—1—1969. Suppose, the dearness allowance according to the existing scheme and at the existing scale amounted to, say Rs. 136/- on 1—6—1969. still he shall be paid only Rs. 2/- per month from 1—6—1969 and he shall not be given any further increase from 1—1—1970 but he will continue to be paid Rs. 2/- per month from 1—1—1970.

- (e) Case of a worker who was paid monthly average dearness allowance of say Rs. 130/- during the year 1968 but subsequently getting more than Rs. 140/-

He shall be paid an additional sum of Rs. 3/- per month from 1—1—1969. Suppose the dearness allowance according to the existing scheme and at the existing scale amounted to, say Rs. 141/- on 1—6—1969, still he shall continue to get the additional amount of Rs. 3/- per month from 1—1—1970; another Rs. 3/- per month from 1—1—1971; and further Re.1/- (Rupee one) from 1—1—1972, as the fluctuations in the dearness allowance during the period of 5 years according to the existing scheme should not be taken into account. He shall not be paid any further increase from 1—1—1973 but he will continue to be paid Rs. 10/- from 1—1—1973 in addition to the average monthly dearness allowance of Rs. 130/- paid during 1968.

- (f) Case of a worker who was paid monthly average dearness allowance over Rs. 140/- say, Rs. 145/- during the year 1968 but subsequently getting less than Rs. 140/-.

He shall not get any additional payment from 1—1—1969 under this recommendations. Suppose, the dearness allowance according to the existing scheme and at the existing scale amounted to less than Rs. 140/-, say Rs. 135/- from 1—6—1969, still he shall not get any additional payment.

- (g) The above illustrations shall also be applicable to the workers who are paid consolidated wages.

(2) Linking dearness allowance with Consumer Price Index.

The recommendation of the First Wage Board made in para 107 of their report shall be implemented forthwith by the units which have not done so till now. For the sake of convenience we reproduce the relevant recommendation hereunder.

'The Board recommends that dearness allowance should be linked to the cost of living index in all centres, if any centre has no such cost of living index, the index of the nearest centre should be taken for that purpose. The Board has also come across some cases where there is only a consolidated wage or a fixed dearness allowance. In both cases we have found that the total wages are Comparatively lower. We recommend that in these cases also the dearness allowance should be made adequate and linked to the cost of living index number by a suitable machinery'.

3) Merger of dearness allowance with basic wage

- a) The recommendation of the first Wage Board made in para 109 of their report shall be implemented forthwith. The said recommendation is reproduced for ready reference.

'The Board has reached the conclusion that the consolidation of dearness allowance with the basic wage in each mill should take place at an index which will yeild an amount equal to three-fourths of the average dearness allowance of the first six months of 1959. It is our intention that the remaining 25 per cent dearness allowance which will continue as dearness allowance shall have a flexible character, and rise and fall according to the further cost of living; and the difference between the future index and the point at which the current index is merged shall be compensated according to the existing method and at the extisting scale'.

- b) The basic wage as it stood before the recommendations of the first Wage Board plus the increases granted by that Board in para 106 of their report plus the dearness allowance equal to three-fourths of the average dearness allowance of the first six months of 1959 shall be treated as the basic wage from 1—1—1969.

4) Linking the revised wages to productivity :

- a) A number of occupations are already under piece rate system. If any other occupation is to be brought under piece-rate system it should be open to the management to do so in consultation with the workers concerned.
- b) The piece rates shall be revised upward by linking the existing number of units of production to the revised basic wage as determined in accordance with clause (b) of recommendation (3).
- c) The 'fall-back wage' for the occupation shall not be less than the average monthly basic earnings during three normal months prior to 1—1—1969. As to what constitute the three normal months' shall be settled between the management and the workers, failing which it shall be competent to the State Government to decide the same.

5) Annual increments :

- a) The workers who are not now on time-scale shall be brought on time-scale by being given annual increments from 1-1-1969 as determined in clause (b) of recommendation (3), subject to a minimum of Re. 1/-per month in the case of units falling within the category I and 75 paise per month in the case of units falling within the category II. These annual increments shall be given for a period of 10 years from 1—1—1969.
- b) The workers on piece-rates also shall be given the increments as in clause (a) above in their piece-rate earning.

Explanation to clauses (a) and (b)

- i) To be eligible for the above annual increments, a worker should have worked for at least 240 days in a calendar year and the computation of the number of days worked shall be as provided by Section 14 of the Payment of Bonus Act, 1965.
- ii) The 'categories' referred to are the 'categories' into which the industry was divided by the first wage Board.
- c) Where employees are already on a time-scale, they shall have their scales recast as under with effect from 1—1—1969.
 - i) Increase of Re. 1/- (Rupee One) in the case of employees in units falling within category I and 75 paise in the case of employees in units falling within category II in the rate of annual increments at every stage ;
 - ii) merger of the fixed dearness allowance as for labour with basic pay at the floor and right through to the ceiling ; and
 - iii) extension of the ceiling by five annual increments, at the last rate of the revised increment under clause (i)
- i) The 'categories' referred to are the 'categories' into which the Industry was divided by the first Wage Board.
- ii) The time-scale in every case shall be revised in the following manner;—

Add the fixed dearness allowance to the floor of the present scale and right through to the ceiling. Then add the increase under clause (c) (i) to the rate of increment at every stage obtaining in the existing scale. Extend the ceiling by five increments at the last revised rate of increment. After thus formulating the new scale, add to the basic pay of the employee in the existing time-scale, the fixed dearness allowance due to him, and fit him in to the new scales. The amount so arrived at shall be his basic pay in the new scale. If such basic pay coincides with any stage in the new scale, his basic pay shall be fixed at the stage as on 1—1—1969, the new scale ; but it falls between two stages in the new scale his basic pay shall be fixed at the next higher stage in the new scale.

6) Gratuity

- a) The amount of gratuity payable to all classes of employees entitled to the same under the existing scheme and basis shall be increased by 25 per cent on and after 1—1—1969. We recommend that the existing gratuity schemes in the different units shall be suitably altered to give effect to our above recommendation.
- b) If in any unit, no gratuity scheme is in force, it shall introduce the same obtaining in the nearest comparable unit in the Industry.

7) Rationalisation

Subject to the following basic conditions.

- i) there should be no retrenchment or reduction of earnings of the employees found surplus
i. e. the existing complement should be maintained barring natural separation or wastage.

ii) there should be an equitable sharing of the gains of rationalisation as between the community, the employer and the worker ; and

(iii) there should be proper assessment of workloads by experts mutually agreed upon, and also suitable improvements in the working conditions.

We recommend that there shall be an expert body set up in each State to whom disputes regarding rationalisation shall be referred and its decisions shall be binding on the parties. The process of rationalisation shall be comprehensive and cover all departments of the industry including the managerial and administrative departments.

(8) Existing benefits:

We wish to make it clear that nothing in these recommendations shall have the effect of reducing or denying any existing benefits or amenities or emoluments to which workers are entitled.

(9) Effective date of implementation of the recommendations :

Our recommendations shall take effect from 1st January, 1969.

Memorandum of Settlement under Section 18 (I) of The Industrial Disputes Act, 1947.

- Name of the Parties : The Managements and their employees of the mills
: mentioned in the annexure to this settlement.
- Representing Employers : 1. Sri. R. Doraiswamy, Chairman, Southern India,
Millowners' Association, Coimbatore-18.
: 2. Sri K. Sundaram, Lakshmi Mills Co., Ltd.,
Coimbatore.
: 3. Sri. P. Murugesan, Essorpe Mills (P) Ltd.,
Coimbatore
: 4. Sri C. G. Reddi Secretary, Southern India
Millowners' Association, Coimbatore.
- Representing Employees : Sri. K. Ramaswamy Naidu, Coimbatore Dist. Textile
Mill Staff Union, INTUC Buildings, Ramanathapuram
Coimbatore.

SHORT RECITAL OF THE CASE :

The manner of implementation of the recommendations of the Second Central Wage Board for the Cotton Textile Industry in respect of clerks and other categories of employees mentioned in clause 4 below, was discussed between the parties. A settlement has been reached on the following terms :

TERMS OF SETTLEMENT :

1. It is agreed that the existing scales of pay for clerks shall be revised (after merger of fixed D. A. of Rs. 45/-) as below :

- (i) Chief Clerk : Rs. 295-16-455
- (ii) Senior Clerk : Rs. 205-11-271-16-415
- (iii) Junior Plus Clerk : Rs. 150-8½-201-EB-11-256-13½-391
- (iv) Junior Clerk : Rs. 120-6-156-8½-207-EB-11-262-13½-383½.

- Note :
- (i) If any clerk has general supervision of the clerks in the mill office he will be designated as senior Clerk but will be started on Rs. 249/ in the scale of senior clerks.
 - (ii) One additional increment has been added in the scale of Junior plus clerks, in order to advance the ceiling of the scale, in step with the ceiling of the Junior clerk's scale of pay.

2. It is agreed that the employees shall be fitted into the new scales in the following manner :
The fixed Dearness Allowance of Rs. 45/- shall be added to the basic pay as on 1-1-1969. The sum so arrived at shall be his basic pay in the new scale. If such basic pay coincides with any point in the new scale, his basic pay shall be fixed at that points as on 1-1-1969. If it falls between two points in the new scale, his basic pay shall be fixed at the next higher point in the new scale, as on 1-1-1969.

After fixing in the new scale, one increment shall be given to those who have completed 5 years of continuous service but less than 10 years; two increments shall be given to those who have completed 10 years of continuous service but less than 20 years; three increments shall be given to those who have completed 20 years of continuous service and more as on 1—1—1969.

This increment/increments shall not be adjusted against his Personal pay, if any. Increments accruing after 1—1—1969 shall, however be adjustable against personal pay.

3. It is agreed that the amounts being paid to clerks in addition to Dearness Allowance, under para 118 of the recommendations of the First Wage Board shall be as follows :

For basic wage upto & including Rs. 145/-	...	Rs. 7½/-
Between Rs. 146-245	—	... Rs. 15/-
Between Rs. 246-345	—	... Rs. 22½/-
Beyond Rs. 345/-	—	... Rs. 25/-

4. It is agreed that the scale of pay for ticket-boys, wrapping-boys, office-boys, store - boys bank attenders, etc. shall be Rs. 95-3-125-4-165. These employees shall be fixed in the new scales in the same manner indicated in clause (2) above, except that they shall not be eligible for service weightage.

5. Arrears of pay payable consequent upon revision of pay scales shall be disbursed on or before 31—12—1969.

6. The amount of gratuity payable shall be increased by 25 per cent on and after 1—1—1969. For purpose of gratuity, the basic pay shall be the revised basic pay less the merged D. A. of Rs. 45/-.

7. It is agreed that in respect of other aspects, parties shall continue to be governed by terms and conditions of the Government Press Note No. 18 dated 9—11—1961. It is further agreed that this settlement shall be in force for a period of five years from 1—1—1969. Dated this at Coimbatore on 18th October, 1969.

FOR THE EMPLOYEES :

(Sd.) K. Ramaswamy Naidu

WITNESSES :

(Sd.) B. Thangaswamy

(Sd.) L. M. Venkatraman

FOR THE MANAGERMENTS :

(Sd.) R. Doraiswamy

(Sd.) K. Sundaram

(Sd.) P. Murugesan

ANNEXURE

1. Asher Textile Ltd
2. Sri Balasubramania Mills Ltd
3. Chandra Textiles (P) Ltd
4. Coimbatore Cotton Mills Ltd
5. Coimbatore Cotton Jubilee Mills Ltd
6. Coimbatore Pioneer 'A' Mills Ltd
7. Coimbatore Pioneer 'B' Mills Ltd
8. Dhanalakshmi Mills Ltd
9. D. P. F. Textiles Private Ltd
10. Essorpe Mills Private Ltd
11. Gnanambikai Mills Ltd
12. G. R. & Co., Ganga Textiles
13. Gobald Textiles (P) Ltd
14. Sri Gopalakrishna Mills (P) Ltd
15. Sri Karunambikai Mills Ltd
16. Kothari Textiles Ltd., 'A' Mills
17. Kothari Textiles Ltd., 'B' Mills
18. Kumaran Mills Ltd
19. Kwality Spg. Mills (P) Ltd
20. Lakshmi Mills Company Ltd., Coimbatore
21. Lakshmi Mills Company Ltd., Palladam
22. Lakshmi Mills Company Ltd., Kovilpatti
23. Lotus Mills Ltd
24. Sri Palaniandavar Mills Ltd
25. Prakash Mills (P) Ltd
26. Premier Mills 'A' Ltd
27. Premier Mills 'B' Ltd
28. Rajalakshmi Mills Ltd., Singanallur
29. Rajalakshmi Mills Ltd., Karamadai
30. Ramakrishna Mills (CBE) Ltd.
31. Ramnarayan Mills Ltd.
32. Sri Sakthi Textiles Private Ltd.
33. Selvaraja Mills Ltd.
34. Sivanandha Mills Ltd.
35. Sujani Textiles (P) Ltd.
36. Suryaprabha Mills (P) Ltd.
37. Sarguna Textiles (P) Ltd.
38. Tirupur Cotton Spg. & Wvg. Mills Ltd
39. Sri Varadaraja Textiles (P) Ltd.

40. The Vasanta Mills Ltd.
41. Sri Venkatesa Mills Ltd.
42. Tirupur Textiles Ltd.,
43. Pioneer Textiles
44. Vijayeswari Textiles Ltd.
45. Narasimha Mills Ltd, 'A'
46. Narasimha Mills Ltd, 'B'
47. Vijayalakshmi Mills Ltd.
48. Anandakumar Mills Ltd.
49. Sri Rani Lakshmi Gng. Spg & Wvg. Mills Ltd.
50. Sri Hari Mills Private Ltd,
51. Lakshminarayana Textiles Private Ltd,
22. Karthikeya Spg & Wvg. Mills Ltd.

Memorandum of Settlement Under Section 12 (3) of the Industrial Disputes Act, 1947.

Present : Sri. G. Kamalaratnam, M. A., B. L.,
Special Deputy Commissioner of Labour,
Madras.

Camp : Coimbatore.

- Names of Parties** : The managements of mills and the workers mentioned in Annexures A and B to this Settlement.
- Representing Employers** : Sri. R. Doraiswami,
(Chairman, SIMA)
Sri. K. Sundaram, M.P.,
Lakshmi Mills Co., Ltd., Coimbatore.
Sri. K. Venkatesalu,
D. P. F. Textiles (P) Ltd, Coimbatore.
Sri. C. G. Reddi,
Secretary, SIMA, Coimbatore.
- Representing Workmen** : 1. Thiru P. L. Subbiah,
National Textile Workers' Union.
Ramanathapuram, Coimbatore.
2. Thiru A. Subramaniam,
Coimbatore Dist. Textile Workers' Union
6/212, Trichy Road, Singanallur, Coimbatore.
3. Thiru Kattoor Gopal
Cbe. Dist. Dravida Panchalai Thozhilarar
Munnetra Sangam, Teppakulam Street, Coimbatore.
4. P. S. Chinnadurai,
Cbe. Dist. United Textile Labour Association.
Kamaraj Road, Singanallur, Coimbatore
5. Thiru K. P. Thiruvengadam,
Cbe. Dist. N. G. R. Textile Workers Union
N. H. Road, Coimbatore
6. Thiru S. Krishnan,
Swatantra Trade Union, Puliakulam Road,
Coimbatore-18

SHORT RECITAL OF THE CASE :

The Government of India appointed the Second Central Wage Board for the Cotton Textile Industry on 12th August, 1964. The wage Board submitted its recommendations to the

Government of India at the end of 1968 and the Government of India accepted the majority recommendations of the Wage Board on 7th May, 1969. The National Textile Workers' Union demanded implementation of the recommendations of the Wage Board. Conciliation proceedings were initiated by the Special Deputy Commissioner of Labour, Madras, Subsequently the issues were discussed between the Negotiating Committee of the Southern India Millowner's Association, Coimbatore, constituted for the purpose and the representatives of the Unions on various dates. The following settlement has been reached with the good offices of the Special Deputy Commissioner of Labour, Madras. In the course of the conciliation proceedings held on 5—9—1969.

TERMS OF SETTLEMENT:

1. The mills mentioned in Annexure A, shall implement the recommendations of the Second Wage Board for the Cotton Textile Industry on the following lines :

(a) Dearness Allowance :

In the year 1968, the average monthly dearness allowance paid to the workers was Rs. 139-01. The difference between this sum and Rs. 140/- viz 99 paise shall be rounded off to Re. 1/ and shall be paid to each worker as additional Dearness Allowance with effect from 1—1—1969. The workers shall continue to be paid this amount even when the Dearness allowance payable under the present scheme exceeds Rs. 140/- per month.

(b) Merger of Dearness Allowance with basic wages.

The amount of Rs. 45/- represents three fourths of the average Dearness Allowance paid in the first six months of 1959. It is agreed that in order to facilitate easy calculation Rs. 44—98 only shall be merged with the basic wages from 1—1—1969. The basic wage as it stood before 1—1—1960 plus the Wage Board increase of Rs. 10/- plus Rs. 44—98 merged as above, shall be the basic wage from 1—1—1969.

(c) Linking revised wages to productivity:

Piece rates shall be revised by linking the existing number of units of production to the revised occupational basic wage as on 1—1—1969. Wherever workers are being paid more than pro-rata wages for increased production, the rates shall be revised suitably so as to yield the same extra wage per unit as at present or pro-rata wages on the revised basic wages which ever is higher. Annual increments granted under Clause (d) below shall not be taken into account for the purpose of calculating piece-rates. Cases of hardship to any worker or class of workers arising out of implementation of this clause shall be discussed between the parties and settled with the good offices of the Association within a month.

(d) Annual Increments :

(i) All the workers who are not now on time scale shall be brought on time scale by being given annual increments from 1—1—1969 at the rate of 1% of their revised occupational basic wages as on 1—1—1969 subject to a minimum of Rs. 1-04 per month. The increments shall be fixed in multiples of 26, by rounding off 13 paise and above to 26 and omitting less than 13. The annual increments so calculated shall be paid for a period of five years from 1—1—1969.

To be eligible for the above annual increments, a worker should have worked for at least 240 days in a calendar year and the computation of the number of days worked shall be as provided by Section 14 of the Payment of Bonus Act, 1965

ii) It is agreed that the scales of workers who are now on time scale shall be revised in the manner specified in clause (c) of recommendations (5)

e) Gratuity :

It is agreed that the amount of gratuity payable under the existing gratuity scheme shall be increased by 25% with effect from 1—1—1969. The amount merged with basic wages under clause (b) above, shall not be treated as basic wages for the purposes of gratuity calculation in other words, the gratuity payable shall be calculated leaving out the merged part of dearness allowance (Rs. 44—98) from the revised basic wages.

f) Rationalisation :

It is agreed that the parties shall request the Tamil Nadu Government to constitute a permanent expert Committee consisting of an Officer of the Labour Department, not lower than the rank of the Deputy Commissioner of Labour, who shall be the Chairman of the Committee, and two representatives of the South India Textile Research Association, Coimbatore, one of whom shall be a technologist and another an industrial engineer. Disputes regarding rationalisation shall be referred to it by the management or the union or unions concerned and its decision shall be final and binding on the management and the workers of the mills. The decision of the Committee on any dispute referred to it shall be ordinarily rendered within a period of 3 months from the date of reference.

2) The arrears under clause (a), (c), (d) and (e) above shall be disbursed by the managements on or before 31—12—1969.

3) This implementation of the recommendations in respect of mills found in the Annexure 'B' shall be discussed between the parties before 1st November, 1969.

4) The settlement shall be operative for a period of 5 years from 1—1—1969 and during this period there shall be no demand for revision of matters covered by the Wage Board recommendations. It is agreed that this settlement shall be in full and final satisfaction of the rights and obligations of the parties under the recommendations of the Second Wage Board.

Dated this at Coimbatore on 5th day of September, 1969.

REPRESENTING EMPLOYERS

REPRESENTING WORKMEN

(Sd.) R DORAISWAMI

(Sd.) P. L. SUBBIAH

(Sd.) K SUNDARAM

(Sd.) A. SUBRAMANIAM

(Sd.) K. VENKATESALU

(Sd.) KATTOOR GOPAL

(Sd.) C. G. REDDI

(Sd.) P. S. CHINNADURAI

(Sd.) K. P. THIRUVENGADAM

(Sd.) S. KRISHNAN

BEFORE ME (Sd.) G. KAMALARATNAM

SPECIAL DEPUTY LABOUR COMMISSIONER,
MADRAS, (Camp: Coimbatore.)

ANNEXURE 'A'

1. Asher Textile Ltd
2. Sri Balasubramania Mills Ltd
3. Chandra Textiles (P) Ltd
4. Coimbatore Cotton Mills Ltd
5. Coimbatore Cotton Jubilee Mills Ltd
6. Coimbatore Pioneer 'A' Mills Ltd
7. Coimbatore Pioneer 'B' Mills Ltd
8. Dhanalakshmi Mills Ltd
9. D. P. F. Textiles Private Ltd
10. Essorpe Mills Private Ltd
11. Gnanambikai Mills Ltd
12. G. R. & Co., Ganga Textiles
13. Gobald Textiles (P) Ltd
14. *Sri Gopalakrishna Mills (P) Ltd*
15. Sri Karunambikai Mills Ltd
16. Kothari Textiles Ltd., 'A' Mills
17. Kothari Textiles Ltd., 'B' Mills
18. Kumaran Mills Ltd
19. Kwality Spg. Mills (P) Ltd
20. Lakshmi Mills Company Ltd., Coimbatore
21. Lakshmi Mills Company Ltd., Palladam
22. Lakshmi Mills Company Ltd., Kovilpatti
23. Lotus Mills Ltd
24. Sri Palaniandavar Mills Ltd
25. Prakash Mills (P) Ltd
26. Premier Mills 'A' Ltd
27. Premier Mills 'B' Ltd
28. Rajalakshmi Mills Ltd., Singanallur
29. Rajalakshmi Mills Ltd., Karamadai
30. Ramakrishna Mills (CBE) Ltd.
31. Ramnarayan Mills Ltd.
32. Sri Sakthi Textiles Private Ltd.
33. Selvaraja Mills Ltd.
34. Sivanandha Mills Ltd.
35. Sujani Textiles (P) Ltd.
36. Suryaprabha Mills (P) Ltd.
37. Sarguna Textiles (P) Ltd.
38. Tirupur Cotton Spg. & Wvg. Mills Ltd

39. Sri Varadaraja Textiles (P) Ltd.
40. The Vasanta Mills Ltd.
41. Sri Venkatesa Mills Ltd.
42. Tirupur Textiles Ltd.
43. Pioneer Textiles
44. Vijayeswari Textiles Ltd.
45. Narasimha Mills Ltd., 'A'
46. Narasimha Mills Ltd., 'B'
47. Vijayalakshmi Mills Ltd.
48. Anandakumar Mills Ltd.
49. Sri Rani Lakshmi Gng. Spg & Wvg Mills Ltd.
50. Sri Hari Mills Private Ltd.
51. Lakshminarayana Textiles Private Ltd.
52. Karthikeya Spg & Wvg Mills Ltd.

ANNEXURE 'B'

- 1 Janardhana Mills Ltd.
- 2 Sri Kannapiran Mills Ltd.
- 3 Sri Ramalinga Choodambikai Mills Ltd.
- 4 Raveendra Mills Ltd.

Memorandum of Settlement Under Section 12 (3) of the Industrial Disputes Act. 1947

PRESENT: Thiru G. Kamalaratnam, M. A., B. L.
Commissioner of Labour.

- Names of parties to this settlement** : The workmen and the Managements of the Textile Mills mentioned in clause I [b] of the Settlement.
- Representing the Managements** :
1. Thiru R. Doraiswami, Chairman, Southern India Millowners' Association, Coimbatore.
 2. Thiru K. Venkatesalu, Vice Chairman, Southern India Millowners' Association, Coimbatore.
 3. Thiru T. Rangaswamy, Secretary, Southern India Millowners' Association, Coimbatore.
- Representing the Workmen** :
- The Secretary/President
1. Coimbatore Dist. Millworkers' Union, Coimbatore.
 2. Coimbatore Dist. Textile Workers' Union, Coimbatore
 3. National Textile Workers' Union, Coimbatore.
 4. Coimbatore Dist. Mill Labour Union, Coimbatore.
 5. Coimbatore Dist. United Textile Labour Association, Coimbatore.
 6. Coimbatore Dist. Dravida Panchalai Thozhilalar Munnetra Sangam, Coimbatore
 7. Socialisa Textile workers' Union, Coimbatore.
 8. Swathanthra Trade union, Coimbatore.
 9. Textile Employees' Association, Coimbatore.
 10. Coimbatore Dist. Textile Staff and Jobbers Union. Coimbatore.
 11. Coimbatore Dist. Textile Staff Union, Coimbatore.
 12. Coimbatore Dist. Textile Jobbers Union, Coimbatore.
 13. Panchalai Nirvaga Uliyargal Munnetra Sangam Coimbatore.
 14. Tamil Nadu Textile Mills Electricians Trade union, Coimbatore.
 15. National textile Worker's Union, Madurai and Organising Secretary, INTUC TamilNadu on behalf of unions affiliated with INTUC.

16. Madurai Dist. Mill Worker's Union, Madurai and Jt. Secretary H. M. S. Tamil Nadu on behalf of all the Unions affiliated with HMS.
17. General Secretary, Madurai Textile Workers' Union, Madurai Treasurer, CITU Tamil Nadu on behalf of Unions affiliated with CITU
18. President, Ramanathapuram Dist. Textile workers' Union, Manamadurai and Executive - Member, TNTUC, on behalf of all unions affiliated with AITUC.
19. President, Papanasam Labour Union Vikramasingapuram and Advisor, Madurai Mill Labour Union, Madurai.
20. Thiru M. Surendran, M. L. A., representing Mettur Mill workers' Union, Mettur
21. General Secretary, Labour Progressive Federation.

SHORT RECITAL OF THE CASE :

In the industrial dispute which has arisen out of the Charter of Demands dated 7-12-1971 raised by the textile Workers' Unions in Coimbatore and similar demands raised in other centres and resulted in a strike in the mills in Coimbatore from 12-2-1972 and in other mills from 2-3-1972, a settlement is reached on the following terms through the good offices of the Chief Minister, Minister for Labour and Minister for Industries and signed in the presence of the Minister for Labour.

TERMS OF THE SETTLEMENT :

1. Revision of wages and dearness allowance :

- a) The issue relating to revision by basic pay and dearness allowance shall be immediately referred to a Conciliation Board presided over by a Chairman, who shall be an independent person with seven representatives of workmen and seven representatives of employers. The said Conciliation Board will be directed to complete its labours within six months from the date of appointment.
- b) The member mills of Southern India Millowners' Association in Coimbatore District which are partially or fully on strike shall make an ad hoc payment before 13-4-1972 of ten days total wages (basic wages and dearness allowance) at the rate payable for January, 1972 to every employee to be dealt with according to the final recommendation of the Board of Conciliation.

2. Filling of vacancies :

All permanent vacancies as per required complement should be filled immediately.

3. Occupational wages :

Such of those employees working in any shift in any mill who have not been paid their occupational wage shall be paid the same with effect from 1st March, 1972. If any shift was said to be rendered uneconomic thereby or claimed to be temporary it would nevertheless be continued for a period of 3 months during which occupational wages would be paid and the Commissioner of Labour would examine such cases and given his findings.

4. Subsistence allowance to workers under suspension :

Workers under suspension pending enquiry by management shall be paid a subsistence allowance as provided in the Model Standing Orders. Both parties agree to avoid unnecessary procrastination of the proceedings.

5. Recruitment :

Preference shall be given to the heirs of the existing employees at the time of recruitment provided they are suitable as per existing practice.

6. Protection to Women employees :

The existing women workers will be retained in service and will be provided employment subject to the statutory rights of the parties. Any dispute in this regard will be left to the decision of the Commissioner of Labour.

7. Choice of basis for Bonus calculation :

The question of bonus being calculated in the case of staff and Jobbers, electrical and mechanical categories as a percentage on basic earnings or on total earnings so far as Coimbatore Dist. mills are concerned be left to the Commissioner of Labour and his decision accepted.

8. Anomalies in implementation of Second Wage Board Recommendations :

The Commissioner of Labour would go into the issues relating to annual increments and fixation of wages on promotion and give his decision.

9. Increase in workloads because of increase in machine speeds :

The rationalisation Committee appointed under the Wage Board agreement would go into these issues and give its decision.

10. Age of Superannuation :

The issue is left to the Commissioner of Labour for his decision.

11. There shall be no punishment of any workman for participation in the strike.

12. The Southern India Millowners' Association will advise their member mills in the State which are partially or fully on strike in this regard to accept the terms of this settlement

13. The strike will be called off on the mid night of 11/12th March, 1972.

Dated this 9th day of March, 1972 at Madras.

Proceedings of the Commissioner of Labour, Madras.

Present : Thiru G. Kamalaratnam, I. A. S.,

No. S. 1/42123/72

Dated : 30-5-1972

Camp : Coimbatore.

Sub : Labour—Disputes—Dispute in the Textile Mills regarding revision of wages, etc.—Settlement dated 9-3-1972 Certain points—Clarified.

Ref : 1] Letter dated 4-5-72 from the Chairman and Secretary, Coimbatore District Joint Textile Union's Action Committee.

2] Letter No. 1513/72 dated 5-5-72 from the Chairman, The Southern India Millowners' Association, Coimbatore

3] Letter dated 5-5-72 from the General secretary, Coimbatore District Dravida Panchalai Thozhilalar Munnetra Sangam, Coimbatore.

In the letters cited, the above parties have referred to me the following points arising out of the settlement dated 9-3-72 for clarification and have agreed to abide by the same :

- i) Permanent strength and badli strength-fixation (Cl. 2 of the settlement).
- ii) Payment of 10 day's wages eligibility. (Cl. 1 (b).
- iii) Payment of occupational wages eligibility (Cl 3)
- iv) Age of superannuation-fixation. Cases arising meanwhile (Cl. 10)
- v) Continuance of shifts. (Cl 3)

I have discussed the above points with the aforesaid parties and give below my clarification as desired by them.

- i) Permanent strength and badli strength (Cl. 2).

The permanent strength shall be determined on the basis of the average count run during 1971 and the badli strength shall be fixed at 10% thereof. Appropriate tickets should be issued to all workmen specifying their status, whether permanent, badli temporary or casual.

- ii) Payment of 10 day's wages—eligibility. (Cl. 1 (b)

Regarding the workmen covered by para. (i) above, there is no need for any clarification as to eligibility. As regards the workmen employed in addition to the above complement, they would be eligible for the 10 day's wages (at the rates which they had been drawing) provided they had been working at least for 60 days during 1971 and are now in service or were in service at the time of the commencement of the strike in February, 1972.

- iii) Payment of occupational wages— eligibility (Cl 3).

Regarding the workmen covered by para (i) above, there is no need for any clarification as to eligibility. As regards the workmen employed in addition to the above complement, they would be entitled to occupational wages on the completion of twelve months service from the time of their enrolment but without any retrospective effect for the period prior to the resumption of work after the last strike. For those with less than 12 months of service at the time of resumption of work in March, 1972 the following basis is to be adopted:—

Upto 3 months after enrolment	... Occupational basic wage plus Rs. 10/- (Wage Board Increase) plus Rs. 45-
Over 3 months upto 6 months	... Occupational basic wage plus Rs. 10/- (Wage Board Increase) plus Rs. 45/- plus 25% of variable dearness allowance.
Over 6 months upto 9 months	... Occupational basic Wage plus Rs. 10/- (Wage Board Increase) plus Rs. 45/- plus 50% of variable dearness allowance.
Over 9 months upto 12 months	... Occupational basic wage plus Rs. 10/- (Wage Board Increase) plus Rs. 45/- plus 75% of variable dearness allowance.
On completion of 12 months	... Occupational basic wage plus Rs. 10/- (Wage Board Increase) plus Rs. 45/- plus the full variable dearness allowance.

I have also been asked to frame a scheme for new entrants and trainees taken in after the settlement dated 9-3-1972. I would suggest that the parties themselves discuss the matter and come to an amicable arrangement failing which, they could again bring the matter before me.

(iv) Age of superannuation—fixation—Cases arising meanwhile (CI 10).

The question of revision of the age of superannuation is a matter to be decided by the Commissioner of Labour. As it would take sometime to hear the parties and give a decision, the workmen who would be reaching or have reached the age of superannuation after the commencement of the strike may be retained in service till 30-11-1972 or until a decision is given whichever is earlier.

(v) Continuance of shifts. (CI 3).

All shifts which were in operation at the time of the commencement of the strike in February, 1972 should continue to be run in full subject to the condition that if any shift is claimed to be uneconomic, necessary representation may be made to the Commissioner of Labour. Pending a finding by him, the shift would have to be continued for at least three months.

NB :— These proceedings will not have the effect of reducing or taking away the benefit of any better terms extended already to any workman by his employer.

(Sd) G. Kamalaratnam,
Commissioner of Labour,
Madras.

Memorandum of Settlement Under Section 18 (1) of the Industrial Disputes Act. 1947

Name of parties	The Workmen and the Managements of the Mills mentioned in the Annexure.
Representing Mangement	: Thiru T. Rangaswamy, Secretary, Southern India Mill-owners' Association, Coimbatore. Thiru M. Elumalai, Legal Adviser, Tamilnadu Millowners' Association, Madurai. Thiru M. K. Balasubramaniam, Joint Director of Hand-loom and Textiles. Thiru S. P. Ramaswamy, Labour Relations, Officer, Tamilnadu Textile Corporation, Madras.
Representing Workmen	: Thiru A. Subramaniam, M. L. A., General Secretary, State Council of H. M. S. Thiru R. Ramiah Thiru S. V. Rajendran, Representing H. M. S.
A. I. T. U. C.	: Thiru K. M. Sundaram, G. S. Thiru A. M. Govindaraj (Gopu), Secretary Thiru S. N. Kaliannan
I. N. T. U. C.	: Thiru R. Rangaswamy, General Secretary. Thiru K. Ramaswamy Naidu, Vice President.
Labour Progressive Federation	: Thiru Kattoor Gopal, M. L. C., General Secretary Thiru P. Karuppuswamy
Swadantha Trade Union	: Thiru S. Krishnan, General Secretary.
United Textile Labour Association	: Thiru C. Govindan.
Tamilnadu National Trade Union Congress	: Thiru K. Appanraj, Convenor Thiru A. Murugesan, General Secretary, Coimbatore Unit
A. T. U.	: Thiru S. Raghavanandam. Thiru Udumalai U. P. Krishnan, (Anna Thozhilalar Union)
S. T. W. U.	: Thiru K. C. Ramaswamy, President, Socialist Textile Workers' Union.

Number and broad description of the categories of workmen } All workmen numbering about one lakh.

SHORT RECITAL OF THE CASE:

In the industrial dispute between the workmen and the managements of the textile mills mentioned in the annexure hereto over the 10 point charter of demands over which there is a strike in most of the mills, the parties hereby accept the following terms in full settlement of the the above demands.

- 1) The monthly basic wage will be increased by Rs. 7.50 from 1—1—74 and a further Rs. 7.50 from 1—1—76. The rate of annual increment will continue as at present.
- 2) The variable D. A. will be increased to 29 paise per point over 340 of the Madras City Cost of Living Index (old series) from 1—1—74 and to 30 paise per point from 1—1—76.
- 3) An ex-gratia ad-hoc payment of Rs. 200/- will be paid in satisfaction of the claims for the period for which the dispute was pending before the Textile Conciliation Committee. This will be paid in full to those with an attendance of at least 240 days during 1973 (calculated as for leave under the Factories Act) and pro rata to the others. This amount will be paid within one month. The 10 days wages or Rs. 100/- already paid will not be recovered.
- 4) The other demands should be treated as not pressed in view of the above benefits.
- 5) The Co-operative Spinning Mills and the Tamil Nadu Textile Corporation Mills will also implement the same terms. The ad-hoc payment referred to in clause 3 will be paid in 2 equal instalments, the first within one month and the second within three months thereafter.
- 6) Those mills which have a wage structure which has not come upto the standard wage level in the industry would grant the same increases in basic wages and D. A. as have been mentioned above without changing their existing wages structure except in accordance with any settlement.
- 7) This settlement will be in force for a period of 4 years from 1—1—1974.
- 8) The period for which the workmen have been on strike from 1—2—1974 or thereafter over this dispute will be treated as leave with wages to the extent to which they have such leave at their credit.
- 9) The strike will be called off and work resumed with effect from 1—3—1974. No action will be taken against workmen for participation in the strike.
- 10) The parties hereby agree to file this settlement as a Joint Memorandum before the Special Industrial Tribunal and request it to pass an award accordingly.

Madras }
Date 28—2—1974 }

REPRESENTING MANagements

Sd/— T. Rangaswamy

Sd/— S. P. Ramaswamy

Sd/— M. K. Balasubramaniam
Joint Director of Handlooms &
Textiles, Madras.

REPRESENTING WORKMEN

Sd/— A. Subramaniam (HMS)

Sd/— K. M. Sundaram (AITUC)

Sd/— K. Gopal (L. P. F.)

Sd/— P. Karuppuswamy (L. P. F.)

Sd/— A. M. Govindaraj (Gopu) AITUC

Sd/— S. N. Kaliannan AITUC

Sd/— K. C. Ramaswamy STWU

Sd/— R. Ramiah

Sd/— C. Govindan UTLA

Sd/— S. V. Rajendran

Sd/— K. Appanraj Convenor, TNTUC

Sd/— A. Murugesan, NTWU CBE

Sd/— S. Raghavanandam ATU

Sd/— U. P. Krishnan

Sd/— S. Krishnan

Sd/— R. Rangaswamy

PROCEEDINGS OF THE GOVERNMENT OF KARNATAKA

Sub: Recommendations of the Tripartite Committee for Cotton Textile Industry—
Implementation of:

PREAMBLE:

The Government of Karnataka by their order No. SEL 34 LMW 74 dated 11—4—1974 constituted a Tripartite Committee for Cotton Textile Industry in the State with the Commissioner of Labour, Bangalore, as its Chairman. The Committee submitted its interim recommendation and the same was accepted by Government in their letter No. SWL 70 LMW 74 dated 29—5—1974 addressed to the managements of all the textile mills in Karnataka.

After long deliberations, the Committee submitted on 12th May 1978 its final Report which has near unanimity. Only two members have sent their dissenting notes.

ORDER No. SWL 15 LMW 77: BANGALORE DATED 7th JULY 1978.

After careful consideration of the Report of the Committee and the dissenting letters of two members, the Government of Karnataka have decided to accept the majority recommendations of the Committee and to request the managements, the employers' organisations and the employees' organisations in the Cotton Textile Mills in the State to take the following steps in the matter of implementation of the said recommendations:—

1. CLASSIFICATION OF MILLS;

The Textile Mills in the State shall be classified into three categories as follows:

- | | | | |
|----------|-----|---|---|
| Category | I | — | Mills which were paying as on 31—12—1977 a minimum wage of Rs. 250/- or less per month. |
| Category | II | — | Mills which were paying as on 31—12—1977 a minimum wage of more than Rs. 250/- per month but not exceeding Rs. 300/- per month. |
| Category | III | — | Mills which were paying as on 31—12—1977 a minimum wage exceeding Rs. 300/- per month. |

2. INCREASE IN WAGES:

The Mills shall pay the following increases in the wages of their workers, the rate of increase being based upon the category to which each unit belongs:—

- Mills falling in Category I shall pay an increase of Rs. 40/- per month per worker subject to the condition that the minimum wage of any worker shall not be below Rs. 250/- p. m.
- Mills falling in Category II shall pay an increase of Rs. 30/- per month per worker subject to the condition that the minimum wage for any worker shall not be below Rs. 290/- per month; and
- Mills falling in Category III shall pay an increase of Rs. 18/- per month per worker subject to the condition that the minimum wage of any worker is not below Rs. 330/- per month.

Note : Any increase in wages or dearness allowance given as a result of a settlement arrived at either through direct negotiation or in the course of conciliation proceedings under the Industrial Disputes Act is adjustable while implementing this order, provided a clause to that effect has been incorporated in such a settlement. There shall however be no set off against the interim relief already paid as per Govt. Order No. SWL 70 LMW 74 dated 29-5-1974.

3. MODE OF PAYMENT :

The increase in wages detailed in para (2) above shall be implemented in two stages as follows :

- a) Wherever the increase is less than Rs. 25/- per month, the entire increase shall be paid with effect from 1st January 1978. The arrears of increase for the period from 1st January 1978 to 31st July 1978 shall be paid to the workmen not later than the date on which their wages for the month of August 1978 becomes payable.
- b) Wherever the increase is more than Rs. 25/- per month, the worker shall be paid an increase of Rs. 25/- p. m. with effect from 1st January 1978 and the balance increase shall be paid with effect from 1st January 1979. The arrears of increase for the period from 1st January 1978 to 31st July 1978 shall be paid on a date not later than the date on which the wages for the month of August 1978 becomes payable. The balance of increase that the workmen are entitled to under para 2 shall be payable with effect from 1st January 1979.
- c) The Mills which are remaining closed shall be entitled to a moratorium of one year from the date of their re-opening. They shall pay the increase with effect from the date on which they complete one year from the date of re-opening.

4. DEARNESS ALLOWANCE :

The workmen shall be paid a variable allowance every month called the "Additional Dearness Allowance" for the month of January 1978 and each subsequent month at the rate of thirty paise per point increase in the Working Class Consumer Price Index over and above the Index for December 1977. This shall be applicable to all textile Mills irrespective of whether their existing practice is to pay consolidated wages/fixed dearness allowance/variable dearness allowance.

Note : 1. The basis for computing Additional Dearness Allowance shall be the working class consumer price Index for Bangalore Centre in the case of Mills situated in Bangalore district including Bangalore City and the Working Class Consumer Price Index for Devangere Centre in the case of mills situated anywhere in the state excepting Bangalore District.

Note : 2. There shall be no deduction whatever in case the working Class Consumer Price Index registers a fall below the index for the month of December 1977.

5. SAVINGS:

- a) Nothing in this Government Order shall have the effect of reducing or denying any existing benefit or amenity or emoluments to which the workmen are entitled.
- b) Any increase in wages or emoluments on account of a scheme of rationalisation shall on no account be adjusted against or accounted for by the increase in wages given as consequence of this order.
- c) This order shall apply to all textile mills irrespective of whether they are spinning mills, weaving mills or composite mills and to all persons in their employment who are "workmen" within the meaning of the industrial disputes Act, 1947.
- d) Nothing in this order shall apply to independent processing units which are not part of any spinning, weaving or composite mills.

6. Government appeal to all employers to implement this order fully and faithfully. It also impresses upon the employers engaged in the establishments which implement this order fully to refrain from raising any claims for revision of any matter covered by this order during a period of three years from 1st January 1978.

By order and in the name of the Governor of Karnataka

Sd/-

(M. C. CHANDRASEKHARIAH)

Director of employment (SEP) & Ex-Officio,
Deputy Secretary to Government, Social
Welfare and Labour Department

REPORT OF THE COURT OF ENQUIRY FOR TEXTILE INDUSTRY

SUMMARY OF RECOMMENDATIONS

1. It is advisable that the Mills in Kerala are allowed to gradually develop to economic size, so that ultimately the capacity of the industry will be raised to 6.5 lakhs spindles and 3000 looms as compared to existing 4.4 lakhs spindles and 1118 looms (having taken 24000 spindles and 600 looms as requirements for an economic unit) and the financial involvement for this growth is estimated at roughly Rupees twenty crores, which may be spread over a period of five years at Rupees four crores per annum.
2. It is found that the modernisation of the existing machinery viz. spindles and looms may cost about Rupees ten crores, involving an amount of Rs. two crores per annum if the modernisation is spread over a period of five years.
3. It is found that a fair cross section of the industry in Kerala has got the capacity to pay increased wages and dearness allowance recommended.
4.
 - a) It is found that no change in the structure of fixation of basic wages is called for: the basic wages fixed by the First and Second Central Wage Boards for the cotton industry shall prevail with the modification accepted by the industry from time to time. Each worker category employee may be paid Rupees ten as adhoc increase in his basic wages from 1—4—1975 and each staff category employee may be paid Rupees twenty as adhoc increase in his basic salary from 1—4—1975 and, that the amount of Rupees forty five being the fixed dearness allowance for the first 340 points of the Trivandrum living index be merged with the basic wages.
 - b) Trivandrum index is to be accepted as the index common to all the mills in Kerala.
 - c) All the employees including staff category shall be entitled from 1—4—1975 to a dearness allowance at 27 paise (Twenty seven) per point of the living index above 340 points.
 - d) It is for the Government to consider whether there should be a ceiling on the quantum of dearness allowance payable to the employees as suggested by me.
5. The adhoc interim relief of Rs. 35 (Thirty-five) effective from 1—6—1973 will be deemed to be the dearness allowance paid up to 31—3—1975 and wherever such relief has not been paid the same has to be paid with minor modifications as mentioned in the main recommendations. No further interim relief will remain from 1—4—1975.
6. As regards stipulation of duties it is found that a scientific assessment of workload to suit individual textile production units will be helpful to obtain proper workloads and maximum efficiencies in production and that a standing and visiting committee with essentially one independent Textile Technologist, an industrial Engineer and with a Chairman acceptable to the Management and labour may go into this aspect of scientific assessment of workloads in different textile mills.
7. A seven days working in a week with 22½ hours work per day will help the industry to a great extent in the proper utilisation of the machinery, increase the productivity, increase the employment and maximise profits.

8. A Co-ordinated approach among the mills in Kerala, in the matter of production of different types of yarn taking into consideration the needs of the consumers in Kerala or elsewhere may perhaps help the mills to increase their profitability.
9. Regarding composite mills the weaving capacity has to be increased and processing sections also installed for economic working.
10. Regarding leave facilities and holidays employees shall be governed by the rules and regulations under the Factories Act 1948 and that a uniform leave and holidays may be adopted for staff category also.
11. In view of the fact that reasonable wages as well as dearness allowance is being recommended, it is felt that no special recommendation is found to be necessary for the present with regard to the demand for House Rent Allowance, high cost allowance, weightage, house loans, vehicle loans, night shift allowance etc.
12. In view of the recommendation of fair wage it should be possible for labour to accept any reasonable increase in the price of food stuffs served in the Canteen.
13. There should be a suitable ratio between the permanent strength of employees and the badlis strength in a mill; temporary hands who have worked 240 days or more in a calendar year should be made permanent; apprentices should be appointed only as per the provisions of the Apprentices Act; and all such workmen should be paid their occupational wages, whenever they are required to work.
14. As regards promotion channels, the promotion pattern of employees incorporated in the memorandum of settlement dated 25—9—1956 in Coimbatore may be followed for the present.
15. A Central Statutory organisation for the purchase and supply of cotton may be formed
16.
 1. J & P Coats (India) Private Ltd., Koratty.
 2. The Malabar & Pioneer Hosiery Private Ltd., Calicut.
 3. The Malabar Dyeing and Finishing Mills Ltd., Cannanore.
 4. Sri Chitra Mills, Kalamassery. Always do not come within the scope of this enquiry.

(Sd.)

P. GOVINDA MENON,
Retired High Court Judge and
Court of Enquiry for Textile Industry

Trivandrum
7—1—1976

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

LABOUR — Recommendations of the Textile Committee on interim relief — Published.

LABOUR, EMPLOYMENT, NUTRITION & TECHNICAL EDUCATION (LABOUR. I)
DEPARTMENT

G. O. Rt. No. 840

Dated: 20th July, 1979.

Read the following:

1. G. O. Ms. No. 288, Labour, Employment and Technical Education dated 11—5—1959
2. From the Commissioner of Labour, Hyderabad Lr. No. E2/10669/79, dt. 4—6—1979.

ORDER:

1. In the G. O. 1st read above, the Government constituted a committee for the Textile Industry consisting of the representatives of employers and workers unions to go into the question of revision of wages, Dearness Allowance and payment of interim relief etc. As per the terms the Committee is required to submit its report on payment of interim relief within 20 days from the date of the constitution of the Committee pending submission of the final report to Government.

2. The Committee at its meeting held on 1st June, 1979 had unanimously agreed to recommend the payment of interim relief to the textile workers with effect from 1—1—1979 the quantum ranging from Rs. 25/- to Rs. 53/- depending on the minimum packet of the workers as on 1st January, 1979.

3. The Government have carefully examined the interim recommendations of the Textile Committee and commended them to all Textile Mills for implementation.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

R. V. KRISHNAN
SECRETARY TO GOVERNMENT

ANNEXURE

Recommendation on Interim Relief

The Government of Andhra Pradesh in G. O. Ms. No. 288 dated 11—5—1979 of Labour, Employment and Technical Education Department constituted a Committee for the Textile Industry, consisting of an equal number of representatives of the employers and employees respectively. Among the terms of reference of the Committee is payment of Interim Relief, pending submission of a final report to Government. The Committee has been requested to submit its report in this regard within 20 days from the date of constitution of the Committee.

The Committee first met on 13—5—1979 and later held 3 sittings. Finally in the meeting held on 1—6—1979, the Committee had unanimously agreed, excepting the dissent notes of Sri Narayudu and Shri Raghu Raj., copies of which are enclosed:

- 1) that the Interim Relief shall be paid with effect from 1—1—1979 at the following rates:

Mills paying a total minimum pay packet as on 1—1—1979	of Rs. 300 & below	Rs. 53—00
—do—	of Rs. 301—350	Rs. 43—00
—do—	of Rs. 351—400	Rs. 33—00
—do—	of Rs. 401 & above	Rs. 25—00

- 2) that the above Interim Relief shall be paid to all the workmen as defined under the Industrial Disputes Act, 1947;
- 3) that if any Interim Relief was granted expressly or impliedly already by any particular textile unit with effect from 1—1—1979, it shall be set off against the Interim Relief payable as recommended in clause (1) above;
- 4) that the payment of Interim Relief shall be subject to subsisting agreement, if any. In other words, the recommendation with regard to Interim Relief shall come into effect in respect of such unit immediately after the expiry of that agreement/award.
- 5) that the above recommendation in respect of Interim Relief shall be without prejudice to any understanding oral or in writing already entered into in any individual unit, before or after the constitution of this Committee, but the quantum of Interim Relief so agreed to shall not be less than what has been recommended above by this Committee.
- 6) that the Managements be requested to pay the interim relief for the month of May along with wages for May in the 1st week of June and the arrears arising out of this recommendation on or before 30—6—1979.

Finally this Committee requests all the Managements and workers represented by their respective unions to abide by the recommendations of this Committee and see that they are scrupulously implemented. This Committee specifically appeals to all the workmen who are presently on strike to call off the strike and join duly immediately.

MEMBER REPRESENTING THE MANAGEMENTS

Sd/—

MEMBERS REPRESENTING
THE WORKERS

Sd/—

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

LABOUR — Recommendation of the Textile Wage Committee constituted to go into the revision of Wages D. A., Working conditions — Recommendations of the Committee — Published.

G. O. Rt. No. 563

Dated the 3rd June, 1981

Read the following

1. G. O. Ms. 288, LEN & TE (Lab. 1) Department dated 11-5-1979.
2. G. O. Rt. No. 840, LEN & TE (Lab. I) Department, Dated 20-7-1979.
3. From the Commissioner of Labour, Letter No. E2/10669/79 dated 9-6-1980.

ORDER

In the G. O. first read above, Government constituted a Committee for the Textile Industry with the representatives of Employers and Workers to recommend to Government on the following terms of reference:

1. Suggesting a reasonable minimum wage to the Textile Workers in the State of Andhra Pradesh, keeping in view the need based wage evolved by the Simla Tripartite Labour Conference.
2. Determination of neutralisation factor in calculating the D. A. on the basis of the cost of living index numbers from 1.1.1979.
3. Payment of Interim Relief pending submission of the final report to the Government.
4. Rate of annual increments.
5. Workloads for each category of workers in the Textile Mills.
6. Other service conditions including casual leave, National & Festival Holidays, lunch interval etc.
7. Whether the Mills under the control of the National Textile Corporation in the State should maintain the parity of the wages and D. A., etc. with other mills in the Southern Region under the control of National Textile Corporation.

2 The Committee finally submitted its report. Some of the salient recommendations are as follows:

1. Textile Mills may be categorised into the following groups depending on the total wage packet paid by them to the lowest paid worker as on 31-12-1978.

Mills where the total wage packet was:	Group
1. Less than Rs. 300.00	... A
2. Rs. 301.00 to Rs. 350.00	... B
3. Rs. 351.00 to Rs. 400.00	... C
4. Over Rs. 400.00	... D

In respect of the above mills the committee has recommended that the revised total minimum wage packet for each group should be :

For the Mills belonging to Group:	Amount (Wage packet)
1. "A" ...	Rs. 400.00
2. "B" ...	Rs. 420.00
3. "C" ...	Rs. 440.00
4. "D" ...	Rs. 460.00

3. The Committee recommended that all the Textile Factories in the State, except those under Group-A, shall pay V.D.A. at Rs. 1.30 per point over 330 points. All India Consumer Price Index (1960 = 100 as base) with effect from 1-1-1979. However, the actual payment shall be made alongwith the wages payable from January, 1980 on the basis of November, 1979 Consumer Price Index No. 368. The managements need not pay the arrears pertaining to the enhanced V.D.A. for 1979. In order to lessen the financial burden on the managements, the difference between the rates at which the factories are already paying the V.D.A. and the proposed rate of Rs. 1.30 paise be spread over in equal instalments for 3 years commencing from 1-1-1980. If, however, when the difference is less than 0.10 paise, the amount shall be payable with effect from 1-1-1980 in full. In case of phasing, the amount so agreed upon shall be paid on the 1st of January of each year, the total reaching Rs. 1-30 paise by first January, 1982.

4. As regards Group "A" Mills, the Committee keeping in view the financial strain involved, has recommended, that the existing D. A. and V.D.A. including Interim Relief as on 1-6-79 may be frozen at 340 points in Mills falling under Group-A as against other Groups where the existing D.A. and V.D.A. including interim relief is frozen at 330 points as on 1-1-1979. The increase in the consumer price index numbers shall be neutralised at the spread over rate of Rs. 1.30 paise as suggested for the other groups.

5. The D.A. and V.D.A. component of the wages packet as at 330 or 340 points All India Consumer Price Index Number respectively shall be treated as F.D.A. and the V.D.A. component as calculated on the lines recommended shall be shown separately from 1-1-1980.

6. The annual increment shall be at 2% of the basic wage or Rs. 2/- whichever is higher.

7. The Committee recommended that the respective managements and their workmen unions shall endeavour to enter into bilateral discussions to conclude agreements on the workload failing which it may be referred to a Technical expert to be nominated by the Commissioner of Labour whose decision is final and binding on both the parties.

8. The Committee has also recommended that pending conclusion of agreements on workloads, the management shall pay arrears of enhanced wages and V.D.A. for the months of January, February and March 1980. The balance may be paid as soon as the agreements are concluded and implemented.

9. In case of failure to implement workloads by management or the workmen, the Committee has recommended to refer the matter to the Commissioner of Labour and he or his nominee has to give his advice within a fortnight and it is final and binding on both the parties.

10. There shall be 9 National and Festival holidays. All permanent workmen will be given two or three days casual leave with wages in a Calendar year. The substitutes and other workmen who have put in 180 days of attendance in a calendar year including no-work days shall also be allowed two days casual leave in a year. The attendance for the previous year shall be the basis for calculation of the period of 180 days in respect of the substitutes and other workmen. The casual leave shall neither be encashable nor cumulative.
11. Some employers are providing jobs to the children of the deceased/retired workers. It is recommended that as a matter of policy the employers shall give preference to the children and dependents of the deceased/retired/disabled employees while recruiting workers subject to their being found suitable.
12. Festival Advance wherever it is not being given at present, shall be given equivalent to a month's wage in a year to the permanent workers. Badlies and casual workers may be given 50%.
13. Matters which are not enumerated by the Coimmittee may be discussed and settled by mutual discussion at the Unit level.
14. The Committee has also recommended the absorption of Badlies, casual workers etc, and also training to the learners.
15. The National Textile Corporation Units shall strive to maintain parity with other Textile Units in Cooperative and Private sector in respect of wages, D. A., and other service conditions of workmen and staff covered by the Industrial Disputes Act in the State of Andhra Pradesh.
16. The Government have carefully examined the Recommendations of the Textile Committee in toto and commend them to all textile mills for implementation.
17. The Director of Printing, Stationery and Stores purchase is directed to print 100 copies of the report (Part-I and II) of the Textile Committee along with the orders of Government thereon and supply them to Government immediately.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

G. R. NAIR

Secretary to Government

To
The Commissioner of Labour, Hyderabad.
All Members through Commissioner of Labour, Hyderabad.
Copy to Industries and commerce Department,
Copy to Director of Handlooms and Textiles, Hyderabad.

MEMORANDUM OF SETTLEMENT

Representing Employers :

1. Shri G. Varadaraj, Chairmen
Representing the South India Mills' Association,
Coimbatore.
2. Shri V. Murali, Law Officer
Representing the South India Mills' Association,
Coimbatore.
3. Shri K. V. Menon, Director, Trichur Cotton Mills Ltd.
Trichur.
4. Shri John Chackola, Managing Director,
Chackola Spg. & Wvg. Mills Ltd., Kalamassery
5. Shri M. S. Palaniswamy Chettiyar,
Manager, Vanaja Textiles Ltd., Trichur.
6. Shri D. Dorairaj, Madras Spinners Ltd, Palghat.
7. Shri A. K. Venkataraman, Director (Technical)
National Textile Corporation.
8. Lt. Col. N. Devidas, (O. S. D.)
9. Shri K. M. Mamman (W. T. C.)
10. Shri M. Alagappan, Kerala State Textile Corporation.

Representing Workmen :

1. Shri P. V. Sankaranarayanan, President,
Kerala State Textile workers' Federation, INTUC
2. Shri N. Nanukutty Memon, General Secretary,
Kerala State Textile Workers' Federation
3. Shri C. L. Varkey, President, Kerala State Textile
Mills Workers Fedeation (CITU)
4. Shri V. G. Baskaran Nair,
Kerala State Textile Mills Workers Federation.
5. Shri T. A. Joseph, General Secretary,
Kerala Textiles Employees Federation (AITUC)
6. Shri A. M. Paraman, Joint Secretary,
Kerala Textiles Employees Federation
7. Shri K. V. K. Panicker, President,
Kerala State Textile Workers Association (NLO)
8. Shri R. S. Unni, M. L. A., (UTUC)
9. Shri R. Venugopalan, Kerala Pradesh Textile Mazdoor
Federation (B. M. S.)
10. Shri C. G. Jenardhanan, Convenor,
Action Council of State Textile Workers, Kerala.

SHORT RECITAL OF THE CASE

An industrial Dispute arose between the representatives of the management of Textile Mills in the State and their workmen represented by the Trade Unions mentioned above over the charter of demands given by the Joint Action Council dated 20.6.1979. The issues at dispute were taken up for the conciliation by the Labour Commissioner on 1—7—1979. The issue of basic wage, D.A. etc., were considered in detail. While the management were agreeable to consider an increase in D.A., they were not prepared to accede to the demand of the unions for grant of D. A. at 30 Ps. The maximum which the Management were agreeable to grant was D.A. at 29 Ps. Discussions were however continued and in the final conference of parties convened by him in the presence of the Hon. Minister for Labour & Housing on 10.7.1979, the dispute was amicably settled as per the following terms.

TERMS OF SETTLEMENT

1. The management agree to give an Increase of Rs.50/- per month per workman (including staff) towards D. A and basic wages. The apportionment of this amount between D. A. and basic wages will be decided within 30 days in the presence of the Labour Commissioner. Until this decision is made this increase of Rs. 50/- will be treated as increase in wages. The payment will be made with effect from 1.7.1979.
2. The Managements agree to give an annual increment of 2% (Two per cent) of the basic wages to each worker with effect from 1.7.1979.
3. This agreement will be applicable to all the Mills in Kerala other than the following Mills:-
 - (1) Cannanore Spg & Wvg Mills Ltd., Cannanore
 - (2) Western India Cottons Ltd., Pappinisseri
 - (3) Thiruvappathi Mills, Cannanore
 - (4) Cannanore Co-operative Spg Mills. Cannanore
 - (5) Calicut Modern Spg & Wvg Mills, Calicut.

But the question with regard to these Mills will be taken up for discussion in the presence of the Minister (Labour & Housing) on 26. 7. 1979 at Calicut.

4. This agreement will be valid for a period of three years from 1. 7. 1979.
5. The Unions agree to give full co-operation to the Management to achieve the maximum production during the pendency of this agreement. In view of the agreement referred above the Unions withdraw the strike notice. The other demands of the Unions are not pressed.
6. It is further agreed by the Unions that they will not raise any further demands in the issues covered by the present agreement during the pendency of this agreement.
7. It is also agreed that the parties are free to negotiate and settle the revision of workload and basic wages.

Dated at Trivandrum the 10th July, 1979.

Representing Employers : 1 to 10 Signed.

Representing Workmen : 1 to 10 Signed.

(Sd.) K. SRINIVASAN
Labour Commissioner & Conciliation Officer

Memorandum of Settlement

PARTIES PRESENT:

REPRESENTING EMPLOYERS :

1. Sri S. Devaraj, Vice-Chairman S. I. M. A., Coimbatore.
2. Sri V. Murali, Law Officer, S. I. M. A. Coimbatore.
3. Sri M. S. Palaniswamy Chettiar. Vanaja Textiles, Trichur.
4. Sri M. Alagappan, Kerala State Textile Corporation, Trivandrum.
5. Sri A. K. Venkitaraman, Director (Technical), National Textile Corporation.
6. Lt. Col N. Devidas (O. S. D.).
7. Sri K. M. Mamman (N. T. C.).

REPRESENTING WORKMEN:

8. Sri N. Nanukutty Menon, General Secretary, Karala State Textile Workers Federation.
9. Sri C. L. Varkey, President, Kerala State Textile Mill Workers Federation.
10. Sri C. Kannan, Secretary, Kerala State Textile Mill Workers Federation (CITU)
11. Sri T. A. Joseph, General Secretary, Kerala Textiles Employees Federation (AITUC)
12. Sri R. Venugopalan, Kerala Pradesh Textile Mazdoor Federation (B. M. S.)
13. Sri C. G. Janardhanan, Convener, Action Council of State Textile Workers, Kerala.

SHORT RECITAL OF THE CASE :

The industrial dispute between the Representatives of managements of Textile Mills in the State and their workmen represented by the Trade Unions over the Charter of demands given by the Joint action Council dated 20—6—79 was settled in the Conciliation Conference held by the Labour Commissioner on 10—7—1979 in the presence of Minister for Labour According to clause 1, of the the said Memorandum of settlement, the managements agreed to give an increase of Rs. 50/- per month per WORKMAN (including staff) towards D. A. and basic wages. It was also, decided that the apportionment of this amount between D. A. and basic wages would be decided within 30 days in the presence of the Labour Commissioner. Accordingly, the Labour Commissioner held a Conciliation Conference of the parties on 26—7—1979 at Calicut and the issue was settled as follows.

C I R C U L A R

In the joint meeting between unions and management of Textile Mills in Kerala held by me on 26-7-1979 at Calicut the question as to who are the workmen to whom the increase of Rs. 50/- should be given was discussed. After discussions it was agreed between the parties that the increase of Rs. 50/- as per clause (1) of the memorandum of settlement dated 10-7-1979 will be given to all the workers except apprentices and trainees. It was also agreed that SIMA will issue a Circular to the Member Mills to this effect. It is hereby clarified that the increase of Rs. 50/- as per clause (1) of the Memorandum of Settlement dated 10-7-1979 will be given to all the workers except apprentices and trainees.

(2) Regarding clause (2) of the Memorandum of settlement dated 10-7-1979 the following clarification is issued. The first increment will be paid with effect from 1-7-1979 the second increment will be paid with effect from 1-7-1980 and the third increment will be paid with effect from 1-7-1981 for the permanent workers during the period of the agreement.

Sd/-
LABOUR COMMISSIONER

To
THOSE WHO PARTICIPATED IN THE SETTLEMENT DATED 10-7-1979.

Memorandum of Settlement Under Section 18 (1) of the Industrial Disputes Act. 1947

- Names of parties to the settlement** : The Workmen and the Management of the Mills mentioned in the Annexure.
- Representing Managements** :
1. Shri G. Varadaraj Chairman, The Southern India Mills' Association, Coimbatore-18.
 2. Shri S. Devaraj Vice-Chairman, The Southern India Mills' Association, Coimbatore-18.
 3. Shri R. Jagadishchandran, Vice-Chairman, The Southern India Mills' Association, Coimbatore-18.
 4. Shri S. P. Ramaswamy, Representing Director of Handlooms & Textiles, Madras.
 5. Shri T. Rangaswamy, Secretary, The Southern India Mills Association, Coimbatore-641018
- Representing Workmen**
1. Shri A. Subramaniam, Coimbatore District Textile Workers Union (HMS), Singanallur, Coimbatore-5.
 2. Shri S. N. Kaliannan, Coimbatore District Mill Workers' Union (AITUC), Kattoor, Coimbatore-9.
 3. Shri P. L. Subbian, Coimbatore District National Textile Employees' Union (INTUC), Head Post Office Road, Coimbatore-1,
 4. Shri V. Perumal, Anna Thozhirsanga Peravai, Madras-600 014.
 5. Shri R. Palaniswamy, Kamaraj National Textile Workers' Union (KNTUC), Big Bazaar Street, Coimbatore-1.
 6. Shri S. Doraiswamy, Coimbatore District Dravida Panchalai Thozhilalar Munnetra Sangam (DMK), Tatabad, Coimbatore-12
 7. Shri K. Ramani, Coimbatore District Mill Labour Union (CITU), Mall Mill Road, Coimbatore-9.
 8. Shri A. Murugesan, National Textile Workers' Union, (TNTUC) Ramanathapuram, Coimbatore-18.
 9. Shri C. Govindan, United Textile Labour Association, Singanallur, Coimbatore-5.
 10. Shri C.K. Narayanan, Madras Labour Union, Madras.

11. Shri N. Sriramulu, Buckingham & Carnatic Mills Staff Union, Madras.
12. Shri P.A. Kanniah Naidu, Pappanasam Labour Union Vikramasingapuram, Tirunelveli District.
13. Shri N. Ramakrishnan, Coimbatore District National Textile Employees' Union, 7, Pankaja Mill Road, Coimbatore,

No. of workmen covered by
the Settlement :

All the workmen belonging to the mills as found
in the Annexure to this settlement.

SHORT RECITAL OF THE CASE :

The Trade Unions representing workmen of the Textile Mills in Tamil Nadu issued a notice of strike dated 23—4—1979 on a charter of demands, specified in the Annexure to the said notice.

Several discussions took place between The Southern India Mills' Association on behalf of the Member Mills in the Annexure and the Trade Unions. The Labour Department of the Government of Tamil Nadu initiated conciliation proceedings under the Industrial Disputes Act and as the conciliation failed, the Government referred the Dispute for adjudication to a Special Industrial Tribunal. Meanwhile, the workers went on an indefinite strike from 25th May 1979. Fresh efforts were made to end the stalemate and a settlement was arrived at on the following terms.

TERMS OF THE SETTLEMENT

1. COVERAGE

This settlement shall cover the Textile Mills mentioned in the Annexure and the workmen employed therein.

2. BASIC WAGES

The workmen shall be paid an additional basic wage of Rs. 45/- each per month, with effect from 1—1—1979. However, this amount of Rs. 45/- shall not be taken into account for calculation of any special allowances or payments calculated as a percentage of or as related to basic wages except for incentive payments, Bonus and Gratuity.

3. DEARNESS ALLOWANCE :

The existing method of computing Dearness Allowance upto 1000 points of Madras. City Cost of Living Index (1935—1936 series) will remain unchanged. In respect of points above 1000, the rate of Dearness Allowance will be increased by one paise per point with effect from 1—1—1979 and by a further one paise per point with effect from 1—1—1981.

4. ANNUAL INCREMENT

Annual increment for the workmen who are not on time scale will be paid at the rate of 2% (instead of 1% as at present) of the basic wages including Rs. 45/- granted under clause 2 above. For Jobbers, Maistries and allied workmen, annual increment will be increased by 1% These increments will be with effect from 1—1—1979 for a period of six years.

5. **ARREARS**

Arrears arising out of Clauses 2, 3, and 4 of this settlement will be paid as early as possible but not later than 18th August, 1979.

6. **CASUAL LEAVE**

All workmen except Apprentices and Learners who have put in 240 days in a calendar year calculated as per the Factories Act will be eligible for two days casual leave in the subsequent year, with effect from 1—1—1979. Casual leave cannot be affixed to any kind of leave.

7. **SHORTER SHIFTS**

Full basic wages and Dearness Allowance will be paid for working in shifts of less than eight hours duration also.

8. The workmen shall resume work from 19th July, 1979. The workmen will be provided with work progressively as and when various sections are ready for working and no wages will be paid till they are given work. The workmen will report for work within seven days.

No wages will be paid for the period of strike and no disciplinary action will be taken against the workmen by the Managements for participation in strike. Any action taken by the managements against workmen for participation in this strike shall be dropped. There shall be no victimisation by the Managements.

9. The period of strike from 25th May, 1979 will be treated as leave with wages under the Factories Act to the extent to which they have such leave to their credit.

10. This settlement shall be in force for a period of Five years from 17th July 1979 and the unions agree not to raise any demands in respect of the issues covered by this settlement either at the industry level or unit level unless there is a revision of workload. However, this will not apply where there has been revision of work-assignments without revision of wages.

11. The Unions agree not to press the other issues or demands referred to in the charter of demands or dispute pending before the Special Industrial Tribunal by G. O. No. 905 dated 2—6—1979.

12. The parties agree to present this settlement before the Special Industrial Tribunal with a prayer for an Award in terms of this settlement.

DATED AT COIMBATORE THIS 17th DAY OF JULY, 1979.

REPRESENTING MANagements

1. (Sd) **G. Varadaraj**
2. **S. Devaraj**
3. **R. Jagadishchandran**
4. **S. P. Ramaswamy**
5. **T. Rangaswamy**

REPRESENTING WORKMEN

1. (Sd.) **A. Subramaniam**
2. **S. N. Kaliannan**
3. **P. L. Subbian**
4. **V. Perumal**
5. **R. Palaniswamy**
6. **S. Doraiswamy**
7. **K. Ramani**
8. **A. Murugesan**
9. **C. Govindan**
10. **C. K. Narayanan**
11. **N. Sriramulu**
12. **P. A. Kanniah Naidu**
13. **N. Ramakrishnan**