

Order of Madhya Samaksh

Collector dt 26/10/58

Rajkot

તા. રથા. સ્વ. ૧૨-૬૩

જલ્લા કલેક્ટરની કચેરી,  
મુખ્ય ઓફિસ  
રાજકોટ, તા. ૨૬-૧૦-૫૮

**ક્ર મ**

વિષય:- ઉપલેટા સુધરાઈના કહેવાતા ગેર વહીવટ અંગે

રેકર્ડ-સા:- શ્રી આર. ડી. ચંદ્રવાડીયાના નામે પ્રસિદ્ધ થયેલ "લોક અદાલતને કાંગરેથી" ના ઉર્ડોગવાળી પત્રિકા તથા ઉપલેટા લોકશાહી યુવક મંડળના મંત્રીશ્રીના તા. ૫-૧૦-૫૮નો પત્ર.

ઉપલેટા સુધરાઈના વહીવટ અંગે નીચેના મુદ્દાઓ અંગે તપાસ કરવાનું આવર્યક જણાવું હોઈ ડીપ્ટી કમિશનર મ્યુ એક્ટની કલમ ૧૭૩ : ૨ : અન્વયે શ્રી ડેપ્યુટી કલેક્ટર સાહેબ, જેતપુરને અધિકાર આપવામાં આવે છે.

૧. ઉપલેટા સુધરાઈએ ભાગવમથી ઇન્ટરવ્યુ વખત પોતાના ટેકેકારોને કમાવી દેવા માટે સેટઅપ વિરૂદ્ધ ભરતીઓ કરીને પ્રળના નાણાનો આ રીતે પક્ષીય કાંબે કરી દુર્વ્યમ કર્યો છે.

૨. ઉપલેટા સુધરાઈએ નળના પાઇપ ખરીદ કરેલ છે અને આ પાઇપના જે ટેન્ડર મંજૂર કરેલ હતા તે ઠરાવની વિરૂદ્ધ જઈને ખીલેથી લાવવામાં આવેલ છે. આ રીતે ગેરકાયદેસર કાપવાથી ચલાવી ડી. મ્યુ. એક્ટ વિરૂદ્ધ અમલ કરેલ છે. એટલું જ નહીં, પરંતુ, આ પાઇપ આવતાની સાથે જ જમીનમાં દટાવી દેવામાં આવ્યા અને પાઇપનું સાચું માપ ન આવી શકે એટલા માટે આ ગાલનું ખીલ છુપાવવામાં આવ્યું અને જનરલ સ્ટોક છુકે ચડાવ્યા. વચર વાપરી ન શકાય છતાં વાપરી નાખવામાં આવ્યો અને જ્યારે આ બાબતમાં ઓહાપોહ થયો ત્યારે ત્રણ મહીના બાદ ખીલ રજુ થયું અને માલ સ્ટોક છુકે ચડ્યો અને સર્ટીફિકેટ લેવામાં આવ્યું.

આ માલ લેવા જતાર સરખાઈએ એડવાન્સ રકમ લીધેલ. માલ દટાઈ મયા પછી ત્રણ મહીને ખીલ રજુ કરેલ, ખીલની રકમ છુટક છુટક અને વધારાની રકમ ત્રણ માસ સુધી કારણ વગર પોતા પાસે રાખેલ.

સુધરાઈએ ટ્રેક્ટર ટેકેકારની યોડી બનાવવા માટે ગેલ્વેનાઇઝ પતરાની જાહેરાત આપેલ ત્યારે યોડી કાળા હલકા પતરાની બનાવવામાં આવેલ છે. આ માલ લેવા માટે એડવાન્સ રકમ આપવામાં આવેલ તે રકમ જે તે આસામીને ચુકવાયેલ છે કે કેમ ? અને ઇરાદાપૂર્વક હલકુ પતર વાપરવામાં આવેલ છે કે કેમ ? અને તેમ થયેલ હોય તો સુધરાઈ કંપને અસરકર્તા છે કે કેમ ?

૩. સુધરાઈએ ખરીદેલ મરકયુરી લેમ્પ બાવનમરથી હલકા ખરીદી ઉચો ભાવ આપેલ છે અને યોડી કિમતના ગ્રોગ્રા આવેલ હોવા છતાં આવવાની સાથે જ સાતથી આઠ ટુરતમજબ અસ્ત થઈ ગયા.

૪. સુધરાઈના કેટલાક પક્ષીય નાણાંસો ગેહવવા માટે જુની સુધરાઈના નોકરોને કાઢી મુકવા માટે એક મા ખીલ બહાના નીચે ખોટા આરોપો મુકી હેરાન પરચાન કરવામાં આવે છે અને હલકા આવેલ માલ મુકાઈ નોકરો ખોટા સર્ટીફિકેટ ન આપે તો તેઓને સુધરાઈમાંથી ખરતરફ કરી નાખવા માટે કમીશીયા અજમાવવામાં આવે છે.

૫. સુધરાઈની અંદર કેટલાક ઉચાપતના કિસ્સાઓ પોલીસ કચેરે નોંધાવી શકાય તેવા હોવા છતાં અચુક ભાગવમને કારણે ઠાંકપીછોડા થઈ રહ્યા છે.

૬. સુધરાષ્ટ્રને ઠેટલાક પેટા કાયદાના બહાના નીચે પેદાશ વધીલને સંતોષવા ખાતર પેટા કાયદા ના નામે એડવાન્સ રકમો ઉપાડેલ છે. આ રકમ ખરેખર કયા વધીલને આપવામાં આવી. કોણ આપી આવેલ છે ? તેનું ખીલ રજુ થયેલ છે કે કેમ ?

૭. સુધરાષ્ટ્રના હોદ્દાદારોમાંથી કયા કયા હોદ્દાદારોએ અત્યાર સુધી એડવાન્સ રકમ ઉપાડેલ ? અને ઠેટલા સમય સુધી અંગત કામે લગાડ્યા બાદ સુધરાષ્ટ્ર પાસે દિવાળીથી રજુ કરેલ છે.

૮. ગણેશની સડકે સુધરાષ્ટ્ર તરફથી જે વખત મોટર સા માટે લખ બવામાં આવેલ હતી ? તેનું ઠેટલું માફ સુધરાષ્ટ્ર દ્વારાથી સુકવવામાં આવેલ છે.

૯. દરબારી વાહામાં ઠોરના ડખાની ત્રણે તરફથી નવી દીવાલો કરવામાં આવેલ છે આ ત્રણે દિવાલો કાટી જવા પામી છે. આ કામના કોન્ટ્રાક્ટ સુજળ માલ વપરાયેલ છે કે કેમ ?

૧૦. સુધરાષ્ટ્રને વાચર ખરીદવા માટે ૭-૧૬ વી. આઇ. આર. ના ટેન્ડર મોગી ૭-૧૮ ના માલ લખને પોતાના ઠરાવનું ઉદ્ધન કરેલ તેમ કરવાનું કારણ તપાસવું.

૧૧. સુધરાષ્ટ્રને ઇલેક્ટ્રીકના થમિલા માટે ટેન્ડર ધોરાજીના મંજુર કરેલ છતાં તે સુજળ અમલ નહીં કરતાં વેરાવળથી વગર ટેન્ડર ખરીદેલ છે. આ માલની ખરીદી અંગે એક સભ્યે ડી. એ. ના શ. ૬૦૭ લીધેલ છે.

૧૨. કન્યા વિદ્યાલયના હેડ મારતર સામે વિદ્યાર્થીનીઓની અરજી થયેલ છે તેની તપાસ સુધરાષ્ટ્ર તરફથી થતી નથી. આ કન્યા વિદ્યાલયની અંદર સર્ટીફિકેટ માટે વાલીઓની અરજીઓનું ફક્તર રહે છે તે ફક્તર ખરેખર કયાં છે ?

૧૩. હેક્ટોડોલના ડમ સુધરાષ્ટ્ર સભ્યશ્રી રાજકોટથી ડાયાલાલ ધનજીને ત્યાંથી લાવેલ આ કંપની પોતાના કોષપણ માલ લેનારને અઢી ટકા કમીશન આપે છે. નેથી આવેલ માલનું કમીશન સુધરાષ્ટ્રને મળેલ છે કે કેમ ?

૧૪. સુધરાષ્ટ્ર માટે ઇલેક્ટ્રીકની મેઈન સ્વીચ " ડી. પી. " લેવામાં આવેલ તેના સ્થાનિક રેડિયો ઇલેક્ટ્રીક કંપનીએ પણ એકા ભાવ આપેલ હોવા છતાં ખીજી જગ્યાએથી આજ માલ વધારે ભાવ આપીને ખરીદવામાં આવેલ છે તે વાચર તથા તે કામમાં વપરાયેલા હોલ્ડર ઠરાવ સુજળના છે કે કેમ ?

૧૫. સુધરાષ્ટ્રની જરૂરીયાત સુજળના સેમ્પ સ્થાનિક રેડિયો ઇલેક્ટ્રીક કંપની પાસેથી તા. ૩૦-૮-૫૮ના સુધરાષ્ટ્રના મોકોવાળા આચરે ૯૦૦ સેમ્પ ખરીદેલ હોવા છતાં અને તે સ્ટોકમાં હોવા છતાં સુધરાષ્ટ્ર સભ્ય વગર ટેન્ડરે વગર જરૂરીયાતે, વધારે ભાવ આપીને બહાર ગામથી લખ આવેલ તે ખરીદવાના ખાસ યુ કરણો હતા ?

૧૬. સુધરાષ્ટ્ર ત્રીક ઝોશીસરની ખાલી પડેલ જગ્યા માટે ખી. એ. એલ. એસ. જી. ડી. ખી. એ. એલ. એલ. ખી. ની અરજીઓ આવેલ હોવા છતાં એક મેટ્રીક્યુલેટની નિમણુંક કરેલ છે. ઝોશીસર કલાક તથા ઝોશીસ કલાકની જગ્યા માટે મેટ્રીક્યુલેટની અરજીઓ આવેલ હોવા છતાં એકા અભ્યાસ વાળા માણસોને રાખેલ છે.

૧૭. અધિક સભ્યોને રાતના ધુરસદ રહે એ હેતુથી ધણી મીટીંગો અરજન્ટ કામ વગર રાતના રાખીને ઝાવર ટાઇમ આપીને આ રીતે નાણાં ફુગ્યાં કરેલ છે. એટલું જ નહિ પરંતુ કાવુન સુજળ ખીજા માણસોને પણ ઝાવર ટાઇમ આપી સરકારી મંજુરી વગર નાણાં સુકવેલ છે.

૧૮. શુભી સુધરાઇએ અસુક કન્દમ કરેલા નોકરોને નીચલી જગ્યાએ ફેરવી વખત અધીકારે સતા વાપરેલ છે,

૧૯. અસુક નોકરો સામે કાયદેસર પગલાં ભેવા ઓડીટનું સુચન છે તેનો અમલ કરવામાં આવેલ છે કે કેમ ?

૨૦. સુધરાઇ ઉપપ્રમુખશ્રીનો માલ ચલાઉ જાહેર કરી આપવામાં આવેલ જ્યારે ખીળા વેપારી જાનો તે રીતે સગવડતા આપાતી નથી.

૨૧. આ ઉપરાંત આ તપાસ અંગે ખીજી કોઇપણ સુધરાઇનું રેકર્ડ તપાસ દરમ્યાન જરૂરત પડે તે.

આ જાણતની અરજીની નકલ સામેલ રાખવામાં આવેલ છે તેથી મી ડેપુટી કલેક્ટર સાહેબે ફરેક મુદ્દા પરત્વે તપાસ કરી દિવસ ૧૫ માં રિપોર્ટ કરવો.

સહી જ. ર. મહેતા

કલેક્ટર,

મહ્ય સોશાય - રાજકોટ

No. M.L. 35(17)/58  
Government of India  
Ministry of Labour and Employment

From  
Shri R. L. Mehta, I.A.S.  
Joint Secretary to the Government of India.

To  
The Secretary,  
All India Manufacturers Organisation,  
4th floor, Co-operative Insurance Building,  
Sir Pherozeshah Mehta Road, Bombay-1.

Dated, New Delhi-2, the 11 Dec 1958

SUBJECT:- Code of Discipline-Translation into regional languages-

Dear Sir,

I am directed to refer to your letter No. 3474 dated the 13th October 1958 on the above subject and to say that the question of translation of the Code of Discipline in Industry in certain regional languages is under consideration.

Yours faithfully,  
(S.D.L.Nigam)  
for Joint Secretary

Copy to:-

1. The Secretary, All India Manufacturers' Organisation, Delhi State Board, 20 Pherozeshah Road, New Delhi for information with reference to their letter No. MIO/1547/58 dated the 14th November 1958

2. M/s Godrej & Boyce Mfg. Co. (Private) Ltd., Lalbaug, Parel, Bombay for information with reference to their letter No. 77521 dated the 8th November 1958 addressed to Godrej & Boyce Workers Union and copy to the Minister for Labour & Employment.

3. Godrej & Boyce Workers' Union, Godrej Colony Block No.20, Room No.14, Vikhroli, Bombay for information with reference to their letter No.3351 dated the 13th October 1958 addressed to Godrej & Boyce Mfg. Co. (P)Ltd. and copy to the Ministry for Labour & Employment.

Sd. S.D.L.NIGAM  
for Joint Secretary

ઉ. સુ. ના. નં. ૧૧૩૬

ઉપલેટા શહેર સુધરાઈ કચેરી.

ઉપલેટા, તા. ૫-૧૨-૫૮.

શ્રી કલેક્ટર સાહેબ.

મધ્ય સૌરાષ્ટ્ર જિલ્લો, રાજકોટ. અથવા

ડે. કલેક્ટર સા, જેતપુર.

(ઉપલેટા સુધરાઈના કહેવાતા ગેર વહીવટ

અંગે તપાસ કરવા આવેલ અધિકારી.)

વિષય:-ઉપલેટા સુધરાઈના કહેવાતા ગેર વહીવટ  
અંગે.રેફરન્સ:-શ્રી કલેક્ટર મધ્ય સૌરાષ્ટ્રના નાં. સ્થા.  
સ્વ. ૧૨૬૩ તા. ૨૬-૧૦-૫૮ નો  
હુકમ.

જય ભારત સાથે : —

રેફરન્સમાં દર્શાવેલા હુકમ તારીખથી ઉપરોક્ત વિષય અંગે ઇન્સ્પેક્શન કરવાની આપ સાહેબને સતા મળી છે. જેના આધારે આપ ઇન્સ્પેક્શન કરી રહ્યા છો. તે સમયે ઇન્સ્પેક્શનને સબંધ કરતાં નીચેની બાબતો લક્ષમાં લેવી જરૂરી છે.

આમ પ્રભુએ ચુટેલી સુધરાઈઓના વહીવટની બારીક અને કડક તપાસએ કરવાના સિદ્ધાંતનું ચુસ્તપણે પાલન થાય એવો ઉપલેટા શહેર સુધરાઈ આગ્રહ રાખે છે. જેથી તપાસની પૂર્વ-ભુમિકા અને કાર્યવાહી સામે અમારો સખ્ત વિરોધ હોવા છતાં, વિરોધ સાથે તપાસના કામમાં સહકાર આપવાની સુધરાઈના જવાબદાર હોદ્દદાર તરીકે મારી પ્રાથમિક ફરજ છે. ઉપરોક્ત દ્રષ્ટિએ સબંધ કરતાં તપાસના કામમાં હું નીચેની હકીકત રજુ કરું છું.

સૌ પ્રથમ, શ્રી કલેક્ટર મધ્ય સૌરાષ્ટ્રના નાં. સ્થા. સ્વ. ૧૨૬૩ તા. ૨૬-૧૦-૫૮ના હુકમમાં તપાસને પાત્ર નહીં કરેલા સુધરાઈઓ તપાસવાનાં રહે છે.

૧. તપાસનો પહેલો ચુરો નીચે મુજબ છે.

“ઉપલેટા શહેર સુધરાઈએ લાગવગથી ઇન્ટરવ્યુ વગર પોતાના ટેકેદારોને કમાવી દેવા માટે સેટ-અપ વિરૂદ્ધ ભરતીઓ, કરીને પ્રભના નાણાંનો આ રીતે પક્ષીય રીતે કામ કરી દુર્વ્યય કર્યો છે.”

ઉપરોક્ત મુદ્દામાંથી નીચેના પ્રસ્નો ઉપસ્થિત થાય છે:

અ. કયા અને કેટલા નોકરોની સેટ-અપ વિરૂદ્ધ વગર ઇન્ટરવ્યુએ ભરતી કરી છે તેની સ્પષ્ટતા નથી. અસ્પષ્ટ આક્ષેપ હોવા છતાં આક્ષેપ તપાસને પાત્ર બનાવાયેલ છે.

બ. શહેર સુધરાઈએ પોતાના ટેકેદારોને કમાવી દેવા માટે ભરતીઓ કરી, પક્ષીય રીતે નાણાંનો દુર્વ્યય કર્યો આક્ષેપ હાસ્યાર્પક છે.

હકીકતે ભારતના બંધારણને માન્ય રાખનારી ભારતની સમગ્ર પ્રજા અને પ્રજાએ ચૂંટી કાઢેલી કેન્દ્ર સરકાર અને પ્રાંતિય સરકારો શહેર સુધરાઇની ટેકેદાર છે, એટલે શહેર સુધરાઇની નોકરીમાં દાખલ કરવામાં શહેર સુધરાઇના ટેકેદાર સિવાય કોઇ વ્યક્તિ મળી શકે નહિ, મળે તો રાખી શકાય નહિ એ સર્વ સ્વીકૃત હકીકત છે. છતાં શહેર સુધરાઇના ટેકેદારોને નોકરીમાં રાખવાથી પક્ષીય કામ થયું છે તેવા આક્ષેપ સ્વીકારી તેને તપાસને પાત્ર મુદો બનાવી, શહેર સુધરાઇ એ બિન-પક્ષીય સંસ્થા હોવા છતાં, પક્ષીય સંસ્થા હોવાનો સ્વીકાર કરીને શ્રી, કલેક્ટર જેવી જવાબદાર સત્તા બંધારણીય સિદ્ધાંતોના ભંગ કરતી હકીકતને માન્ય કરે છે એ અત્યંત દુઃખદ વસ્તુ છે.

સુધરાઇ પક્ષીય સંસ્થા છે તેવો સ્વીકાર મુદા નં. ૪ અને ૬ માં પણ શ્રી કલેક્ટર સાહેબે કરેલ છે.

મુદા નં. ૪ માં જણાવવામાં આવેલ છે કે " સુધરાઇના કેટલાક પક્ષીય માણસો ગોઠવવા માટે જુની સુધરાઇના નોકરોને ..... અસ્તરફ કરી નાખવા માટે કીમીયા અજમાવવામાં આવે છે,

મુદા નં. ૬ માં જણાવેલ છે કે " સુધરાઇએ કેટલાક પેટા-કાયદાના ખંડાના નીચે પક્ષીય વહીવટને સંતોષવા ખાતર પેટા-કાયદાને નામે એકવાન-સ રકમો ઉપાડેલ છે..... "

ઉપરોક્ત મુદા નં. ૪ અને ૬ માં સુધરાઇ પક્ષીય સંસ્થા છે તેવો કલેક્ટર સાહેબે સ્વીકાર કર્યો છે.

તપાસની માગણી કરનાર અરજદાર, ભારતના બંધારણના જ્ઞાનને અભાવે, તેમજ સુધરાઇઓની સ્થાપના પાછળના મુળભૂત સિદ્ધાંતના જ્ઞાનને અભાવે, સુધરાઇને પક્ષીય સંસ્થા ગણી કાઢે એ સ્વાભાવિક છે. પરંતુ, શ્રી, કલેક્ટર જેવા શ્રી. સરકારના જવાબદાર પ્રતિનિધિ અરજદારની માન્યતાનો સ્વીકાર કરી, સુધરાઇને પક્ષીય સંસ્થા તરીકે સ્વીકારી, તપાસ કરે એ લોકશાહીને માટે અતિ મંજીર બાજત છે.

ઉપરોક્ત મુદા નં. ૧, ૪, ૬, કે જેમાં સુધરાઇ પક્ષીય સંસ્થા છે તેવી હકીકત રજૂ થઇ છે તેને તપાસના હુકમના પારા ૧. મુજબ તપાસને પાત્ર બનાવી છે. શ્રી કલેક્ટર સાહેબે પારા ૧. માં જણાવેલ છે કે "..... નીચેના મુદાઓ અંગે તપાસ કરવાનું આરથક જણાવું હોય ડીસ્ટ્રી કટ મ્યુ. એક્ટ ૧૭૩ (૨) અન્વયે શ્રી કેપ્ટુરી કલેક્ટર સાહેબ, જેતપુરને અધિકાર આપવામાં આવે છે.

આ રીતે સુધરાઇને પક્ષીય સંસ્થા ગણવાનો શ્રી કલેક્ટર સાહેબે નક્કી કરેલા બંધારણ વિરુદ્ધનો અને લોકશાહી શબ્દ વ્યવસ્થા વિરુદ્ધનો સિદ્ધાંત તબન અસ્વીકાર્ય છે. જેથી તે રીતે તપાસ કરવાની આવશ્યકતા રહેતી નથી.

આમ છતાં તપાસ ચાલુ છે તે સમયે તા. ૧-૪-૫૮ પક્ષી સુધરાઇએ દાખલ કરેલા નોકરો અંગેની સંપૂર્ણ હકીકત નીચે મુજબ છે.

સુધરાઇના ત્રણ જોડે તા. ૧-૪-૫૮ના રોજ વહીવટ સંભાળ્યો તે વખતે સુધરાઇમાં નીચેની જગ્યાઓ ખાલી હતી.

૧. મીક્રો ઓફિસર.
૨. ઓવરસીયર.
૩. શોપ ઇન્સ્પેક્ટર.
૪. ટેકસ ઇન્સ્પેક્ટર.
૫. રેકર્ડ ડીપર-સ્ટોર ડીપર.
૬. ઓફિસ ક્લાર્ક.

ઉપર દર્શાવેલી જગ્યાઓ ઓફિસમાં ખાલી હતી. ઓફિસમાં સ્ટાફ હતોજ નહિ ક્યાં એક એકાઉન્ટન્ટ અને ચાર પાંચ કક્કાક સિવાય, એટલે કે સુધરાઇનો વહીવટ ચલાવવા માટેની મહત્વની ચાવીરૂપ (Key posts) જગ્યાઓ ખાલી હતી. પરિણામે, શહેર સુધરાઇનો વહીવટ લગભગ સ્થગિત થયા.

જેવાં હોતો. આ સ્થિતિમાં, નોકરીયાતોની તાત્કાલિક ભારતી થાય તો જ કામ શરૂ થઈ શકે એ સ્થિતિ હતી.

આમ છતાં, કામની નોકરીની નિમણૂકો વખતે ઇન્ટરવ્યુ દરમિયાન લેખિક ઉમેદવારોની પસંદગી કરી છે અને સેટ-અપ મુજબ તેમજ કાનુન મુજબ ગેનેટીંગ કમિટીએ તેમજ બનરલ યોડે નિમણૂક કરી છે.

ઇન્ટરવ્યુ લેવાની શક્યતા નહોતી એવા તથ્ય હિસ્સા છે. જેની વિગત નીચે મુજબ છે.

સુધરાઇ સંચાલિત ગ્રાહક હાઇસ્કૂલ ( કન્યા વિદ્યાલય ) માં એક અગ્રીર વિદ્યાર્થીનીનું એક શિક્ષકે અપદરજી કરાવ્યા હિસ્સા બન્યા અને કોર્ટનાં પોલીસ કેસ દાખલા થયો. ( આ કેસમાં અમરેલી ડીસ્ટ્રીક્ટ એન્ડ સેશન્સ કોર્ટે આરોપી શિક્ષકને કેદની સજા કરી છે ) આથી ગ્રાહક હાઇસ્કૂલમાં જુવાન શિક્ષકોને બદલે શિક્ષકોને દાખલ કરવાનું સુધરાઇએ વિચાર્યું. અને તે મુજબ પેપરોમાં નહેર પપરો આપી. પરંતુ શિક્ષકો મળી શકી નહિ. દરમિયાન હાઇસ્કૂલમાં ટમ શરૂ થઈ. વિદ્યાર્થીનીઓ તરફથી તાત્કાલિક શિક્ષકો નિમવાની માંગણી થઈ. જેના પરિણામે, અહીંની સાવજનિક હાઇસ્કૂલના નિવૃત્ત હેડ માસ્ટર શ્રી. યેલાણી અને અમદાવાદના એ અરબદારો શ્રી. મહીદ્દીયા અને મીરીસ મહીદ્દીયાને સુધરાઇ તરફથી યોલાવવામાં આવ્યા. અને સેટ-અપમાં દર્શાવેલા ગ્રેડ અને લાયકાતના ધોરણે દાખલ કરવામાં આવ્યા. વિદ્યાર્થીનીના અપદરજીના હિસ્સાને કારણે કન્યા વિદ્યાલયના અગ્રીર વાતાવરણને સુધારવા માટે પેપરોમાં નહેર પપરો આપ્યા પછીયે જરૂરી માણસો ન મળે તો કન્યા વિદ્યાલયના વાતાવરણને અતુલ્ય હોય તેવા માણસોને યોલાવી સુધરાઇમાં દાખલ કરવા એ વિદ્યાર્થીનીઓના હિતની દ્રષ્ટિએ તેમજ ( Public interest ) ની દ્રષ્ટિએ અત્યંત જરૂરી અને વ્યાખી હતું.

સુધરાઇના કેટલાક જરૂરી કામો માટે સુધરાઇએ રોજગદારો પણ રાખેલ છે. દા. ત. સુધરાઇ પારો એ વાહનો છે. એક ટેક્ટર, એક રોડ રોલર વધારાનું એક કાયર ક્રાઇટર છે. આ સાધનો અલાવવા માટે ગુપ્તર એકજ હતો. સેટ-અપમાં એકજ ગુપ્તરની જોગવાઈ છે.

કેશના ઉપાનું કામ એવીસ કલાક ચાલે. ડયા પર એકજ પગી છે. સેટ-અપમાં પણ એક પગી નીજ જોગવાઈ છે.

ગ્રીનીમ વેઇલ્ડ એક્ટ મુજબ કોઇ નોકર પાસેથી આઠ કલાકથી વધુ કામ લઇ શકાય નહિ એટલે જો કામ કરાવવું હોય તો વધારાના માણસો જોઈએ.

આ સંજોગમાં સુધરાઇએ રોજગદાર માણસોથી કામ ચલાવવું જોઈએ. અને સેટ-અપમાં સુધારો કરવો જોઈએ.

ઉપરોક્ત કારણોથી ગેનેટીંગ કમિટીના અધિકારની રૂએ રોજગદાર માણસોને કામ પર લીધા છે. તેમજ સેટ-અપમાં સુધારો કરી શ્રી સરકારની મંજૂરી માટે મોકલેલ છે. આના રોજગદારોની કામગીરી અંગેની હાજરી પત્રકો ખીજ સાથે સારોલ રાખવામાં આવે છે.

ઉપલેટા. સુધરાઇ કે જે લગભગ કાગળ પરની સુધરાઇ હતી. જેમાં મોટા ભાગના સ્ટાફનો અભાવ હતો. જેમાં એક સિનીટરી ઇન્સ્પેક્ટર પાસે ત્રીફ આફિસર, શોપ ઇન્સ્પેક્ટર, ટેકસ ઇન્સ્પેક્ટર, વિ. મહત્વની પદોની જગ્યાઓનો આજ હતો. જેમાં અપવાદરૂપ નિયમો અને પેટા-કાયદાઓ સિવાય નિયમો કે પેટા-કાયદાઓ હતા નહિ હતા તે ( Defective ) હતા. અને જેમાં સિલિક ભેગી થયા સિવાય કોઇ નફાવતું પ્રગટિય કામ થયું નહોતું. એવી લગભગ કાગળ પરની સંસ્થા ( Paper body ) નો વડીલ તા. ૧-૪-૫૮થી નવા યોડે સંબાળ્યો. આજ સંબાળ્યા પછી જેને સાચા અર્થમાં સુધરાઇ કહી શકાય તેમની સુધરાઇ બનાવવા માટે સુધરાઇએ જરૂરી સ્ટાફની ભારતી; સેટ-અપમાં સુધારા, ( Defective નિયમો અને પેટા-કાયદામાં સુધારા, નવા નિયમો અને પેટા કાયદા બનાવવાની કામગીરી અમલી હાથ લેવી.

સુધરાઇના આ કાર્યમાં સરકારી અધિકારીઓ તરફથી જરૂરી સહકાર મળવો જોઈતો હતો. પરંતુ એક ચા ખીજ કારણોસર આનો સહકાર મળ્યો નથી.

૨. તપાસના ખીજા મુદ્દાનો પહેલો ભાગ પાઈપની ખરીદી, વપરાશ અને દિખાળી વિગતો અંગેનો છે.

ખ. પાઈપ ખરીદવા માટે પેપરમાં જાહેર ખર્ચો આપી, ટેન્ડરો માગવામાં આવી, આવેલ ટેન્ડરોમાં જોછા ભાવનું ટેન્ડર મંજૂર કરવામાં આવ્યું, પરંતુ ટેન્ડર ( Defective ) હતું. એટલે કે માલની ક્વોલિટીની સ્પષ્ટતા ન હતી, જેથી શીટરના રિપોર્ટ મુજબ માલ શેવા માટે શીટર અને ઠાઉન્ડરીશરને જાતે તપાસી માલ શેવા માટે રાજકોટ મોકલ્યા. જેનું ( Defective ) ટેન્ડર જોછા ભાવનું હતું. તે વેપારીનો માલ ક્વોલિટીમાં સારો નહોતો તેવી મતઝખનો શીટરનો રિપોર્ટ રજૂ થયો, મંજૂર થયેલ ટેન્ડરથીએ જોછા ભાવો પ્રમુખ થી પાસે રજૂ થયા, જનરલ ખોડેની મંજૂરીની અપેક્ષાએ પ્રમુખશ્રીએ ખરીદીનો ઓર્ડર ક્યો, ખરીદી થઈ. ખરીદીને જનરલ ખોડે મંજૂરી આપી.

આ ખરીદીથી નીચેનાં પરિણામો આવ્યાં છે.

૧. શહેર સુધરાઈને રા. ૧૫૦-૦૦ ઠોઠસો નેટલો ફાયદો થયો છે.

૨. પાણીની યુગલ જરૂર હોય તે સમયે ઉનાળામાં જ પાઈપ બાંધન શીટ કરી લોકોની સગવડતા સંતોષાઈ છે.

મુદ્દો જણાવે છે કે પાઈપ આવતાની સાથે જ જમીનમાં ફટાવી દેવામાં આવ્યા. .... વિચિત્ર આક્ષેપ છે.

પાણીના પાઈપ જમીનની અંદર જ ફીટ થાય એટલું સામાન્ય જ્ઞાન સૌ ઠોઠને હોવું જોઈએ.

હવે સ્ટોક બુક અને એકાઉન્ટની વિગત

પ્રમુખિય સુધરાઈ અસ્તિત્વમાં આવી ત્યારથી એની વહીવટી પ્રથા ચાલી આવે છે કે ખીલ ફોર્મ ભરાય ત્યારે બધો દિસાખ રજૂ થાય અને ખીલ બન્યા પછી માલ સ્ટોક પત્રકે અડે જીનું રેકર્ડ તપાસતા આ કાર્યકર્તાની ખાતી થાય છે એકાઉન્ટ રિપોર્ટો જેમાં વહીવટની આ પદ્ધતિ સામે ઓબીજેક્શન ( Objection ) નથી.

ઉપર દર્શાવેલી પદ્ધતિ મુજબ ખીજા મંજૂર થયેલ છે. અને માલ સ્ટોક બુકે ચડાવ્યા પછી વપ-રાયેલો માલ કમી કરવાના રિપોર્ટો આવેલ છે અને માલ કમી થયેલ છે.

આગાઉ જણાવ્યા મુજબ, સ્ટોર કીપરની જગ્યા ખાલી હતી, જે ભરવામાં આવી છે. અને સ્ટોક બુકની જીની વહીવટી પદ્ધતિને સ્થાને માલ આવે કે તુરતજ સ્ટોક બુકે ચડાવવાની સુચના આપેલ છે.

સ્ટોરના અભાવે ખીજો તૈયાર કરવામાં લીલ થતી હતી તેમાં પણ સુધારો થયો છે.

ટુંકમાં નવા ખોડે વહીવટ સંભાળ્યા પછી, ખીજા સુધારાઓની સાથે, ઉપર દર્શાવેલ સુધારા પણ કરેલાં જ છે.

માલ ખરીદાય તે વખતે અચુક રકમ ચુકાવાય અને ગોડાઉન ડીલીવરીની ચરત મુજબનો માલ સુધરાઈના ગોડાઉનમાં પહોંચી જાય. ત્યાર પછી બાકીની રકમ ચુકાવાય એવી ( Commercial ) વ્યાપારી પદ્ધતિ સુધરાઈના હિતમાં દેખીતી રીતે ફાયદો કરે છે. માલ ખરીદાય ત્યારે બધી રકમ ચુકવી દેવામાં આવે અને માલ ગોડાઉને પહોંચ્યા પહેલાં કંઈ વધારા કે હરકત ઉભી થાય તો સુધરાઈની જવાબદારી વધે. એટલે ખરીદી વખતે મોટા જ્ઞાનની રકમ ચુકવેલ છે. બાકીની રકમ માલની ડીલીવરી પછી ચુકવેલ છે. તેમાં સુધરાઈના હિતને ફાયદો થયો છે.

આવેલ પાઈપની ક્વોલિટી જાતે જોઈને તપાસી શકાય તેમ છે. આપ સાહેબને



મારો આગ્રહ છે કે સ્ટોરમાં વપરાયા વિનાનો પડેલો માલ આપે તપાસવો જોઈએ. વપરાયેલો માલ આપને ઓળખી લાગે ત્યાંથી જોડીને આપે તપાસવો જોઈએ. અને કેટલો માલ વપરાયો છે તેનું આપની હાજરીમાં માંપ લેવાનું જોઈએ. આ પ્રકાર શહેર સુધરાઈની પ્રતિષ્ઠાનો છે. જેથી નાણાંના હુબંધને લગતા આક્ષેપોની ખારીક તપાસ કરવાનો મારો આગ્રહ છે.

એડવાન્સ રકમ ઉપાડવાની વહીવટી પ્રક્રિયા પશુ લાંબા સમયથી ચાલતી આવેલ છે, અને જોડી તે માન્ય રાખેલા છે.

તપાસના બીજા મુદ્દાનો બીજો ભાગ કચેટર ટેબલરના જોડીની ખરીદીને સ્પર્શતા છે.

જોડી માટે પેપરોમાં જાહેરાત આવેલ છે, જેલ્લેનાઇઝ્ડ પતરાની જાહેરાત હતી. પરંતુ આવેલ ટેન્ડરો મારફત જાણવા મળ્યું કે જેલ્લેનાઇઝ્ડ પતરા અગરમાં મળતાં નથી, તેમજ એકાગ્રુ ટેન્ડર જેલ્લેનાઇઝ્ડ પતરાનું હતું નહિ. જેની આવેલ ટેન્ડરોમાંથી કાયદેસરનું જોડા માવનું ટેન્ડર મેનેજીંગ કમિટીએ મંજૂર કર્યું અને મંજૂર થયેલ ટેન્ડર મુજબ જોડી ખરીદી છે. જે નજરે જોવાથી ખાતરી થશે.

૩. તપાસનો ત્રીજો મુદ્દો મરકયુરી લેમ્પની ખરીદી અંગેનો છે.

મરકયુરી લેમ્પ માટે પેપરોમાં જાહેરાત આપી ટેન્ડરો માંગ્યાં આવેલ ટેન્ડરોમાંથી સૌથી જોડા માવનું ટેન્ડર મંજૂર થયું. મંજૂર થયેલ ટેન્ડર મુજબનો માલ આવ્યો. માલ આપે જાતે તપાસી શકે છે. લાંબા સમયથી ચલાવેલા મદ્ય બંધી રહ્યા છે અને તે હજારો માણસોને જીવ શકે છે.

૪. સુધરાઈના પક્ષીય માણસો હોષ શકેલ નહિ. આ મુદ્દાને તપાસને પાત્ર ગણવામાં કર્યો હતો કે સિદ્ધાંત શ્રી. કચેટર સાહેબે અમલમાં મુકેલ છે તેની સ્પષ્ટતા થતી નથી. હરીકતે શ્રી. કચેટર સાહેબે સુધરાઈને પક્ષીય સંસ્થા મંજૂરી છે તે જરૂર બંધારણીય છે. અને તેનાં મંબીર પરીવારનો આવવાં સંભવ છે.

૫. તા. ૧-૪-૫૮ મઠી જ્ઞાપતનો એક ડિસ્સો બનેલો. આ ડિસ્સો શ્રી યશવંતરાય બાનુશંકર મહેતા નામના ઓક્ટોય કલકાનો છે. જેની સામે ખાતાવાર તપાસ કરી પગલાં લેવામાં આવ્યા છે. સંગ્રહ રેકર્ડ આપ જાતે તપાસી શકે છે.

૬. સુધરાઈના પક્ષીય વહીવટ હોષ શકેલ નહિ. વહીવટ પાસે પેકા-કાયદા ધરાવવા એ સુધરાઈના હિતમાં છે.

૭. જે મુદ્દાઓ તપાસને માટે આવર્ય લાગ્યા છે તે મુદ્દાઓ માહિતી માંગવા પુરતા છે કે તપાસને પાત્ર છે તેની સ્પષ્ટતા શ્રી કચેટર સાહેબે કરવી જોઈતી હતી. જે બાબત વિશે પુઃ શ્રી કચેટર સાહેબને માહિતી નથી તે બાબતને શ્રી કચેટર સાહેબે તપાસને પાત્ર મુદ્દો ગણ્યું છે. તપાસને માટે આવર્યક મુદ્દાઓની ભુમિકા રૂપ એકકસ હરીકતો હોવી જરૂરી છે. આ દ્રષ્ટિએ કહેવાતા મુદ્દો નં. ૭ એ તપાસને પાત્ર કે અપાત્ર હોષ મુદ્દો જ નથી, છતાં જ્યારે તપાસને માટે આવર્યક મુદ્દાઓ ગણીને આવી બાબતો તપાસમાં મુકવામાં આવે છે ત્યારે સુધરાઈને પક્ષીય સંસ્થા ગણીને તપાસને ખાતર તપાસ કરવાની શ્રી કચેટર સાહેબની દ્રષ્ટિ હોય તેમ દેખાય છે.

સુધરાઈના હોષ સંબંધે સુધરાઈની રકમ અંગત કાર્યે વાપરેલ નથી, સુધરાઈના કામ માટે તેમજ ખરીદી માટે એડવાન્સ રકમ ઉપાડવાની વહીવટી પ્રથા તેમજ હીસાબી વહીવટને જોડી તે તપાસેલ છે

આમ છતાં આપને એડવાન્સ અને હીસાબી વહીવટની કાર્યવાહી તપાસની હોય તો એડવાન્સનું માલતુ આવતું રજીસ્ટર અને બીજો કાર્યવાહી તપાસી શકે છે. અને પ્રથમથી ચાલતી આવતી વહીવટી પ્રક્રિયાથી વિરુદ્ધ અમલ થયો હોય તો તેની તપાસ કરી શકે છે, અને તે સાથે તા. ૧-૪-૫૮થી આવેલા નવા જોડા કરેલા સુધરાઈ પશુ તપાસી શકે છે.

૮. કેવળ ગણેલની સંકે છે વંખત મોટર જવાને કારણે “ ઉપકેટા” શહેર

સુધરાઈના 'કહેવાતા ગેરવહીવટ' અંગે તપાસને પાત્ર આવશ્યક મુદ્દો ગણવામાં આવે ત્યારે શ્રી કલેક્ટર સાહેબની દ્રષ્ટિએ સુધરાઈનો રાજ્ય રોજનો વહીવટ અને સુધરાઈની નાની મોટી બધી કામગીરીનો તપાસને પાત્ર આવશ્યક મદદઓમાં સમાવેશ થઈ જાય છે. જેમ કે " ચીફ ઓફીસર રાજકોટ જે બખત શા માટે ગયા ? " ઓવરસીયર ને બાયાવદર જવાનું કારણ શું ? " " ઓફિસ ઇન્સ્પેક્ટરને ઠાંક કેમ જતું પડ્યું ? " આવા પ્રકારની રાજ્ય રોજની કામગીરી તપાસને પાત્ર ગણી લેવામાં આવે અને તપાસ થાય તો તપાસના કામમાં રોકાઈ રહેવા સીવાય શહેર સુધરાઈ કશું કામ કરી શકે નહિ. અને પરિણામે શહેર સુધરાઈનું સમગ્ર કામ અટકી પડે. શહેર સુધરાઈને પક્ષીય સુધરાઈ ગણીને સુધરાઈની સમગ્ર કાર્યવાહી અટકાવી દેવાની ભુગીકા રૂપ હોય તેવો તપાસનો આ " મુદ્દો " લોકશાહી સરકારે પ્રસ્થાપિત કરેલી શહેર સુધરાઈની સંસ્થાઓ સામે ગંભીર ખતરો ઉભો કરે છે.

૯. દોરના ડગાની દીવાસો ફાટી ગયું હોય તો આપ નજરે જોઈ ખાતરી કરી શકો છો. ખરે-ખર દીવાસો ફાટી જ નથી. કોન્ટ્રાક્ટ સુજન કામ થયેલ છે તેવો સ્વીકાર કરી શ્રી કલેક્ટર સાહેબે તપાસને પાત્ર મુદ્દો બનાવેલ છે. ફાટીકતે કોન્ટ્રાક્ટ અપાયેલ જ નથી, છતાં શ્રી કલેક્ટર સાહેબે ખોટો મુદ્દો ઉભો કરેલ છે. સુધરાઈને પક્ષીય સંસ્થા ગણીને ખતાવટી - મુદ્દા ઉભા કરીને અને તેને આધારે તપાસ કરવાને બદલે સુધરાઈના તંત્રને ગોરતી નાખવાની જે પ્રથમથી જ નિયત થયેલી કાર્યવાહી હોય તો, આવી પુર્યોછા કાર્યવાહીને બદલે સુધરાઈના કાલેન્ડરોને સુધરાઈનું તંત્ર છોડી દેવાનો ખોટો ખોટો મુદ્દો કરવાની કાર્યવાહી વધુ સરળ બનશે.

૧૦. શહેર સુધરાઈએ ઠરાવ સુજન વાયર ખરીદેલ છે તે ઠરાવ ભાવો અને ખીલ સાથેનું સમગ્ર રેકર્ડ જોવાથી ખાતરી થશે.

૧૧. ઇલેક્ટ્રીકના યાંત્રણા માટે ધોરાણું ટેન્ડર મંજૂર થયાનો મુદ્દો અને એક સભ્યનીએ આ કામ માટે ટી. એ. ના આધારે રા. ૬૦-૦ લીધાનો મુદ્દો આ બંને મુદ્દા ખતાવટી ઉભા કરેલા છે. ધોરાણું ટેન્ડર મંજૂર થયેલ નથી. યાંત્રણાની ખરીદીમાં કોઈ સભ્યે આધારે રા. ૬૦-૦ ટી. એ. ખીલ ના લીધા નથી.

૧૨. હાલ માસ્તર સામે અરજીઓ મળ્યાનો મુદ્દો સત્યથી વેગળો છે. વિદ્યાર્થીનીઓની જે અરજીઓ આવી છે. જેમાં સાયન્સ, ઇંગ્લીશ વીગેરે કોર્સ બાકી છે તો કોર્સ વાલોલીક પુરા થાય તેવી માંગણી કરેલ હતી. જે પરથી શિક્ષકોની તાત્કાલીક નિમણૂક કરવામાં આવી. અને સ્કુલ કમિટીના સભ્યો ચીફ ઓફીસર વિ. એ શાળામાં રૂબરૂ જઈ અરજીઓ અંગેની તપાસ કરી. જેની નોંધ મેનેજિંગ કમિટી એ લીધી છે.

૧૩. હેક્ટોરેશના ડૂમ રાજકોટથી શ્રી કાયાલાલ ધનજીને ત્યાંથી ખરીદેલ નથી, પરંતુ કાયાલાલ મકનજીને ત્યાંથી ખરીદેલ છે. આ કંપનીએ ઉપરોક્ત શહેર સુધરાઈને કમીશન આપેલ નથી. એટલું જ નહિ પણ ધોરાણું શહેર સુધરાઈ તેમજ નેતપુર શહેર સુધરાઈને પણ કમીશન આપેલ નથી. તેના દાખલા આપની પાસે રજૂ થયા છે.

૧૪. ડી. પી. સ્ત્રીયનો મુદ્દો પણ ખતાવટી ઉભો કરેલો છે. રેડીયો ઇલેક્ટ્રીક કંપનીએ ઓછો ભાવ આપેલ નથી, રેડીયો ઇલેક્ટ્રીક કંપની અને ખીલ પેટીઓના આવેલ ભાવો તપાસી આવી ખાતરી કરી શકો છો, મરકયુરી ભેંસના શીટિંગ આખતમાં પણ આવેલ ભાવો ઠરાવ વિ. તપાસીને આવી ખાતરી કરી શકો છો, ઠરાવ સુજન સાલ લીધેલ છે અને વાપરેલ છે.

૧૫. સાદા ભેખની ખરીદીનો મુદ્દો પણ ખોટો ઉભો કરેલો છે, આવા ખતાવટી મુદ્દાઓ અને તેના આધારે થતી તપાસ સુધરાઈના સમયની ખૂબજાણી કરે છે અને સુધરાઈ કામજ ન કરી શકે તેવી સ્થિતિ નિર્માણ કરે છે.

હાલકતે સ્થાનિક રેડીયો ઇલેક્ટ્રીક કંપનીના ઓછા ભાવ હોવાથી આ કંપનીને માલ ખરીદવાનો ઓર્ડર આપેલ હતો એ વાત સાચી છે. પરંતુ મુકદ્દર કરેલ સમય દરમ્યાન, આ કંપનીએ માલ

પુરા પામ્યો નહિ. છેલ્લે સ્ટોકમાં એક જ વસ્તુ રહી જેથી ખીજેથી ઓછા ભાવે ક્વોટીટીમાં ઉચો માલ ખરીદ્યો અને પરિણામે સુધરાઈની તાત્કાલીક જરૂરીયાત સંતોષાઈ, પરંતુ 'ઓપ્શન આપ્યું' અને માલ સારો આવ્યો. આ બધી હકીકત એટલે કે જુદી જુદી કંપનીઓના આવેલ ભાવો, ખીજો વિ. આપ રેકર્ડમાંથી જોઈ શકશો.

૧૬. ચીફ ઓફીસર, ઓક્ટોપ ક્લાઈક, ઓદિસ ક્લાઈક વિ. ની નિમણૂકો અંગે જગ્યા બાપકાત અને ગ્રેનુ સેટ-અપ શી સરકારે મંજૂર કરેલ છે જેની એક તકત શી સરકાર પાસે રહે છે, તે તપાસીને સેટ-અપ વિરૂદ્ધ ભરતીઓ થઈ હોય તો તપાસ કરવાની જરૂરત રહે, પરંતુ કામદા વિરૂદ્ધ ભરતીઓ થઈ છે કે કેમ તે જાણવાનું શ્રી કલેક્ટર પાસે સંધાન હોવા છતાં કામદાને બક્ષમાં રાખ્યા વિના અરજદારની અરજીની વિષયો સ્વીકારીને તેને તપાસનો મુદ્દો ખતાવવાથી સુધરાઈના રોજ પરાજના વહીવટમાં આવ્યો હોય તથા સિવાય ખીજે કોઈ ઉપયોગી હેતુ સરે તેમ નથી.

આમ છતાં આપ તપાસ કરો છો ત્યારે મારે જણાવવું જોઈએ કે ચીફ ઓફીસર, ઓદિસ ક્લાઈક કે ઓક્ટોપ ક્લાઈકની નિમણૂકો સેટ-અપ વિરૂદ્ધ થયેલ નથી.

૧૭. રાત્રે મીટીંગો રાખવા માટે ત્રિચે દર્યાવેલમાં કારણો લક્ષમાં લેવા વિનંતી છે.

૧. સુધરાઈની મીટીંગો રાખવાનો ચોક્કસ સમય મુકરર થયેલ નથી.

૨. સ્ટાફનો અભાવ, નિયમો અને પેટા-કામદાનો અભાવ અને જુના યોર્ડની ઠીક ઠીક નિષ્ક્રિયતાથી વધી પડેલા કામના જોખને પહોંચી વળવા માટે સતત મીટીંગો રાખીને કામને પહોંચી વળવાની તવા યોર્ડના ઉત્સાહને કારણે રાતની મીટીંગો રાખવામાં આવે છે.

૩. તવા યોર્ડમાં શ્રીમંત અને સારી આવક ધરાવનારા કાઉન્સીલરોની જાહેરમતિ રહી નથી. જેથી ધંધાવારી કાઉન્સીલરોને રાત્રે જ કુશલ રહે અને વધુ સંખ્યામાં કાઉન્સીલરો મળે તો સુધરાઈનું કામ વધુ સારું થાય, એ દ્રષ્ટિએ સુધરાઈના તવા યોર્ડના મીટીંગો રાત્રે રહે એ તકન ધ્યાનમાં લેવા.

જો કે આ મુદ્દો તપાસને પાત્ર છે જ નહિ. કારણ કે ખીજ સુધરાઈનો પણ રાતના મીટીંગો ચલાવે છે એ હકીકતની જાણ શ્રી કલેક્ટર સાહેબને છે જ. જુદા રાજકોટની ઉધરાઈ રાત્રે મીટીંગો ચલાવે છે અને તેના રિપોર્ટો પેપરમાં આવે છે. જેનાથી શ્રી. કલેક્ટર સાહેબ અત્યંત હોય એમ માનવા કારણ નથી.

ઝોવર ટાઇમ આપવાથી નાણાનો હુન્ય થયો છે એમ શ્રી કલેક્ટર સાહેબ જણાવે છે એનો અર્થ એ થાય કે મીનીમમ વેઇલજ એક્ટનો શ્રી. કલેક્ટર સાહેબ અસ્વીકાર કરે છે. જે સરકાર સમાજવાદી સ્વરૂપની સરકાર હોવાનો દાવો કરે છે અને જે સરકારે પ્રમણીઓ માટે અંચત લાભવાળા યોગ્ય વસ્તુઓ કામદા કર્યા છે. તેવા કામદાના હાર્દનો શ્રી સરકારના પ્રતિનિધિ તરીકે શ્રી. કલેક્ટર સાહેબ અસ્વીકાર કરે છે. આ અતિ હાજમ વાર્તા છે.

ઈન્ડીસ્કલ ટ્રિબ્યુનલના એવોર્ડ મુજબ ઉપલેટા સુધરાઈના કમ્પાનીઓને ઝોવર ટાઇમ ચુકવી આપવાની શરૂઆત સુધરાઈને કરેલી દરખાસ્તને તાજેતરમાં જ શ્રી. કલેક્ટર સાહેબે અનુમોદન આપ્યું છે તે હકીકત પ્રત્યે હું આપનું લક્ષ્ય એવું છે.

સુધરાઈના કમ્પાની સિવાય ખીજ કોઈને પગાર અપાય નહિ તે ઝોવર ટાઇમ ક્યાંથી ચુકવાય ? ચુકવાવાનો દાખલો નથી.

૧૮. સુધરાઈ સંસ્થા નવી કે જુની હોઈ શકે નહિ. પરંતુ ચાહુ જોડની સુધરાઈને શ્રી કલેક્ટર સાહેબ પક્ષીય સુધરાઈ ગણે છે એટલે આ મુદ્દો તપાસને પાત્ર બનાવાયો છે.

આ મુદ્દામાં કયા નોકરને નીચલી જગ્યાએ ફેરવવામાં આવેલ છે તે દર્શાવવામાં આવેલ નથી,

એક કોસો બનેલો છે કે જેમાં એક નોકરને ડીગ્રી કરવામાં આવેલ છે, કન્યા વિદ્યાભયના હેઠળ મારતર શ્રી. જે. આર. બટ સામે જોડીટ દર્શાવેલી કસુર બદલ પ્રગતી લખ હેઠળ મારતરની જગ્યા-માંથી ડીગ્રી કરી આસી. શિક્ષક તરીકે સાવજનીક કાર્યક્રમમાં મુકવામાં આવેલ હતી. આ શિક્ષક સામે ખીજા એક ગુ-લા બદલ સુધરાઈએ પોલીસ કેસ પણ દાખલ કરેલ છે.

૧૯. આઈટેમ નં. ૧૮ માં જવાબ આવી જાય છે.

૨૦. આ મુદ્દામાં શ્રી. કલેક્ટર સાહેબ જણાવે છે કે સુધરાઈના ઉપ પ્રમુખશ્રીનો માલ ચલાઉ બહાર કરેલ છે અને ખીજા વેપારીઓનો માલ ચલાઉ થતો નથી.

પ્રથમ દ્રષ્ટિએ જ વાહિયાત લાગે તેવો આ આક્ષેપ છે. સમગ્ર વેપારી આલમમાંથી એકજ વેપારીનો માલ ચલાઉ બહાર થતો હોય અને ખીજા બધા વેપારીઓ પોતાને મળેલો કાયદા મુજબનો અધિકાર સ્વેચ્છાએ જતો કરે અને સુધરાઈ સમક્ષ તેમજ શ્રી કલેક્ટર સાહેબ સમક્ષ ફરિયાદ કે ખીજી કોઈ રજુઆતજ ન કરે એ સંભવિત છે ?

હકીકતે, કાયદાં મુજબ જેનો માલ ચલાઉ થઈ શકતો હોય તે બધા વેપારીઓને ચલાઉ માલની સગવડતા આપવામાં આવે છે તે સુધરાઈના રહસ્ય પરથી જાણી શકાયે.

આ રીતે, શ્રી કલેક્ટર સાહેબે તપાસને પાત્ર કરાવેલા પીસ મુદ્દાઓમાંથી એક પણ બાબત એવી નથી કે જે બરેબર તપાસને પાત્ર હોય. એટલું જ નહિ પણ, મોટા ભાગની જાણતો હકીકતોના અભાવવાળી, જોટી ઉભી કરેલી અને 'સુધરાઈ પક્ષીય સંસ્થા છે' તેવો સ્વીકાર કરીને જેર વહીવટને નામે સુધરાઈ વિરુદ્ધ વાતાવરણું જન્માવવામાં ઉપયોગી થાય તેવા હેતુથી ઉપસ્થિત કરેલી હોય તેમ દેખાય છે.

તા. ૧-૪-૫૮ પછી સુધરાઈના વહીવટની તટસ્થ તપાસ કરવી હોય તો નીચે રજુ કરેલી હકીકતો પરથી સહેલાઈથી યદ્ય શકે તેમ છે:

**“ ઉપલેટા શહેર સુધરાઈ ”**

- તા. ૧-૪-૫૮ પહેલાંની સ્થિતિ, નિયમો
- અને પેટા-કાયદા.
૧. નોકર મંડળના નિયમો.
  ૨. વાહન કરના પેટા-કાયદા.
  ૩. ઈમારતી સામાન માટે જમીન ભાડે આપવાના પેટા-કાયદા.
  ૪. લાયસન્સ શી તા. પેટા-કાયદા.
  ૫. રાવળીજમીનમાં મંડપ કરવા અંગેના પેટા કાયદા.

- તા. ૧-૪-૫૮ પછીની કામગીરી, નિયમો
- અને પેટા-કાયદા.
૧. વાહન કરના પેટા-કાયદા. ( ચાહુ )
  ૨. ઈમારતી સામાન માટે જમીન ભાડે આપવાના પેટા-કાયદા. ”
  ૩. લાયસન્સ શી તા. પેટા-કાયદા. ”
  ૪. રાવળી જમીનમાં મંડપ કરવા અંગેના પેટા-કાયદા.
  ૫. જનરલ જોડની કાયવાહીના નિયમો. ”

૬. કમિટીઓ સમંધેના નિયમો.
૭. જનરલ બોર્ડની કાર્યવાહીના નિયમો.
૮. બોર્ડે સીવીલ સર્વીસીઝ કન્ટ્રોલ એન્ડ ડીસીપ્લીન રૂલ્સના સુધારા સંબંધેના નિયમો.
૯. પાણી પુરવઠા ચાર્જ અંગેના પેટા કાયદા.
૧૦. ચો ટેકસના પેટા-કાયદા.
૧૧. દુકાનો અંગેના પાટિયાના પેટા કાયદા.
૧૨. હજમખાળ અંગેના પેટા-કાયદા.

૬. સીવીલ સર્વીસીઝ કન્ટ્રોલ એન્ડ ડીસીપ્લીન રૂલ્સ. "
૭. ચો ટેકસના પેટા-કાયદા. "
૮. દુકાનોના પાટિયાના પેટા-કાયદા. "
૯. હજમખાળના પેટા-કાયદા. ;
૧૦. નોકર મંડળના નિયમો. ( સુધાર્યા )
૧૧. કમિટીઓ સમંધેના નિયમો. "
૧૨. પાણી પુરવઠા ચાર્જ અંગેના નિયમો. "
૧૩. પ્રગુખ, હપ પ્રગુખ, ચીફ ઓફીસરને સત્તા આપતા નિયમો. ( નવા ઘડ્યા )
૧૪. કર્મચારીઓ માટે પ્રોવિડન્ટ ફંડના નિયમો. "
૧૫. હરિજન કામદારો માટે પ્રોવિડન્ટ ફંડના નિયમો. "
૧૬. જમીનભાડે આપવા અંગેના પેટા-કાયદા. "
૧૭. ખાતર અંગેના પેટા-કાયદા. "
૧૮. વોરંટરી તથા નોટિસરીના નિયમો. "
૧૯. લેણી રકમ માંડી બાળવા સમંધેના નિયમો. "
૨૦. શેડ રોલર અંગેના પેટા-કાયદા. "
૨૧. જમીન વેચાણ આપવા અંગેના પેટા કાયદા. "
૨૨. કોરના હપા અંગેના પેટા-કાયદા. "
૨૩. હકૂતરો બાળવા તથા તાથ કરવા અંગેના નિયમો. "
૨૪. નહલ શી ના નિયમો. "

તા. ૩૧-૩-૫૮ સુધીના આઠ વર્ષમાં  
૧૨ નિયમો અને પેટા-કાયદા ઘડાયા.

તા. ૧-૪-૫૮ પછીના આઠ મહિનામાં ૧૫  
નિયમો અને પેટા-કાયદા સુધારવામાં આવ્યા  
તેમજ નવા ઘડવામાં આવ્યા.

તા. ૧-૪-૫૮ પહેલાં મુખરાઈએ કરેલ ખરીદીના ભાવો, કોન્ટ્રાક્ટો, કામ કરવાની વહીવટી પદ્ધતિના ચોક્કસ નમુના:

૧. મેટલ ૩૧-૦૦

૨. મોરબા-ઉંચા ભાવે આપી ગેરકાયદેસર કામ થયું છે તેમ સાબીત થયું છે.

૩. પીચીંગ:-વધારે માપનું જોડું ખીલ ચુકવાયેલ છે તે સાબીત થયું છે.

૪. સને ૧૯૫૬-૫૭ની ઓડીટ નોટ:- સામાન્ય રીતે મુખરાઈએ માટી

ખરીદીએ વર્તમાનપત્રદ્વારા ટેન્ડરો

આગળ લેવા કરેલ છે.

૩. ૧૦૦૦-૦ થી વધુ ખર્ચવાળો બધી ખરીદીએ વર્તમાન પત્રે

દ્વારા ટેન્ડરો માગીને કરવા જોઈએ.

૫. કોરમને અભાવે મુલતવી રહેલી મીટીંગોમાં ઓજન્ડા સિવાયના ઘણાં

કામો ગેર કાયદેસર રીતે મંજૂર કરવામાં આવ્યાં છે.

—જેના થોડાં કાબલાતીય છે.

૧. ધરતરફ થયેલા શ્રી. કે. વાચ. પ્રધાનની નીમણુંક થયા પછી સરકારની મંજૂરી માગવાની

૨. રૂ. ૨૬૦૦-૮-૬ની સીકન્ડની રકમ ચુકવાયાનો હુકમ.

૩. સીક ઓશીસર શ્રી મોદાભાઈ ખાચરનો રૂ. ૩૫-૦૦ નો

પગાર વધારાનો ઠરાવ.

તા. ૧-૪-૫૮ પછી મુખરાઈએ કરેલ ખરીદીના ભાવો, કોન્ટ્રાક્ટો, કામ કરવાની વહીવટી પદ્ધતિના નમુના, બંને ભવિષ્યમાં

૧. મેટલ ૩૨-૦૦

૨. રેતી:-૧૦૦ ઘ. ફુટ ૪-૦૦

૩. મુખરાઈના મંજૂર થયેલ ઓડીટ મેટ મેટીનિંગ થી મળ્યા બાદ કામ રીપોર્ટ થયું છે.

રસ્તાનું મંજૂર થયેલ ઓડીટ મેટ રીપોર્ટ થી મળ્યા બાદ કામ થયું છે.

૪. તા. ૧-૪-૫૮ પછીની રૂ. ૧૦૦૦-૦૦ ઉપરાંતની એકે એક ખરીદી વર્તમાન પત્રોદ્વારા ટેન્ડરો માગીને કરવામાં આવી.

૫. બાંધકામ, ખરીદી અને ખર્ચના બધા કામો કોરમવાળી મીટીંગોમાં થયા છે.

જોટલું જ નહીં પણ, તા. ૧-૪-૫૮ પછીના જેટલાં ખીલો ચુકવાય છે. તે

બધાં કમે કમે જનરલ બોર્ડ પાસે રજૂ કરવાની પ્રણાલીમાં રાખી છે. અને તે સુજબ અમલ થાય છે.

૪. ખાલ મંદિરના કામના શ્રી  
ભગવાનજી કરશનજીના ટેન્ડર  
ની મંજૂરીનો ઠરાવ.

૫. કન્યા વિદ્યાલયના કામના શ્રી  
ભગવાનજી કરશનજીના ટેન્ડર  
ની મંજૂરીનો ઠરાવ.

૬. તા. ૧-૪-૫૮ પહેલાં ઓપન ગટર  
નાં તૈયાર કરાવવામાં આવેલાં  
એસ્ટીમેટનો ભાવ. ૬ ઈંચ ના  
રૂ. ૧-૦૦ ઈંચનો રૂ. ૧-૮-૦

૬. તા. ૧-૪-૫૮ પછી જનરલ જોડે  
મંજૂર કરેલ ઓપન ગટરના એસ્ટીમે-  
ટનો ભાવ ૪ ઈંચ, ૬ ઈંચ, ૮ ઈંચ,  
૧ ફુટ, ૧-૩ ફુટનો સરેરાશ ભાવ  
રૂ. ૧-૨૦ ન. પૈ.

તા. ૧-૪-૫૮ પહેલાંની વહીવટી  
વ્યવસ્થા:-

૧. ચીફ ઓફીસરની જગ્યા ખાલી હતી
૨. ઓવરસીયર, સગ - ઓવરસીયર  
હતા નહીં.
૩. રેકર્ડ કીપર-સ્ટોર કીપરની જગ્યા  
ખાલી હતી.
૪. ક્લાર્કની જગ્યાઓ ખાલી હતી.
૫. રેકર્ડ અને વહીવટ અવ્યવસ્થીત  
હતાં.
૬. ત્રણ કમિટીઓ હતી હતી. જેમાં  
ખહારના કે વિરોધ પક્ષના સભ્યો  
હતા નહિ.

તા. ૧-૪-૫૮ પછીની વહીવટી વ્યવસ્થા:-

૧. ચીફ ઓફીસરનો નિમણૂક કરવામાં  
આવી.
૨. સબ ઓવરસીઅરની નિમણૂક કરવામાં  
આવી.
૩. રેકર્ડ કીપર-સ્ટોર કીપરની નિમણૂક  
કરવામાં આવી.
૪. ક્લાર્કની નિમણૂક કરવામાં આવી.
૫. રેકર્ડ અને વહીવટની વ્યવસ્થા કરવામાં  
આવી.
૬. નવ કમિટીઓ રચવામાં આવી. કમિ-  
ટીઓને સત્તા આપવામાં આવી. ખહા-  
રના સભ્યો અને વિરોધ પક્ષના સભ્યોને  
લેવામાં આવ્યા.

તા. ૧-૪-૫૮ થી તા. ૩૧-૩-૫૯ સુધીના  
પ્રથમ વર્ષમાં નીચેના કામો હાથ ધરેલ છે  
જેમાંના કેટલાંક પુરાં થયાં છે, કેટલાંક  
અતિમાં છે.

૧. મહત્વના સ્ટાફની ખાલી પડેલી  
જગ્યાઓ પુરવી.
૨. નિયમો અને ચેટા-કાયદા સુધારવા  
અને નવા બનાવવા.
૩. વહીવટી વ્યવસ્થા સુધારવી.

૪. સુધરાઈ હસ્તકનાં મકાનો અને રસ્તાઓનાં સીપેરીંગ કાર્યો કરવાં.
૫. સેટ-અપમાં સુધારો કરી નોકરીઆતોના ટ્રેડ સુધારવા.
૬. મકાન તંત્રીના નિવારણ માટે—નીચેનાં પગલાં લેવાં.
  - અ. શ્રમજીવીઓના વસવાટવાળા લગ્નઓમાં જમીનના દર ઘટાડવા
  - બ. શ્રમજીવીઓને રાહત ભાવે જમીનો આપવી.
  - ક. સહકારી મંડળીઆને રાહત ભાવે જમીનો આપવી.
  - ડ. સુધરાઈના કમચારીઓ માટે મકાનો પાંધવા.
૭. ઉદ્યોગોના વિકાસ માટે કારખાનાદારોને ચાલુ દરે જમીન આપવી.
૮. માતૃસ્વાસ્થ્ય અને બાલ આરોગ્ય કેન્દ્ર શરૂ કરવું.
૯. ગલ્સ હાઈસ્કૂલના મકાનમા વધારો કરવો.
૧૦. હાઈસ્કૂલ અને કન્યા વિદ્યાલયમાં સિવિલક્ષી કેસ હાથલ કરવો.
૧૧. ટાઉન એરીયામાં ઓપન સર્કલ્સ ગટર બનાવવી.
૧૨. ૧,૫૧,૩૦૫ એરસ ફૂટના આસ્ફાલ્ટ (કામર)ના રસ્તા બનાવવા.

ઉપર દર્શાવેલા કાર્યો 'પ્રથમ વર્ષ' હાથ ધર્યા પછી બાકીના ત્રણ વર્ષોના કાર્યોનું વ્યવસ્થિત પ્લાનીંગ કરવાનું કામ સુધરાઈએ હાથ ધર્યું છે. પ્લાનીંગ તૈયાર થાય છે જે પુરું થયે તા. ૧-૪-૫૯ પછી વ્યવસ્થિત પ્લાનીંગ સુજબનું કામ હાથ ધરવાનું સુધરાઈ વિચારી રહી છે.

આ રીતે શહેરની સુખાકારી અને આબાહીને લક્ષમાં રાખી તા. ૧-૪-૫૮ પછીના નવા ખોડે ન્યારે એકધારી ઝડપી પ્રગતિનો કાર્યક્રમ હાથ ધર્યો તે સમયે સુધરાઈના આણુ તંત્રને વેર વિખેર કરવા ના વ્યવસ્થિત પ્રયત્નો શરૂ થયા છે.

એ વાત બીલકુલ સાચી છે કે શહેરની પ્રબલ સામ્યવાદી સભ્યો સહિતના પ્રગતિસીલ મંડળની બહુમતીવાળા ખોડેને સુધરાઈનું સુકાન સોંપ્યું છે.

પરંતુ નવું ખોડું, શહેરની જરૂરીઆતો લક્ષમાં રાખી ઝડપથી અને ઠરકસરથી કામ કરી રહ્યું છે ત્યારે કેટલાક હારી ગયેલા ઉમેદવારો, કોંગ્રેસ કાર્યકરો અને વિજનસંતાપી તત્વો શહેરની સમગ્ર પ્રબળી



આપાદીને ભોગે સુધરાઈના ચાલુ તંત્રને વેરવિખેર કરી નાખવા માટે આકાશ પાતાળ એક કરી રહ્યા છે.

સુધરાઈ તંત્રને તોડવા તત્પર અનેકા આવા તત્વોએ પ્રથમ સુધરાઈ સામે ખેડા નામે અરજીઓ કરવી શરૂ કરી. ત્યાર પછી જુદા જુદા નામે પત્રિકાઓ બહાર પાડી. સુધરાઈ સામે કષ્ટોળ કલ્પિત આક્ષેપો મુક્યા. છેલ્લે નામવાર અરજીઓ કરી અને સરકારી અધિકારીઓને નામે ઘોઠોમાં ચિત્ર વિચિત્ર ગપ્પારાઓ ફેલાવ્યા.

આ ઉપરાંત સુધરાઈ સુપરસીડ થવાની છે તેવી હવા ફેલાવી સુધરાઈના કેટલાક કર્મચારીઓનો પશ્ચ સાથ લીધો. આ રીતે સુધરાઈના તંત્ર સામે ધ્વનસ્થિત ઘોરો ઉભો કર્યોના સમયે સરકારી અધિકારીઓએ નીચેના પગલા ભર્યા.

૧. અરજીઓ ખોટા નામે થાય છે તે સાબિત થઈ ચુકેલી હકીકત હોવા છતાં અને આવી ખોટા નામવાળી અરજીઓની કાયદેસર તપાસ કરવાની સુધરાઈએ માગણી કરેલ હોવા છતાં તેમજ સુધરાઈ કાયદેસર પગલા લઈ શકે તે ખાતર અસલ અરજીઓ સુધરાઈ તરફથી માંગવામાં આવેલ હોવા છતાં આજસુધી સુધરાઈને મોકલવામાં આવેલ નથી.
૨. સુધરાઈની ગાલીગાલી સુધરાઈને પ્રાપ્ત થયેલી જમીનો કે જે આજ સુધી સુધરાઈને સોંપાતી આવી છે તે ન સોંપવા માટે સરકારી અધિકારીઓ તત્પર બન્યા છે. અને સુધરાઈને જમીન ન સોંપાય તેવી કાયવાહી શરૂ કરી છે.
૩. સુધરાઈનું નવું ગોડાં નિયમો અને પેટા-કાયદા જાપથી બનાવે છે અને સરકારી મંજૂરી માટે મોકલે છે ત્યારે જુદા ગોડાંમાં જે કસમો સરકારે મંજૂર કરેલ છે તેજ કલમો વાંધા જનક ગણવામાં આવી છે. ખીજ સુધરાઈઓના નિયમોમાં જે કલમો સરકારે મંજૂર કરેલ છે તેજ કલમો ઉપર શહેર સુધરાઈ માટે વાંધાજનક ગણવામાં આવી છે.
૪. રેકર્ડમાં હેઠળક કરી ઓક્ટોયની ફરિયાદોના પ્રવાસ બંને દરતાનેજ પુરાવા સામે શહેર સુધરાઈએ પોલીસમાં નોંધાવેલ ફરિયાદમાં શહેર સુધરાઈને પુરતો સહકાર મળ્યો નથી. જરૂરી તપાસ થઈ નથી. તેમજ આજસુધી ઠરો જવાબ નથી.
૫. આ અધુરું હોય તેમ સુધરાઈના જવાબદાર કાઉન્સિલરોને મારાગારીના, યુનની ધમકીઓના વીગેરે કીમીનલ ચુન્દાઓમાં સંડોવવાના ચક્રી ગતિમાન બન્યા છે.

બરાબર આ તબક્કે શહેર સુધરાઈના કહેવાતા ગેર વહીવટ અંગેની થી. કલેક્ટર સાહેબની તપાસ આવી પડી છે. અને કરી એ આહિતી મેળવ્યા વિના, કષ્ટોળ કલ્પિત બાબતોને નહર હકીકતો તરીકે સ્વીકારીને અને સુધરાઈ સંસ્થા પરીચ છે તેવો સ્વીકાર કરીને તપાસ શરૂ કરી.

તપાસની કાયવાહી પણ તપાસવા જેવી છે.

૧. મધ્ય સૌરાષ્ટ્રના જલ્લા કલેક્ટર સાહેબે તા. ૨૯-૧૦-૫૮ના રોજ તપાસનો હુકમ કર્યો છે. અને તપાસના હુકમમાં દર્શાવેલા મુદ્દાઓને તપાસને માટે આવરખક મળી તેટલા મુદ્દા પુરતી જેતપુર ડીવીઝનના શ્રી. ડેપ્યુટી કલેક્ટર સાહેબને તપાસ સોંપી છે.
૨. જેતપુર ડીવીઝનના શ્રી. ડેપ્યુટી કલેક્ટર સાહેબ તા. ૩-૧૧-૫૮ના પત્ર દ્વારા તા. ૧૭-૧૧-૫૮ના તપાસ માટેની મુદત મુકરર કરવામાં આવી. અને રેકર્ડ તૈયાર રાખવાની સુચના કરવામાં આવી.
૩. શ્રી કલેક્ટર મધ્ય સૌરાષ્ટ્ર તરફથી તાર દ્વારા તા. ૧૭-૧૧-૫૮ની મુદત મોકલ રાખવામાં આવી.
૪. શ્રી. કલેક્ટર મધ્ય સૌરાષ્ટ્ર તરફથી તા. ૨૮-૧૧-૫૮નો બખેત્ર પત્ર શહેર સુધરાઈને તા. ૧-૧૨-૫૮ના રોજ મળ્યો. જેમાં તપાસની મુદત તા. ૨-૧૨-૫૮ની નિયત કરેલ છે તેમ બપર આવવાનાં આજ્યા. તેમજ રેકર્ડ તૈયાર રાખવાની સુચના આપવામાં આવી.
૫. તા. ૨-૧૨-૫૮ના રોજ તપાસ શરૂ કરવામાં આવી, પરંતુ તપાસ કરનાર અધિકારી કે જે શ્રી

કલેક્ટર, મધ્ય સીરાપુર અને ડેપ્યુટી કલેક્ટર, જેતપુર ડીવીઝન બંને હોદ્દા ધરાવે છે. તે જીલ્લા કલેક્ટર તરીકે તપાસ કરે છે કે ડેપ્યુટી કલેક્ટર તરીકે તપાસ કરે છે તેનો નિર્ણય ન થઈ શકે તેમ તપાસ કરવામાં આવી.

૬. મારા ખ્યાલ મુજબ, વીક્ટોરિયા સ્ટેટમેન્ટમાં તપાસ કરાવેલ અધિકારી તરીકે ડેપ્યુટી કલેક્ટર ની સહી છે, પરંતુ ડેપ્યુટી કલેક્ટરને ૨૧ મુદ્દાથી વધુ તપાસ કરવાની સત્તા ન હોવા છતાં વધારાની બાબતોની પણ તપાસ કરવામાં આવી છે. આ રીતે એક જ તપાસમાં બે જોથોરીટી એકી સાથે તપાસ કરે એટલે નક્કી કરેલા મુદ્દાઓની તપાસ થાય અને સાથે સાથે બહારથી જેટલી રજુઆતો થતી જાય તે બધી બાબતોની પણ તપાસ થાય.

૭. છેલ્લે, વધુ તપાસ માટે તા. ૧૧-૧૨-૫૮ મુકરર કરવામાં આવેલ છે તેમાં ડેપ્યુટી કલેક્ટરની સહી છે. છતાં તપાસ માટે બોલાવેલા રાજસોમાં તપાસ સાથે સંબંધ ન હોય તવા રાજસોને હાજર રહેવાના ખર્ચ અપાયા છે.

ઉપરની કાર્યવાહીથી રજુ થાય છે કે એક જ તપાસના કામમાં બંને જોથોરીટી તરફથી એકી સાથે તપાસની કાર્યવાહી થઈ છે.

બુના બોર્ડના વળતરી તપાસની કાર્યવાહી તદ્દન બુદી છે,

તે વખતે મુદ્દારાઈના જેર વહીવટ અંગે ખુદ કાઉન્સિલરો તરફથી અવાર નવાર લેખિત ફરિયાદો થઈ. તપાસ ન થઈ. જેર વહીવટ અંગે ચોક્કસ હકીકતો રજુ થઈ. તપાસ ન થઈ. છેલ્લે બાહેર સભાઓ દ્વારા સંખ્યાબંધ સહીઓ સાથેની પત્રિકાઓ દ્વારા તેમજ વર્તમાન પત્રો દ્વારા ચોક્કસ હકીકતો સાથેના આક્ષેપો થયા. છેલ્લે લોક દબાણને વશ થઈ તપાસ શરૂ કરવામાં આવી. માહિતિ માગ્યા પછી માહિતી અંતોષ કારક ન લાગતા ચોક્કસ હકીકતોના પારા પર તપાસ શરૂ થઈ.

ચાલુ તપાસમાં, મોટા ભાગની બાબતોમાં ચોક્કસ હકીકતો નથી. અસ્પષ્ટ આક્ષેપો છે. કેટલીક બાબતોમાં આક્ષેપો પણ નથી. છતાં અરજદારની અરજીની ખોટી બાબતોને શ્રી કલેક્ટર સાહેબે હકીકતો તરીકે સ્વીકારી લીધી છે. મુદ્દારાઈ સંસ્થાને પક્ષીય મણી છે અને મુદ્દારાઈ પાસેથી કશી. માહિતી માગ્યા વિના ખારોખાર તપાસનો હુકમ કર્યો છે. હુકમ કર્યા પછી શ્રી જીલ્લા કલેક્ટર અને ડેપ્યુટી કલેક્ટર બંને સાથે તપાસ કરી રહ્યા છે. અથવા ડેપ્યુટી કલેક્ટર પોતાને મળેલ અધિકારનો ભંગ કરીને વધારાની બાબતો અંગે તપાસ કરી રહ્યા છે.

તપાસની આવી કાર્યવાહી આવી રહી છે.

ઉપર જણાવેલા મૂર્વાપર સંબંધે મુદ્દારાઈ તંત્ર સામેની વ્યવસ્થિત હિલ ચાલ, બુદા બુદા સરકારી અધિકારીઓની મુદ્દારાઈ સામેની કાર્યવાહી અને વલણ, તપાસની પૂર્વ ભુમિકા, તપાસના કહેવાતા મુદ્દાઓને આધારે ચાલતી તપાસ અને ચાલુ તપાસની કાર્યવાહી આ બધી બાબતો એક બીજી સાથે સંબંધ ધરાવતી હોય એમ માનવાના કારણો છે.

મુદ્દારાઈના વહીવટ અંગે તપાસ થાય તેને મુદ્દારાઈ આવકારે છે અને હર હંમેશા આવકારશે. પણ સામ્યાવાદી સભ્યો સહિતના પ્રગતીશીલ મંડળના બહુમતી સભ્યોની મુદ્દારાઈ સામે કાવતરાં થતાં હોય, સરકારી અધિકારીઓનું વલણ અસરકારી અને વિરોધી બન્યું હોય, અને મુદ્દારાઈ તંત્રમાં આઠખીટી નાખવાના હરેક પ્રયાસો પ્રતિમાન હોય તે સમયે મુદ્દારાઈને પક્ષીય સંસ્થા ગણી, ખવાવટી મુદ્દા ઉભા કરી, જેરકાયદે કાર્યવાહી દ્વારા તપાસનું ખહાનું ઉભું કરી. મુદ્દારાઈ તંત્રને ખોરવી નાખવાના કાવતરામાં સીધી કે આઠક-તરી રીતે સહાયભૂત થાય તેવા શ્રી. જીલ્લા કલેક્ટર સાહેબ અને જેતપુરના ડેપ્યુટી કલેક્ટર સાહેબના વલણ અને વર્તનથી ગંભીર પરિણામો આવવા સંભવ છે.

પ્રજ્ઞહિતની દ્રષ્ટિએ વિચારાય તોયે છેલા આઠ આઠ વર્ષથી સુધરાઈની નિક્ષિપતાથી કંટાળેલી પ્રજ્ઞના મહત્વમાં કાર્યો શરૂ થવાનો સમય આવ્યો તે સમયે સુધરાઈની માલિકીની જમીન ન સોંપવાથી શહેરનો ઔદ્યોગિક વિકાસ અટકી પડ્યો છે. શહેરની મકાન તંગીના નિવારણનું કામ અટકી પડ્યું છે. સહકારી મંડળીઓનું કામ સ્થગિત થયું છે, શ્રમજીવી, આમ જનતાની રહેઠાણની જાગેલી આશાઓ લુપ્ત થઈ છે. સરકારી અને બીજા સરકારી નોકરીઓના પગારનો મોટો ભાગ હજમ કરતાં મકાન ભાડા ઝોંછા થવાની શક્યતા મટી ગઈ છે. ટુંકામાં સુધરાઈ સામેનાં કાવત્રાઓને કારણે અને સરકારી અધિકારીઓના વિરોધી વલણ અને જીદને કારણે સમગ્ર શહેરની પ્રજ્ઞની હાલમારી વધી ગઈ છે.

ગંદકીના ઘર બનેલા ઉપલેટા શહેરમાં ગટરો, કામર શોષક વિગેરે થવાથી શહેરની સગવડતા અને સુખાકારી વધવાનાં તેમજ વિધિવત્તરી હાઈસ્કુલો આરોગ્ય કેન્દ્રો વિગેરે શરૂ થવાથી શહેરના સંસ્કાર અને વહીવટીમાં કૃષ્ણદાથી પરિણામ નજર સામે છે તે સમયે આમ પ્રજ્ઞની સુખ સગવડો સામે યતાં કાવત્રામાં સહાયભુત થાય તેવી આપની તપાસની કાર્યવાહી શહેરના વિકાસને કુદારાધાત કરે છે.

ખંધારણ અને કાનુન અને લોકશાહી રાજ્ય વ્યવસ્થાના મૂળભુત સિદ્ધાંતો લક્ષમાં લેવામાં આવે તો, અરજદારોની આડેપડ અને ઢંગધડાવિનાની માન્યતાઓને હકીકતો તરીકે સ્વીકારીને તેમજ સુધરાઈને પક્ષીય સંસ્થા તરીકે સ્વીકારીને આપ તપાસ કરી શકો નહિ. આ સવાલ ઉપલેટા શહેર સુધરાઈનો એકનોજ નથી પણ સમગ્ર સુધરાઈ સંસ્થાઓના અધિકરનો છે. ભારતની પ્રજ્ઞએ મંજૂર રાખેલ ખંધારણ અને કાનુનોના રક્ષણનો છે. લોકશાહી પ્રજ્ઞાલિકાની જાળવણીનો છે.

આમ છતાં આપે શરૂ કરેલી તપાસ કાનુની મર્યાદાઓનો ભંગ કરીને તેમજ શહેર સુધરાઈના તંત્રને જોરથી નાખવાના કાવત્રામાં સહાયભુત થાય તે રીતે ચાલુ રાખવીજ હોય અને પરિણામે ઉપલેટા શહેરનો વિકાસ અટકી જાય તે માટે પ્રજ્ઞએ ચુંટેલા પ્રતિનિધિઓ પાસેથી સુધરાઈનો વહીવટ પાછો સંભાળી લેવોજ હોય તો, ઉપર દર્શાવેલી તપાસની પૂર્વ ભુમિકા, તપાસના મુદ્દાઓ અને તપાસની ચાલુ કાર્યવાહીની રસમ અપનાવવાને બદલે સુધરાઈના કાઉન્સિલરોને તંત્ર છોડી દેવાનો સીધો હુકમ કરવાની પદ્ધતિ વધુ સરળ બનશે.

અને જો તટસ્થ અને ન્યાયી તપાસ કરવી હોય તો આ પત્રમાં દર્શાવેલી સમગ્ર બાબતો લક્ષમાં લઈ. તપાસની ખાતરીઓ દૂર કરી સુધરાઈના સમંધ કરતાં કાઉન્સિલરોને રજુઆત કરવાની પુરતી તક આપી કાનુન અને પ્રજ્ઞાલિકાને લક્ષમાં રાખી તપાસ થાય તો તા. ૧-૪-૫૮ પહેલાંનાં આઠ વર્ષના આબામાં થયેલી સુધરાઈની વેરવિખેર હાલતને સુખાકારીને, તા. ૧-૪-૫૮ પછીના નવા જોડે પુરતી કરકસરથી ઝડપી કામો શરૂ કર્યા છે. તે સાબિત થઈ શકે તેમ છે તેમજ, સુધરાઈના તંત્રને જોરથી નાખવા માટેના કાવત્રાની કડીઓ પણ સહેલાઈથી મળી આવે તેમ છે.

પ્રજ્ઞહિતને ખાતર, તેમજ ન્યાયના હિતને ખાતર પત્રમાં દર્શાવેલી હકીકતો તપાસવી એ અત્યંત જરૂરી કાર્ય છે તે પ્રત્યે આપ સાહેબનું લક્ષ જોયું છે.

દોલુભા બડેજા

તા સદર

ચેરમેન

મેતેજંગ કમીટી

# GODREJ & BOYCE WORKERS' UNION

(REGD. NO. 220)

Godrej Colony, Block No. 28, Room No. 14, VIKHROLI

Bombay, 20th Dec 1950.

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

## Code of Discipline

Dear Comrade,

Please refer to your copy of our letter dated 12th October 1950 to which we received a reply from the Company dated 28th November 1950 as per copy herewith. For your information the English version of the Code was put up by the Company in the "Notice-Board" only after they received our letter.

We have now received a copy of letter No. AK 35(17)/50 dated 15th December 1950 from Mr. S. L. Datta I.A.S., Joint Secretary to the Govt. of India as per copy herewith.

Please let us know what further action you would like us to take in the matter.

With regards,

*(Signature)*  
The Godrej & Boyce Workers' Union,  
Godrej Colony, Vikhroli.

cc. The General Secretary, A.T.U.C., Bombay-1.

# GODREJ & BOYCE WORKERS' UNION

(REGD. NO. 220)

Godrej Colony, Block No. 28, Room No. 14, VIKHROLI

Bombay, 28th Dec 1958.

The Works Superintendent,  
Godrej & Boyce Mfg. Co. Pvt. Ltd.,  
Lalbaug, Parel,  
Bombay-12.

Re: Code of Discipline

Dear Sir,

Perhaps you are aware that I was preoccupied with urgent work on behalf of the Petroleum workers and I was out of Bombay for almost a period of two months.

I have before me your letter No. KMM/Conf/120 dated 6th November 1958 on the above subject. I have also received a copy of letter No. P&I 35(17)/58 dated 11th December 1958 from the Joint Secretary to the Govt. of India from which I note that the question of translation of the Code of Discipline in Industry in certain regional languages is under consideration of the Govt. of India.

I am sorry that our writing in our letter of 13th October 1958 appeared to you to contain insinuations.

What we meant to convey to you when we wrote in our letter that you still have not taken us in your confidence regarding implementing the conclusions regarding the Code of Discipline, was much more than what you inferred regarding display of the Code in local languages. We had in mind the issues laid down in the Sub-clauses (viii), (ix) and (x) under Section II; Sub-clause (v) and the working out the code *in the* relation between Sub-clauses (i) and (vi), *all under* Section III; and, generally, a mutual understandings of the principles and other relevant conclusions agreed upon which resulted in the evolving of the detailed Code among other things arising from the deliberations of 15th Indian Labour Conference in July 1957 and subsequently discussed in the 16th Session of the Standing Labour Committee held in October 1957.

Perhaps you would like that we have a thorough discussion at an early date convenient to both of us and I would like to hear from you in this connection.

Thanking you,

Yours truly,

cc. The General Secretary, AITUC, New delhi.  
cc. The General Secretary, BSTUC, Bombay-1. *[Signature]*  
GENERAL SECRETARY?

# GODREJ & BOYCE WORKERS' UNION

(REGD. NO. 220)

Godrej Colony, Block No. 28, Room No. 14, VIKHROLI

Ref: \_\_\_\_\_

Bombay, 23th Dec 1958.

The Works Superintendent,  
Godrej & Boyce Mfg. Co. Pvt. Ltd.,  
Lalbaug, Parel,  
Bombay-12.

Re: Grievance Procedure-

Dear Sir,

Please refer to the correspondence ending with your writing in the last para of your letter No. KNN/Conf/121 dated 6th November 1958, It is nearly two months since you wrote to us and we anxiously look forward to hear from you without any further delay. In addition to the factors we have already urged, please also take into consideration the deliberations in the Sub-committee (of the Indian Labour Conference) on Workers' Participation in Management and Discipline in Industry which met in New Delhi on 19th September 1958.

Yours truly,  
for GODREJ & Boyce Workers' Union,

G. SUNDARAM.  
GENERAL SECRETARY.

- ✓ cc. The General Secretary, A.I.T.U.C., New Delhi.  
cc. The General Secretary, B.S.T.U.C., Bombay-1.

7 JAN 1959

# GODREJ & BOYCE WORKERS' UNION

(REGD. NO. 220)

Godrej Colony, Block No. 28, Room No. 14, VIKHROLI

Ref: \_\_\_\_\_

Bombay, 3rd Jan. 1959.

The Director,  
Godrej & Boyce Mfg. Co. Pvt. Ltd.,  
Talbug, Parel,  
Bombay-12.

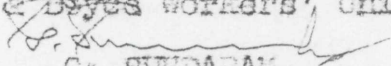
Dear Sir,

Attached hereto please find copies of two Resolutions adopted at the meeting of the Managing Committee held on 2nd January, 1959 which you will find self explanatory.

It is the decision of the Managing Committee that the Union should give the widest publicity to these resolutions among the workers in view of the vital nature of the issues dealt with therein.

The Managing Committee therefore requests you ~~that~~ to let us have your reply within a week so that we shall also simultaneously publicise your replies.

Thanking you,

Yours truly,  
for GODREJ & Boyce Workers' Union,  
  
G. SUNDARAM.  
GENERAL SECRETARY.

cc. The General Secretary, A.I.T.U.C., New Delhi.

cc. The General Secretary, B.S.T.U.C., Bombay-1.

Resolution No. 1. The Managing Committee considered the implications and the issues arising from the correspondence between the Union and the Company and the casual talks the Works Superintendent had with some of the office bearers of the Union.

The Managing Committee understands the letter of the Company of 6th November, 1958 to mean that it is following a policy in practice inconsistent with its professions. If, as the Company declares both the Union and the Management are party to the Code of Discipline to the extent the Central Organisations to which they are affiliated are party to the Code, it is the obligation of both the Management and the Union to implement the provisions of the Code and to make all such steps as are necessary to do so.

The Managing Committee considers that the absence of authorised translations of the Code in regional languages by the Central Government can not and should not be a bar in the way of the Union and the Management assuming their obligations to implement the provisions of the Code.

The Managing Committee is aware that the rights and obligations of the Management and the workers governed by the Standing Orders are regulated not only by the text of those Standing Orders framed in English language but also by the translations of the same in regional languages arranged by the Company itself. Not only that the Company has no difficulty in regulating its relations with the workers from day to day on the basis of notices framed in English and translations arranged there of by the Company itself in regional languages.

The Managing Committee therefore declares that the Company should immediately arrange for translation of the Code in the regional languages as the same way they did for the Standing Orders and ~~disseminate~~ distribute copies thereof to all workers with a view to give the widest publicity to the Code among its own workmen. The Union undertakes on behalf of the workers to abide by such translations and further undertakes to educate the workers on the Code on the basis of such translated versions. Any amendments in those versions called for by the promulgation of translations done by the Government of India can be settled as and when the Government of India's versions become available.

The Managing Committee is concerned with the increasing reports of the workers that notwithstanding the Management agreeing among other things not to have recourse to coercion or intimidation as per Section II (v) of the Code workers suffer as a consequence thereof at various stages and in various forms. The Managing Committee therefore is very keen that the provisions of the Code should be implemented as speedily as possible in order that the objective outlined by Shri Gulzarilal Nanda, Minister of Labour & Employment in his address to the Standing Labour Committee on 28th October, 1958 in the following words namely,

"we have to develop conditions and create a new climate in which any contravention of the Code will become a matter of very unusual occurrence...."

can be really and effectively promoted.

The Managing Committee seeks the co-operation of the Management in pursuing this objective in our mutual interests.



Resolution No.2. The Managing Committee considered the letter of the Company dated 18th/22nd October, 1958 and the notice of the same date in connection with the incident of stoppage of work by Polishing section of Paint Shop, Plant No. I on Tuesday October 14, 1958.

The Managing Committee notes from the notice that the stoppage of work arose due to the charge-sheeting of two workers of the Department on 13th October, 1958 and that the Company claims that the stoppage of work constitutes a breach of Code for discipline in Industry.

The Managing Committee after thorough investigations finds that the breach of the Code arose due to the action of the Management ~~violated~~ which violated sub-section (i) and (v) of Section II of the Code reading as follows,

(i) that no unilateral action should be taken in connection with any industrial matter and that disputes should be settled at appropriate level;

((v) that neither party will have recourse to (a) coercion, (b) intimidation, (c) victimisation or (d) go-slow.

and therefore the Management is obligated to carry out its obligations under sub-section (vi) of Section III of the Code reading as follows:

(vi) to take appropriate disciplinary <sup>action</sup> against its officers and members in cases where enquiries reveal that they were responsible for precipitate action by workers leading to indiscipline.

The Managing Committee therefore appeals to the Management to conduct a necessary enquiry at the highest level by a Director of the Company in order to ensure the respect of the workmen to the Code.

P.D. Gandhi

General Secretary,  
Cement Employees' Union,  
Forbandar.

Camp : Bombay.

C/o The Associated Cement  
Staff Union,  
121, Queen's Road,  
Bombay-1.

12th January 1959.

The Managing Director,  
Cement Agencies (Private) Ltd.,  
Managing Agents : The A.C.C. Ltd.,  
121, Queen's Road,  
Bombay-1.

Dear Sir,

Sub: Recognition of the Union

I sought an interview with you to have discussion on the above subject and as directed by you saw Mr. F.K. Mistry.

As I am not satisfied by my short interview with Mr. F.K. Mistry, I am again putting here the facts of the matter.

Our Union is having a membership of nearly 400 and its membership was always between 300 and 400 in all these years after its formation in 1954. As against this the membership of the other Union (I.N.T.U.C.) is below 50 only. We had long agitated for recognition but Company did not accept our demand. As there was no provision under any labour law to force upon the Company the recognition we could not do anything to do away with this injustice.

Thereafter when in May 1958 it was decided at the Indian Labour Conference that Unions should be recognised by the employers on certain conditions as laid down by the said Conference we again approached the Management with our demand for recognition and have sent reminders. We had also made representation to the Minister of Labour, Government of India and recently advised by the Government to once again approach the Management.

Before leaving Forbandar I met Mr. Tannik, Manager, Forbandar Cement Works and discussed with him. He told me that the I.N.T.U.C. Union is recognised by the Managing Director and so he cannot do anything in the matter. Therefore, I take this opportunity to submit my case before you. As all the employers are party to the commonly agreed decisions at the 16th Indian Labour Conference the A.C.C. ought to have taken the initiative in giving recognition to the deserving Unions. But we regret to note that this is not being done by you.

Moreover, I once again request you to please look into the matter and fulfil your obligation under the 16th Labour Conference Resolution on the subject.

Awaiting your early reply at the above address,

Yours faithfully,

P.D. Gandhi  
(P. D. Gandhi)

- Copy to : (1) Mr. P.K. Mistry,  
Director,  
The Associated Cement Cos., Ltd.,  
121, Queen's Road,  
Bombay-1.
- " (2) Cement Employees' Union,  
Porbandar.
- " (3) The Manager,  
Porbandar Cement Works,  
Porbandar.
- " (4) Mr. Khare,  
Joint Secretary,  
Government of Bombay,  
Dept. of Labour and Social Welfare,  
Bombay.
- " (5) Shri H.S. Mehta, I.C.S.,  
Jt. Secretary,  
Ministry of Labour,  
Government of India,  
New Delhi.
- " (6) The All India Cement Workers' Federation,  
Ganpat Nivas,  
Lalba's Court,  
Thakurdas,  
Bombay-2.
- " (7) The All India Trade Union Congress,  
Ashok road,  
New Delhi.

Ref. No. KMM/Conf/5

Bombay-12, 15-1-1959

The General Secretary,  
Godrej & Boyce Workers' Union,  
BOMBAY.

Dear Sir,

Further to the discussions held with you on January 9, 1959,  
we have pleasure in enclosing a letter covering "Special  
Increments".

Yours faithfully,  
For Godrej & Boyce Mfg. Co. Private Ltd.

Sd. K. Naoroji  
Works Supdt.

GODREJ & BOYCE MFG. CO. PR. LTD.  
Lalbaug, Parel, Bombay 12.

Ref. No. KNN/ Cir/3419

January 15, 1959

N O T I C E

The Company is anxious that the workmen should increase their earnings and the only way of doing that is by increased productivity.

The Management has been sanctioning to workmen special increments in their grades for increasing production by greater effort, initiative, etc. In discussions with the workmen it has been found that the workmen were not happy about the special increments being included in their grades. In response to the workmen's wishes and to enthuse them to take full advantage of the scheme it has been decided that Special Increments effective after 1st January 1959 will not be reckoned for purposes of "limits" in their respective grades. To explain further, Special Increments will be outside the grades and "limits" will not be accelerated by reason of special increments.

It is hoped that all workmen will take full advantage of this liberalisation in the scheme.

For Godrej & Boyce Mfg. Co. Private Ltd;

Sd. K. Macroji.  
Works Supdt.

Copy to:  
Godrej & Boyce Workers' Union,  
Vikhroli, Bombay.

Ref. No. KMH/Conf/6

Bombay-12, 15-1-1959

The General Secretary,  
Godrej & Boyce Workers' Union,  
BOMBAY.

Dear Sir,

Further to the discussions held with you on January 9, 1959,  
we have pleasure in enclosing a draft of Grievance Procedure.  
We have reserved translation of the draft until it is finalised.

Yours faithfully,  
For Godrej & Boyce Mfg. Co. Private Ltd.

Sd. K. Naoroji.  
Works Supdt.

## GRIEVANCE PROCEDURE

The Company has been having an informal and flexible procedure for settling grievances. It has now been decided to introduce a formal Grievance Procedure, which shall be as under;

### Stage 1 - SUPERVISOR

If you have a grievance, please talk it over with your supervisor in the first instance. This should be done within 7 days of the date on which the facts on the basis of which the grievance has arisen become known to you, and the supervisor's reply will be given to you within 5 days. In case of grievance arising out of promotions, you will be allowed a time limit of 45 days from the date of promotion in question, and the supervisor's reply will be given to you within 20 days. This stage will be an informal stage in the Grievance Procedure.

### Stage 2 - PLANT- IN-CHARGE

If you are not satisfied with the reply at stage 1, obtain from the Labour Officer of your Plant a copy of Grievance Form I, and fill out the details in respect of yourself. In the space provided for under the heading 'Grievance', state your grievance in brief and sign it. This form should be submitted to the Labour Officer of your Plant against acknowledgement within 7 days from the date a reply was given to you by your Supervisor at Stage 1.

Your Plant-In-Charge will discuss the matter with your Supervisor and with you if necessary. The reply of the Plant-In-Charge will be conveyed to you through the Labour Officer of your Plant within 8 days of receipt of Grievance Form I.

### Stage 3 - GRIEVANCE COMMITTEE

If you are still not satisfied with the reply at Stage 2, obtain from the Labour Officer of your Plant Grievance Form II, fill it in triplicate, and hand it over to the Labour Officer of your Plant against acknowledgment within 7 days from the date of receipt of a reply at Stage 2.

A Grievance Committee consisting of 3 representatives each of the Management and the Workmen from each Plant will investigate into your grievance. The decision of the Grievance Committee will be communicated to you through the Labour Officer of your Plant within 14 days from the date of receipt of Grievance Form II. The unanimous decision of the Grievance Committee shall be binding on you and the Management. In the event of difference of opinion among the members of the Grievance Committee, the views of the members together with the relevant papers regarding the grievance shall be placed before a Director of the Company for decision.

Your grievances arising out of discharge or dismissal also may be taken up by you at this stage, subject to the time interval stated above, i.e. within 7 days from the date an order was received by you.

### Stage 4 - DIRECTOR

In the cases of grievances placed before a Director of the Company, as provided for under Stage 3, the decision will be communicated to you through the Labour Officer of your Plant within 10 days from the date of reply at Stage 3.

### NOTE TO GRIEVANCE PROCEDURE

1. In the case of certain small sections notified separately, as there are no Plants-in-Charge in respect of them, the workmen concerned are required to proceed with grievances directly to Stage 3 from Stage 1, in the Grievance Procedure, subject to the time interval at Stage 3.
2. In calculating time intervals in the Grievance Procedure, holidays shall not be ~~xxxx~~ reckoned.
3. Wherever Management's decision cannot be given within the stated intervals in the Grievance Procedure, the reasons for delay should be recorded.

4. If the grievance in question arises out of personal relationships and not out of conditions of employment, such grievances should be taken up in the first instance with the authority in the line management immediately above the person against whom the complaint is made.

5. If a grievance arises out of an order of the Management, the said order shall be complied with before the workmen concerned invokes the procedure laid down in the Grievance Procedure. If, however, there is a time lag between the issue of order and its compliance, the Grievance Procedure may immediately be invoked but the order nevertheless must be complied with within the due date, even if all the steps in the Grievance Procedure have not been exhausted.

6. If any grievance taken up in this Grievance Procedure is established to be wilfully false or malicious, the complainant will render himself liable to strict disciplinary action.

\*\*\*\*\*

CONSTITUTION OF THE GRIEVANCE COMMITTEE

1. There shall be separate Grievance Committee for each Plant consisting of 3 representatives each of the Management and the Workmen in that Plant.

2. The Management's representatives on the Grievance Committee of each Plant shall be:-

1. Works Superintendent,
2. Plant-in-Charge, and
3. Labour Officer.

3. The Workmen's representatives of the Grievance Committee of each Plant shall be:-

1. Any two workmen nominated by the Godrej & Boyce Workers' Union in this behalf from each Plant, and
2. A member of the Works Committee representing the department in which the aggrieved workmen is employed.

4. The Works Superintendent will be the Chairman of the Grievance Committee of each Plant.

5. The Labour Officer of the Plant will be the Secretary of the Grievance Committee of that Plant.

\*\*\*\*\*

GRIEVANCE FORM -I\*

(Ref: Grievance Procedure- Stage 2- Plant-in-Charge)

Establishment:.....  
Plant No.....  
Name.....Dept./Section.....T.No.....  
Supervisor's Name.....  
Grievance reported to Supervisor on.....  
Supervisor's reply given on.....

GRIEVANCE

Date:.....

Signature or Thumb impression of  
Workman

Date of receipt by  
the Labour Officer:.....

Reply due on:.....

DECISION OF THE PLANT-IN-CHARGE

Date:.....

Signature of Plant-in-Charge



\* This form should be submitted to the Labour Officer of your Plant against acknowledgment within 7 days from the date a reply was given to you by your Supervisor at Stage 1. except in cases of certain small sections notified seperately, in which case Grievance Form II at Stage 3 is to be used:

\*\*\*\*\*~~XXXXXXXXXXXX~~\*\*\*\*\*

GRIEVANCE FORM- II \*

(REF: Grievance Procedure- Stage 3 - Grievance Committee)

Establishment:.....

Plant No:.....

Name.....Dept./Section:.....

T. No.:..... Supervisor's Name:.....

Grievance referred to Plant-in-Charge on:.....

Grievance reported to Supervisor on :.....

Reply of Plant-in-Charge received on:.....

Supervisor's reply given on :.....

GRIEVANCE REFERRED TO GRIEVANCE COMMITTEE

Date:.....

Signature or Thumb impress-  
ion of workman

Date of receipt by the  
Labour Officer.....

Reply due on.....

DECISION OF THE GRIEVANCE COMMITTEE

Date:.....

Signature of Chairman

\* This form should be submitted in TRIPLICATE to the Labour Officer of your Plant against acknowledgment within 7 days from the date of receipt of reply at stage 2, or Stage 1 in cases of certain small Sections notified seperately.

\*\*\*\*\*

No MNS/ 368/ of 1958-59.

Office of the General Secretary,  
Municipal Nekar Sangh, Chalisgaon,

Dated:- 21/1- January 1959.

To,

The Regional Labour Commissioner,

(Central) Bombay,

Subject:- Affiliation of our Union to the -  
All India Trade Union Congress

Ref:- Your Letter No.B-451 (8) 59 dated 20-1-59.

Sir,

With reference to the above we have to state that it quite true that we have not mentioned anything regarding the affiliation of our union to the A.I.T.U.C. while - submitting our Annual return for the year 1957-58 as the decision of affiliating our union to the above said central organisation of Labour was taken by the General Board - Meeting of our union in the month of June 1958.

We think that the A.I.T.U.C. is absolutely - correct in stating that our union has been affiliated to it as we have ~~paid~~ paid it subscription for the year January to December 1958 and we have obtained a regular receipt from the A.I.T.U.C. vide receipt No.1453 dated 25-1-58 for Rs15-00 as we have got the membership above 250 and below 500.

We hope the above stated information in detail will be quite sufficient and if any further information is required we are pleased to say that it can be done at any time if we are requested to do so.

Thanking you,

Yours Faithfully,

*N.D. Deshpande*  
21/1

*General Secretary*

Copy To:-  Shri:- Com.S.A.Dange,

General Secretary,

A.I.T.U.C.,

4, Ashok Road,

New Delhi.

27 JAN 1959

Secretary of Bombay State Transport Employees Union. I have also worked in Railway & Trade Unions. So I would like to join such a school if selected. I am a graduate & can do the job well. I am in working T-Vs since 1942, so I would like to know more about such things scheme of the Govt. so please send me detailed information on this point. Also what is the course? what are we expected to do after studying etc.

Lastly we want to reorganise the Gujarat PTUC of AITUC. We want to unite GRTUC & SRTUC & to hold a conference of Gujarat T-Vs. in Sundernagar. If you (i.e. ~~Dr~~ Dr Daye) can come it is better. We are prepared to fix date of his choice. So please let me know when he is free & when he can come. 400. Personally Hoping to receive reply soon. S. Trivedi  
General Secretary T-V.C.

अन्तर्देशीय पत्र

इस पत्र के अन्दर कुछ न लिखिये



To Redireced

The General Secretary

All India Trade Union Congress

CLERKINATAK PRABESH  
TRADE UNION CONGRESS  
52/A Area Srinivasachar

Street: NEW DELHI

BANGALORE-2

← पोस्टा मोड →

भेजने वाले का नाम और पता



← पोस्टा मोड →

To

General Secretary

AITUC

NEW DELHI

6/6 Banting Cement Kamal Union  
Opp: Railway Station  
Baroda-2  
15/1/59

Dear Comrade,

The Labour Inspector (C) had come to see the office of Cement Kamal Union opp: Railway Station Baroda-2 to verify our membership. Although there is no rival union zone had selected our union for verification of membership. He had come to our office on 13-1-1959. He saw all records. According to my records that I had shown 29 members in Annual Return. Out of that one had paid subscription for one month & the other 2 had paid for 2 months. All the books were O.K. I learnt from him that you have shown 38 as our members. While for the year 1955-58 we had a membership of 29. Secondly I have told him that we had not

paid fees to AITUC but to RTUC. for 56-57, 1957-58 & 1958-59 is due. I don't know what you have shown. This is for your information.

I suggest that you should inform each union about the details which you have shown to Govt of India. so that no confusion arises. I think that you must have shown 38 members of our Union on the basis of old records. Our union was formerly known as Home Pipe Kamal or Madhal. Then we changed the name Cement Kamal Union & registered it on 14 Nov 1956. This is all about verification.

Now I learnt from TUR ~~that~~ dated 5/1/1959 that another school for Teacher administrators is to be conducted for the benefit of employees in Public sector. I am interested in this school as I am also General

24 FEB 1959

Your letter.

January 26, 1959.

General Factory Manager,  
Hindustan Lever Limited,  
Sewri, Bombay 15.

Dear Sir,

Sub: Your Notice of Change for the 5 LB Dalda  
Filling Line.

In reply to your above mentioned Notice dated 9th January 1959, we have to state the following:-

The said Notice was duly discussed in a Meeting of the workers concerned on 25th January 1959 and it was felt that the proposed change should not be introduced unless the workers are fully explained and ~~the~~ thoroughly satisfied that they would not have to suffer.

The Notice is very inadequate and does not give full knowledge of both the change proposed as well as its effects on the workers. It only states the number of workers to be reduced but it is silent on all other important points.

If the feeding of tins to the reformer and the feeding of ~~ix~~ reformed tins to the filling lines are eliminated, does it guarantee that it would not mean additional burden on the reformer? At present he gets tins on the table before him and has to do only the reforming. Now, as far as we are able to understand, he will have to mind both the points— receiving as well as supplying to the Filling line. The movements of his limbs will be entirely controlled by the speed of the machine. The ~~ix~~ reformer on 'C' grade to-day reforms on an average 5000 tins; and the proposed change will mean additional ~~work~~ work-load as well as mental strain. On this point there is no clarification in the said Notice.

The second para of the Notice says that since there would be a reduction in the number of workers after the new techniques introduced, the job of relieving would also be less and so further reduction should be accepted. We are totally opposed to the reduction proposed in the second para and we ~~are~~ also express our strong resentment against the attitude expressed in the same para on the question of relieving. It violates the very basic principle that is to be ~~gr~~ safeguarded before any scheme of rationalisation or new technique is introduced. No such schemes should be introduced if they bring in increase of work-load or speed-ups. In fact it has been our main complaints against the Management that they do not provide full and proper complement necessary for each process, and hence the workers have to work without relievers, which means not only additional strain on them but it also subjects them to do jobs outside their respective designations. Instead of ~~ix~~ boldly tackling this problem, it seems you have chosen to exploit the good-will of the workers who do the relieving among themselves. Moreover, we believe that the Management would accept the decisions, recommendations and the proposals of the Indian Labour Conference from time to time and as such, on the question of introduction of such ~~schemes~~ schemes, we expect the Management to implement all the recommendations laid down in the "Model ~~Agre~~ Agreement to Guide the Employers in regard to Rationalisation". We therefore earnestly request you to postpone the proposed change

and follow the steps proposed in the Model Agreement.

Thanking you,

Yours truly,

General Secretary.

THE NEW MACHINE OF CHANGE FOR THE 5 1/2 HOURS  
FILLING LINE.

The following is a summary of the proposals made at a meeting of the workers' committee on 19th January 1938, in connection with the proposed changes for the 5 1/2 hours filling line.

The proposals were discussed at a meeting of the workers' committee on 19th January 1938. The proposals were discussed and the following points were raised:

The proposals were discussed and the following points were raised:

The proposals were discussed and the following points were raised:

The proposals were discussed and the following points were raised:

24 FEB 1959

(A-3)

January 28, 1959.

Comissioner of Labour (Admn.),  
Bombay State,  
Cawasji Framji Institute Bldg.,  
Bombay 2.

Dear Sir,

Enclosed herewith please find a copy of our letter dated 26th January 1959 regarding a Notice of Change in the Filling Dept. of the Hindustan Lever Limited, Sewri, Bombay 15. We have requested the Management not to introduce the proposed change unless the workers are fully explained and satisfied that the said change does not harm their interests.

Thanking you,

Yours truly,

*S. K. V. Rain*  
for General Secretary.

Co. Secretary,  
All India Trade Union Congress, New Delhi.

General Secretary,  
Bombay State Trade Union Committee, Bombay 1.

113

xx S.S.Mirajkar  
30-1-59

Dear Com.,

Thanks for your letter dated 15-1-59. The mistake you referred to regarding the membership of the union could have been avoided if you had contacted the Gujrat PTUC earlier. We had sent a copy of the list we submitted to the Govt. to each PTUC, since it was not possible to send the ~~the~~ same to each union.

As regards the TU school, the Labour Ministry has taken a decision to hold such a school, but we are not informed about the probable date or the venue of the school.

Com. S.A.Dange is at present in Bombay. He will be here for the budget session of the Parliament. Only then will it be possible for him to let you know his programme.

With Greetings,  
Yours Fraternally

*Ums*  
*30/1/59*  
(Secty. AITUC)



3794.

COPY

February 9, 1959.

1. Shri.J.F.Desouza  
T.No. 3076, Oil Engine Assembly.
2. Shri.R.B.Phalke,  
Inspection Department.

CHARGE SHEET

Cooper Engineering Ltd., has in its possession a leaflet published and circulated under your joint signatures. The leaflet states that the Management of Cooper Engineering Ltd., had introduced Shri.Ram Phalke as the General Secretary of the Cooper Kamgar Sangh to the Delhi Government Inspector.

The Management of the Company or any Officers belonging to the Company have not introduced Shri.Ram Phalke as the General Secretary of the Cooper Kamgar Sangh nor have made any statement to that effect.

The statement in the leaflet is entirely false and misleading. Since this leaflet bears your joint names as the publishers, it is considered a misconduct on your part under Sub Sec. 32 of the Standing Orders.

You are therefore directed to explain in writing, within 24 hours from receipt of this charge-sheet, why action should not be taken against you. You are further directed to present yourself in the office of the undersigned at exactly 5.00 P.M. on 10th Feb.1959 for an enquiry.

If no written explanation is received or if you fail to present yourself for enquiry at the stipulated time decision will be taken ex-parte.

For COOPER ENGINEERING LTD.,

Sd. M.M.Doshi.

General Manager.

म्हेंरवान

जनरल मॅनेजर,

कूपर विजिनिस्परिंग लिमिटेड, सातारा रोड.

यांना ...

श्री. राम फताळके, जिन्सपेवशन डिपार्टमेंट.

यांकडून ....

विषय : रेफरन्स नं. १७९४ ता. १-२-९९ चार्जशीटला अुत्तर.

म्हानसय,

स्टॅन्डीष ऑर्डर सब सेक्शन १२मध्ेय म्हटल्या प्रमाणे मी कोणतेही कृत्य केले नाही. सदरची लीफलेट जी काढण्यात आली आहे. <sup>Red</sup> कूपर कामगार संघाचा जनरल सेक्रेटरी व अध्यक्ष या नात्याने आम्ही दोघांच्या सहीने काढले आहे.

सदर लीफलेट मध्ेय खालील वाक्य आहे. 'कूपर मॅनेजमेन्टने कूपर कामगार संघाचे जनरल सेक्रेटरी म्हणून श्री. राम फताळके यांचीच जिन्सपेवटरही - शी ओळख मी करून दिली.'

वरील विधान खोटे व दिशामूल करणारे आहे असे आपल्या न चार्जशीटमध्ेय म्हटले आहे. चार्जशीट मधील आपले म्हणणे खरे नाही. या सान्ना घटने बद्दल हकिकत अशी :-

लेखर जिन्सपेवटर, सेन्ट्रल गव्हर्नमेंट यांचेच कूपर कामगार संघाला ता. १४ जानेवारी, १९९९ रोजी रेफरन्स नं. ४९१(८) ९९ चे पत्र आले. त्या पत्रात श्री. लेखर जिन्सपेवटर कूपर कामगार संघाचे रेकॉर्ड व रजिस्टर जिन्सपेवशन करीता ता. २२-१-९९ रोजी <sup>ते मन्मर: ६४९</sup> येणार असल्याचे कळविले होते. सदर पत्र जोडले आहे. त्या प्रमाणे कामगार संघाचे सर्व रेकॉर्ड मी त्यात ठेविले होते परंतु श्री लेखर जिन्सपेवटर तारिख २२-१-९९ रोजी सातारा रोडला आले नाहीत. तारिख २४-१-९९ रोजी श्री लेखर जिन्सपेवटर साताराला आहे व त्याने तेथून कंपनीस पेनांकेला व पेनांन वरून त्यांनी कूपर कामगार संघाचे पदाधिकाऱ्याची चौकशी केली असे समजते.

त्या पेनांन कोळमुळेच तारिख २४-१-९९ रोजी सगळी ११ व नती कंपनीचे लेखर ऑफीस श्री पांजणकर यांनी मला बोलावले. व श्री लेखर जिन्सपेवटर (सेन्ट्रल गव्हर्नमेंट) यांचा पेनांन आल्याचे सांगितले व त्याप्रमाणे आम्ही तिघांनी

आम्ही तिघांनी श्री. अद्यक्षा डिसोझा, उपाध्यक्षा तुकाराम फाळके व जनरल सेक्रेटरी राम फाळके यांनी रजा काढल्या. श्री. खैर जिन्सपेवटर, साताराहून आणण्या करीता कंपनीने ( दुरिग ) पाठविली होती. स्वरू गाडी फिफ्याट नं. १७५६ होती. श्री. खैर जिन्सपेवटर साताराहून आले. ते सरळ कंपनीच्या खैर ऑफीसमध्ये गेले असे मला समजल्यावरून खैर ऑफीसमध्ये मी चौकशी करण्या करीता गेले. तेव्हा श्री. पांजणकर कंपनीचे खैर ऑफीसर हे अका असिमाशी बोलावले होते. मी खैर ऑफीसमध्ये जाताच श्री. खैर ऑफीसर, श्री. पांजणकर यांनी मी व खैर जिन्सपेवटर यांची परस्परांना ओळख करून दिली. स्वरू ओळख राम फाळके, जनरल सेक्रेटरी, कृपर कामगार संघ, अशी करून दिली आणि ती अगदी सहाजिक आहे हे आपल्या लक्षात येविले.

सधाचे नावावर काम करणारी अितर मंडळी श्री. जगन्नाथ फाळके, अकनाथ फाळके अित्यादिना कोरेगाव सिव्हील कोर्टाने सधाचे नावावर काम करण्यास प्रतिबंध केला आहे. त्याबद्दल आम्ही आपणास कळविले होते. त्रिवाय खैर जिन्सपेवटर यांचे पत्र रेफरन्स नं. ४५२ (८) ५९ चे आम्हाला मिळाले होते व फोन कॉलमुळे आम्ही रजा काढली होती. त्यामुळे श्री. पांजणकर खैर ऑफीसर यांनी खैर जिन्सपेवटर ( सेन्डल ) यांना भाषी ओळख जनरल सेक्रेटरी, कृपर कामगार संघ म्हणून करून दिली. अकून सर्व घटना पहाता हे स्वाभाविक व सहाजिक होते व स्वरूची सत्य घटना आम्ही लीफ्लेटमध्ये लिहिलेली आहे.

त्यामुळे स्वरूचे विधान हे सत्य आहे, तसेच त्या विधानामुळे दिशामूल करण्याचा प्रश्न उदभवत नाही. आम्ही केलेले स्वरूचे विधान चांगल्या हेतुने व योग्य विश्वासाने ( अिन गुड फेथ ) केले आहे व ते विधान सरे आहे, अशा प्रामाणिक समजूतीने केले आहे.

स्टे ऑर्डर सत्र सेवशन १२ मध्ये म्हटल्या प्रमाणे स्वरूचे विधान आम्ही कंपनी अगर कंपनीच्या कोणत्याही नोकर किंवा मॅनेजमेन्टस संबंधीत असणारा असिम याबाबत लोटेपणाने, दुष्ट हेतुने किंवा पूर्वग्रह दूषित दृष्टीने केलेले नाही. अगर ते विधान कोणाच्याही विरुद्ध केलेले नाही. ~~सहाजिक~~

स्वरू विधान आम्ही ( अिन गुड फेथ ) केले आहे याबाबत पुन्हा अकदा आपणास सांगी देणे जिच्छीतो.

याबाबत लेखी मुतराने समाधान झाले नाही तर मला याबाबत आवश्यक तो पुरावा हजर करण्याची परवानगी असावी, ही विनंती. कळवे.

आपला मंत्र,

*Bhalku*

Cooper Kangar Sangh,  
Satara Road,  
Date Feb. 1959

To

The General Manager,  
Cooper Engineering Co., Ltd.  
Satara Road

*Resinstatement of. 1959. PHALKE*  
Subject - Victimization of Shri Ram Phadke  
and J.F.D'Souza.

Sir,

You were and are aware that Shri Ram Phadke and J.F.D'Souza are the General Secretary and President respectively of the Cooper Kangar Sangh, which is a Registered Trade Union.

You served Charge Sheets alleging misconduct under Standing Order 32 by a letter dated 9-2-1959 and after holding a sort of an inquiry the General Secretary and the President have been dismissed by letters dated 11th Feb. 1959.

The Managing Committee of the Union having received representations from workers and on its own motion has considered the circumstances in which the said dismissal orders were passed and has come to the conclusion that the dismissals are unjust, illegal, improper and also amount to victimisation for Trade Union activities. This conclusion is reached by the Managing Committee in its resolution passed on 14<sup>th</sup> March 1959. The circumstances which have led the Union to this conclusion are as follows :-

1. That the recognition of the Sangh was withdrawn after the said General Secretary served a notice of termination of Shri Salim M. Merchant's award and other agreements.
2. That the Sangh served on the Company fresh demands on behalf of the workmen.
3. That the said General Secretary and the President took a leading part in uniting the workers by establishing a friendly relationship with the Kangar Union, Cooper Engineering, Ltd., which is an unrecognised Union.
4. That the Company has unwarrantedly made a big issue out of the anonymous leaflet issued by the Sangh.
5. That the method and manner of the inquiry was not in conformity with standing orders.
6. That the Company should have at least taken into consideration that the Central Labour Inspector had come in pursuance of the decisions reached at Kainital the purpose of which is to prevent unfair practices on both sides, and should not have taken any action.

on behalf of the Sangh

8. That the concerned workmen were not allowed to produce their witnesses nor were allowed to cross-examine Company's witnesses.

In the circumstances the Sangh demands that both Shri Phadke and D'Souza should be reinstated in the service of the Company with full back wages by setting aside the dismissal orders.

Yours faithfully,

Bhale

General Secretary  
Cooper Kamnar Sangh, Satara Road.

Copy to

1. The Assistant Commissioner of Labour, Poona.
2. The Hon'ble Minister for Labour, Bombay State, Bombay
3. The Chief Minister, Bombay State, Bombay
4. The Labour Minister, Central Government, New Delhi
5. The Secretary, Evaluation and Implementation Committee  
c/o Ministry of Labour and Employment, New Delhi.

SATARA ROAD, 19th Feb. 1959.

To,

The Hon'ble Labour Minister for Bombay State,  
Bombay.

Subject: Demand for immediate reference to the  
Industrial Tribunal Court re: the dispute  
about the victimization of the President &  
the General Secretary Cooper Kamgar Sangh  
Satara Road.

Sir,

I as the General Secretary of the Cooper Kamgar Sangh  
am enclosing herewith copies of the demands addressed to the  
General Manager of Cooper Engineering Ltd., and the request to  
the Assistant Commissioner of Labour of Poona for kind interven-  
tion.

As the matter is very serious and the Management is  
provocative the Sangh demands that the dispute should be imme-  
diately referred to the Industrial Tribunal Court by the -  
State Government according to the Section 10(1)c of India Dispute  
Act.

Hope you will do the needful and oblige.

Yours faithfully,

*Bhalke*  
19-2-59

Copies forwarded to -

1. The Hon'ble Chief Minister, Bombay State.  
Bombay.
2. The Hon'ble Labour Minister, for Central,  
New Delhi.

General Secretary.  
COOPER KAMGAR SANGH, SATARA ROAD.

INDEX to the application made to  
the Asst. Coommr. of Labour Poona by the Cooper Kamgar Sangh  
Satara Road.

1. Copy of the demand for admitting the dispute in conciliation.
2. Copy of Demand to the General Manager of the company for reinstatement of Shri. Phalke & Desouza.
3. Copy of the chargesheet served by the Management.
4. Copy of the written reply sent to the Manager by the -  
victimized worker stating the facts and denying the charges  
and demanding permission to produce witnesses on their behalf
5. Copy of the Dismissal order.
6. Leaflet issued by the Sangh.
7. Standing Order Sub-Section 32, copy of.

The Application (and the enclosed index) are addressed to the  
Asst. Coommr. of Labour Poona and copies sent to for information  
1) The Hon'ble Labour Minister B.S. Bogbay, 2) Chief Minister,  
Bombay State, 3) the Hon'ble Labour Minister Central New Delhi,  
4) Evaluation & the Implementation Committee, Central Govt.,  
New Delhi.

From

The General Secretary, Cooper Kamgar Sangh,  
Satara Road.

Subject: Immediate intervention and admission into  
conciliation the dispute about the victimi-  
sation of the Office-bearers of the Sangh.

.....

Sir,

I, the G.S. of the Sangh, am enclosing the demands  
herewith served on the Company on 19-2-59, stating that both  
Shri. Phalke & Desouza be reinstated in the service of the  
company with full back wages, setting aside the dismissal order.  
As the Manager of the company himself has created a dispute  
the Sangh does not expect the justice from the Company so the  
Sangh demands that the dispute should be immediately admitted  
into conciliation and the whole matter should be set in order.

The Sangh has tried to control the roused deep unrest  
and passions of the workmen hoping the dispute will be immediat-  
ly admitted into conciliation; every passing day is adding fuel  
to the fire and the situation may come when the workmen will not  
be enough patient and the situation may come to the head.

The Sangh feels earnestly that your office is in a position  
to grasp the situation; if unfortunately the matter is delayed  
beyond 25th of Feb. 1959 and the Management continued provocation  
the responsibility will not be borne by the Sangh but <sup>By P.P.</sup> the  
Management exclusively.

The Sangh has put up the various demands on behalf of  
the ~~workmen~~ workmen with your office on 1st Sept. 1958 (the  
dispute is pending since) <sup>IN R.A.P.</sup> to which this demand of reinstatement  
should be included and the whole matter should be admitted into  
conciliation. Though the situation is tense the Sangh tried



to control it, expecting legal steps shall be taken by your Office without delay. The Sangh requests that this matter should be treated very very seriously.

Thanking you,

Yours faithfully,

*Bhalke*

General Secretary,  
Cooper Kamgar Sangh, Satara Road.

Note:- 1) Please take note that on 16-2-59 the Cooper Kamgar Sangh delegation had approached to the Registrar of Trade Unions for Bombay State (Shri.Kale) consisting of Ram B.Phalke, General Secretary, & other 2 office-bearers with Shri.B.D.Jagtap and Bhalerao both M.L.As.

The Sangh handed over a certified copy of the Civil Court's judgment given in the matter, ~~which was~~ declaring that our body viz. Cooper Kamgar Sangh, Satara Road, is the only valid body ( a True copy of the judgment has been sent to you on 27-12-58). The Registrar has agreed to recognize Shri.Ram B.Phalke as the General Secretary of the Cooper Kamgar Sangh and the other members of the body as valid. Therefore, the Sangh feels that there should not be unnecessary delay in the matter.

The Sangh feels you will do needful and oblige.

Expecting your reply telegraphically as the situation is going ~~from~~ <sup>to be R.P.</sup> tense and more tense every day.

Note 2. All the postal communication should be addressed on the following <sup>ADDRESS R.P.</sup> because of some postal irregularities:-

The address: Ramchandra Balkrishna Phalke,  
c/o D.B.Phalke,  
At Post SATARA ROAD.  
Dist.N.Satara.

COPY

No. 4128.

February, 11, 1959.

Registered A.D.

Shri. Ram Balkrishna Phalke,  
Inspection Department.

ORDER

In the enquiry held in my office on 10-2-1959 in furtherance to the charge-sheet served on you under our No. 3794 of 9-2-59, you have admitted that the leaflet shown to you at the enquiry was published by you jointly with Shri. J. F. Desouza, T. No. 3076.

I am convinced that the statement made in the said leaflet is false and misleading.

The language used in the said leaflet is malicious and -  
derogatory to the prestige of the Company.

Further you have refused to sign the statement recorded at the enquiry.

Hence I order your dismissal from the Company with immediate effect.

COOPER ENGINEERING LTD.

Sd. M. M. Doshi.

General Manager.

Original sent by registered post  
and copy by hand delivery.

....

The Honourable Speaker,  
Bombay State Legislative Assembly,  
Bombay.

Subject :- Petition on behalf of the establishments  
governed by the Bombay Shops and  
Establishments Act, 1948.

Sir,

We, the undersigned, have been authorised by the Tailoring Workers' Association, Hotel Mazdoor Sabha, Lal Baita Press Kamgar Union, Laundry Workers' Union, Shoe Workers' Union, Stable workers Union, Carpenters and Polishers Workers' Union and several other trade unions, to submit the following petition to your Honour for consideration and favour of necessary action :-

2. The Government of Bombay have been pleased to extend the provisions of the Payment of wages Act, 1936, Bombay Shops and Establishments Act, 1948 and the Industrial Disputes Act, 1947 to all commercial establishments. These legislations were enacted with a view to affording necessary relief and protection to the employees in commercial establishments, but we regret to point out that the manner in which they are being administered has brought no relief and given no protection to the employees concerned as will be seen from the following :

Bombay Shops And Establishments Act, 1948.

The administration of this Act is entrusted to Municipal Commissioner, Greater Bombay Municipal Corporation who has appointed a Chief Inspector, Shops and Establishment for the area upto Mahim and the remaining area is entrusted to the Assistant Superintendent of licences, Bombay Municipal Corporation, Bandra, Bombay 20. Under these enforcement authorities, there are appointed a few Inspectors to enforce the provisions of the Bombay Shops and Establishments Act and the Payment of Wages Act. The number of these Inspectors is so inadequate that these acts are more or less dead for all practical purposes. They have not been able to enforce the provisions of the Bombay Shops and Establishments Act and the result is that employees do not get weekly off, do not get leave with pay and do not get any over time for working on weekly off's days. In some of the Commercial Establishments Specially in milch establishments, even duty hours are not fixed and regulated. In these establishments employees are "entraged on an average for about 16 hours per day", as will be seen from a perusal of page 972 of the Labour Gazette of May, 1955 published by the Deputy Commissioner of Labour (Administration) Bombay. Workers who work beyond limits of hours of work are entitled to over time wages under Section 63 of the Bombay Shops and Establishments Act, 1948, but they are deprived of the same as the employers do not keep a record of duty hours required under section 15 of the Bombay Shops and Establishments Rules 1948. The Stable Workers' Union brought this state of affairs to the notice of the Secretary, Labour and Social Welfare Department Government of Bombay, by letter dated 15th July 1957, but has not received any reply so far beyond an acknowledgment No. 132. 1557 /90191.J dated 31st July 1957. Reminders have failed to elicit any reply to the representation.

It is further submitted that as a result of Conciliation proceedings, some of the employers of stable workers introduced weekly off in their establishments. This acted as a wild fire and the licences of the Aarey Milk Colony could not resist this demand of their employees and introduced weekly off's in their establishments from October 1958, but on representation from them,

the Government of Bombay amended entry 45 in Schedule II of the Bombay Shops and Establishments Act, vide Government Notification, Labour and Social Welfare Department No. LSE.1556 dated 12th December 1954 and deprived these workers of weekly offs. The employers who had introduced weekly offs in their establishments immediately discharged all the newly recruited men and reverted to previous system of taking work on all days of the week. The enforcement authorities of the Bombay Municipal Corporation are found to be sympathetic to the employers and apathetic to the workers.

Payment of Wages Act, 1936.

The payment of Wages Act, 1936 was enacted with a view to regulate the payment of wages to certain classes of persons employed in industry. For the city of Bombay only one Authority was appointed to investigate applications under this Act in addition to those under the Workmen Compensation Act. By Notification No. 729 /48 dated 10th March 1955 the Government of Bombay extended its application to all the establishments. The limits of Bombay city was also extended and this resulted in considerable increase in the number of applications under the Act. The applications under the Employees State Insurance Act are also investigated by the Authority. It is true that one Additional Authority was appointed in 1954, but the work of this court has increased to such an extent that applications have been delayed upto a period of two years to reach a final decision. It is our general experience that employers do not deposit the amounts awarded and, the Authority has to request the Collector of Bombay or Bombay Suburban Districts to recover the amounts as land revenue. This has caused a vertical dead-lock. It has been found very difficult to make the staff of the collector, Bombay and Bombay Suburban District move and realise the amounts by attaching the properties of the defaulters on the plea that they have got numerous other duties to perform. The court is situated in such premises where there is no arrangement for the advocates, workers and their representatives to sit.

Industrial Disputes Act, 1947.

This legislation was enacted to make provision for the investigation and settlement of industrial disputes and for certain other purposes mentioned therein, but the manner in which it is being administered is defeating its purpose. The Assistant Labour Officers have got no power even to make recommendations of their own. Employers simply ignore them and do not care even to attend their offices. The Conciliation Officers have been found to be very reluctant to admit disputes in conciliation on the plea that employers against whom complaints are made have employed less than 20 men in their establishment. Section 12(1) of the Act has vested discretionary power in the Conciliation Officers to admit or refuse to admit disputes in conciliation. This power is generally used against workers. They further state that it is the policy of the Government not to harass or drive out of from business small or each employers by involving them in conciliation proceedings. The action of the Conciliation Officers and the policy of the Government run counter to the provisions and intentions of the Act. Under Section 12(2) of the Act, it is incumbent on a Conciliation Officer to "do all such things as he thinks fit for the purpose of inducing the parties to come to a fair and amicable settlement of the dispute", but what they actually do is to reply to the Union concerned that it is not proposed to intervene in the matter.

The right of representation of an employer is defined in Section 36(2) of the Act, but the Conciliation Officers allow so called Labour Consultants or Labour Advisers to represent them and these advisers and consultants see to it, for their own selfish end, that a settlement is not reached and that there is a perpetual conflict between labour and management. If the disputes pass the hurdle of Conciliation Officers and a failure report is submitted the Government invariably refuse to refer the dispute to a Labour Court or Tribunal in exercise of their discretionary power under Section 12(5) of the Act. There is a class of workers in commercial establishments who work on piece rate system. They are supplied by business men the necessary materials for manufacturing and preparing consumers goods, and are paid for the work done. They work either at the premises of such persons or at their own homes. They are not treated as employees of the persons supplying them the necessary materials. They are treated as contractors and have thus been denied the protection of any labour legislation. This generally applies to bidi workers and carpenters. The demands of employees of the so called small concerns regarding bonus, casual leave, sick leave etc are not taken in conciliation.

Other Social Legislations not Applied.

Though the service conditions of the employees of the commercial establishments are horrible and wretched such social legislations as Employees State Insurance, Act, provident fund, Act, minimum wages Act have not yet been applied to them. No attempt has been made either by the government or the employers to make their life decent. There is no scheme for old age pension etc.

Prayer.

We, therefore, pray that you will be pleased to take necessary steps to secure the following demands of the employees of the commercial establishments :-

1. The Government of Bombay have constituted a minimum wages inquiry committee on which only representatives of unions affiliated to I.N.T.U.C. are appointed. Representatives of other unions are not there. This has evoked serious misgiving in the minds of unions not affiliated to I.N.T.U.C.
2. The Bombay Municipal Corporation should be directed to appoint sufficient number of Inspectors to enforce the provisions of the Bombay Shops and Establishments Act, 1948 and the Payment of Wages Act, 1936 and to enforce these Acts within about a month. In case, the Bombay Municipal Corporation plead their inability to do so, on financial or any other grounds, the government should take over the administration of the Bombay Shops and Establishments Act, 1948 in their own hand under Section 46 (1) of the Act.
3. The number of Authorities under the Payment of Wages Act, 1936 should be increased and officers to recover the awarded amounts should be appointed under them.
4. The Payment of Wages Court should be housed in a spacious building with adequate arrangements for the litigants to sit.
5. The Industrial Disputes Act, 1947 should be amended giving adequate powers to the Assistant Labour Officers to compel the employers to rectify their illegal and unlawful actions. The discretionary powers vested in the Conciliation Officers and the state Government to admit the dispute in conciliation or to refer a dispute to adjudication should be withdrawn and every dispute not settled by the Assistant Labour Officers should be taken into conciliation and should be referred for adjudication if no settlement is reached. Alternately, the unions and workers should be allowed to approach labour

1ST CONFERENCE OF THE EMPLOYEES OF SMALL  
INDUSTRIES,  
Ruphati Mansion, 4th Floor, Opp: G.P.O., Bombay 1.

15th Feb, 1959

To  
The Editor, *K. G. Srivastava, Secy.*  
Trade Union Records, *4, AS Loka Road,*  
New Delhi.

Re : Copies of resolution of the above  
conference.


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Dear Comrade,

I am herewith sending all the copies of  
the above conference along with the copy of the  
petition submitted to the Speaker of the Bombay  
State legislative assembly on 9th Feb, 1959 for  
favour of publication in your paper.

With greetings,

Yours comradely,

  
(S. R. Banerjee),  
Convenor.

Encl : Copies of resolution and  
copy of the memorandum submitted to the  
Assembly.

OF I.D.ACT.

This conference of the employees of small industries while expressing its grave concern over the way in which the implementation of I.D. Act in settling industrial disputes of small concerns is being done by the Govt. of Bombay in their direct support to the employers, in refusing references to the tribunals and noting that the Officers appointed for this purpose are misusing their powers in demanding statements after statements, showing discrimination between Union, sudden closure of cases on the pretext that the number of employees is below 20 and for non attendance of managements and for dearth of Officers, resolves that the path followed by the Officers of Commissioner of labour is against the principles of labour legislations and is in direct contravention of I.D. Act. The conference therefore comes to the conclusion that the laws which have been enacted for the betterment of the working class are being actually used for helping the employers in their anti labour practices and nothing that the functioning of I.D. Act in this state has created such a difficult task to all the Unions, specially to those who handle cases of industries of less number of employees who are most exploited and unorganised, resolves that a strict scrutiny be done by the Central Ministry of labour in the whole affair and demands of the Govt. to implement the following :

1. The conciliation machinery should be improved and more power be given to the officers in settling disputes and implementing the terms of settlement.
2. Every dispute raised must be admitted into conciliation. A separate board of conciliation officers consisting of 5/6 Officers be appointed who should specifically deal with the cases of small concerns.
3. The practice of taking statements after statements be stopped forthwith and all the cases should be settled within two months' time and if no settlement ~~xxxxxxxxxxxxxxxx~~ ~~xxxxxxxxxxxxxxxx~~ reached, the matter may be directed to the tribunal without waiting ~~xx~~ for the approval of the Govt.
4. Since the post of the "set. labour Officers has been found of no use as they have no powers at all, it be abolished forthwith.
5. Suitable amendments be made in the I.D. Act providing for the costs of the Unions in advance if the employers seek to go in appeals.
6. The provisions of I.D. Act be amended suitably so as to grant gratuity and compensation in case the services of any employee come to an end for any reason whatsoever.
7. The procedure about individual disputes must be made expedient and a provision for allowing individual workers to approach the labour Court directly be made ~~in~~ ~~it~~.
8. Suitable amendments be made to stop contract system and punishable under the provisions of the Act.

On Provident and Insurance Act.

This conference of the employees of small industries noting the deteriorating service ~~working~~ conditions of the employees of small industries who are deprived of their minimum facilities of legal rights achieved by the working class after an arduous and long struggle, expressing the deep concern over the non-regulated duty hours, non-availability of leave facilities and the benefits of gratuity or any other retirement benefit and other compensation legally due to these employees resolves that in order to give them a better service condition, a retirement benefits at the old age, the scheme of Provident Fund be applied to all these industries forthwith.

It is further resolves that Insurance scheme must be extended to all the concerns irrespective of the number of

employees, and this conference appeals to the Govt. to keep a vigilance over the functioning of these acts to check malpractices of the employers in executing these scheme.

On appearances of labour advisers.

This conference of the employees of small industries after studying carefully the provisions of I.D. Act and noting with grave concern the implementation thereof of the same and finding that though there ~~is~~ no provisions in the act to represent parties by legal practitioners and advisers who often instead of settling the disputes put forward legal barriers and argument ~~xxxx~~ and who are interested in continued litigation resolves that this loop holes in the act be done away with immediate effect, and demands of the Govt. to amend the existing I.D. Act, Payment of Wages Act etc. so as ~~xxxxxx~~ to debar the appearances of legal practitioners and advisers in such cases in order to create a health atmosphere between the employees and the employers.

On Payment of Wages Act.

This Conference of the employees of small industries while expressing their concern over the way in which the provisions of the Payment of Wages Act are being implemented in recovering the earned wages of the employees, the delay made in recovering the ~~xxxxxxx~~ awarded money, as well as disposal of applications filed by Unions resolves that the present state of affairs be stopped forthwith and demands of the Govt. that it should with immediate effect appoint sufficient authorities, clerks, recovery clerks posted in this office etc. in order to implement the provisions of the act properly.

Further this conference while taking note of the legal barriers put before the Union such as appearances of legal practitioners, lengthy recordings of evidences, day to day adjournment bids on the part of the employers which are due to the weaknesses in the present provisions of the act, resolves that the provisions of the existing act be amended forthwith and this conference appeals to the Govt. to take immediate steps in the matter.

ON KERALA.

This conference of the employees of small industries while expressing their congratulations to the Kerala Govt. for their achievement in formulating labour policies to progressive lines and studying carefully the way in which the industrial disputes in the state, whether big or small, are being settled speedily and to the best satisfaction of the employees resolves that this being an example for the rest of the states in India to follow, the Govt. of Bombay should with immediate effect adopt these policies of the Kerala Govt. in moulding their present anti-labour policies of this state and adopt a line which will peacefully end the state of bitter relations between the employees and employers. The conference further resolves that the Govt. sitting at the centre should bring pressure on the Govt. of Bombay in adopting this line of action with immediate effect.

On Shops & Establishment Act.

This conference of the employees of small industries declares that the Bombay Shops & Establishments Act, of 1948 which is incomplete in various ways and ~~xxx~~ as such is of no use to the employees working in small industries, on the provisions of which several courts have delivered several judgements creating confusion and noting that it fails to achieve the required result resolves that the act be amended forthwith



in order to include all workmen ~~as~~ as employees who work either on piece rated basis, daily basis or on commission or under any contractors; for inclusion of ~~27 day~~ casual leave, sick leave, festival holidays, weekly holidays with full pay irrespective of number of days put in for all the employees as a legal rights of all the employees.

This conference further expressing its deep concern over the non-implementation of any of the provisions of this act in its true spirit, resolves that the Inspectors who are authorised to act and scrutinise in this behalf have grievously failed in carrying out their duties and acted as pawns in the hands of the employers who are sabotaging the very purpose of this act, they be removed forthwith and the Govt. should take over the entire responsibility of implementing the provisions of the act from the Municipal authorities.

On Minimum Wages.

The wages of employees in the small industries being <sup>set by</sup> ~~study-~~ governed by the law of supply and demand are far below the subsistence level and need immediate ~~review~~ <sup>revision</sup> on the basis of principles agreed ~~at~~ the 15th labour conference. The steep rise in prices of daily necessities, rise in bus and tram fares, increase in prices caused by conversion to decimal coinage have further depressed the standard of living of employees in small industries and made ~~it~~ it impossible for them to make both ends ~~meet~~ <sup>meet</sup> within the meagre wages which are at present paid to them. This conference therefore demands that wages of their employees be increased immediately by 50%.

This conference while welcoming the appointment of the Minimum Wages Committee for ~~fixing~~ <sup>fixing</sup> the wages of employees in small industries, ~~requests~~ <sup>urges</sup> the committee to fix a minimum wages of Rs. 150/- for all workers in these industries and strongly urge upon the Government of Bombay to ~~review~~ <sup>revise</sup> the minimum wages already fixed in the ~~light~~ <sup>light</sup> of the demand.

On Federation.

This conference of employees in small industries resolves that in view of the urgent need of bringing about unity of all employees in the small industries, a Federation of all unions of employees in small industries in Greater <sup>to be</sup> formed immediately. The Conference appoints the following committee to take all necessary steps for the formation of ~~such~~ <sup>such</sup> federation.

1. Com. Amir Khanjee.
2. " Jafaruddin.
3. " Dhole ~~and~~ K.
4. " Upadhaya. S.V.
5. " Siddique Omer.
6. " ~~Jafar~~ <sup>Jafar</sup> ~~and~~ <sup>and</sup> ~~Amir~~ <sup>Amir</sup> ~~Khanjee~~ <sup>Khanjee</sup>.
7. " Amiruddin.

On Shri. Shantilal Shah.

This conference of the employees of small industries while noting the dangerous policy adopted towards the working class by the labour Ministry of Bombay which runs counter to the interest of the working class and sometimes against the principle of law resolve that the Minister for Labour & Law Shri Shantilal Shah be removed from the post forthwith.

# કોલસામાં રેલવેના ત્રણ લાખ રૂ. ના કોલસાની

## થયેલી કહેવાતી ગોલમાલ ?

### મધરાતે લોખંડના સળીયાનો જથ્થો પગ કરી જતો હતો ?

(કાર્યાલય પ્રતિનિધિ દ્વારા)

સરકારના રેલવે તંત્રમાં ચાલતા અધેર વહીવટના અને સંખ્યાબંધ ગોલમાલના કિસ્સાઓ અખમારોના પાને અચાર-નવાર અમકે છે અને એક કિસ્સાને ટપી જાય તેવા બીજા ચોંકાવનારો કિસ્સો બનતો હોય છે. અને આવી જ રીતે વડોદરા

વડોદરા, તા. ૬

રેલવે માટે આવેલા કોલસામાં ત્રણ લાખ રૂપિયાના કોલસાની કહેવાતી ગોલમાલ થઇ હોવાની વાતો સાંભળવા મળે છે. કહેવાય છે કે રેલવે માટે આવતા કોલસામાંથી આશરે રૂ. ત્રણ લાખના કોલસાનો મેળ મળતો નથી.

આ કોલસો અને આવ્યો હતો ખરો ? આવ્યો હોય તો ક્યાં ગયો ? આ કોલસાની રાખ યજ્ઞ કે શું થયું ? આવા વિવિધ પ્રશ્નો જનતામાં પુછાઇ રહ્યા છે.

### એક રેલવે કર્મચારી સરપેન્ડ

### રેલવે સત્તાવાળાઓની વધેલી દોડધામ

સત્તાવાળાઓની દોડધામ ખીલ્યા બાબુ જાણવા મળે છે તે મુજબ આ મોટી રકમના કોલસાનો મેળ મેળવવા રેલવે સત્તાવાળાઓની દોડધામ વધી રહી છે. પણ કોઈ મેળ જામતો નથી અને કોલસામાં થયેલી આ કહેવાતી લાખોની ગોલમાલ અંગે લાગતાવળગતાઓની રેલવે સત્તાવાળાઓ તરફથી તપાસ પણ શરૂ થઇ ગયાના સમાચાર

જાણવા મળે છે. આ કિસ્સાની જીડી તપાસમાં ગંભીર હકીકતો બહાર આવવા સંભવ છે.

રેલવે ખાતામાં ચાલતી અનેક ગેરરીતિઓ જોતાં રેલવે ખાતાનું સર્જન જાણી કર્મચારીઓને ધી કેળાં માટે જ થયું હોય તેમ જાણાય છે. આવી વાતો, લોકજીભે રમતી રહી ગઇ છે.

બીજા કિસ્સો આ કોલસાની લાખોની ગોલ-

માલની તપાસ ચાલે છે ત્યાં તો વળી ખીલ સમાચાર જાણવા મળે છે કે રેલવેના આંધકામ માટે વડોદરા રેલવેને આવેલા લોખંડના સળીયામાંથી જાન્યુઆરી મહિનામાં રૂ. ૧૫૦૦ની કિંમતના સળીયા હેરફેર કરી ગોલમાલ કરવાના પ્રયાસની વિગતો બહાર આવવા પામી છે.

રેલવે કર્મચારી સરપેન્ડ આ કિસ્સા અંગે એમ જાણવા

મળે છે કે રેલવેના આંધકામ માટે આવેલા લોખંડના સળીયામાંથી એક જવાબદાર રેલવે કર્મચારી રાતના કોઈ ચુકક ટૂંકમાં સળીયા બરાબી રહ્યા હતા. આ વખતે એક એક રેલવે અધિકારી આવી ચઢતાં આ અંગે તપાસ શરૂ થવા પામી છે. આ સળીયાની ગોલમાલ કરનાર રેલવે કર્મચારીને કહે છે કે હવેમાં સરપેન્ડ કરી તેમની સામેની તપાસ શરૂ કરવામાં આવી છે. આ ઉરાંત વડોદરાના રેલવે ખાતામાં અન્ય કહેવાતી ગોલમાલો યજ્ઞ હોવાના ચોંકાવનારા કિસ્સાઓ પણ બન્યા હોવાનું સાંભળવા મળે છે.

"Narbhav" (Gujarati) -  
Rail way with  
Resuspension of

# રો અમલ થયેલા પ્રયાસો આવતો નથી

કાચા મણુ તથા વેલપુર ઉગ્રો ઉપર જલ ઉ પચરાઉ આંહ આને અને ધાવડો ૧૨ આને કચા મણુના કાચ હરાવવામાં આવ્યા છે.

કર્મચારીઓના વસવાટ માટે

પશ્ચિમ રેલવેના ગોધરા સ્ટેશનના કર્મચારીઓના વસવાટ માટેની રેલવે કે લોનીમાં આવડાકતા કરતાં ઝોછી સખ્યામાં સેનીટરી સ્ટાફ હોવાથી આ કર્મચારીઓને પેતાની રત્નગો શુભાવીને કામ કરવું પડે છે. અને એકી કરીને બળાવી પડતા તેઓમાં કચવટ જાગ્યો છે. આ અંગે મારી તપાસમાં જાણવા મળ્યા પ્રમાણે ગોધરા રેલવે સેનેટરી ખાતામાં ફક્ત ૧૬ સ્ક્રાઇ કામદારો કામ કરે છે જે રેલવે કોલોનીના વિરતારના પ્રમણુમાં ઝોછા પડે છે. વધારાના સાત કામદારોની જગાએ ધ્યા સમયથી પૂરવામાં આવતી નથી અગર તે જગો ઉપર કામચલઉ મણુસે મૂકવાની સત્તા પણ રેલવેનીક સેનીટરી સજ્જત વળાઓને અાઇ નથી જેટલે પૂરતા માણુસોના અભાવે મણુ કામદારોને પેતાની રત્નના ભાગે પણ કામ કરવું પડે છે તેથી સક્રાઇ કામ રવડે છે જેટલું જ નહિ પણ તેઓમાં અસંતોષ જાગે છે. વળી સેનીટરી સ્ટાફ માટેનાં કચાટસં તમેલા જેવાં હોઇ મનુષ્ય પ્રણી માટે રહેવા ચેગ્ય નથી જેથી સત્તાવાળાઓએ એ એક કચાટસં ? બનાવી હરીજન સ્ટાફને રહેવ ચેગ્ય બનાવવાના હુકમ કરે મરિનાઓ થયા છતાં તેમની દાદ સુખજાલી નથી. રેલવે સત્તાવાળાઓ ધ્યાન આપે એ જરૂરી છે.

હાહામાં વધારો

ખીછ તરફ રેલવે સત્તાવાળાઓએ રેલકચાટસંના ભાગમાં આંહ ૩ પીયાનો વધારો કરતાં રેલવે નોકરી-

વાતોમાં તીવ્ર કચવાટ જેવા મળે છે. વધતી જતી જે વધારીને ધ્યાનમાં લખને સરકારી નોકરીના મોધવારી જરૂર વધારવામાં આવ્યાં છે ત્યારે અહિં સ્ટાફના ખિરસા ઉપર કાપ મૂકાને કચાટસંના ભાગ વધારવામાં આવ્યાં છે પ્રતિક સરકારના નોકરીવાતોને ગોધરાની ૧૯૪૮ની આગની હોતારત આંહ આંકરો મકાન ભાગમાં રાહત આપવા ખાસ કેસ તરીકે મકાન બાકું અપાય છે. જ્યારે મધ્ય સરકારના નોકરીવાતોને અપાતું નથી આ પ્રથમ રેલવેના વરીષ સત્તાવાળાઓ અને રેલવે પ્રધાનથી સમક્ષ રણુ થયે ધણી સમય થયા છતાં પરિણામ નિરોશા સાંપડવાથી સ્ટાફમાં અસંતોષ જેવા મળે છે. તો રેલવે સત્તાવાળાઓ ધટું કરે એમ રેલવે નોકરીવાતો કચે છે.

જીવલારતી  
સોમવાર મા. ૨-૨-૫૯

"Naukhar"  
dt 2/2/59,  
Re. Railway who  
at Godhra Stn.  
(W. R.H.)

The Honourable Speaker,  
Bombay State Legislative Assembly,  
Bombay.

Subject :- Petition on behalf of the establishments governed by the Bombay Shops and Establishments Act, 1948.

Sir,

We, the undersigned, have been authorised by the Tailoring Workers' Association, Hotel Mazdoor Sabha, Lal Bayta Press Kamgar Union, Laundry Workers' Union, Shoe Workers' Union, Stable workers Union, Carpenters and Polishers Workers' Union and several other trade unions, to submit the following petition to your Honour for consideration and favour of necessary action :-

2. The Government of Bombay have been pleased to extend the provisions of the Payment of wages Act, 1936, Bombay Shops and Establishments Act, 1948 and the Industrial Disputes Act, 1947 to all commercial establishments. These legislations were enacted with a view to affording necessary relief and protection to the employees in commercial establishments, but we regret to point out that the manner in which they are being administered has brought no relief and given no protection to the employees concerned as will be seen from the following :

Bombay Shops And Establishments Act, 1948.

The administration of this Act is entrusted to Municipal Commissioner, Greater Bombay Municipal Corporation who has appointed a Chief Inspector, Shops and Establishment for the area upto Mahim and the remaining area is entrusted to the Assistant Superintendent of licences, Bombay Municipal Corporation, Bandra, Bombay 20. Under these enforcement authorities, there are appointed a few Inspectors to enforce the provisions of the Bombay Shops and Establishments Act and the Payment of Wages Act. The number of these Inspectors is so inadequate that these acts are more or less dead for all practical purposes. They have not been able to enforce the provisions of the Bombay Shops and Establishments Act and the result is that employees do not get weekly off, do not get leave with pay and do not get any over time for working on weekly off's days. In some of the Commercial Establishments Specially in milch <sup>stables</sup>, even duty hours are not fixed and regulated. In these establishments employees are "engaged on an average for about 16 hours per day", as will be seen from a perusal of page 972 of the Labour Gazette of May, 1955 published by the Deputy Commissioner of Labour (Administration) Bombay. Workers who work beyond limits of hours of work are entitled to over time wages under Section 63 of the Bombay Shops and Establishments Act, 1948, but they are deprived of the same as the employers do not keep a record of duty hours required under Section 16 of the Bombay Shops and Establishments Rules 1948. The Stable Workers' Union brought this state of affairs to the notice of the Secretary, Labour and Social Welfare Department Government of Bombay, by letter dated 15th July 1957, but has not received any reply so far beyond an acknowledgment NO. L.S. 1557 /90191.J dated 31st July 1957. Reminders have failed to elicit any reply to the representation.

It is further submitted that as a result of Conciliation proceedings, some of the employers of stable workers introduced weekly off's in their establishments. This acted as a wild fire and the licences of the Aarey Milk Colony could not resist this demand of their employees and introduced weekly off's in their establishments from October 1958, but on representation from them,

the Government of Bombay amended entry 45 in Schedule II of the Bombay Shops and Establishments Act, vide Government Notification, Labour and Social Welfare Department No. BSE.1556 dated 12th December 1952 and deprived these workers of weekly offs. The employers who had introduced weekly offs in their establishments immediately discharged all the newly recruited men and reverted to previous system of taking work on all days of the week. The enforcement authorities of the Bombay Municipal Corporation are found to be sympathetic to the employers and apathetic to the workers.

Payment of Wages Act, 1936.

The payment of Wages Act, 1936 was enacted with a view to regulate the payment of wages to certain classes of persons employed in industry. For the city of Bombay only one Authority was appointed to investigate applications under this Act in addition to those under the Workmen Compensation Act. By Notification No. 729/48 dated 10th March 1955 the Government of Bombay extended its application to all the establishments. The limits of Bombay city was also extended and this resulted in considerable increase in the number of applications under the Act. The applications under the Employees State Insurance Act are also investigated by the Authority. It is true that one Additional Authority was appointed in 1952, but the work of this Court has increased to such an extent that applications have been delayed upto a period of two years to reach a final decision. It is our general experience that employers do not deposit the amounts awarded and, the Authority has to request the Collector of Bombay or Bombay Suburban Districts to recover the amounts as land revenue. Herein caused a vertical dead-lock. It has been found very difficult to make the staff of the collector, Bombay and Bombay Suburban District move and realise the amount by attaching the properties of the defaulters on the plea that they have got numerous other duties to perform. The court is situated in such premises where there is no arrangement for the advocates, workers and their representatives to sit.

Industrial Disputes Act, 1947.

This legislation was enacted to make provision for the investigation and settlement of industrial disputes and for certain other purposes mentioned therein, but the manner in which it is being administered is defeating its purpose. The Assistant Labour Officers have got no power even to make recommendations of their own. Employers simply ignore them and do not care even to attend their offices. The Conciliation Officers have been found to be very reluctant to admit disputes in conciliation on the plea that employers against whom complaints are made have employed less than 20 men in their establishment. Section 12(1) of the Act has vested discretionary power in the Conciliation Officers to admit or refuse to admit disputes in conciliation. This power is generally used against workers. They further state that it is the policy of the Government not to harass or drive out of from business small or such employers by involving them in conciliation proceedings. The action of the Conciliation Officers and the policy of the Government run counter to the provisions and intentions of the Act. Under Section 12(2) of the Act, it is incumbent on a Conciliation Officer to "do all such things as he thinks fit for the purpose of inducing the parties to come to a fair and amicable settlement of the dispute", but what they actually do is to reply to the Union concerned that it is not proposed to intervene in the matter.

The right of representation of an employer is defined in Section 36(2) of the Act, but the Conciliation Officers allow so called Labour Consultants or Labour Advisers to represent them and these advisers and consultants see to it, for their own selfish end, that a settlement is not reached and that there is a perpetual conflict between labour and management. If the disputes pass the hurdle of Conciliation Officers and a failure report is submitted the Government invariably refuse to refer the disputes to a Labour Court or Tribunal in exercise of their discretionary power under Section 12(5) of the Act. There is a class of workers in commercial establishments who work on piece rate system. They are supplied by business man the necessary materials for manufacturing and preparing consumers goods, and are paid for the work done. They work either at the premises of such persons or at their own homes. They are not treated as employees of the persons supplying them the necessary materials. They are treated as contractors and have thus been denied the protection of any labour legislation. This generally applies to bidi workers and carpenters. The demands of employees of the so called small concerns regarding bonus, casual leave, sick leave etc are not taken in conciliation.

Other Social Legislations not Applied.

Though the service conditions of the employees of the commercial establishments are horrible and wretched such social legislations as Employees State Insurance Act, Provident Fund Act, minimum wages Act have not yet been applied to them. No attempt has been made either by the government or the employers to make their life decent. There is no scheme for old age pension etc.

Prayer.

We, therefore, pray that you will be pleased to take necessary steps to secure the following demands of the employees of the commercial establishments :-

1. The Government of Bombay have constituted a minimum wages Enquiry Committee on which only representatives of unions affiliated to KMKK, I. T. U. C. are appointed, representatives of other unions are not there, this has enacted serious misgiving in the minds of unions not affiliated to I. T. U. C.
2. The Bombay Municipal Corporation should be directed to appoint sufficient number of Inspectors to enforce the provisions of the Bombay Shops and Establishments Act, 1948 and the Payment of Wages Act, 1936 and to enforce these Acts within about a month. In case, the Bombay Municipal Corporation plead their inability to do so, on financial or any other grounds, the government should take over the administration of the Bombay shops and Establishment Act, 1948 in their own hand under Section 46 (1) of the Act.
3. The number of Authorities under the Payment of Wages Act, 1936 should be increased and officers to recover the awarded amounts should be appointed under them.
4. The Payment of Wages Court should be housed in a spacious building with adequate arrangements for the litigants to sit.
5. The Industrial Disputes Act, 1947 should be amended giving adequate powers to the Assistant Labour Officers to compel the employers to rectify their illegal and unlawful actions. The discretionary powers vested in the Conciliation Officers and the state Government to admit the dispute in conciliation or not to refer a dispute to adjudication should be withdrawn and every dispute not settled by the Assistant Labour Officers should be taken into conciliation and should be referred for adjudication if no settlement is reached. Alternately, the unions and workers should be allowed to approach labour

4.

courts or tribunals directly as is the case under the Bombay Industrial Relations Act, the definition of workman should be amended in such a manner as will include such workmen who on piece rate at their home or on the premises of the business. Just as advocates have been debarred from representing employers before Assistant Labour Officers, Conciliation Officers Labour Courts and Tribunals under Section 36(3) of the Industrial Disputes Act, 1947, similarly the so called labour advisers and labour consultants should be debarred from representing the employers therein. The Act should further be amended in such a manner as will not permit the employers to go in appeal to High Court and Supreme Court against the awards of the Labour Courts and Labour Tribunals under this Act.

5. The Minimum Wages Act should be made applicable to all commercial establishments and minimum wages based on the formula agreed at the 15th Labour Conference should be fixed for all occupations in these establishments. Necessary legislations should be passed providing for a minimum wage, dearness allowance, bonus, casual leave, sick leave, social security and social amenities to all the employees of commercial establishments.

6. The disparity between the wages of employees of commercial and industrial establishments should be removed as there is no justification for the same. The employees of the commercial establishments are as much victims of the rising cost of living as employees in industrial establishments.

7. The power vested in the state government to suspend the operation of all or any of the provisions of the Bombay Shops and Establishments Act under Section 6 should be repealed. There is no justification to exempt or increase the work and duties of the employees of commercial establishments when employees of industrial establishments participate religious or national festivals.

8. The amendment to entry NO.45 in Schedule II of the Bombay Shops and Establishments Act, 1948 should be repealed and the employers of stable workers should be compelled to grant weekly off to their employees. There is no justification for this kind of discrimination against these employees who are most backward and whose service conditions are very wretched. They deserve the sympathy of the Government and protection of law.

9. Representatives of all the central Trade Unions should be appointed in the minimum Advisory Committee and the Provident Fund Enquiry Committee.

No thank you for giving us patient hearing and hope that our prayer will receive sympathetic consideration and needful will be done at an early date.

Dr. 9-2-59.

S/- S. K. Danwarje

1st Conference of the Employees of Small  
Industries  
Kothari Mansions, 4th Floor, opp. G.P.O.  
Bombay-I.

12th Feb. 9

The Works Superintendent,  
Godrej & Boyce Mfg. Co. Private Ltd.,  
Lalbaug, Parol,  
Bombay-12.

Re: Grievance Procedure-

Sir,

With reference to your letter No. KNN/Cont/6 dated 15th January, 1959 enclosing a draft Grievance Procedure, the General Meeting discussed the draft in its meeting held on 8th February, 1959 and suggests the following amendments and additions therein:

1st Stage:- (a) General Council member of the Plant/Section shall be accompanied with the complainant (worker)

(b) Supervisor's reply will be given within 15 days regarding grievance arising out of Promotion and on other grievances within 5 days, but immediate reply will be given regarding grievance arising out of casual leave, hazardous and inconvenient work, etc.

(c) Any grievance can be raised after the scheduled time and delay will be condoned on proper reasons.

2nd Stage:- (a) If the worker is not satisfied with the Supervisor's reply or fails to receive an answer within the stipulated period at Stage I, the worker may invoke the 2nd Stage.

(b) A General Council member of the Plant/Section will be called in and associated at the time of discussion with the Supervisor.

3rd Stage:- (a) Grievance Form No.1 proposed for 2nd Stage with its findings should be used for this Stage without going in for a new Grievance Form No.2.

(b) If the worker is not satisfied with the reply of Plant-in-Charge or fails to receive an answer

Contd.....



(2)

within the stipulated period at Stage 2, the Grievance Form No. 1 will be forwarded to the Grievance Committee.

(c) The decision of the Grievance Committee will be communicated to the worker within 7 days from the date of forwarding the Grievance Form to the Grievance Committee.

4th Stage:- (a) The Director's decision will be communicated to the worker within 4 days from the date of reply at Stage 3.

Constitution of the Grievance Committee:- 3 (i) Any two among the Vice-Presidents and Assistant Secretaries nominated by the Union and the Union will have the right to nominate either the President or General Secretary or both for any sitting of the Committee in place of the Vice-Presidents and Assistant Secretaries.

We also suggest that based on the experience gained, the Procedure may be reviewed after 6 months and suitable amendments agreed upon between us.

As you will realise, this issue has been pending nearly 1½ years and we are anxious that the procedure should be implemented without any further loss of time and to that extent our plea is that the above suggestions should not be looked upon as issues to be settled before the proposed procedure is implemented. We feel that you will find our suggestions self-explanatory because they are all derived both from the principles laid down and the Model framed by the Tripartite Conference Sub-Committee. However, we are at your disposal if any clarification is still needed from us to enable you to give the consideration our suggestions deserve. Please let us know.

Yours truly,  
for GODREJ & Boyce Workers' Union,

G. SUNDARAM.  
GENERAL SECRETARY.

cs.

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

cc. The General Secretary,  
Bombay State Trade Union Committee of A.I.T.U.C.,  
166 Khandelwal Bhawan,  
Fort, Bombay-1.

# GODREJ & BOYCE WORKERS' UNION

(REGD. NO. 220)

Godrej Colony, Block No. 28, Room No. 14, VIKHROLI

Ref: \_\_\_\_\_

Bombay, 12th Feb. 1959.

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

Dear Comrade,

Enclose please find copies of the letters  
No. KNN/Conf/6 enclosing a draft Grievance Procedure and  
No. KNN/Conf/5 enclosing a Notice dated 15th January, 1959  
and the reply given by us regarding the Grievance Procedure.

With greetings,

Fraternally yours,  
for GODREJ & Boyce Workers' Union,  
*[Signature]*  
GENERAL SECRETARY.

cc. The General Secretary,  
Bombay State Trade Union Committee  
of A.I.T.U.C.  
166, Khandelwal Bhawan,  
Fort, Bombay-1.

*file*

*no*

*1412*

# Bombay Tailoring Workers' Association.

Reg. No. 2229.

Raj Bhuvan, Sandhurst Road, Bombay 4.

President :

Com : B. D. PARAB,

Date 2nd Feb, 1959.

Gen. Secretary :

Com : SUNIL BANERJEE

To

Comrade S. A. Dange,  
Bombay.

(HS)

Dear Comrade,

On behalf of our Union and in the name of Dastkaro Ki Panili Conference we are calling a conference of all the Unions working in small industries and covered by Shops & Establishments Act. The Conference will be inaugurated by Mr Com. S.S. Mirajkar, Mayor Bombay. The conference will take place on 8th Feb, 1959 at Khairul Ismail Hall, Gelabai Street, Madan Pura, Bombay 9. from 9 A.M. to 7 P.M. with a public meeting at Mastantalao in the same day night.

A morcha will be organised by the Unions on 9th Feb, 1959 to the assembly hall to place the memorandum of the conference to the Govt.

On behalf of the preparatory committee of the Conference I invite you in the conference. In case if you are not in a position to attend the conference please send us the message of greetings,.

With greetings,

Yours comradely,

(Sunil Banerjee).

Convener,

Dastkaro Ki Panili Conference.

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11th February, 1959

The General Secretary,  
Tata Oil Mills Employees' Union,  
Bombay.

Dear Comrade,

Received a copy of your letter dated 29th January, 1959 addressed to the General Manager Tata Oil Mills Co. Ltd. Bombay. In this connection we have to inform you that it is necessary to address a letter to Shri R.L.Mehta, Joint Secretary, Evaluation & Implementation Committee. Otherwise, the committee may not take note of your complaint.

Therefore, we request you to launch a complaint directly to the Evaluation and Implementation Committee and send a copy of the same to this office.

Greetings,

Yours fraternally,

*um*  
*Feb 11*  
(K.G.Srivastava)  
SECRETARY.

12th February, 1959

The Secretary,  
Bombay Plastics Employees' Union,  
Khandelwal Building,  
Bombay-1

Dear Comrade,

Find herewith a copy of a reminder received from the Ministry of Labour and Employment in connection with the complaint of the "Alleged infringement of the ~~the~~ Code of Conduct by members of the Bombay Plastics Employees' Union".

We have not yet received any detailed report of the incident from you. Please send the same as early as possible.

With greetings,

Yours fraternally,

*Vjro*  
*Feb 12*

(K.G.Srivastava)  
Secretary

Copy to the General Secretary, Bombay State Trade Union Council for information.

Copy to G.Sundaram also.

SECRETARY.

2 FEB 1959

L MILLS EMPLOYEES' UNION, BOMBAY  
SEWRI, BOMBAY 15.

6-2-1959.

The General Manager,  
The Tata Oil Mills Co., Ltd.,  
Bombay House,  
Bruce Street,  
Fort, Bombay 1.

Dear Sir,

Re: Code for Discipline in Industry -  
Your refusal to accept and abide  
by the same.

We have for acknowledgement your letter No.K/1828  
of the 12th/13th January 1959.

What we have enquired of you by our letter dated  
18-12-'58 is whether you accept the Code for Discipline  
in Industry and are prepared to abide by it. It is surpris-  
ing that you have evaded to answer this issue but taken  
recourse to a tirade against our Union. Unfortunately the  
tirade does not answer whether you accept and abide by the  
code. Your evasion, however, leads us to only one conclu-  
sion: that you do not accept the code nor are you prepared  
to abide by it. This conclusion is corroborated by the  
series of your omissions and commissions in the sphere of  
labour relations since the decisions at the 15th and 16th  
Indian Labour Conference were arrived at.

We list below violations of the Code for Discipline  
committed by you:

- a) You have violated part I of the said Code in  
refusing to recognise the rights of the Workers  
and in refusing to accord recognition to our  
Union despite it being the most representative  
Union. You insist upon our recognising only  
your rights and accepting responsibilities  
without our rights.
- b) You have taken unilateral action in connection  
with industrial matters and are not prepared to  
settle disputes at appropriate level - This is  
in violation of Clause (1) of Part II.

6-2-'59.

- c) You have refused to accept existing machinery for settlements of disputes - This is in violation of Clause (ii) of Part II.
- d) You have refused to settle dispute by mutual negotiations, Conciliation and Voluntary Arbitration - This is in violation of Clause (iv) of Part II.
- e) You have taken recourse to coercion and intimidation of workers by issue of mass charge-sheets and imposition of vindictive punishments with a view to increase work load.

You have also taken recourse to victimisation of office-bearers of Our Union and scores of our active members by suspensions and withholding increments because of their recognised activity of trade unions. - This is in violation of Clause (v) of Part II and Clause No. (ii) of Part III.

- f) You have increased workload in the Soap Plant without agreement or settlement but by coercive methods. This action of yours is in violation of Clause (i) of Part III.
- g) You have so far not displayed in the undertaking the provisions of the Code for Discipline. - This is in violation of Clause (iv) of Part III.

The above mentioned violations of the Code by you form ample evidence to show that you do not accept the Code and are not prepared to abide by it. However, it was with the view to remind you regarding your obligations that we wrote to you. Your reply shows that you intend to continue the violations of the Code. Your violations prove that you are unhappy about the decisions arrived at the 15th and 16th Indian Labour Conference and you want to undo them.

As regards your allegations against us we have to inform you that the Taken General Hartal on 25-7-'58 was not illegal and Our Union did not instigate the Workers to participate in the same. As a matter of fact the General Body Meeting of Our Union had decided to participate in the said Hartal. Even your enquiry officer could not prove the charge of instigation. Repetition of wrong allegations without proving the same is not creditable. In the subsequent discussions you refer to we had made it clear that we are prepared to take obligations cast on us in terms of the Code for Discipline and nothing more. We had also made it clear that being part and parcel

6-2-1959

of the working class it is our inherent right to show solidarity to our brother workers and participating in such sympathetic hartals was solely dependant on the decisions of the general body meeting of workers. Your characterisation of the above position as "basic violation of the Code" is without substance. Under the code sympathetic hartals are not forbidden.

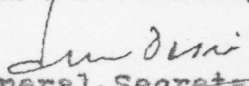
The trouble with you is that you refuse to recognise our rights as enjoined under the code and at the same time want us to discharge our responsibilities. You seem to overlook the fact that obligations do not go without rights. Further the fact that we participated in the said hartal after giving you proper notice is a proof positive of our being conscious of our responsibilities under the said code.

As regards your other allegation of 'slow-down' since the matter is sub-judice we refrain from offering our comments on the same. We however, totally deny that there was any slow-down. In fact you wanted to increase workload without any agreement or settlement and increase of workload cannot assume the character of slow-down. Incidentally we would add that the increase of workload is in violation of Clause (i) of III of code for Discipline. For attaining your end of increasing workload, you took recourse to coercion and intimidation by charge sheets to suspensions and discharge of workmen in the Soap Plant. This too you should be aware is in total violation of clause (V) of II of the code of Discipline.

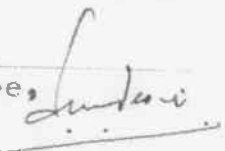
The above mentioned facts go to show that between you and us we need not give any evidence for our belief and faith in the code for Discipline.

While we are ready and willing for a scrutiny by an impartial observer as to whether we have submitted to the Code for Discipline in the Industry or not, we shall be glad to know whether you are prepared for such a scrutiny.

Yours faithfully,

  
General-Secretary.

Copy to:

- ✓ 1) General Secretary, AITUC.,  
New Delhi.
  - 2) Shri R.L. Mehta,  
Jt. Secretary, Evaluation & Implementation Committee,  
C/o. Ministry of Labour & Employment, New Delhi.  
for information and necessary action.
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# જનતાની જાણ માટે

## ઉપલેટા શહેર સુધરાઈ અને કલેક્ટરની તપાસ

મધ્ય સૌરાષ્ટ્રના કલેક્ટર સાહેબના હુકમથી ઉપલેટા શહેર સુધરાઈના " કહેવાતા ગેરવહિવટ અંગે " તપાસ થઈ.

તપાસ શરૂ થયા પહેલાંથીજ લોક-માનસમાં દિવા જન-માવવાની ભૂમિકા તૈયાર કરવા વ્યવસ્થિત પ્રયત્નો શરૂ થયા. પ્રાથમિક તપાસ પૂરી થયા પછી, તપાસનું પરિણામ આવે તે પહેલાં પણ આવા પ્રયત્નો ચાલુ રહ્યા છે.

આ સંજોગોમાં, સત્ય હકીકત જાણવાની લોકોમાં જાગૃતી સ્વભાવિક ઉત્કંઠાને સંતોષવા ખાતર, તપાસ પાછળની પૂર્વ ભૂમિકા, તપાસની કાર્યવાહી અને ખીલું શક્ય માહિતી શહેર સુધરાઈ જાહેર જનતાની જાણ માટે રજૂ કરે છે.

પ્રબલકિય સંસ્થાઓની જાહેર અને ઠંડક તપાસના સિદ્ધાંતને ઉપલેટા શહેર સુધરાઈ આવકારે છે. એટલે શહેર સુધરાઈની તપાસ અંગેની શ્રી જીલ્લા કલેક્ટર સાહેબે શહેર સુધરાઈને જાણ કરી તે સમયે શહેર સુધરાઈને તપાસને સ્વીકારી છે અને તેની લેખિત સ્વરૂપમાં જાણ કરી છે. પરંતુ શ્રી જીલ્લા કલેક્ટર સાહેબે તપાસ માટે વ્યાજબી ઠરાવેલા મુદ્દાઓ અને તપાસની કાર્યવાહી સામે વિરોધ વ્યક્ત કર્યો છે.

જાહેર જનતાને તપાસના સમગ્ર પાસાંઓનો સ્પષ્ટ ખ્યાલ આવે તે ખાતર પ્રથમ તપાસની પૂર્વ ભૂમિકા રજૂ કરવાની આવશ્યકતા છે.

તા. ૧-૪-૫૮ના રોજ સુધરાઈના નવા બોર્ડે સુધરાઈનું સુકાન સંભાળ્યું ત્યાર પછીની કામગીરી અંગેની આ તપાસ છે.

એ હકીકત બીલકુલ સત્ય છે કે નવા બોર્ડમાં સામ્યવાદી પક્ષના સભ્યો અને હમદર્દોની બહુમતિ છે. અને છેલ્લા આઠ આઠ વર્ષથી સુધરાઈનાં ખોરવાઈ ગયેલાં બહીવટી તંત્રને વ્યવસ્થિત કરવા, અને લોક-હિતનાં સ્થપિત થયેલાં કાર્યો શરૂ કરવા નવું બોર્ડ સક્રિય બન્યું છે.

પરંતુ નવા બોર્ડના અસ્તિત્વના સમયથીજ, નવા બોર્ડ દ્વારા શરૂ થયેલી સક્રિય કામગીરી યંબાવી દેવા તેમજ કામગીરીમાં અડચણો ઉભી કરવા વ્યવસ્થિત હિલચાલ શરૂ થઈ છે.

નીચે દર્શાવેલ બનાવો આવી હિલચાલનો પ્રતિભિ કરાવે છે.

( ૧ ) સૌ પ્રથમ, સુધરાઈ સામે નવાગી અને બોર્ડા નામવાળાં અરજીઓથી ખુબીય શરૂ કરવામાં આવી. મજેલ અરજીઓને આધારે શ્રી જીલ્લા કલેક્ટર સાહેબ અને શ્રી ડેપુટી કલેક્ટર સાહેબે સુધરાઈ પાસે માહિતી માગી. અરજીએ બોર્ડા નામવાળા છે તેમ પુરવાર થયું છે. પરિણામે, સુધરાઈના તંત્ર સામે બોર્ડા નામથી આડખીલીઓ ઉભી કરનારાઓની સુધરાઈ તપાસ કરી તે ખાતર અસલ અરજીઓ શ્રી જીલ્લા કલેક્ટર સાહેબ અને શ્રી ડેપુટી કલેક્ટર સાહેબ પાસેથી માગવામાં આવી છે. બાંધા સમયથી માગણીઓ હોવા છતાં, આવી અરજીઓ આજ સુધી મોકલવામાં આવેલ નથી.

( ૨ ) સુધરાઈના વહીવટ અંગે આક્ષેપો કરતી જુદા જુદા નામે હમખંદ પત્રિકાઓ બહાર પડવા લાગી. શ્રેણીની સામાન્ય સંખ્યા જેને સહેલાઈથી ગણત કરાવે તેવા આક્ષેપોનો સુધરાઈએ સત્તાવાર

રહીયો આર્યો. એટલું નહીં, પણ, આર્યો અને પ્રસિદ્ધ યેલો પત્રિકાઓમાં આર્યોનું આપો આપ ખંડન થયું છે. એટલે કે એક પત્રિકામાં આર્યો સુધાય. બીજી પત્રિકામાં જુના આર્યોનું ખંડન થાય અને નવા આર્યો સુધાય. આવી પત્રિકાઓ દ્વારા સુધરાઇ સામેના ખબત આર્યોની હારમાળા ચાલુ રહી.

( ૩ ) ને વ્યક્તિઓ દ્વારા આવી પત્રિકાઓ પ્રસિદ્ધ થતી રહે છે તે વ્યક્તિઓની અરજ અને પત્રિકાને આધારે શ્રી જીલ્લા કલેક્ટર સાહેબે તપાસના મુદ્દાઓ તૈયાર કર્યા છે.

( ૪ ) તપાસને માટે ને વ્યક્તિનો આધાર શેવામાં આર્યો છે. તે વ્યક્તિની કાર કાર્ટી અને પુસ્તક શ્રી જીલ્લા કલેક્ટર સાહેબ તપાસ કરી રહ્યા છે. એટલે કે શ્રી જીલ્લા કલેક્ટર સાહેબે નેની કારકાર્ટી તપાસને પાત્ર કરાવી છે. તેની અરજ સુધરાઇની તપાસ માટે પ્રમાણભૂત કરાવી છે.

( ૫ ) શહેર સુધરાઇએ શહેરના પ્રબલજનોની મહાન સંગીની હાકમારી નિવારવા. તેમજ ઉધોગોના વિકાસ માટે શહેર સુધરાઇની આર્થિકની જામીનો સોખી આપના સરકારી અધિકારીઓ પાસે મામણી કરી. જુના ઘોડાના વખતમાં શહેર સુધરાઇને ને જમીનો સહેલાઈથી સોંપાતી આવી છે તે જમીનો નવા ઘોડાને સોંપવામાં સરકારી અધિકારીઓ ટેકનીકલ અધિકારીને પહોંચાડીને ફકાવટ કરવાના પ્રયત્નો કરી રહ્યા છે.

( ૬ ) મહત્વના પેટા કાયદા અને નિયમોના અભાવવાળું છેલ્લું આઠ વર્ષથી ચાલુ આવતું સુધરાઇનું વહીવટી તંત્ર સુધારવા માટે નવા ઘોડાને અલગ ત્રણથી પેટા-કાયદા અને નિયમો ધરાવતું કામ શરૂ કર્યું પેટા-કાયદા અને નિયમો સરકારી મંજૂરી માટે મોકલવામાં આવ્યા. કેટલાક પેટા-કાયદા અને નિયમો ખામી વાળા ગણી, ખામીઓ સુધારવા માટે સુધરાઇને પાછા મોકલવામાં આવી. પરંતુ આ કાયવાહી દરમ્યાન એક વિશિષ્ટ હકીકત તરી આવી.

હકીકતે, પેટા કાયદાની ને કલમો શ્રી સરકારે અગાઉ ખોલું સુધરાઇ માટે મંજૂર કરેલી છે તે જ કલમો ઉપર શહેર સુધરાઇ માટે ખામી વાળા ગણી છે. એટલું જ નહીં પણ, ઉપરેટા શહેર ના જુના ઘોડાના વખતમાં શ્રી સરકારે મંજૂર કરેલી કલમો નવા ઘોડાને માટે નામંજૂર કરેલ છે.

( ૭ ) એવા કામચાલે કે જેમાં સુધરાઇ તરફથી પોલીસ અધિકારીઓ સમક્ષ થયેલ રજૂઆતો અને હકીકતો પ્રત્યે પુરતું લક્ષ અપાયેલ નથી. એથી ઉલટું, સુધરાઇના જવાબદાર કાઉન્સીલરો સામે ધમકા રહેલા કાવતરને આગકતરી મદદ મળ્યા રહે તે રીતની પોલીસ તપાસની કાયવાહી ચાલી રહી છે.

શહેર સુધરાઇ સામેના આવા વાતાવરણ અને સરકારી અધિકારીઓના વલણની પૂર્વ ભૂમિકામાં શહેર સુધરાઇ સામે શ્રી જીલ્લા કલેક્ટરની તપાસ આવી છે. હવે તપાસની કાયવાહી તપાસવાની રહે છે.

( ૧ ) ને વ્યક્તિની કારકાર્ટી શ્રી જીલ્લા કલેક્ટર સાહેબે તપાસને પાત્ર કરાવી છે તે વ્યક્તિની અરજને આધારે તપાસ કરવાનો નિર્ણય કર્યો પછી, સુધરાઇ પાસેથી પ્રથમ જરૂરી અહિતી આગ્ય સિવાય, તપાસને પાત્ર મુદ્દાઓ નહકી કરી શ્રી જીલ્લા કલેક્ટર સાહેબે નેવપુર ડીવીઝનના ડે. કલેક્ટર સાહેબને નહકી કરેલા મુદ્દાઓ અંગે તપાસ સોંપી.

( ૨ ) તપાસને પાત્ર કરાવેલ મુદ્દાઓમાં શ્રી જીલ્લા કલેક્ટર સાહેબે " સુધરાઇ પક્ષીય સંસ્થા છે " તેવા સ્વીકાર કરીને શ્રી ડેપુટી કલેક્ટર સાહેબને તપાસ સોંપી.

( ૩ ) તપાસનો હુકમ થયા પછી, અને તપાસ શરૂ થયું તે સમય દરમ્યાન, નેવપુર ડીવીઝનના શ્રી ડે. કલેક્ટર સાહેબને શ્રી જીલ્લા કલેક્ટર સાહેબને આજી મળ્યો. પરિણામે, એકજ અધિકારી અને સત્તાનો ઉપયોગ કરી શકે તેવી સ્થિતિ નિર્માણ થયું. તપાસ વખતે જાને સત્તાનો ઉપયોગ કર્યો પણ ખરો. એટલે કે, તપાસ અંગેનો એક હુકમ શ્રી જીલ્લા કલેક્ટરની સહીથી આવે. બીજો હુકમ શ્રી ડેપુટી કલેક્ટરની સહીથી આવે. તપાસ વખતે પણ તપાસ કરનાર અધિકારી તરીકે ડે. કલેક્ટર તરીકે સહીઓ કરવામાં આવી. પરંતુ, સાથે સાથે, તપાસના નહકી કરેલા મુદ્દાઓ સિવાયના મુદ્દાઓ અંગે પણ તપાસ કરવામાં આવી.

( ૪ ) તપાસ કરતી વખતે Inspection ની પદ્ધતિ અમલ્યાર કરવાને બદલે Inquiry ની પદ્ધતિ અમલ્યાર કરવામાં આવી. તપાસ દરમ્યાન પ્રથમ મુકામ વખતે જવાબદાર કાઉન્સિલરોએ તપાસને આવરણક તેવી માહિતી આપવા માટે સ્ટેટમેન્ટો આપવાની ઇચ્છા પ્રદર્શિત કરી, જે લેવાનો મન્કાર થયો. એકાદ કાઉન્સિલરે સ્ટેટમેન્ટ આપવાની લેખિત રજુઆત કર્યા પછી બીજા મુકામ વખતે સ્ટેટમેન્ટ લેવામાં આવ્યા.

( ૫ ) તપાસના પ્રથમ મુકામ વખતની તપાસ દરમ્યાન સુધરાઈની જવાબદાર વ્યક્તિઓને હાજર રહેવા દેવાની પ્રથમ ત્રી પાડવામાં આવી. પાછળથી હા પાડવામાં આવી. બીજા મુકામે વખતે, સુધરાઈ કચેરીમાં તપાસ કરવાના લેખિત ખર્ચ સુધરાઈને આપ્યા છતાં, તપાસની કાર્યવાહી મહાલકારી ઓફીસમાં ચલાવવામાં આવી.

( ૬ ) બીજા મુકામ વખતની તપાસ વખતે સુધરાઈના કોષ્ટકપણ જવાબદાર હોદ્દાદારની હાજરીની આવરણકતા સ્વીકારવામાં ન આવી. એટલે કે સુધરાઈ કચેરીને બદલે મહાલકારી ઓફીસમાં ખાનગી તપાસ કરવામાં આવી. તપાસ માટે તકની કરાયેલા મુદ્દાઓ ઉપરાંતના વધારાના સંખ્યાબંધ મુદ્દાઓની તપાસ કરવામાં આવી. તપાસ માટે જોને લેખિત ખર્ચ આપવામાં આવેલ હતા તે ઉપરાંતના સંખ્યાબંધ ખર્ચોમાં સ્ટેટમેન્ટો લેવામાં આવ્યાં. આવાં સ્ટેટમેન્ટોની સુધરાઈને જમણ કરવામાં ન આવી કે તે જો સુધરાઈ પાસેથી માહિતી માગવામાં ન આવી.

( ૭ ) સ્ટેટમેન્ટો લેવાની પદ્ધતિ ખર્ચે પણ સુધરાઈ સમક્ષ નકર. હકીકતો આવી છે. જે સમય સમયે રજુ કરવામાં આવશે.

### તપાસની આવી કાર્યવાહી ચાલી છે.

ન્યાયતા મુળભૂત સિદ્ધાંતોનું ખંડન કરવાની, બંધારણ કાયદો અને લોકશાહી મૂલ્ય વિકાસે ભંગ કરવાની અને તપાસના પરિણામ વિશે સહેલાઈથી અનુમાન ચર્ચ શકે તે તપાસની કાર્યવાહી સામે શહેર સુધરાઈએ વિરોધ વ્યક્ત કર્યો છે.

ઉપર જણાવ્યા મુજબ, તપાસની પૂર્વ ભૂમિકા અને કાર્યવાહીની પ્રાથમિક વિગતો શહેર સુધરાઈ બહાર જનતાની બંધુ માટે રજુ કરે છે. આ સાથે, શ્રી છલ્લા કલેક્ટર સાહેબે તપાસને માટે 'આવરણક ગણેલા મુદ્દાઓ' અને 'જોનેજી કમીટીના ચેરમેન તપાસ કરવાને અધિકારી પર લખેલો પત્ર પ્રસિદ્ધ કરવામાં આવે છે. જે પરથી પણ તપાસ અંગેની સંતોષકારક માહિતી શહેર જનતાને મળી રહેશે.

પ્રમહિતની તમજા ધરાવતા સંજ્ઞાઓ, આ તકે, એક ખાસ હકીકત પ્રત્યે લક્ષ્ય દેવું ધરે છે કે શહેર પ્રજા સુધરાઈના જુનાં બોર્ડોને સ્થાને નવાં બોર્ડોને મુકામ સોંપે છે તે સાથે સરકારી અધિકારીઓનાં વલણમાં પરિવર્તન થાય તેના પ્રતિકુળ પ્રત્યાઘાતો અંગે આમ પ્રજાની મુખાકારી અને સગવડતાને રૂંધે છે.

પ્રમહિતની આ મુળભૂત હકીકત લક્ષ્યમાં રાખી, પ્રમહિતનાં કામોમાં થતી અનિચ્છનીય રૂકાવટ દૂર કરવા દરેક બંધુત નાગરિકે કટિબદ્ધ થવું જોઈએ. અને સમંધકર્તા સરકારી અધિકારીઓનું વલણ સ્થાયી અને તેમજ (Positive) સર્જનાત્મક રહે તે માટે સતત પ્રયત્નશીલ રહેવું જોઈએ.

જનમુખાકારી અને જનહિત જાગવી સમ્ભવનો અને વધારવાનો જેટલો અધિકાર મુખ્ય હોંઓનો છે તેથી વિશેષ અધિકાર નામનીકોનો છે.

પ્રત્યેક નાગરિક પોતાને મળેલ અધિકારોનો પૂરા ઉપયોગ કરે તેમ શહેર સુધરાઈ માટે પૂર્વક ધ્યાન આપવું જોઈએ.

દોહલા બંડેલ

ચેરમેન

મનેજીંગ કમીટી

REGISTERED NO. :- R. T. 51-63

# महाराष्ट्र मिला कामदार युनियन (लाल वावटा)

बोन्सर्कर रोड, पोरबंदर.

रकम नं. \_\_\_\_\_

X\*-X

Porbander dt 19-2-58

तल.

१६५

Dear Comrade K. G.,

no reply from you so far in cement matters as well as our Provincial T.V. Conference. I am sending you herewith my brief report about my work as well as some other points.

After Bangalore meeting of the A.S.T.V.E. as promised there I have taken up the question of re-organisation of our Provincial T.V.C. I had been to Surat to report on the A.S.T.V.E. meeting and to have discussion about the re-organisation of the T.V.C. now I ~~have~~ have received a ~~reply~~ letter from them that they will send the affiliation fee and application within a week or 10 days and affiliate the following 3 unions to the A.S.T.V.E.

1. Paper Products Kamdar Union (Lal Basti) Bilimora	Representation No members 1732	97-31-358 Presmt. 400
2. Bricks and Tiles workers union Bilimora	2050	145-31-358
3. The Bohari workers union Bilimora	1613	85 31-3-58

At Surat there are two sets of A.S.T.V.E. unions - one is already affiliated to the A.S.T.V.E. - about thirteen sets out of six unions only one is affiliated the 5 unions will be affiliated shortly. I reported on the Bangalore meeting to both these unions.

Baroda:- Reporting could not be arranged but I had a discussion with the leading Comrades. at Baroda there are 12 unions - mostly small ones. I have asked them for affiliation and they have promised that as many of them as possible will be affiliated.

Ahmedabad:- At Ahmedabad we have got 5 unions and ~~one~~ but only 2 are affiliated. The other unions have promised that they will send their applications soon. on 15th I reported the A.S.T.V.E. general council to the general council of mill kamdar

महाराष्ट्र मिल कामदार युनियन (लाल बावटा)

लोकेश्वर खोटा, पारभंडर.

रजि. नं. \_\_\_\_\_

X\*-X

तल. \_\_\_\_\_

१६५

As I have informed you earlier the A.C.E. has proposed a cut in the Bonus of the A.C.E. Employees for the year 1974-75 and they have promised that they will pay the reduced quantum of the Bonus from the amount set aside for the Managing Agents Commission this is subject to the approval of the Revenue and General Tax Department. The Bonus payment is already made at the offices and it will be paid at the works within next three or four days. They then have paid at the reduced scale. What actions we should take in this matter please advise.

We want to establish contact with the trade unions in the two cement factories of the A.C.E. in Pakistan. Can you obtain the ~~addresses~~ addresses of these unions from the office of the Pakistan High Commissioner? Please try if possible.

The A.C.E. Management at Parbhander works has dissolved the works Committee for the last two and half years and has reconstituted the same. We have made the best of Bombay number of times in this matter but there is no reply. What should be done. The reason is that ~~the~~ our union had all the 5 seats in the works Committee and so the G.M.P.V.E. union did not want a works Committee. What should be done in this matter now?

suspect of our repeated reminders to the officer in charge of implementation in ~~any~~ and ~~concern~~ about the recognition of ~~our~~ union - (Cement Employees Union)

union. The Reporting was also done on Surendranagar. we have already issued Circulars for the T.V.C. - Finance fixed on 21st and 22nd March at Surendranagar and no union which has not obtained affiliation with the AITUC will be allowed to participate. So during the time of our conference all unions will have sent their fees and applications.

About the areas of affiliation fees for the 1958-59. Please send me the list of unions and the amount of arrears so that the same can be collected. I am leaving by 09.0 tomorrow. The affiliation fee for 1958-59 of the Cement employees union Barahdar. —

... Surendranagar Mill megdar Sabha as I learn have already sent to you by M. V. B. 21/3 as application fees and applied for affiliation.

While at Ahmedabad there was a great deal of discussion on the proposed scheme of Pension in place of gratuity and we have this time decided to bring out a pamphlet on the subject. This will be prepared from the Report of the Study Group published by the AITUC.

You have not replied to me about the other points such as collection of Funds for AITUC Building fund. - Please let me know whether we have to issue our own receipt or AITUC will supply it.

Regarding Cement was Board Govt of India has already announced nomination of Shri H.N. Trivedi of the AITUC on the Cement work Board. They have not even cared to reply to our representation. We are observing march 1st as a protest day against this action of the Govt.

under Code of discipline <sup>in 35/02</sup> terms there is no proper reply and the matter is "delayed" without any reason like the Govt. of Bombay. I think I have given you a copy of an letter to the Govt in this matter.

Please reply on the following points:

- (I) whether and when TVR will publish an article on Cement Industry
- (II) what actions we should take on the issue of not giving us representation on the Cement Work Board.
- (III) Receipts Books for Cem. Sange Fund whether will be issued by the A.D.T.V.C.?
- (IV) whether Cem Sange will be able to ~~attend~~ address an ~~on~~ TV conference in the 11<sup>th</sup> week or second week of March.
- (V) If the Provincial TVE starts a Bulletin (Cem. records) what assistance or help the A.D.T.V.C. Centre can give to the PTVE for the same.
- (VI) Can you help us in obtaining addresses of the unions in the A.D.C. <sup>works</sup> in Pakistan, along with the points mentioned above. ~~with~~ with Enclings,

Yours sincerely

B. G. Gaudin

24 FEB 1959

1ST CONFERENCE OF THE EMPLOYEES OF SMALL  
INDUSTRIES.  
Lathari mansion, 4th floor, Opp: G.I.C.,  
Bombay 1.

Dated. 14th Feb, 1959

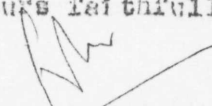
To  
The General Secretary,  
All India Trade Union Congress, New Delhi.  
Sir,

I am herewith sending you the copies of the  
resolutions passed at the 1st Conference of the  
employees of small industries for your information  
and necessary action.

Please acknowledge the receipt of the same.

Thanking you,

Yours faithfully,

  
(S. S. Dabherjee),  
Convener.

Encl : Copies of the resolution.  
Copy of the Memorandum Submitted to the  
State Legislative Assembly on 9th Feb '59.



OF I.D.ACT.

This conference of the employees of small industries while expressing its grave concern over the way in which the implementation of I.D. Act in settling industrial disputes of small concerns is being done by the Govt. of Bombay in their direct support to the employers, in refusing references to the tribunals and noting that the Officers appointed for this purpose are misusing their powers in demanding statements after statements, showing discrimination between Unions, sudden closure of cases on the pretext that the number of employees is below 20 and for non attendance of managements and for dearth of Officers, resolves that the path followed by the Officers of Commissioner of Labour is against the principles of labour legislations and is in dire contravention of I.D. Act. The conference therefore comes to the conclusion that the laws which have been enacted for the betterment of the working class are being actually used for helping the employers in their anti labour practices and nothing that the functioning of I.D. Act in this state has created such a difficult task to all the Unions, specially to those who handle cases of industries of less number of employees who are most exploited and unorganised, resolves that a strict scrutiny be done by the Central Ministry of Labour in the whole affair and demands of the Govt. to implement the following :

1. The conciliation machinery should be improved and more power be given to the officers in settling disputes and implementing the terms of settlement.
2. Every dispute raised must be admitted into conciliation. A separate board of conciliation officers consisting of 5/6 Officers be appointed who should specifically deal with the cases of small concerns.
3. The practice of taking statements after statements be stopped forthwith and all the cases should be settled within two months' time and if no settlement ~~is reached~~ reached, the matter may be directed to the Tribunal without waiting ~~for the approval of the Govt.~~ for the approval of the Govt.
4. Since the post of the Asst. Labour Officers has been found of no use as they have no powers at all, it be abolished forthwith.
5. Suitable amendments be made in the I.D. Act providing for the costs of the Unions in advance if the employers seek to go in appeals.
6. The provisions of I.D. Act be amended suitably so as to grant gratuity and compensation in case the services of any employee come to an end for any reason whatsoever.
7. The procedure about individual disputes must be made expedient and a provision for allowing individual workers to approach the Labour Court directly be made in Act.
8. Suitable amendments be made to stop contract system and punishable under the provisions of the Act.

On Provident Fund & Insurance, Act.

This conference of the employees of small industries noting the deteriorating service ~~existing~~ conditions of the employees of small industries who are deprived of their minimum facilities of legal rights achieved by the working class after an arduous and long struggle, expressing the deep concern over the non-regulated duty hours, non-availability of leave facilities and the benefits of gratuity or any other retirement benefit and other compensation legally due to these employees resolves that in order to give them a better service condition, a retirement benefits at the old age, the scheme of Provident Fund be applied to all these industries forthwith.

It is further resolves that Insurance scheme must be extended to all the concerns irrespective of the number of

employees, and this conference appeals to the Govt. to keep a vigilance over the functioning of these acts to check malpractices of the employers in executing the scheme.

On the services of Labour Advisers.

This conference of the employees of small industries after studying carefully the provisions of I.D. Act and noting with grave concern the implementation thereof of the same and finding that though there ~~is~~ no provisions in the act to represent parties by legal practitioners and advisers who often instead of settling the disputes put forward legal barriers and argument ~~and~~ and who are interested in continued litigation resolves that this loop holes in the act be done away with immediate effect, and demands of the Govt. to amend the existing I.D. Act, Payment of Wages Act etc. so as ~~to~~ to debar the appearances of legal practitioners and advisers in such cases in order to create a health atmosphere between the employees and the employers.

On Payment of Wages Act.

This Conference of the employees of small industries while expressing their concern over the way in which the provisions of the Payment of Wages Act are being implemented in recovering the ~~awarded~~ awarded money, as well as disposal of applications filed by Unions resolves that the present state of affairs be stopped forthwith and demands of the Govt. that it should with immediate effect appoint sufficient "authorities, clerks, recovery clerks posted in this office etc. in order to implement the provisions of the act properly.

Further this conference while taking note of the legal barriers put before the Union such as appearances of legal practitioners, lengthy recordings of evidences, day to day adjournment bids on the part of the employers which are due to the weaknesses in the present provisions of the act, resolves that the provisions of the existing act be amended forthwith and this conference appeals to the Govt. to take immediate steps in the matter.

On Bombay.

This conference of the employees of small industries while expressing their congratulations to the Kerala Govt. for their achievement in formulating labour policies to progressive lines and studying carefully the way in which the industrial disputes in the state, whether big or small, are being settled speedily and to the best satisfaction of the employees resolves that this being an example for the rest of the states in India to follow, the Govt. of Bombay should with immediate effect adopt these policies of the Kerala Govt. in moulding their present anti-labour policies of this state and adopt a line which will peacefully end the state of bitter relations between the employees and employers. The conference further resolves that the Govt. sitting at the centre should bring pressure on the Govt. of Bombay in adopting this line of action with immediate effect.

On Shops & Establishments Act.

This conference of the employees of small industries declares that the Bombay Shops & Establishments Act, of 1948 which is incomplete in various ways and ~~is~~ as such is of no use to the employees working in small industries, on the provisions of which several courts have delivered several judgements creating confusions and noting that it fails to achieve the required result resolves that the act be amended forthwith

In order to include all workmen ~~as~~ as employees who work either on piece rated basis, daily basis or on commission or under any contractors; for inclusion of 27 days casual leave, sick leave, festival holidays, weekly holidays with full pay irrespective of number of days put in for all the employees as a legal rights of all the employees.

This conference further expressing its deep concern over the non-implementation of any of the provisions of this act in its true spirit, resolves that the inspectors who are authorised to act and scrutinise in this behalf have grievously failed in carrying out their duties and acted as pawns in the hands of the employers who are sabotaging the very purpose of this act, they be removed forthwith and the Govt. should take over the entire responsibility of implementing the provisions of the act from the municipal authorities.

#### On Minimum Wages.

The wages of employees in the small industries being <sup>study</sup> ~~study~~ governed by the law of supply and demand are far below the subsistence level and need immediate revision on the basis of principles agreed at the 15th labour conference. The steep rise in prices of daily necessities, rise in bus and tram fares, increase in prices caused by conversion to decimal coinage have further depressed the standard of living of employees in small industries and made it impossible for them to make both ends meet within the meagre wages which are at present paid to them. This conference therefore demands that wages of their employees be increased immediately by 50%.

This conference while welcoming the appointment of the minimum wages committee for ~~fixing~~ <sup>fixing</sup> the wages of employees in small industries, ~~requests~~ <sup>requests</sup> the committee to fix a minimum wages of Rs. 130/- for all workers in these industries and strongly urge upon the Government of Bombay to ~~raise~~ <sup>raise</sup> the minimum wages already fixed in the ~~light~~ <sup>light</sup> of the demand.

#### On Federation.

This conference of employees in small industries resolves that in view of the urgent need of bringing about unity of all employees in the small industries, a Federation of all unions of employees in small industries in Greater Bombay be formed immediately. The conference appoints the following committee to take all necessary steps for the formation of such Federation.

1. Com. Manil Hansrajee.
2. " Jaiuddin.
3. " Shole ~~was~~ D.K.
4. " Upadhaya. P.V.
5. " Siddique Omar.
6. " Sahib-raw. *Jai ram chandany.*
7. " Amiruddin.

#### On Shri. Shantilal Shah.

This conference of the employees of small industries while noting the dangerous policy adopted towards the working class by the labour ministry of Bombay which runs counter to the interest of the working class and sometimes against the principle of law resolve that the Minister for labour & law Shri Shantilal Shah be removed from the post forthwith.

24th February, 1959

Com. P.D. Gandhi,  
C/O Maharana Hill Kamdar Union  
(Lal Batta)  
Bhojeshwar Plot,  
Porbandar (Bombay State)

Dear Comrade,

Your letter of 19th instant to hand to day.  
Many thanks for the same.

I have already replied to your earlier letter  
on your Ahmedabad address. Please try to get it  
from there. It will be rather easier for me to  
contact you if you can send me your permanent  
address. I hope you will be in Porbandar when this  
letter reaches your present address.

Please send us the necessary correspondence  
you have done with the management and the Government  
and relevant material regarding the dissolution of  
the works committee. We can then represent your case  
with the proper authorities.

It was agreed that an article in TUR should be  
published after you send the necessary material on  
Cement Industry which you have not done so far.  
Therefore, I would request you to send material that  
you have collected uptill now to this office immediately.

We are in receipt of the M.O. of Mill Mazdur Sabha  
Surendarnagar but the union has not yet sent the  
affiliation form duly filled in.

I do not think it would be useful in the present  
circumstances to establish contacts with the Cement  
Unions in Pakistan. You know the conditions in Pakistan  
hence I need not write anything about it.

In my previous letter I have already replied to all  
other points that you have raised in your letter which  
perhaps might have been redirected to you by this time.

Yours fraternally,

*K.G.*  
*24/2/59*  
(K.G. Sriwastava)  
SECRETARY

25 FEB 1959

# GODREJ & BOYCE WORKERS' UNION

(REGD. NO. 220)

Godrej Colony, Block No. 28, Room No. 14, VIKHROLI

Ref: \_\_\_\_\_

Bombay, 23rd Feb. 1959

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

Dear Comrade,

Enclose please find a copy of the Annual Review of the Union for the year ending 31st December, 1958. You will note that the membership of the Union is 3242 on 31st December, 1958 against 2616 which was conveyed to you on 31st March, 1958.

With greetings,

Fraternally yours

*Ch. H. ...*  
GENERAL SECRETARY.

cc. The General Secretary,  
Bombay State Trade Union Committee  
of A.I.T.U.C.,  
166, Khandelwal Bhavan,  
Dr. Dadabhoy Naoroji Road, Fort,  
Bombay-1.

*Account*

*1/10  
1/12*

6th Feb. 9.

The Registrar of Trade Unions,  
Bombay State, Bombay,  
Framji Cawasji Institute Building,  
Dhobi Talao, Bombay-2.

Subject: Annual Review of Trade Unions for  
the year ending 31st December, 1958.

Dear Sir,

With reference to your circular No. CL/XVI/7132 dated 23rd January, 1959, we have to state the followings in reply to queries raised therein:

I - General.

1. The Godrej & Boyce Workers' Union, Bombay,  
Godrej Colony, Block No. 28, Room No. 14, Vikhroli, Bombay.
2. Registration Date: 1st April, 1943.  
Registered No. 220
3. Shri. K. T. SULE..... PRESIDENT (Honorary)  
" BHAGWAN S. ANGHE ..... VICE-PRESIDENT  
" V. SEETHARAM ..... DO-  
" G. SUNDARAM ..... GENERAL SECRETARY (Honorary)  
" GOPAL HARAYAN..... Asst. SECRETARY  
" GOVIND KHEMJI..... -DO-  
" RAJARAM G VARADKAR..... TREASURER

II - Membership

4. Membership as on 31-12-58. (1761  
(1481 in arrears.  
(3242  
Males. 3242  
Females. Nil

III- Income and Expenditure.

5. Rate of subscription as on 31st December, 58.. Rs.3/- per year.

Contd.....

(2)

6. Balance at the begining of the year.....	Rs. 01172.28
i.e. on 1st January, 1958.	
7.(i) Contributions from members received during the year 1958.....	Rs. 10027.44
(ii) Interest on Saving Bank Account during the year 1958.....	Rs. 00022.10
Total Income.....	
<u>Rs. 11221.82</u>	
8.(1) Salary allowances and expenses of Officers.....	Rs. 1512.21
(2) Salary allowances and expenses of Establishment.....	Rs. 1788.38
(3) Legal Expenses.....	Rs. 0020.00
(4) Compensation & Benefits paid to members and funeral.....	Rs. 0033.25
(5) Rent, Rates and taxes.....	Rs. 0026.73
(6) Stationery, Printing and Postage.....	Rs. 0327.83
(7) Donations, Levies, Affiliation fee etc. incurred under Section 15(J) of the Indian Trades Union Act, 1926.....	Rs. 0325.41
(8) Meetings Expenses.....	Rs. 0363.85
(9) Misce. Expenses.....	Rs. 0160.09
(10) Periodicals.....	Rs. 0016.66
(11) Annual General Meeting expenses.....	Rs. 0145.63
(12) Auditor's fee.....	Rs. 0200.00
(13) Written off account.....	Rs. 0004.00
(14) Contributions due (Managing Committee member Ramu Maujia/c).....	Rs. 0126.50
(15) Loan to Shri Rajaram G Varadkar.....	Rs. 0040.00
Total Expenditure.....	
<u>Rs. 5590.54</u>	
9. Balance at the end of the year 1958.....	Rs. 5631.28
i.e. on 31st December, 1958.	

IV- Affiliation.

10. All India Trade Union Congress.

Yours truly,  
for GODREJ & Boyce Workers' Union,

*G. Suidaram*

G. SUIDARAM.  
} GENERAL SECRETARY.

# लहान घंद्यांतील कामगारांची पहिली परिषद

कामगार बंधुनो—

आम्ही लहान लहान घंद्यांतील कामगार मालकांच्या जुलमी व सरकारच्या कामगार विरोधी धोरणांस बळी पडत आहोत. सरकारने आमच्यासाठी फक्त नांवापुरता कायदा केला आहे. पण कायदेशीर मार्गाने जाण्याचे आमचे सर्व रस्ते बंद केले आहेत. पहिल्या प्रथम कन्सिलिशन ऑफिसर आमच्या कोणत्याही तक्रारीची दाद घेत नाहीत. आणि एखादी केस दाखल करून घेतलीच तर काही महिने ती चालू आहे असे दाखवून त्या केसवर कोणत्याही प्रकारे निकाल न देता ती बंद करण्यांत येते. नियमाप्रमाणे कन्सिलिशन ऑफिसरने केस बंद न करितां कोर्टाकडे पाठविली पाहिजे. एकीकडे कामगारांचा छळ चालू आहे तर दुसरीकडे गुमस्ता अधिकाऱ्यांच्या नरमाईच्या वागणुकीचा मालक पुरेपूर फायदा घेत आहेत. अशा परिस्थितीत मालकांचा गैरकायदा हला व सरकारचा कायदेबाज हला अशा पेंचात छोट्या कारखान्यांतील कामगार सांपडला आहे.

अशा परिस्थितीत या त्रासांतून सुटका होण्याचा एकच मार्ग आहे. म्हणून सर्व लहान लहान युनियन्सनी एकत्र होऊन प्रतिकार केला पाहिजे, यासाठी [१] टेलरींग वर्कर्स असोसिएशन [२] हॉटेल मजदूर सभा [३] लालबावटा प्रेस कामगार युनियन [४] कारपेंटर्स व पॉलीश वर्कर्स युनियन [५] बिडी कामगार युनियन (६) ज्वरी कामगार युनियन (७) लॉन्डी वर्कर्स युनियन (८) तबेला कामगार युनियन अशा अनेक युनियन्सनी मिळून असे ठरविले आहे की ८ फेब्रुवारी सकाळी ९ वाजल्यापासून ते संध्याकाळी ७ वाजेपर्यंत खेस्त इस्लाम गेलाबाई स्ट्रीट मदनपुरा, मुंबई नं. ८ येथील यतीमखाना हॉलमध्ये परिषद व त्याच दिवशी रात्री ९ वाजतां मस्तान तलाव येथे जाहीर सभा घेण्याचे ठरविले आहे. या शिवाय ता. ९ फेब्रुवारीस असंब्ली हॉलवर मोर्चा नेण्याचे ठरले आहे. त्यावेळीस संबंधीत मंत्र्यांस निवेदन सादर करण्यांत येईल.

सर्व कामगारांस विनंती आहे की आपल्या न्याय्य मागण्यांची :—

[ १ ] मोठ्या घंद्यात काम करणाऱ्या कामगारांप्रमाणेच आम्हांस सवलती मिळाल्या पाहिजेत. ( २ ) वाढत्या महागाईचा विचार करतां पगारांत ५० पन्नास टक्के वाढ. ( ३ ) किमान वेतन कायदा लागू झाला पाहिजे. [ ४ ] आजारीपणाची व फिरकोळ पगारी रजा. [ ५ ] वर्षास नियमाप्रमाणे भरपगारी रजा. [ ६ ] इन्शुरन्स व प्रॉव्हिडंट फंडाचा कायदा लहान घंद्यांस लागू झाला पाहिजे. [ ७ ] कायदेशीर रितीने कन्सिलिशन चालविणे व सर्व कामगार विषयक कायदे अमलांत आणणे. दाद लावण्यासाठी परिषदेस हजारांच्या संख्येने हजर राहून परिषद यशस्वी करा तसेच मोर्चात सामील होऊन मोर्चा यशस्वी करा.

★ परिषदेचे यज्ञ हा आमचा विजय आहे. !

★ कामगारांच्या एकजुटीचा विजय असो !

सुनील बानर्जी

निमंत्रक

पता. :— कोठारी मॉन्शन

४ था मजला

जी. पी. ओ. समोर मुं. नं. १

यादव प्रि. प्रे. ख. ७ वी गल्ली मुं. ४.

लहान घंद्यांतील कामगारांची पहिली

परिषद



-Comrade S. A. Dange, M.P.

" A. K. Gopalan, "

" Bhupesh Gupta, "

" Raj Bahadur Gaur, "

" K. T. Kelthangamani "

New Delhi,

Dear -Comrades,

To-day's newspapers have published a summary of the 'Law Commission Report' which was placed before the Parliament. As the report will be discussed by the Parliament we are sending herewith some material which will be useful to you in the debate.

(1) Shri Kantilal Pungani is a practicing pleader in a town Upleta in the district of Madhya Saurashtra, Bombay state. It will be interesting to note here that this Upleta was the constituency which elected Shri U. N. Dhebar, the ex Congress President to the Saurashtra Assembly when he became Chief Minister of Saurashtra.

(2) Now we come to the proper story of Shri Kantilal Pungani. He does not have any qualification of a lawyer but in spite of that in the year 1949 he was given a 'SANAD' for practicing in the Muzosil Court by the Saurashtra High Court. This happened just after the formation of Saurashtra State. Shri U. N. Dhebar had taken personal interest in this matter and with his influence this gentleman got a 'Sanad'. It is worth noting here that though the old practice of former ~~Pr~~ Princely States of issuing such 'Sanads' to

He 3

2

unqualified persons was stopped after the merger of the States. This was the only exception. But the real story which is of interest is that this gentleman had many previous convictions in the criminal cases and he was of a bad character. These facts have been recorded in a judgement delivered by the District and Sessions Judge Shri Meher J.C.S. in the 'Arun Murder Case', Jetpur in 1942. We are sending herewith the relevant portion of the said judgement for your information.

Moreover in the year 1952 Shri Prabhudas Jeram and Shri Sobhagchand Jetkhal both residents of Elpheta had applied to the Saurashtra High Court to cancel his 'Sanad' on the grounds of the opinion of Shri Meher, referred above and of 'Professional misconduct' but surprisingly enough the Saurashtra High Court rejected the application and he retained his 'Sanad' with the help of Shri U.N. Dhebar and Shri Rasiklal Parikh, the present-revenue Minister of Bombay State.

Recently this Kantilal had taken Rs. 250/- from one of his clients Shri Mohan Ganga in the name of bribing the Magistrate in order to get judgement in his favour. However when the result of the case came against Shri Mohan Ganga he realised that he was cheated and blackmailed by Shri Kantilal and so he applied to the Bombay High Court, swearing on oath that he was cheated by Kantilal in this

manner. On the strength of this application the Bombay High Court has instructed the District and Sessions Judge, Madhya Saurashtra to investigate in the matter and report. The other two persons Shri Govind Pancha Gagera, a social worker and Shri Nambha Bhagawanji had also applied to the High Court against Professional Misconduct of the said gentleman and these applications have also been forwarded to the said District and Sessions Judge for inquiry. This inquiry is going on and will be coming up for hearing very soon.

We hope this material will be useful to you in debate on Law Commission Report,

Yours faithfully,

Updeshik Gadhya  
Chairman  
Managing Committee  
Updeshik Municipality  
Secretary  
Updeshik Centre, Communist Party of India

- Enc. 1. Letter of Shri P. D. Gandhi, AITUC  
Leader of Saurashtra.
2. Copy of the opinion of Mr. Meher  
J.C.S. regarding Shri Kantilal.

Upleta. 27. 26th Feb. '59.

Dear Comrade Sange,

I am sending herewith some material which will be useful at the time of debate on 'Law Commission Report'.

I was here to-day in connection with Provincial T. U. Conference preparations and so I got this material. As I have read Law Commission Report in to-day's papers. I thought this will be useful to you and so the same has been sent to you.

Comrade Dolubha Jadeja is the Secretary of our Upleta Committee of the Party and Chairman of the Municipality. You can call for any more information in this matter if required from Comrade Dolubha. His address is:-

Dolubha Jadeja,  
Communist Party office,  
\* UPLETA (Saurashtra)

Yours faithfully,

Pogandhi

P.S. We have sent the copy of this material to our other M.P.s Comrade Bhupend, Raj Bahadur, K.T.K., and A.K. Jopalan.

15  
9  
9 MAR 1959

TATA OIL MILLS EMPLOYEES' UNION, BOMBAY

680-41, 3RD FLOOR,  
MAKANI CHAMBERS, SIGNAL HILL AVENUE,  
SEWRI, BOMBAY 15.

(REGD. No. 975)

Ref. No.

Date 3-3-1959

Shri R.L. Mehta,  
Jt. Secretary,  
Evaluation & Implementation Committee,  
C/o. Ministry of Labour & Employment,  
NEW DELHI.

Dear Sir,

Re: Non-acceptance of Code for  
Discipline in Industry by  
The Tata Oil Mills Co., Ltd.,  
Bombay.

-----

We refer you to copies of our letters of 10-12-58,  
29-1-59 and 6-2-59 addressed to the General Manager  
of the Company.

You must have observed from those letters that the  
Tata Oil Mills Company Limited, Bombay refuses to accept  
and abide by the Code for Discipline in Industry rati-  
fied by all concerned at the 16th Indian Labour Conference  
held at Rainital.

Since the Company refuses to accept and abide by the  
said Code, it is being continuously violated by it since  
1-6-58.

Against our Union the Company had made certain alle-  
gations which as you will find from our letters referred  
to above are without substance. We are prepared for the  
scrutiny of the role of our Union in this matter by an  
impartial observer if the Company is so prepared for such  
scrutiny of its role. We regret the Company has not  
cared even to reply us.

In view of the foregoing we have to urge upon you  
to inquire into this. We shall also thank you to advise  
us whether we should consider ourselves bound by the said  
code when the Company refuses to accept and abide by the  
same and continues to violate it.

Contd....

- 2 -

3-3-1959.

Shri R.L.Mehta.

An early reply will be greatly appreciated.

Yours faithfully,

*Im. Dasai*

General Secretary.

c.c.to:-

✓ General Secretary, A.I.T.U.C.,  
This has reference to your letter  
of 11-2-59 and 22-2-59.

d/-

*Im. Dasai*

11 MAR 1959

# GRINDWELL KAMGAR UNION

(Registered under the Trade Unions Act)

General Secretary :

N. S. GIRADKAR

Assistant Secretary :

LAXMAN VITHAL BHOIR

Khira Bhawan.

Mora Office :—Mora-Uran.

Bombay Office :—

Block 16, ~~Kolaba Building~~

Sandhurst Bridge, Bombay 7.

Dated 10th March 1959.195

Dear Comrade Dange,

This relates to the strike by the workmen at the factory of M/s Grindwell Abrasives Ltd. situated at Mora-Uran in the Kolaba District.

The strike commenced on the 22nd January 1959. Today is the 48th day of the strike.

The total number of employees at the factory comes to about 780, i.e. about 700 workmen and about 80 clerical and supervisory staff. Out of them about 710, i.e. about 690 workmen and about 20 out of the clerical staff are on strike.

The company has its head office at Bombay, with a personnel of about 125. The Bombay staff has a separate Union, of which I have been the President since 1952. There was no strike call given to the Bombay staff.

The workmen at the factory come mostly from the Koli and Agri communities. There are about 150 female workers.

I took over the Grindwell Kamgar Union which is now conducting the strike from the P.S.P. leadership in August 1958.

M/s Grindwell Abrasives Ltd. are the manufacturers of Grinding Wheels. These are made out of foreign-imported adhesive grain and are used in all factories, mostly in Iron and Steel Plants, Railway workshops, Engineering workshops, and factories manufacturing electrical goods. The Bhilai Steel Works, Tata Locomotives, Chittaranjan Locomotives and the Railway Workshops are the largest consumers. In fact the Grinding Wheels occupy such an important place that the failure in timely and adequate supply would cause great inconvenience to all these concerns.

This concern has been enjoying a near monopoly

(2)

position in the manufacture of Grinding Wheels, the only other concern being M/s Carborandum Universal of Madras, which entered into this line only about two years ago. I understand that a new concern is now likely to start somewhere near Delhi.

M/s Grindwell Abrasives Ltd. are the recipients of numerous concessions from the Central Government and the State Government. The abrasive grain is allowed to be imported duty-free. The Bombay State Financial Corporation has advanced a loan of Rs.11,00,000/- to this concern.

The change in the attitude of the Company towards the Union came with my entry into it. It declared its intention to carry out retrenchment of 150, workmen, 80 of them female workers. Within a week of my election as General Secretary, , Assistant Secretary, L.V.Bhoir and Managing Committee member Moreshwar Kanu were chargesheeted on trivial grounds. The notorious pass system was introduced. Under this system the workmen were required to take the passes from their supervisors even when they wanted to visit lavatories. During this period a spate of chargesheets issued also against the other workmen which created an atmosphere of uneasiness among the workers. During November and December last, four workmen were discharged, three on the ground that they were apprentices and one on the charge of having overstayed his leave period. In December the fifth workman was removed from service on the charge of having disobeyed the orders of his Supervisor. In December Moreshwar Kanu was chargesheeted the second time, the charge being that he took more than ten minutes when he visited the urinal. The watchman was chargesheeted for having recorded wrongly the time when Moreshwar Kanu went to visit the urinal.

On the 24th December 1959, the Union gave a call to observe a day's token strike in protest. The strike was completely successful, only one workman having gone to work.

The Union also gave a warning to the management that if it was to remove any workman from service, the Union would give a call for the indefinite strike.

On the 19th January 1959, the management removed four more workmen, three on the ground that they were temporary and one on the charge of having abused



# GRINDWELL KAMGAR UNION

( Registered under the Trade Unions Act )

General Secretary :

N. S. GIRADKAR

Assistant Secretary :

LAXMAN VITHAL BHOIR

Mora Office :—Mora-Uran.

Bombay Office :—

Block 16, Kothare Building,  
Sandhurst Bridge, Bombay 7.

Dated 1959

(3)

another workman. The strike notice was served on the 20th January 1959. The strike commenced on the 22nd.

In the beginning the management was willing to refer the dispute to the Court. But we were afraid that once the matter was so referred the management may use the opportunity to remove some more workmen and then leave the Union to make applications under Sec.33. We therefore continued the strike.

After about three weeks the management had almost agreed to restate the discharged workmen, but in the meantime they happened to have an interview with Shri Shantilal Shah. It is feared that the Minister advised against giving in. It was from that date that the attitude of the management has completely changed.

The attitude now taken by the management is that they would take only those workers, who are unobjectionable from their point of view. They are also unwilling to take any female workers.

They are unwilling to have any negotiations with the Union. After about a month, the Union started feeling difficulties in continuing the strike. On the 6th February 1959, the management tried to import blacklegs from Bombay through the launches. Two launches were taken from Bombay to Mora. But both these attempts were defeated by the workmen with the help and cooperation of the local Koli population.

Right from the date of commencement of the strike Section 144 has been promulgated. So far 35 persons have been charged of having committed breach.

There have been twelve arrests so far on the charge of assault, rioting, and unlawful assembly.

About 90 armed Police have been posted in the area.

The attitude of the Police was that of noninterference in the beginning, but that has now changed.

(4)

The general wage level here is very low, and most of the workmen live on the poverty line even when on work. The Union therefore arranged to issue rations to the needy workmen. So far the Union has spent about Rs.3,000/- on this.

The Union has now started experiencing very serious financial difficulties. An appeal has been issued to the Bombay Unions and attempts are being made to obtain some help from them, but it is rather slow in coming. So far we have received pretty little beyond promises.

We are sure that we shall be able to hold on for another month or even two months if funds are available. We expect the Company to take a more reasonable attitude as the monsoons approach. The reason is that the sea-route is closed during the monsoons and the prospect of carrying on in the midst of hostile workmen would not be very encouraging, *when they have to use the uncertain land route.*

We have also started the Party work there and so far twelve members have been recruited to the Party.

In the interest of the Party work as also to save the leading Union workers, it is absolutely necessary that all attempts are made to save the situation.

I have therefore approached you for helping us out of the present situation.

I have to request you to send our appeal for monetary help to the W.F.T.U. I understand that they give help to the workers facing distress conditions in their strike struggles. I have no idea as to the scale on which such help is given but I gather that it is on a good scale.

We have already resolved to affiliate the Union to the A.I.T.U.C., but immediately thereafter we were in the midst of trouble and therefore the formal application has not been made so far. Comrade Kolhatkar is giving us the necessary guidance from time to time.

The issue was sought to be raised in the Bombay Assembly. On the 2nd inst. Shris V. D. Deshpande, Datta Deshmukh and Udhavarao Patil visited Uran and addressed a meeting organised by the Union. The Meeting had a salutary effect on the morale of the striking workmen.

# GRINDWELL KAMGAR UNION

(Registered under the Trade Unions Act)

General Secretary :

N. S. GIRADKAR

Assistant Secretary :

LAXMAN VITHAL BHOIR

Mora Office :—Mora-Uran.

Bombay Office :—

Block 16, Kothare Building,  
Sandhurst Bridge, Bombay 7.

Dated \_\_\_\_\_ 195

(5)

I have therefore to request you to give all possible help to the Union and also send our appeal to the W.F.T.U. You will kindly advise me how that appeal should be made.

I am writing to the A.I.T.U.C. separately.

Yours sincerely.

*N. S. Giradkar*

*General Secretary*

20 MAR 1959 "WORKERS OF ALL LAND UNITE"

# Mill Mamdar Union

(AFFILIATED A. I. T. U. C.)

G. M. Khan  
President:  
HANUMANSINH  
Secretary:  
~~BALDIK DESAI~~

Regd. No. 118

Rakhial Road,

AHMEDABAD, 10. 17 - 3 - 1959

To,  
The Secretary,  
A. I. T. U. C.  
DELHI

File (143)

DEAR Comrade,

In the Ahmedabad, there is a factory named 'Jashwant Iron Textile Works', producing iron-baskets (Tagaras). For the last one month it is not getting its quota of iron-sheets, from which the iron-baskets (Tagaras) are made. Some of the workers have been laid off. Not only that but it is feared that the factory will be closed if it does not get its full quota of iron-sheets. This happens every year in this season.

We have written about this to the Iron and Steel Controller 53, Mataji Subhash Road, Calcutta I. The company has also written about this to the Iron and Steel Controller.

We are writing this letter to you for the reason that if you can do any thing in this matter or guide us accordingly. There are forty-one employers in this factory and all of them are members of our Union.

Hopping for your early reply.

Yours Comradely,

Hanumansinh



# ENGINEERING KAMDAR UNION

( Affiliated to A. I. T. U. C. )

Regd. No. 1537

General Secretary  
PREMNATH MEHTA

President  
RODVAJI BHINSING



RAKHIAL ROAD,  
AHMEDABAD 10

Date 17<sup>th</sup> March 1963

MKU/963/59

The Iron & Steel Controller,  
33, Netaji Subhash Road,  
CALCUTTA.I.

Sir,

I, the undersigned, Secretary, Engineering Kamdar Union, Rakhial Road, Ahmedabad, beg to state as follows:

There is one factory, named 'The Jaswant Iron and Textile Works,' situated at Ahmedabad. In the said factory, there are about fortyone employees working and all the employees are the members of our Union.

For the last <sup>three four</sup> ~~year~~ <sup>one</sup> month, the said factory is not getting the full <sup>the</sup> ~~full~~ quota of iron sheets and hence some employees are laid off and there are chances of the closure of factory and if that happens, all employees will be rendered jobless and the unemployment will spread.

For the above reason, kindly see that the factory gets <sup>the delivery of the</sup> ~~full~~ quota of iron sheets, so that the threat of unemployment be avoided.

Moreover the production of the factory is iron-basket (Tagara) which are badly needed by the Government and people, hence the production of this factory is in the national interest and this is the only factory in Gujarat which is producing this nature of goods. So kindly, in the national interest, allow the full quota of iron sheets and oblige.

Yours faithfully,

S. D. Rathod

SECRETARY

c.c. to:

Dy. Labour Commissioner Ahmedabad,

Labour & Social Welfare Deptt., Bombay.

कूपर कामगार संघ, सातारा रोड

वा. नं. 902  
तारीख

र. नं. १७४९  
ता. ३१/३/५५

113

Com.

S. A. Dange.

General Secretary, A. I. T. U. C.

4 ASHOK ROAD.

New Delhi

From. - General Secretary Cooper Kamgar Sangh. Satara Road.

Sir-

As Com. Tushar Powar, Satara Road <sup>had</sup> approached in this matter, I need not go into it any more.

As this victimisation relates to in pursuance of the Nainital Conference and its decision. I have feeling that I and Shri Desouze respectively G.S. and the president of the Sangh ~~are~~ are victims of the Nainital decision.

You will find no parallel incident anywhere else of this nature. This is a peculiar case and hence your personal attention is necessary. I hope you will approach Shri Nanda, hon. Labour Minister for Central and acquaint him and if possible make him to intervene in this matter.

I have requested Hon. Lab. Minister of Bombay to refer this matter to the Industrial Court directly under 10.(1) C. and also to Assi Commission  
I expect your cooperation and guidance in this matter.

कूपर कामगार संघ, सातारा रोड

जा. नं.  
तारीख-

र. नं. १७४९  
ता. ३१/३/५५

Please Note

All Communications should be addressed in

Ram B. Phalke.

to D. B. Phalke.

SATARA Road.

This ~~is~~ change is necessary because of postal irregularity.

I kindly request your personal attention and do needful.

Thanking you

yours.

Shelu

General Secretary  
Cooper Kamgar  
Sangh

Satara Road

# સન્માન પત્ર

અખીલ હિંદ ટ્રેડ યુનિયન કોંગ્રેસના પ્રમુખ અને મુંબઈના મેયર  
શ્રી એસ. એસ. મીરજકર.

ભારતના રાજકિય તેમજ સામાજિક જીવનમાં મોખરાઈ સ્થાન ધરાવતા મુંબઈ શહેરમાં આજથી આશરે પાંત્રીસ વર્ષ પહેલાં જેકના કારકુન તરીકે નોકરી સ્વીકારી જીવનની કારકીર્દી શરૂ કરીને તરતજ નોકરીને તિલાંજલી આપી ભારતની કામદાર અળવળના મુળભૂત સંસ્થાપકોની સરોળમાં સ્થાન લઈ આપે કામદાર સંગઠનના કાર્યમાં આપણું જીવન સમર્પણ કર્યું છે.

ભારતિય રાષ્ટ્રીય મહાસભાએ મુકમ્મીલ આઝાદીનો દરવાજો કયો તે પહેલાંજ સંપૂર્ણ સ્વરાજ્યની માંગ ઉઠાવનાર આગેવાનોમાં આપ એક હતા. ભારતના રાષ્ટ્રીય સ્વાતંત્ર્ય સંઘાસના ઇતિહાસમાં મિસ્ત્ર કાવવા કેસ તરીકે મથકુર થયેલા કામદાર આગેવાનો સામેના કેસમાં અને ૧૯૨૮ ની સાલનાં હિંદમાં પ્રીટીશ તાજની હકુમતને ઉઘલાવી પાડવાનો આરોપ મુકી અંગ્રેજ સરકારે આપની સામે ખટલો માંડ્યો હતો. જેમાં ખચાવ પહે ભારતના હાલના વડા પ્રધાન શ્રી જવાહરલાલ નહેરૂ ઉભા રહ્યા હતા જે ખનાવ ભારતના ઇતિહાસમાં સુવર્ણકારે લખાઈ ચુક્યો છે.

રાષ્ટ્રીય સ્વાતંત્ર્ય આંદોલનના વખતમાં આપ વરસો સુધી રાષ્ટ્રીય મહાસભાની મુંબઈ પ્રાંતિય સમિતિમાં હોદ્દાવાર તરીકે અને અખીલ ભારતિય કોંગ્રેસ સમિતિના સભ્યપદે રહીને સેવાઓ આપી ચુક્યા છે. સાયમન કમિશનના બહિસ્કાર વખતે આપે મહત્વનો ફાળો આપ્યો હતો. ૧૯૩૬ માં અંગ્રેજ સરકારે ભારતને શાહીયાદી યુદ્ધમાં જોડી દેતા તેનો વિરોધ કરીને આપે જેલ વહોરી લીધો હતો.

ભારતની કામદાર અળવળમાં પ્રારંભથીજ આપે લાગ લઈને અનેરો ફાળો આપ્યો છે. અખીલ ભારતિય ટ્રેડ યુનિયન કોંગ્રેસના સંસ્થાપકોમાંના આપ એક છો અને તેની સ્થાપનાથી માંડીને આજસુધી આ સંસ્થા દ્વારા આપ કામદાર વર્ગની અસુલ્ય સેવા કરી રહ્યા છો. ડીસેમ્બર ૧૯૫૮ માં અતીક્રમમાં મળેલ અખીલ ભારતિય ટ્રેડ યુનિયન કોંગ્રેસના જ્યુબીલી અધિવેશને આપને તે સંસ્થાના પ્રમુખપદે ચુંટીને આપણું બહુમાન કર્યું છે.

આપણું અત્યારસુધીનું જીવન ભારતની જનતાની આઝાદી અને સમાજવાદી સમાજના ઘડતર માટેના સંગ્રામમાંજ વિત્યું છે. આ લાંબા સંગ્રામમાં આપે પારંપાર લાંબી જેલ સજાઓ સહન કરી છે.

આપ વધો સુધી મુંબઈ ટ્રેડ યુનિયન કોંગ્રેસના સભ્યપદે રહી ચુક્યા છો. અને છેલ્લી આમ ચુંટણી પછી ગયા વરસે મુંબઈની પ્રજાએ આપને મુંબઈના નગરપતિ પદે (મેયર પદે) ચૂંટીને આપણું બહુમાન કર્યું છે અને હાલમાં આપ આ પદ શોભાવી રહ્યા છો.

વિચીઘ ક્ષેત્રની આપનો આ સેવાઓની કદર તરીકે લખતરની પ્રજા વતી લખતરમાં આપને સન્માનતાં શહેર સુધરાઈ હર્ષ અનુભવે છે અને સમથ ભારતિય પ્રજા અને કામદાર વર્ગની સેવાના કાર્યો અર્થે આપને પરમકૃપાળુ પરમાત્મા હીલોચુખ્ય બહે એવી અંતઃકરણપૂર્વક પ્રાર્થના કરે છે.

લખતર  
તા. ૭-૩-૧૯૫૬

લખતર શહેર સુધરાઈ



# कामगारांना जाहीर निवेदन

कामगार बंधूनी:-

आपल्या कामगार संघाची सभा बरेच दिवस झालेली नाही. त्यामुळे कोरेगांव कोर्टात झालेल्या कामकाजाची आपणांस कल्पना नसणे साहजिक आहे. त्याबद्दलची सविस्तर माहिती देण्याकरिता पुढील आठवड्यांत सभा घेण्यांत येणार आहे तरी सर्व कामगार बंधूनी हजर रहावे.

अधिकार नसताना मध्यंतरी मालक संघाचे लोकानी सभा घेतली व तेव्हा सांगण्यांत आले की, पांच लोकांनाच कोर्टात काम करण्यास बंदी घातली आहे. परंतु आम्ही बाँडीतील बाकीचे लोक काम करू शकतो व मॅनेजमेंट कामच्याच बरोबर वाटाघाटी करते.

हे जर खरें असेल तर:-

१) दिल्ली गव्हर्नमेंटचे इन्स्पेक्टर कूपर कामगार संघाच्या रेकॉर्डचे इन्स्पेक्शन करावयास आले असतांना, मालक संघाचे लोक त्या दिवशी कोठे गेले होते ?

२) कूपर मॅनेजमेंटने, कूपर कामगार संघाचे जनरल सेक्रेटरी म्हणून श्री. राम फाळके यांचीच इन्स्पेक्टरची ओळख का करून दिली. त्यावेळी मालक संघाचे लोक दिसले नाहीत काय ?

तरी मालकसंघाचे अशात-हेने वेकायदेशीर काम जर चालू राहिले तर त्याबद्दल आम्हांला पुढचे पाऊल उचलावे लागेल तरी आम्ही मर्जी विनंती आहे की, त्यांनी अशा त-हेने कामगारांत गोंधळ माजवू नये.

रजिस्ट्रार ऑफ ट्रेड युनियन्स मुंबई राज्य ह्यांनी आपल्या पत्र नंबर CL/XV/430 तारीख २७-१०-५८ चे पत्रांत कबूल केले आहे की, संघाची कायदेशीर निवडणूक कोणती ह्याचा निकाल देण्याचे काम माझ्या कक्षेतले नाही.

बरील सविस्तर माहिती देण्यांत येणार आहे. तरी त्या दिवशी झभेस सर्वांनी हजर रहावे.

आपले,

जे. एफ. डिमोझा

अध्यक्ष

कूपर कामगार संघ  
सातारारोड

राम फाळके

जनरल सेक्रेटरी

कूपर कामगार संघ  
सातारारोड

कोयना नगर कामगाराना जनरल वर्कर्सची युनियनची हांक !!

१) कोयनानगर धरण लवकर पूर्ण झाले पाहिजे !!

२) लांचलुचपत - वशिलेबाजी - कामगारांचे - वरील अन्यायाला आळा बसला पाहिजे .

३) कामगार विषयक कायद्यांची अंमलबजावणी कामगाराला नोकरीचा कायमपणा (परमनन्सी), योग्य पगारवाढ हक्काची, आजारी, कॅज्युअल रजा प्रॉव्हिडंट फंड, ग्रॅज्युइटी, व इतर अनेक सुखसोयी मिळविण्या कारितां खंबीरपणे - एकजुटीने जनरल वर्कर्सयुनियन, उत्तर साताराचे हजारोनी सभासद व्हा !

कोयना नगर कामगार बंधुनी - कोयनानगरची योजना ही राष्ट्राची योजना आहे. ही योजना लवकरांत लवकर पूर्ण झाली पाहिजे, त्या करितां सर्वांनी कसोशीने प्रयत्न केला पाहिजे, अमेरिकन कर्जाचे कोठचावधि रुपये खर्च पडत आहेत पण त्यांतील बराचसा भाग लांचलुचपत- वशिलेबाजी- अकार्यक्षमता यामुळे वाया जात आहे. या कोयना योजनेची आंखणी तंत्रज्ञानी केली आहे. राष्ट्र त्यांचे आभारी आहे. तंत्रज्ञानी केलेली आंखणी रत्यक्षा अुभारण्याचें कार्य हजारो कामगार आपल्या कष्टाने- घामाने व रक्ताने करीत आहेत; योजनेचे जनक ( वडोळ ) तंत्रज्ञ आहेत परंतु योजनेचे पालनपोषण कामगाररूपी माडा करीत आहे या कामगारानां कसल्याही कायद्याचे संरक्षण नाही ज्या दिल्ली व मुंबई सरकारने कामगार विषयक कायदे केले आहेत तीच सरकारं हे कायदे अमलात आणित नाहीत. कोयनानगरला होणाऱ्या या कायदेभंगाच्या कृत्याला सरकारचा पाठिंबा आहे. कां? असा आमचा सवाल आहे.

याची उत्तरे द्या

१) विश्रांती न देता सतत आठ तास काम करवून घेणे कोणत्या कायद्या-प्रमाणे

२) लहरीप्रमाणे कोणालाही केव्हांही नोटीस शिवाय कामावरून काढण्यात येते

३) वशिले बाजीने कामगारांची भरती केली जाते.

४) कामगारांचे किमान वेतन ठरविले जात नाही.

५) सरकारी नोकरीना मुंबई स्केल पेक्षा २० टक्के जादा प्रोजेक्ट अलॉन्स नाव कामगाराना पोटाळा पुरेसा पगारही नाही असे कां. ?

६) कंत्राटी कामगाराऐवजी सिझनल कायम कामगार नेमले कां जात नाही

७) खाणी बोगदा व इतर ठिकाणी अनेक कामगाराना दुखापती होतात काही कामगार मरण पावतात त्यांना किंवा त्याचे नातेवाईकांना कायद्याप्रमाणे नुकसानभरपाई मिळते कां?

या व इतर अनेक घटना बडत आहेत. दररोज दरतासाला-दर मिनिटाला होणारी कायदेभंगाची कृत्ये थांबली पाहिजेत. कामगाना कायद्याचे संरक्षण मिळाले पाहिजे.

योग्य पगार वाढ- स्केलप्रेड- योग्य महागाईभत्ता- हक्काच्या, आजारी पणाच्या कॅज्युअल पगारी रजा - प्रां. फंड; ग्रॅज्युइटी व इतर मागण्या कोयनानगर कामगाराना मिळणे जरूर आहे.

कोयनानगर राष्ट्रीय कामगार संघाने ( इंटकने ) कांहीं मागण्या केल्या आहेत. सरकारी कन्सिलीएशन ऑफिसर श्री पोंक्षे साहेब यांचे समोर हा तंटो चालू आहे. या विविध मागण्याबाबत जनरल वर्कर्स युनियन उत्तर साताराची जी भूमिका आहे ती भूमिका श्री पोंक्षे साहेब याना ता १९ मार्च १९५९ रोजी तारेने व एक्सप्रेस पत्राने कळविली आहे; त्याचे उत्तराची अपेक्षा युनियन करीत आहे.

कामगारांच्या मागण्याबाबत होणारी तडजोड सर्व कामगारांच्या संमतीने त्यांना मान्य अशी असली पाहिजे. कामगारांचे संमती शिवाय झालेली तडजोड कोयनानगरचे कामगार मान्य करणार नाहीत असे आम्ही श्री पोंक्षे याना कळविले आहे. सर्व कामगारानी जागरूक राहिले पाहिजे. एकजूट भक्कम केली पाहिजे. व तडजोडी बाबत संघटित आवाज उठविला पाहिजे.

आम्हाला मिळालेल्या माहितीप्रमाणे कोयनानगर इंटक ही अर्ध्यामुध्या मागण्यावर दोन वर्षे मुदतीचा करार कॉन्ट्रॅक्टरी करणार आहे. दोन वर्षे कामगारांचे हातपाय बांधणारा करार होना कामा नये. तडजोडीचा मुदत कायद्याप्रमाणे फक्त सहा महिन्यांची असते ( इंडस्ट्रीअल डिस्प्युट अँक्ट कलम १९ पोटकलम २ प्रमाणे ) त्यापेक्षा अधिक मुदत मान्य नाही. होणारी तडजोड परस्पर होता कामा नये. ही जनरल वर्कर्स युनियन उत्तर साताराची भूमिका आहे. जनरल वर्कर्स युनियन उत्तर सातारा ही सरकारने रजिस्टर्ड केलेली युनियन आहे. तिचे कार्यक्षेत्र उत्तर सातारा जिल्हा आहे.

बरील भूमिका लक्षांत घेऊन सर्व कामगारानी जनरल वर्कर्स युनियनचे नभासद व्हावे ही विनंति.

सभासदत्वाची वर्गणी दरमहा फक्त दोन आणे आहे. चार महिन्यांचे फक्त आठ आणे ( नये ५० पैसे ) भरून सभासदत्वाची पावती घ्या

युनियनचे मुख्य ऑफीस

६७ व सदाशिव पेठ सातारा शहर

शाखा ऑफीस नं. १

मु. हेळवाक येथे आहे.

कळावे. हा विनंति.

आपले नम्र

शेखकाका

अध्यक्ष

जगन्नाथ पाटील

उपाध्यक्ष

तुषार पवार

जनरल सेक्रेटरी

हमारी ताकद हमारी युनियन



# કામદારોને અપીલ

તહેવારોની છ દિવસની રજાને હક રજામાં ગણવાના કરી આપેલ કરારને રદ કરાવો. હક રજા છીનવી લેતા કરારો રદ કરાવો.  
કામદાર એકતા ઝીંદાબાદ.

કામદાર ભાઈઓ અને બહેનો,

આ પત્રિકા દ્વારા નીચેની હકિકતો તરફ આપ સૌ કામદારોનું ધ્યાન દોરવા માગીએ છીએ. આપ સૌને એ ખબર હશે, કે, વડોદરા મુકામે ગુજરાતની મીલો માટે કહેવાતા વિગળીના કારણો સર મળુર મહાજન સંઘના આગેવાનોએ અમદાવાદ સિવાય તહેવારોની છ રજાઓને હક રજામાં ગણવાના કરારો કરી આપ્યા છે આ કરારો કરતી વખતે લોકશાહીની ગુલખગી પોકારતું મળુર મહાજન સંઘે તેમના પ્રતિનિધિઓને પુઠ્યા ગાઠ્યા વગર આ કરાર કરી આપ્યો છે, અને આ રીતે લોકશાહીના સિધ્ધાંતને પત્થર સાથે પછાડી ચુરેચુરા ઉડાવેને ક્યડી નાંખ્યા છે.

કલોલ મળુર મહાજન સંઘના સામાન્ય મંત્રી શ્રી કેશુભાઈએ પણ આ કરારને બહાલી આપી છે શ્રી. કેશુભાઈને મળુર પ્રવૃત્તિને અધ્યાપ કરવા સારું ભારત સરકારે ઇંગ્લેન્ડ મોકલ્યા હતા. ઇંગ્લેન્ડની ટ્રેડ યુનિયન કોંગ્રેસનો જીજીવટ ભર્યો અધ્યાસ કરી અને દેશોની મળુર પ્રવૃત્તિની તુલના કરતાં તેઓને ઇંગ્લેન્ડની પ્રવૃત્તિ મળુરોના હિતોતું બહુ સારી રીતે રક્ષણ કરતી સમજણી અને તેજ પ્રમાણે અહિંની મળુર પ્રવૃત્તિ હોવી જોઈએ, તેવી મતલબનો તેઓશ્રીનો મત બધાએલો અને તે હકિકત તેઓએ બહાર પણ કહેલી કે, જો તે પ્રમાણેની નીતી અહિંની મળુર પ્રવૃત્તિમાં અપ્પત્યાર કરવામાં ન આવે તો પોતે મળુર પ્રવૃત્તિમાં પડવા માગતા નથી એમ કહી થોડોક ટાઈમ સદરહુ મળુર પ્રવૃત્તિથી મુક્ત પણ રહ્યા અને ત્યાર બાદ પાછા મળુર પ્રવૃત્તિમાં પડ્યા આ વખતે તેઓના કામદાર માટેની ઘણી સારી એવી આશાઓ સેવવામાં આવતી હતી. ઇંગ્લેન્ડની અંદરના પોતાના અતુલવનો નીચોડ આપી ઇંગ્લેન્ડની “માફક મળુર મહાજન” સંઘના કામદારની રૂપરેખા અને કાર્ય પધ્ધતી અપનાવવાના હતા અને કામદારોને લગતા કાયદા કાનુનોમાં પણ પોતાની લાગવગનો ઉપયોગ કરી મુળ જીવના સુધારાઓ પણ કરાવશે, તેવી પણ આશા સેવવામાં આવતી હતી. પરંતુ આપે તથા ગુજરાત ઇન્ડુક્ટના પ્રમુખ ચીમનલાલ શાહે તહેવારોની રજાઓને ઉપર કહ્યા પ્રમાણે હક રજાઓમાં ગણવાનો કરાર કરી આપ્યો ત્યારથી આપના તરફની શુભ આશાઓ અશુભ નીરાશાઓમાં દોરવાઈ ગઈ હોઈ કેવળ મુગળજી જેવીજ નીવડી છે.

શ્રી કેશુભાઈ! શું ઇંગ્લેન્ડમાં મળુર મા કામદાર પ્રવૃત્તિ આવી બોદી પધ્ધતિથી ચાલે છે ? શું ત્યાંના મળુરો, મા કામદારોના, હક રજાઓ, જેવા કાયમી હકકો આમ આવી રીતે ઉડાવી દેવામાં આવે છે ? ઇંગ્લેન્ડમાં મળુરો મા કામદારોના આગળ કહ્યા તેવા પ્રકારના કાયમી હકકો છીનવી લેવામાં આવે તો તેઓ કોઈ કાયદાનો આશ્રય લે છે, કે, કેમ ? અને તે કયો ? અને જો ત્યાં આવા મુળ જીવ હકકો છીનવાતા મળુરો અને કામદારો કોઈ કાયદાનો આશ્રય લેઈ અગર ખીજી રીતે છીનવાએલા હકકો મેળવી શકતા હોય, તો, આપને અહિંના મળુરોના ઉપર

કલા મુળ જન હકકો ઉઠાવી દેતા કરારને બહારી કેમ આપવી પડી ? આપ કામદારોના આ છીનવાઈ ગયેલા હકક રજાના હકકો પાછા મેળવવા માટે પ્રકાશ માટે તેણે કોઈ પાર્ગદર્શન કરી શકશો, કે કેમ ? આપે આપના ઈંગ્લેન્ડની મજૂર પ્રવૃત્તિના અનુભવ યા અભ્યાસના નીચોડ રૂપે અહિના મજૂરોને કાંઈ ફાયદા થાય, તેવી, પદ્ધતિ અપનાવવા માટેની યોજનાની ફેરમ્યુલા, ગવર્નમેન્ટ અગર મજૂર મહાજનને, આપી છે કે કેમ ? અને જો આપી હોય તો તે કેવા પ્રકારની છે. તે, સમજવશો ? જો સમજવો તો બહુજ સાઈ અને ન સમજવો તો પછી અમારે તો એમજ સમજવાતું રહ્યું કે, આપ જે સમુદ્રો પાર કરીને ઈંગ્લેન્ડ ગયા અને પરત આવ્યા તે સમુદ્રોના ખારા પાણીમાં આપની સદરહુ સફર પાછું જાય ત્યાં ભારત સરકારના કૌસા છુટી પડ્યા શિવાય બીજું કાંઈ સમજી શકાય ખરું ?

ઉપર કહી હકક રજા એ કામદારોના હકકની રજા છે. સમાજની સાથે જેમ અર્થતંત્ર સાથે સંયોજિત છે. તેવી જ રીતે અમજીબી માલિવ સમાજ સાથે હકક રજા સંયોજિત અને અગત્યની છે. આ અને આવાં બીજાં કારણોથી પ્રેરાઈને મજૂર સંબંધી કાયદાઓમાં હકક રજાને મહત્વ આપી તેને કાનૂની રક્ષણ આપવામાં આવ્યું છે. કે જે મેળવવા માટે મજૂરોને ઘણા બંધો આપવા પડ્યા છે.

હકક રજાની સાથે સાથે ટ્રેડયુટી માટેનો પણ કલોલ, કડી, અને સીધપુરની મીલોના કામદારોનો પ્રથમ પણ ઘણોજ લાભ પામ્યો છે. અમદાવાદમાં સાઈઝીંગમાં કામ કરતા કામદારોના પગાર વધારાનો ચુકાદો આવી ગયો છે. અને તેનો અમલ અમદાવાદની મીલોમાં થયો છે. પણ કલોલની મીલોમાં હજુ સુધી તેવા પ્રકારનો કોઈ પણ ધોરણ નક્કી કરવામાં શા માટે આવ્યું નથી ? એક બાબુ મોંઘવારી પણ કુદકે તે બુસકે આગળ વધી રહી છે. તો આ દરેક માટે મજૂર બંધુઓ અને બહેનો સજાગ અને અને પોતાના હકક હાંસલ કરવા માટે પ્રયત્ન શીલ થાય તેવી કામદાર ભાઈઓ અને બહેનોને અમારી અપીલ છે.

આ વિષયો માટે ટુંક સમયમાં બહેર સભા મળશે.

શંકરજી અમરાજી ઠાકોર	આપુલાઈ ડી. પ્રમાર
શંકરજી કાળાજી ઠાકોર	રણજી હલાલ દલાલ

કાલ મીલ મજૂર મંડળ  
કલોલ. (ઉ. રા.)  
ર. નં. ૨૭૬૨

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कोयना नगर कामगाराना जनरल वर्कर्सची युनियनची हांक !!

१) कोयनानगर धरण लवकर पूर्ण झाले पाहिजे !!

२) लांचलुचपत - वशिलेबाजी - कामगारांचे - वरील अन्यायाला आळा बसला पाहिजे.

३) कामगार विषयक कायद्यांची अंमलबजावणी कामगाराला नोकरीचा कायमपणा (परमनन्सी), योग्य पगारवाढ हक्काची, आजारी, कॅज्युअल रजा प्रॉव्हिडंट फंड, ग्रॅज्युइटी, व इतर अनेक सुखसोयी मिळविण्या कारितां खंबीरपणे - एकजुटीने जनरल वर्कर्सयुनियन, उत्तर साताराचे हजारोनी सभासद व्हा !

कोयना नगर कामगार बंधुनो - कोयनानगरची योजना ही राष्ट्राची योजना आहे. ही योजना लवकरांत लवकर पूर्ण झाली पाहिजे, त्या करितां सर्वांनी कसोशीने प्रयत्न केला पाहिजे, अमेरिकन कर्जाचे कोठ्यावधि रुपये खर्च पडत आहेत पण त्यातील वराचसा भाग लांचलुचपत - वशिलेबाजी - अकार्यक्षमता यामुळे घाया जात आहे. या कोयना योजनेची आखणी तंत्रज्ञानी केली आहे. राष्ट्र त्यांचे आभारी आहे. तंत्रज्ञानी केलेली आंखणी प्रत्यक्ष अंभारण्याचे कार्य हजारो कामगार आपल्या कष्टाने - घामाने व रक्ताने करीत आहेत; योजनेचे जनक ( बडोल ) तंत्रज्ञ आहेत परन्तु योजनेचे पालनपोषण कामगाररूपी माता करीत आहे या कामगारानां कसत्याही कायद्याचे संरक्षण नाही, ज्या दिल्ली व मुंबई सरकारने कामगार विषयक कायदे केले आहेत तीच सरकारे हे कायदे अमलात आणित नाहीत. कोयनानगरला होणाऱ्या या कायदेभंगाच्या कुत्याला सरकारचा पाठिंबा आहे. कां? जसा आमचा सवाल आहे.

याची उत्तरे द्या

१) विश्र्वाती न देतां सतत आठ तास काम करवून घेणे होणत्या कायद्या-प्रमाणे

२) लहरीप्रमाणे कोणालाही केव्हाही नोटिस शिवाय कामावरून काढण्यात येते.

३) वशिले बाजीने कामगारांची भरती केली जाते.

४) कामगारांचे किमान वेतन ठरविले जात नाही.

५) सरकारी नोकरीना मुंबई स्केल पेक्षा २० टक्के जादा प्रोजेक्ट अर्लॉन्स मात्र कामगाराना पोटाला पुरेसा पगारही नाही असे कां. ?

६) कंत्राटी कामगाराऐवजी सिझनल कायम कामगार नेमले का जात नाही

७) छाणी बोगदां व इतर ठिकाणी अनेक कामगाराना दुखापती होतात काही कामगार मरण पावतात त्यांना किंवा त्यांचे नातेवाईकांना कायद्याप्रमाणे नुकसानभरपाई मिळते कां?

या व इतर अनेक घटना घडत आहेत. दररोज दरतासाला-दर मिनिटाला होणारी कायदेभंगाची कृत्ये थांबली पाहिजेत. कामगोना कायद्याचे संरक्षण मिळाले पाहिजे.

योग्य पगार वाढ- स्केलग्रॅड- योग्य महागाईभत्ता- हक्काच्या, आजारी पणाच्या कॅज्युअल पगारी रजा - प्रॉ. फंड, प्रॅच्युइटि व इतर मागण्या कायदानगर कामगाराना मिळणे जरूर आहे.

कायदानगर राष्ट्रीय कामगार संघाने ( इंटकने ) कांहीं मागण्या केल्या आहेत. सरकारी कन्सिलीएशन ऑफिसर श्री पोंक्षे साहेब यांचे समोर हा तंदा चालू आहे. या त्रिविध मागण्याबाबत जनरल वर्कर्स युनियन उत्तर साताराची जी भूमिका आहे ती भूमिका श्री पोंक्षे साहेब यांना ता १९ मार्च १९५९ रोजी तारेने व एक्सप्रेस पत्राने कळविली आहे; त्याचे उत्तराची अपेक्षा युनियन करीत आहे.

कामगारांच्या मागण्याबाबत होणारी तडजोड सर्व कामगारांच्या संमतीने त्यांना मान्य अशी असली पाहिजे. कामगारांचे संमती शिवाय झालेली तडजोड कायदानगरचे कामगार मान्य करणार नाहीत असे आम्ही श्री पोंक्षे यांना कळविले आहे. सर्व कामगारांनी जागरूक राहिले पाहिजे. एकजूट भक्कम केली पाहिजे. व तडजोडी बाबत संघटित आवाज उठविला पाहिजे.

आम्हाला मिळालेल्या माहितीप्रमाणे कायदानगर इंटक ही अध्याभुध्या मागण्यावर दोन वर्षे मुदतीचा करार काढून ठेवण्या करणार आहे. दोन वर्षे कामगारांचे हातपाय बांधणारा करार होणार नाही. तडजोडीचा मुदत कायद्याप्रमाणे फक्त नहा महिन्याची असते ( इंडस्ट्रीअल डिस्प्युट अँड कलम १९ पोटकलम २ प्रमाणे ) त्यापेक्षा अधिक मुदत मान्य नाही. होणारी तडजोड परस्पर होता कामा नये. ही जनरल वर्कर्स युनियन उत्तर साताराची भूमिका आहे. जनरल वर्कर्स युनियन उत्तर सातारा ही सरकारने रजिस्टर्ड केलेली युनियन आहे. तिचे कार्यक्षेत्र उत्तर सातारा जिल्हा आहे.

बरील भूमिका लक्षात घेऊन सर्व कामगारांनी जनरल वर्कर्स युनियनचे सभासद व्हावे ही विनंति.

सभासदत्वाची वर्गणी दरमहा फक्त दोन आणे आहे. चार महिन्यांचे फक्त आठ आणे ( नये ५० पैसे ) भरून सभासदत्वाची पावती घ्या

युनियनचे मुख्य ऑफीस शाखा ऑफीस नं. १  
६७ व सदाशिव पेठ सातारा नगर म. हेळवाक येथे आहे.

कळावे. ही विनंति.

आपले नाम  
शेखकाका जगन्नाथ पाटील तुषार पवार  
अध्यक्ष उपाध्यक्ष जनरल सेक्रेटरी

हमारी ताकद हमारी युनियन

(143) extra

**GODREJ AND BOYCE WORKERS' UNION, BOMBAY**

(Regd. No. 220)

Godrej Colony, Block No. 28, Room No. 14, VIKHROLI.

**ANNUAL REPORT**  
**and**  
**STATEMENT OF ACCOUNTS**  
**FOR THE YEAR 1958-59**

Dear Friends,

I place before you an account of the activities of the Union for the period commencing from August, 1958 to August, 1959. I regret that we could not hold our Annual General Meeting earlier due to the reasons firstly because I was out of Bombay for nearly one and a half months and secondly our leaders had to go for attending the Conference of Metal and Engineering Workers of India held at Calcutta in July, 1959.

You are aware that the last Annual General Meeting was held in August, 1958 and having amended the Rules of the Constitution, our first General Meeting of the elected General Council members was held on the 1st September, 1958 which was addressed by the President of the All India Trade Union Congress and then Mayor of Greater Bombay, Com. S. S. Mirajkar. He stressed in his speech to strengthen the workers' unity and struggle democratically for winning the demands and Trade Union Rights. We also handed to him the donation of Rs. 51/- for Mayor's Relief Fund. Com. S. Y. Kolhatkar, the General Secretary of the Bombay State Trade Union Committee of A.I.T.U.C. also addressed the gathering and congratulated the Godraj workers for participating whole heartedly in the General Strike of 25th July, 1958 to protest against the Anti-labour policy of the Labour Minister, Shri Shantilal Shah and in support of striking workers of the Premier Automobiles.

**NEGOTIATIONS WITH THE MANAGEMENT ON  
OUR GENERAL DEMANDS**

The newly elected Managing Committee was confronted with the immediate task of negotiating with the Management on the general demands of Wage adjustments, regrading, reclassification, etc. etc. The first meeting of the Committee and the Management was held on the 3rd September, 1958.



Having had a long discussion, the Company's partial offer was accepted and a joint committee was formed to investigate the nature of work done by such workers who were on our lists for regrading and re-classification. It was also mutually agreed that the agreed findings of the committee would be implemented by the Company. Shrees Bhagwan S. Angne, Govind Khemji Dhumal and Gopal Narayan were nominated on the committee. This committee's investigation commenced from 15th Sept., 1958 and went on for 3 months. Nearly 300 to 400 workers were up-graded out of the approximately 1500 on our list. The Union's representatives experienced many difficulties. They could not get the required information from some of the workers and more particularly the representatives of the Management were not prepared to listen to their views in most of the cases. The plea of the Management's representatives for denying the higher grades to most of the workers was that they were not doing continuous work of the Higher grade, the worker concerned was a learner and in some cases that though the company agreed that they were doing the work of higher grade, denied, the same on the plea that there was no vacancy in that particular grade. Such an attitude has resulted in injustice being done to individual employees to continue hereafter.

The General Meeting reviewed in its meeting held on 29th December, 58 the work of the joint committee. A comparative chart of few categories of the similar workers in a standard engineering factory like Mazagaon Dock was sent to the Company showing the number of categories of workers who are still placed in the lower grade or not properly remunerated in our company and urged the Management to appoint immediately a Board of Assessors one each from the Management and the Union to investigate the nature of different jobs and on the basis of their agreed findings the Company should give them the appropriate grades. In those cases where no agreement was reached, we should resort to arbitration as provided in the Code of Discipline. This letter was sent on the 23rd of March 1959 and thereafter we informed them by our letter of 15th May 1959 that if no settlement could be reached within 15 days, we would resort to conciliation. By its letter of 6th June 1959, the Management has practically rejected our offer.

On 20th of April 1959 I with the Office Bearers met the Management and had discussions on the three demands of Paid Festival holidays, Casual Leave and Half-day work on Saturdays. As the Director was not present, the Works

Superintendent said that he would speak to the Director and would convey his decision as early as possible to the Union's compromise offer of Shiv-Jayanti, Tilak-Jayanti, May-Day and Christmas over and above five now being given, for mutual settlement. Regarding this a letter was received by us on 4th May, 1959 stating that "in that connection we have to state that the Directors wonder how they can be expected to consider sympathetically the request (demand) of the Union when the workmen resort to wilful slow-down of production in the Paint shop, Vikhroli Plant I." The further course of negotiations showed that the Management was not prepared to improve its offer of giving two Additional paid Festival Holidays only of Shiv-Jayanti and Tilak-Jayanti on condition the Union withdrew their demand for additional Casual Leave and additional 10 paid Festival Holidays.

The Company's letter of 6th June, 1959 showed that the Management was more anxious to blame the Union's leaders for not co-operating in respect of the problems of the Management than to seek fair and amicable settlement on the long outstanding demands of the workers. Further, the Union's leaders felt difficulties in settling the workers' day to day grievances due to the Management's unsympathetic attitude towards them. An urgent meeting of the Managing Committee was held on the 3rd June, 1959 and discussed on the policy matter and decided to convene a General Meeting to decide the future line of action for winning our demands. This meeting was held on the 21st June, 1959 and finally was postponed till I arrived back from my tour abroad. We discussed this situation in the meeting of the Managing Committee held on 13th August, 1959 and General Meeting on 20th August, 1959.

In the meantime, other important developments took place, viz; the formation of the National Federation of Metal and Engineering workers of India and Metal and Engineering Workers' Federation, Bombay State where it was decided to observe DEMANDS DAY on 21st August, 1959 to raise a united voice throughout the country demanding WAGE BOARD IN METAL AND ENGINEERING INDUSTRY, PAY LIVING WAGE TO ENGINEERING WORKERS AND RECOGNISE WORKERS' UNIONS WITHOUT ANY DISCRIMINATION.

It is now necessary for us to thoroughly discuss this situation in the Annual General Meeting and decide the future line of action for winning our demands.

## RELATIONS BETWEEN THE UNION AND THE MANAGEMENT

The Company gives facilities to hold the Managing Committee meetings during working hours. And Union selected leaders are allowed to place before the Management and discuss the grievances of workers during working hours.

No sooner the newly elected Managing Committee started functioning, the leaders felt the stiff attitude of the high officials of the Company and found that they would generally endorse the decision of the immediate supervisory staff who used to harass the workers and reject the Union's leaders' approach for reaching amicable understanding on the problems and grievances of the workers. Subsequently the Management's higher authority also adopted the stiff policy which have worsened the relations between the workers and the Management. I feel that if the Company does not change its present policy the Industrial relations in the Company will be further worsened.

During this period, the committee had to deal with 29 charge-sheets and number of dismissals and suspension cases. The latest charge-sheet had been issued to committee member Shivram Vithoba. Shri Trilokinath Devicharan's dismissal has been taken up with the Management and is yet to come before the Grievance Committee.

**Grievance Procedure:** You are aware that the Union had urged the Company to set up a proper Grievance machinery in October, 1957. The newly elected committee had invited the Company's attention to this issue. The committee also had discussions with the Management on the 9th January, 1959.

The Company sent us a draft Grievance Procedure on the 15th January 1959 which was discussed in the meetings of the Managing Committee and General Meeting and a letter was sent to the Company containing Union's suggestions on the 12th February, 1959. Details were given in the Union Handbill distributed on the 2nd March, 1959. The Managing Committee decided in its meeting held on 26th February, 59 that we should implement the same Grievance Procedure as proposed by the Company which would be reviewed after 6 months and seek for proper and suitable amendments on the basis of experience gained during the period. The committee further took the decision that every month the General Meeting would review the working of the procedure. I wish the Annual General Meeting should

discuss this question in the light of the experience the members gained and decide as to what suitable amendments should be made in the procedure.

**Code of Discipline:** was formulated and agreed upon in the 16th Tripartite Labour Conference which was held in May, 1958. This conference was attended by the representatives of workers' Central Organisations, representatives of employers and the Government representatives.

The Managing Committee discussed the Code in its meeting held on 8th October, 1958 and decided to implement the same as early as possible. Therefore the committee urged the Management for translating the Code in the regional languages and distribute to all the workers. But the Management was not prepared to do so stating that they have no authority to translate the Code in the regional languages and thus a large majority of the workers have no understanding for the proper implementation of the Code. The committee had discussions with the Management in several meetings but I am sorry to state that the Management did not take the Union leaders in its confidence in the various steps called for, in implementing the Code of Discipline properly.

## OTHER IMPORTANT ISSUES AND PROBLEMS

**Permanency of Temporary Workers.** The long pending demand of the Temporary workers was taken up with the Management. Having had discussions with the Management in several meetings, 240 workers are given the token-number who have been working since 1955-56 and some of the workers from 1956-57. And all the watch-men who were temporary were also given the token-number. Full permanency for these and token-number for many more others have yet to be obtained.

**Special Increment:** In the meeting of the Management and the Union held on the 9th January, 1959, the Director outlined broadly his scheme. I then requested him to send us the details of his scheme so that we could discuss it in our Managing Committee and would have a proper settlement as the Union also desired that the workers should be paid more wages for their increased production. But the Company did not take the Union in its confidence and declared on its notice-board on the 15th January, 1959 its scheme of "Special Increment" in the following words:

## NOTICE

" Ref. No. KNN/Cir./3419

January 15, 1959

The Company is anxious that the workmen should increase their earnings and the only way of doing that is by increased productivity.

The Management has been sanctioning to the workmen Special Increments in their grades for increasing production by greater effort, initiative, etc. In discussions with the workmen it has been found that the workmen were not happy about the Special Increments being included in their grades. In response to the workmen's wishes and to enthruse them to take full advantage of the scheme it has been decided that Special Increments effective after 1st January, 1959 will not be reckoned for purpose of "limits" in their respective grades. To explain further, Special Increments will be outside the grades and "limits" will not be accelerated by reasons of Special Increments.

It is hoped that all workmen will take full advantage of this liberalisation in the scheme.

For GODREJ and Boyce Mfg. Co. Private Ltd.

Sd. K. Naoroji

Works Superintendent."

The Committee received so many complaints from the workers that they are intimidated by their foremen and supervisory staff to give more production. Having made the proper inquiries, the Union asked the Management to inform us the normal production of each job as well as the norms and rules of giving the Special Increments on the increased production. But the Management was not prepared to give us details asked by us. Then the Committee decided that the Union leaders would not discuss any issue regarding Special Increments individually with the Management and the same was conveyed to the Company and the workers were also informed through the Union Handbill issued on 28th May, 59.

**Paint Shop, Vikhroli Plant - I:** In the month of October last, two workers of this shop were charge-sheeted on the plea of giving less production and were dismissed from the Company. The Managing Committee discussed the issue in the meeting and found that the inquiry of the charge-sheet was not held properly and demanded another inquiry on higher level.

The Committee received a letter from the Company which was signed by the Director himself giving the full details of the case of those workers and also informed that the workers concerned placed their complaints before the Commissioner of Labour and his verdict against the workers. The Managing Committee thoroughly discussed the Director's letter and arrived at the conclusion that if a proper Grievance Procedure which we had been seeking since 1957 had been in vogue, the difficulties of workers and the Management could have been minimised and the necessity for the drastic steps could have been avoided. Therefore the committee urged the Management to implement the new Grievance Procedure immediately.

We received a letter from the Company dated 30th July, 1959 enclosed with which they sent us a copy of the strike notice given by the 98 workers of the Paint Shop, Vikhroli Plant I arising out of the dismissal of Shri Trilokinath Devicharan. The workers also approached the Union leader to seek their advice and requested us to take up his case with the Management. Thus the Managing Committee discussed this issue in its meeting held on the 13th August, 1959. The Managing Committee investigated the case and on the basis of information available to it, found that Shri Trilokinath Devicharan is not guilty of the charge framed against him by the Company. We however advised the workers not to resort to strike until all other avenues have been explored and also advised Shri Trilokinath Devicharan to fill in the Grievance Form as per the Grievance Procedure Stage-3.

**Packing Shop, Vikhroli :** There was long pending grievance of the workers who had not received their Special Increment for increased production. They got their Special Increment with full arrears of 12 months with the help of the Union.

The Union also intervened in so many other issues to settle them amicably such as Press Shop Workers, Vikhroli Plant I-A who got the notice from the Company for closing down their section on the eve of one worker's death and etc.

**Participation in other activities :** We participated in the General Strike of 25th July, 1958 to protest against the Anti-labour policy of the Labour Minister of Bombay, Shri Shantilal Shah and in support of striking workers of Premier Automobile. Many workers took part in the May Day

Rallies and other demonstrations organised by the Bombay State Trade Union Committee of A.I.T.U.C. We participated in the joint meetings of the Managing Committee of Engineering Unions during this year. We also joined hands with other workers of Bombay to protest against the attempt of the Mill Owners to cut the Dearness Allowance payable to more than 2 lakhs workers of Textile Industries and also many of the workers of the Engineering Industries. We also held a protest meeting on the 14th December, 1958 which was addressed by Com. Joglekar and Shri Rafiq Gulzar, President and Vice-President of the B.S.T.U.C. respectively.

### **FORMATION OF NATIONAL FEDERATION OF METAL AND ENGINEERING WORKERS OF INDIA AND METAL AND ENGINEERING WORKERS' FEDERATION, BOMBAY STATE**

A National Conference of Metal and Engineering workers was held at Calcutta from 10-12 July, 1959 to form the National Federation. As you are aware Engineering Industry is one of the important Industries to build and develop the economy of our country and much progress was made during last ten years and the employers' profit has increased. But neither the Capitalists nor the Government of India paid due attention towards the workers of this industry for raising their living standard. Under these circumstances the All India Trade Union Congress decided in its General Council Session which was held at Bangalore in January, 1959 to form this Federation.

Shrees. V. Seetharam, Govind Khemji Dhumal and C. S. Sahni were deputed to attend this Conference on behalf of our Union. Our President, Com. K. T. Sule also attended the Conference. Having had long discussions on the problems of the Engineering workers of India, the National Federation of Metal and Engineering workers of India was formed and a Working Committee of 51 members were elected. We should be proud that the two important and beloved leaders of the working class, Coms. S.A. Dange, M.P. and Mohd. Elias, M.P. were elected as President and General Secretary respectively. Further our President, Com. K. T. Sule and assistant secretary Govind Khemji Dhumal were also elected as a Vice-President and Working Committee member respectively.

The Federation had decided to observe DEMAND DAY on 21st August, 1959 to raise the voice unitedly throughout the country to demand the following three important demands:

1. CONSTITUTE A WAGE-BOARD IMMEDIATELY;
2. PAY LIVING WAGE TO ENGINEERING WORKERS;  
and
3. RECOGNISE WORKERS' UNIONS WITHOUT ANY DISCRIMINATION.

**Metal and Engineering Workers' Federation, Bombay State:** When these important developments were taking place, a meeting of representatives of the Engineering Unions in Bombay was called on the 12th August, 1959 to form the State Federation and observe the DEMAND DAY through the Federation and decided to hold a Conference of the Engineering workers.

Thus a Delegate Session of the Engineering workers was held on the 19th August, 1959 at Vanmali Hall, Dadar. Our Union leaders also took a leading role. Having had long discussions, the Federation was formed and Coms. K. T. Sule and Vithal Chowdhry were elected President and General Secretary respectively. I and Coms. V. Seetharam and C. S. Sahni were also elected Vice-President and Working Committee members respectively.

The Federation observed DEMAND DAY on 21st August, 1959. I congratulate the Godrej workers for participating whole-heartedly in this important demonstration. A Mass rally was held at Kamgar Maidan and the workers came there in processions from their factories. I appeal to all the Godrej Workers to join the Union and through this strengthen your Federation. So that it can fight boldly for the Engineering workers' reasonable demands and Trade Union Rights.

During the year, receptions were given to German Democratic Republic delegation, Com. Krishnamoorthy, Vice-President of the All India Trade Union Congress, Shri V.K. Krishna Menon, Union Defence Minister when he visited our factory and also Com. Jean Marillier, General Secretary, International Trade Unions of Metal and Engineering Workers of World Federation of Trade Unions who also visited our factory when he had come to attend the Calcutta Conference in July, 1959.



**Works Committees and Co-op. Society:** We could not pay more attention towards these committees. The Works Committee at Vikhroli took up many minor and major grievances of the workmen and many of these were settled amicably. The Annual General Meeting should instruct the new Managing Committee to guide the workers' representatives in the said committees for its effective functioning.

**Union's Meetings:** We had 11 meetings of the Managing Committee during the period under review. Major policy questions were discussed in the meetings. The average attendance in the Managing Committee meetings were 16. We had long discussions on such issues as demands, Code of Discipline, Grievance Procedure and Special Increments.

During this period we held 11 General Meetings to especially deal with the demands, Grievance Procedure, Paint Shop, Vikhroli etc. We also held several Mass meetings and departmental meetings.

**Organisation:** During the period our membership has changed as follows:

Total members as on 1st April, 1958	. . .	2616
Enrolled during the year (including 398 rejoined members)	. . .	805
	Total	. . . 3421
<hr/>		
Discharged and left during the year (including 580 who are in arrears of subscription and not counted)	. . .	617
<hr/>		
Members as on 31st March, 1959	. . .	2804

It can be seen from the above figures that 805 workers joined the Union during the year under review and 580 workers were not counted as they are in arrears of subscription. I must mention that proper attention was not paid towards maintaining the Union's paid membership at the highest level possible.

With the increased activities of the Union and to further strengthen the unity of the workers, it was necessary to publish a Monthly Bulletin but we could not do so. To effectively organise our workers, the General Meeting has amended the Union's Constitution and increased the Manag-

ing Committee, having two more secretaries, an assistant Treasurer and one committee member. I desire that a monthly paper should be published and distributed to the workers to give full information of our activities and the Company's attitude towards their problems to educate them properly.

I appeal to all those who desire to work in the Union to come forward and shoulder their responsibilities to strengthen the workers' unity in order to achieve the Union's maximum collective bargaining power.

**Accounts:** The audited statement of the accounts of our Union is attached with the report. You will note that the committee has collected Rs. 12,002.50 during the year which is really appreciable and also spent Rs. 7,651.06 during the year.

On the expenditure side, you will find Rs. 3,020.62 expenses against Salaries, allowances, etc. to officers including Rs. 1,500/- as honorarium given to the President (Rs.300/-), both the Vice-Presidents and Assistant Secretaries (Rs. 200/- each), Treasurer (Rs. 200/-) and Shrees M. Kunju and Hans W. Christian (Rs. 100/- each) which was passed in the General Meeting held on 9th May, 1959 as a token of our appreciations of the work done by them.

Another item of Rs. 210/- which is shown as written-off account is the amount due from the ex-Managing Committee member Ramu Mauji Patel and which is irrecoverable. The details had already been given in the previous Annual Report.

The committee has also recommended to write-off the amount of Rs. 639.50 against subscription in arrears which was not recovered so far and further decided that if those members would rejoin the Union all the arrears would be recovered.

I am proud to report that with the help of our office assistant and the Treasurer, the union maintained its accounts properly.

### CONCLUSION

You will see that the committee has endeavoured its best during the year. But still our main demands are not settled. During the year, the workers have become fully conscious of their rights and Trade Union consciousness is developing

among the workers, which is of great importance for our future struggles to win our demands as well as Trade Union Rights.

The other important task is not only to maintain the strength and unity of the workers but to further increase it.

★GODREJ AND BOYCE WORKERS' UNION ZINDABAD!

★METAL AND ENGINEERING WORKERS' FEDERATION, BOMBAY STATE ZINDABAD!

★NATIONAL FEDERATION OF METAL AND ENGINEERING WORKERS OF INDIA ZINDABAD!

★ALL INDIA TRADE UNION CONGRESS ZINDABAD!

Dated : 12th September, 1959

**G. Sundaram,**  
General Secretary.

## GODREJ AND BOYCE WORKERS' UNION

Receipts and Payments Account for the year ended 31st  
March, 1959.

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### RECEIPTS

Balance at the beginning of the year:		
Cash in hands of Treasurer	Rs. 47.94	
In Bombay State Co-operative Bank Ltd.—S.B. A/c.	<u>1,399.39</u>	Rs. 1,447.33
Subscriptions received		11,672.00
Subscriptions received in Advance		127.00
Entrance Fees		203.50
Interest on Bank Account		22.10
Loans refunded by Members		<u>320.00</u>
Total Rupees		<u>13,791.93</u>

### PAYMENTS

Salaries, Allowances and Expenses of Officers		Rs. 1,620.62
Salaries, Allowances and Expenses of Establishment		1,965.74
Audit Fees		200.00
Funeral, Old age, Sickness, Unem- ployment benefits, etc.		25.00
Rent, Rates and Taxes (Telephone and Electricity charges only)		32.15
Stationery, Printing and Postage		1,051.49
Expenses incurred under Section 15(J) of the Indian Trade Union Act, 1926:		
Affiliation fees, donations and levies to other institutions	Rs. 244.19	
Celebrations and Receptions	<u>5.28</u>	249.47
Other Expenses:		
For holding Meetings	611.35	
Miscellaneous Expenses	145.87	
Periodicals	<u>29.37</u>	786.59
Loans to Members		690.00
Suspense Account		234.00
Balance at the end of the year:		
Cash in hands of Treasurer	30.02	
In Bombay State Co-operative Bank Ltd.—S.B. A/c.	<u>6,906.85</u>	<u>6,936.87</u>
Total Rupees		<u>13,791.93</u>

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As per Books of Accounts  
Bombay, dated 14th July, 1959.

KOLATKAR and DANDEKAR  
Chartered Accountants, Auditors.

**GODREJ AND BOYCE**  
**General Fund Account for the**

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INCOME

Balance at the beginning of the year		Rs. 12,138.03
Contributions from Members (including unpaid subscriptions due for the year).		
(a) Contributions received	Rs. 6,737.00	
(b) Contributions in arrears for three months or less	4.00	
(c) Contributions in arrears for more than three months but not more than six months	655.00	
(d) Contributions in arrears for more than six months	936.00	8,332.00
Contributions from Revived Members for past arrears		1,199.50
Donations		Nil
Sale of Periodicals, Books, Rules etc.		Nil
Interest of Investments		Nil
Income from Miscellaneous sources :		
Entrance Fees	203.50	
Interest on Bank Account	22.10	225.60
		<hr/>
	Total Rupees	21,895.13
		<hr/>

# WORKERS' UNION.

Year ended 31st March, 1959.

## Expenditure

Salaries, Allowances and Expenses of Officers		Rs. 3,020.62
Salaries, Allowances and Expenses of Establishment		1,965.74
Audit Fees		Nil
Legal Expenses		150.00
Expenses incurred in conducting Trade Disputes		Nil
Compensation paid to Members for loss arising out of Trade Disputes		Nil
Funeral, Old Age, Sickness, Unemployment benefits		25.00
Educational, Social and Religious benefits		Nil
Cost of publishing Periodicals		Nil
Rent, Rates and Taxes (Telephone and Electricity only)		32.15
Stationery, Printing and Postage		774.29
Expenses incurred under Section 15(J) of the Indian Trade Union Act, 1926 :		
Application fees, donations and levies to other institutions.	Rs. 244.19	
Celebrations and Receptions	5.28	
		249.47
Other Expenses :		
For Holding Meetings	611.35	
Miscellaneous Expenses	145.87	
Periodicals	29.37	
Unpaid subscriptions written off	639.50	
Amount irrecoverable written off	210.00	
Depreciation	91.74	
		1,727.83
Balance at the end of the year		13,950.03
	Total Rupees	21,895.13

### AUDITORS' DECLARATION :

The undersigned, having had access to all the books and accounts of GODREJ and BOYCE WORKERS' UNION, and having examined the foregoing statements and verified the same with the account vouchers relating thereto, now sign the same as found to be correct, duly vouched and in accordance with the law and also certify that the Union had properly maintained its membership register and its accounts and the members had paid their membership subscriptions to the Union as shown in the foregoing statement of the General Fund Account of the Union.

Bombay, 22nd July, 1959

KOLATKAR and DANDEKAR,  
Chartered Accountants, Auditors.

## GOVERNMENT AND BOYCE WORKERS' UNION

### Statement of Liabilities and Assets as on 31st March 1959.

#### Liabilities

<b>Amount of general fund:</b>	Rs. 13,950.03
<b>Amount of Political Fund:</b>	
Goa Satyagraha Fund	55.00
<b>Loans from :</b>	Nil
<b>Debts due to :</b>	"
<b>Other Liabilities :</b>	
Subscriptions received in Advance	Rs. 127.00
Salaries, Allowances and Expenses of Officers	1,400.00
Audit Fees	150.00
	1,677.00
<b>Total Rupees</b>	<b>15,682.03</b>

#### Assets

<b>Cash in hands of Treasurer :</b>	Rs. 30.02
<b>Cash in Bombay State Co-op. Bank Ltd:</b>	
Savings Bank Account	Rs. 6,906.85
Fixed Deposit	4,000.00
	10,906.85
<b>Securities as per list below :</b>	
2 National Savings Certificates of Rs. 1,000/- each.	2,000.00
<b>Unpaid subscriptions due for the year:</b>	1,595.00
<b>Loans to: Members</b>	370.00
<b>Immoveable Property:</b>	Nil
<b>Goods and Furniture :</b>	
At Cost less Depreciation	689.66
<b>Other Assets: Suspense Account</b>	90.50
<b>Total Rupees</b>	<b>15,682.03</b>

**TATA OIL MILLS EMPLOYEES' UNION, BOMBAY**

( Regd. No. 975 )

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**ANNUAL REPORT  
and  
STATEMENT OF ACCOUNTS  
for the year 1958-59**

680/41, MAKANI CHAMBERS,  
SEWRI, BOMBAY 15.



## TATA OIL MILLS EMPLOYEES' UNION, BOMBAY

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### NOTICE.

Notice is hereby given that the Annual General Body Meeting of the Tata Oil Mills Employees' Union, Bombay will be held on Sunday the 30th August 1959 at 9 A.M. at "Shramjeevi Awaz"—Petroleum Workmen's Union Hall at Sewri to transact the following business :

- 1) To read and confirm the minutes of the Annual General Body Meeting held on 22-6-58.
- 2) To adopt General Secretary's Report for the year ended 31st March 1959.
- 3) To adopt Statement of Accounts for the year ended 31st March 1959 and to sanction expenditure shown in the Statement of Accounts for the year 1958-59.
- 4) To elect Office Bearers and Members of the Managing Committee for the year 1959-60.
- 5) Any other business duly brought forward.

Sewri, 19th August 1959.

S. M. DESAI,  
GENERAL SECRETARY.

*Nominations* : Nominations duly seconded for the posts of Office Bearers and Members of the Managing Committee will be received by the General Secretary upto 29 8-1959.

**TATA OIL MILLS EMPLOYEES' UNION, BOMBAY**  
(Regd. No. 975)

**ANNUAL REPORT FOR THE YEAR 1958-59.**

Friends,

It gives me great pleasure to present to you the report of the activities of our Union for the year 1958-59, the ninth year since we brought a very large majority of the Tata Oil Mills workers under the banner of our Union and set out for the struggle to achieve our democratic and trade Union rights and better our working and living conditions.

The year under report is packed with numerous fights most of which are of course in the legal field. The year also saw the Company's massive offensive launched against our Union with a view to smash it once for all and with this aim in view it took recourse to provocation in the form of issuing mass charge-sheets to the Union activists and Union leaders and imposing vindictive punishments upon them. The year showed how a "progressive" employer is capable of attacking from behind those very persons and their followers who were conducting serious negotiations for settlement of all pending issues and thereby trying to establish good employer-employee relations. The year witnessed the anti-labour policy of the House of Tatas.

The main feature that invites our attention during the year under report is the recession in the economy of all capitalist countries. This recession also affected our exports leading to closure of some mines and factories. The rate of industrial growth took a downward trend, national income was lower than previous year, the prices rose, the unemployment figures also rose and the employers made a determined effort for wage freeze and the Textile Tycoons came forward to reduce the dearness allowance in Bombay. There is a planned conspiracy to reduce to mere scrap of papers the agreements arrived at the 15th and 16th Tripartite Labour Conferences held in 1957 and 1958. While the year under report witnessed the offensive of employers it also saw the greatest demonstration of the Bombay working class in recent years, on 25th July 1958 when it rose to a man in support of the striking workers of the Premier Automobile Works and in protest against the anti-labour policies of the Labour Minister of the Government of Bombay.

## **Company Sabotages Negotiations.**

When we met at the last Annual General Body Meeting in the month of June, 1958 a full report on the negotiations with the Company was presented to you and it was then hoped that an amicable settlement was within reach. The hopes were, however, dashed to pieces on 14th July, 1958 when the Company, for reasons best known to it, went back on its own offers made during the talks held from 23-8-57 to 24-6-58 and confirmed in the meeting of 24-6-58. In spite of our repeated efforts it refused to return to the path of negotiations and collective bargaining. It talked from the position of strength rather than that of reason and once for all bolted and barred the path of negotiated settlement. The Managing Director himself had informed the Representatives of the Union on 14-7-58 that in view of his going back upon previous offers if the negotiations fail he would take full responsibility for the break down of the negotiations. The Company thus sabotaged the negotiations. Thus it came to pass that the Company was neither serious nor sincere in conducting negotiations with the Union.

The Extra Ordinary General Body which met on 5-10-58 therefore formally terminated the talks with the Company and resolved to terminate the two existing awards and forward demands to the Company.

## **General Demands - Conciliation.**

The Union urged upon the Company to settle the dispute in the manner laid down in the Code of Discipline i.e. by Conciliation or voluntary arbitration. The Union in the alternative, urged for joint reference of the dispute for Adjudication. The Company refused to accept any of the courses suggested by the Union and thereby violated the Code of Discipline.

Failing in its attempts to resolve the dispute outside the frame work of Government Machinery, the Union sent to the Company a charter of demands on 15-12-58 and urged upon it to settle the dispute. As the Company was not prepared for such settlement the dispute was referred on 26-12-58 to the Dy. Commissioner of Labour for his intervention with a view to peaceful settlement of the same.

The Union filed its statement justifying its demands. The Company objected to the dispute being admitted in Conciliation on the grounds that (1) the Union had participated

in an illegal strike (2) the Union encourages go-slow by its members (3) the Union has not terminated awards as required in the Act and (4) the Government had refused Conciliation and Adjudication on similar demands in the year 1955. Preliminary hearings took place on 30-1-59, 16-2-59, 23-2-59, 2-4-59, 3-4-59, 6-4-59 and 24-4-59. The Conciliation Officer rejected all the objections of the Company and admitted the dispute in Conciliation on 24-4-59.

The Conciliation proceedings were held on 30-4-59, 15-5-59, 29-5-59, 9-6-59, 10-6-59, 11-6-59, 26-6-59, 29-6-59, 7-7-59, and 15-7-59. The Conciliation concluded on 15-7-59 and ended in failure due to the adamant attitude of the Company. The failure report from the Conciliation Officer is awaited.

### **Company attacks our Union.**

You are aware that we joined our forces with the working class of Bombay on the 25th July 1958 in support of the striking workers of the Premier Automobile Works. A Joint Council of all Trade Unions in Bombay had given a call for the token general hartal on 25-7-58 in the City. About 7 lacs workers participated in the said hartal and thus showed the unity in action of the working class of Bombay.

The Company seized this opportunity and launched its offensive against our union as it had found that our Union is wedded to the interests of workers and would function only as a champion of workers and working class movement. It declared the token general hartal of 25-7-58 as "illegal" and issued to our members by "Pick and Choose" method 30 charge-sheets in the Sewri Mills, 17 in the Sales Office and 24 in the Head Office. The charge-sheets were issued to all the Office-bearers of the Union including some of them who were on sick bed, some who were out of station on the date of the general hartal. The Company's choice for this attack fell on the members and office-bearers of our Union and the Chemical Mazdoor Sabha leaders were not touched. This showed the Company's vindictiveness against our Union.

For participating in the said hartal the Company imposed punishments upon 68 members including office-bearers. It suspended 28 members from 4 to 8 days; it withheld increments for one year of 40 other members. The Company's action is malafide, illegal and vindictive with a view to victimise our members and break our Union as we refused to surren-

der workers' interests during negotiations, and were found to work as a part and parcel of the working class movement. The Union Representatives met the Managing Director and urged upon him to desist from such arbitrary and unjust action. He was adamant and wanted from us a humiliating pledge not to show solidarity with other workers. He wanted us to get detached from the working class and its movement and remain aloof. We refused to pay such price. We are proud to belong to the working class and its militant movement. It is because we are part and parcel of that great force that we have survived and can today carry on our struggles to better working and living conditions. The employer wants us to get isolated from that movement and then finish us. We did not oblige the Company to realise its sweet dreams. Failing settlement with the Company we have raised a dispute on the Company's action and referred it to the Conciliation officer as far back as 20-2-59. The Conciliation Officer has refused to admit it in Conciliation. We are taking up this matter with the higher authorities. The Kerala Government referred such a dispute to Adjudication while the Bombay Government even refuses Conciliation. That speaks of the difference between the two Governments.

### **Mass Charge-sheets in Soap Plant.**

The Company played its game of further provocation by issuing charge-sheets to 19 workmen in the Laundry Soap Section, and thereby tried to terrorise our members and increase work-load. It inflicted harsh punishment on all of them by suspending 15 workmen for periods varying from 7 to 15 days and discharging 4 workmen. Donations were collected from members and unemployment relief was paid to the 4 discharged workmen.

### **Company's Application Under Section 33 (2) of the Industrial Disputes Act, 1947.**

The Company made an application under Section 33(2) for approval of discharge of 4 workmen. Subsequently it wanted to withdraw the application stating that since it had no certified Standing Orders, it can discharge the workmen and approval of the Tribunal is not necessary. We opposed the Company's plea and the Tribunal decided that the approval was necessary. After months of postponement the

Company's application came up for hearing on 29-4-59 and 23-6-59 and the Tribunal has given approval by its order of 22-7-59.

Since such approval applications are not decided on merits as the Tribunals have no power under this particular section to adjudicate, we are contemplating to raise a regular trade dispute for reinstatement of those 4 workmen. On receipt of legal advice the Managing Committee will take the decision in the matter in the background of recent experience in the case of 68 workmen narrated above.

### **Cases Before the Authority of Payment of Wages :**

You are aware that for refusing to pay acting allowance to Shri Bhiwa Maruti, we had filed an application in 1956 before the Authority of Payment of Wages. After about 3 years the case was decided and the application was dismissed. One among the several other grounds is that there was no reason to disbelieve the evidence of the Engineer who had deposed that Shri Bhiwa Maruti had not acted as Navaghani.

We have filed before the Authority of the Payment of Wages 6 more cases as per details given below:—

(a) Two test cases to recover the wages lost by two employees who for coming late for work (about 20 minutes) were shut out illegally by the Company. These are important cases as the Company continues to shut out workmen even now.

(b) Three cases to recover wages deducted from the H.P. workers who were transferred to Soap Plant. They worked there as their other colleagues did in the night shift in accordance with the company's practice prevailing in that department since 1938.

(c) One test case to recover salary of a monthly rated employee who was wrongfully suspended on "Paid Off" day earned by him for working on Sunday.

The hearing in the above cases is awaited.

### **Bonus Case for 1955-56 before the Supreme Court.**

The Company's appeal in the Supreme Court against Shri Meher's Award in Bonus dispute for the year 1955-56 whereby the Learned Tribunal had awarded 3½ months' bonus to workers, was posted for hearing from the week

starting from 12-1-59. It was, however, heard on 13-3-59 and 17-3-59 and the decision was pronounced on 5-5-59. The Supreme Court by its decision set aside Shri Meher's Award and thereby reduced the bonus to 2½ months. Several appeals pending before the Supreme Court on Bonus matters were heard from January to March 1959 and most of the judgements in those cases have gone against the workmen. Thus some of the gains of the working class in the lower courts have been reversed. These decisions have shaken deeply the workers' faith to win demands through adjudication machinery. The employers rushed to the Supreme Court to involve the workers in prolonged litigation, delay implementation of awards to reverse workers' gains won in lower courts and to ruin the Trade Unions financially by making them incur heavy expenditure to defend their cases before the Supreme Court. In this respect the Law Commission observed as follows :

“The situation created by these large number of appeals causes concern in two respects. It has the natural effect of clogging the work of the Supreme Court . . . . . The graver aspect, however, of the matter is that labour matters are being thrust upon a Court which has not the means or materials for adequately informing itself about the different aspects of the questions which arise in these appeals and therefore finds it difficult to do adequate justice . . . . . Equally grave are the delays caused by these appeals in the disposal of industrial matters which essentially need speedy disposal.”

We have also to make the following observations on the Supreme Court decision :—

(a) The Supreme Court did not accept Company's plea to exclude (1) Estate Revenue (2) income earned by way of rent, light and power (3) Profit on sale of empty barrels (4) Sale proceeds of tin cans, scraps logs, planks, gunnies etc. (b) It, however, allowed notional normal depreciation instead of normal depreciation as a prior charge (c) It also allowed the Depreciation fund as working capital. This, however, is kept open for future and the decision to include whole of Depreciation fund as working capital is applicable to that year only. (d) Though the Supreme Court followed L.A.T. formula on bonus it allowed 4% as interest on working capital instead of 2½ as was done by L.A.T. in bonus formula (e) The Supreme Court also allowed Rs. 0.42 lacs more as return on Preference Shares. (f) The calculations of income tax was made on Rs. 49.55 lacs instead of on Rs. 45.75 lacs.

The Supreme Court has not decided the Bonus cases in the final form but has directed that L.A.T. formula need not be changed as it is flexible and at present it only offers proper solution for bonus disputes.

#### **Bonus Dispute for the year 1956-57.**

This dispute is referred to Shri Meher and its hearing was stayed pending decision of the Supreme Court. Now it may be taken up for hearing on any day.

#### **Bonus Dispute for the year 1957-58.**

Bonus demand for the year 1957-58 is also referred to Adjudication by Shri Meher. Its hearing was also stayed pending decision of the Supreme Court. This is expected to come up for hearing on any day.

#### **Bonus Demand for the year 1958-59.**

Our Union has made a demand for 5 months' bonus for the year 1958-59 as the Company's working of the year showed record sales, record profits and record dividends. The Company was, however, not prepared to pay record bonus to the employees whose efforts created the record sales, profits and dividends. The Unions at Calcutta, Tatapuram and Bangalore have also forwarded a similar demand. Our Union will take necessary steps in co-operation with other Unions to realise this demand.

#### **Violation of Code for Discipline by the Company.**

The Code for Discipline in the Industry was ratified by the Representatives of the Employers, Employees and the Government at the 16th Indian Labour Conference held in May 1958 at Nainital. The Company and our Union are bound by the same. While we have accepted the said Code and are carrying out the obligations cast on us, the Company does not accept the said Code and refuses to abide by it. We have therefore, represented to the Labour Ministry at New Delhi who have asked the Labour Department of the Government of Bombay State to inquire into it. The decision of the Government is awaited.

#### **Violation of Section 9-A of the Industrial Disputes Act by the Company.**

According to the provisions of Section 9-A of the Act, the Company is expected to give 21 days' notice for starting,



altering, or discontinuing shift worknig as also for increase or decrease of workmen on any process, in any shift or in any department etc., etc. The Company has been violating this Section with impunity. We, therefore, took up the matter first with the Company and then with the Commissioner of Labour whose final decision is still awaited.

### **Model Standing Orders.**

You are aware that the Model Standing Orders have come into force from 15-1-59 in the case of all daily rated workmen for whom there are no certified Standing Orders.

The Company however, is interpreting Standing Orders regarding late coming, disciplinary action of suspension and payment for weekly holidays to clerical and supervisory staff in a manner detrimental to the interests of workmen and thereby in practice violating the Model Standing Orders. We took up these violations with the Company and failing redress have referred the violations to the Commissioner of Labour whose decision is awaited. In the meantime for wrongfully shutting out workers we have filed two test cases before the Payment of Wages Authority which are pending hearing.

Further as regards the Model Standing Orders which have come into force from 15-1-59 on behalf of the workmen we have filed amendments to the said Model Standing Orders before 15-7-59 as required by the Statute.

We have also filed objections to the suggested amendments to the Model Standing Orders filed by the Company.

The Company by its amendments is attempting to take away existing rights of the workmen. We have through our amendments tried to retain the existing rights and get the rights of the workmen included in the Standing Orders in the clearest terms.

The hearing for certification of the Standing Orders is awaited.

### **Explosions in the Factory on 5-5-59.**

You are aware that serious explosions took place in the Sewri Mills on 5-5-59 as a result of which one workman of the Indian Oxygen Company died and several workmen of our company were injured. It was only providential that the said explosion did not take heavy toll of human lives. We

took up the matter with the Company and failing to get any satisfactory reply have referred the matter to the Inspector of Explosives and the Chief Inspector of Factories. The Inspector of Explosives called us for discussion and will again discuss the matter with us when his report is ready. The Chief Inspector of Factories has also called us for discussion on the subject whom we shall meet shortly.

### **Relations with the Company.**

Relations with the Company have deteriorated as the Company not only sabotaged negotiations by going back upon its offers but also attacked our Union by issue of mass charge-sheets with a view to break our Union, victimise trade Union workers and terrorise members. The Company refuses to accept code of Discipline and restore normalcy by recognising our Union which is the most representative of the workmen and by entering into collective bargaining with our Union. It also refuses to establish grievance procedure committees and settle individual grievances. It rides roughshod on all the genuine grievances and complaints of workmen.

### **Representation of workmen's Grievances.**

We took up with the Company various grievances of workmen about acting allowance to senior workers, re-designation and payment of wages according to the nature of work done, occupational disease of Dermatitis in Box and Shooks Department, bad food served in the canteen, delay in furnishing P.F. Account slips to employees, Medical Officer of Sewri Mills and his attendance hours etc., etc. The Company is adamant in refusing to redress the grievances of the workmen. Our organised and united agitation will only make the company see sense and redress our grievances which go on accumulating day after day.

The Union took up workmen's complaints with the Employees State Insurance Corporation regarding securing sickness and other benefits where they were refused and for prompt payments where they were delayed. The important concession won from the E.S.I.C. was regarding acceptance of Medical Certificates sent by workmen who had taken ill in their native place at Goa. The E.S.I.C. used to refuse medical certificates from Goa. We took up the matter with E.S.I.C. authorities at New Delhi and succeeded in getting Medical certificates from Goa accepted and sickness benefits to the workmen.

### **Transfer of Permanent Workers to Odd Jobs**

During the year the Company continued to harass the permanent workmen particularly in Box and Shooks Department and Toilet Soap Section by transferring them to various odd jobs while keeping Temporary workmen on regular jobs. This is a novel method of the Company to harass the permanent workmen and cause irritation to them. The representations made by the workmen and the Union to put a stop to this irregular and provocative practice have remained unrequited. The unity of all workmen will only force the Company to stop such pin pricks. It is the right of the permanent workmen to be employed on regular jobs and only the united agitation of all permanent workmen will make the Company see sense.

### **Legal Medical and Other Help to the Workmen**

The Union rendered help to members in disputes arising from tenancy and accommodation. The Union has succeeded in procuring compensation of Rs. 3,500 from BEST for the Child of late Boomanna Gangaram who died in a BEST Accident. The amount will be in the custody of the Bombay High Court and will accrue 6% interest. Monthly instalments will be sent for the bringing up of the child. The Union also rendered help in replying chargesheets issued to the members and helped to arrange for defence during the inquiries. The Union representatives visited sick members either at their homes or in the Hospitals and rendered necessary help including monetary assistance. The Union also helped in collecting contributions from members for helping workmen suffering from T.B. cancer etc.

### **Formation of Unions at Bangalore Depot and Calcutta Factory**

We are very happy to learn formation of Unions at the Bangalore Sales Office and at the Calcutta Factory. The Managing Committee sent greetings to these Unions on behalf of our members and we have rendered all the cooperation asked for by them.

### **Contact with Unions of the workmen of the Company at various places of work**

Our Union maintains contact with the Unions at Calcutta at Bangalore and at Tatapuram and mutually keep posted with developments at either ends and try to work in

unity and cooperation by exchanging experience and information.

### **Contact with Unions in the Soap and Oil and Vegetable Products Industry in Bombay**

Our Union also kept a lively contact with the Unions of Hindustan Lever Ltd., Swastik and Godrej companies which belong to the same industry. The workmen of these Unions as was done by us, have decided to form a Federation of all Oil and Soap workers and a Federation of Soap and Oil workers will soon be a reality.

### **Support to Struggle and Joint Actions**

We supported the struggles of the workers of Jamshedpur and Premier Automobiles and also of others who struggled for their trade Union rights and just demands. We also rendered monetary help.

Our Union also took part in joint actions called in defence of workers' struggles and rights. Our Union joined several Unions of the City in celebration of May Day of 1958. In conference with other Unions of the City our Union took part in discussions to devise ways and means to protect workers' interests and rights.

### **Election to the Cooperative Society of Sewri Mills**

Our Union contested and won all the six elective posts of the Managing Committee and the posts of the Hon. Secretary and the Hon. Asst. Secretary of the Co-operative Credit Society of the Sewri Mills. Thus our Union shoulders the burden of running the Society for the welfare of workers.

### **Our Organisation**

During the year under report 3 General Body meetings were held at which important decisions concerning our activities and programme of work were taken.

The Managing Committee met 15 times and discussed the major issues facing the workmen and took decisions about carrying on the activities of the Union in an effective manner.

Apart from these meetings a number of group and department meetings were held where matters and issues con-

cerning groups and Departments were discussed and decisions taken.

The membership of the Union as on 31-3-59 was 786.

The Statement of Accounts and the Balance Sheet are appended hereto.

### **Disruption by INTUC**

This report would remain incomplete if no reference is made about the disruption in our ranks of workers of Sewri Mills brought about by INTUC., a few weeks back.

In the month of June and July 1959 a few self-seekers and splitters of the rank of workers and the master disruptor of Trade Unions—Raja Kulkarni—issued two handbills giving a call to 'scrap' our Union and start a new Union. A hypocritical call for unity was given. The handbills also announced the names of new leaders who according to self-advertisements were courageous, experienced, alert, modern in outlook and expert in knowledge about the production market, and financial side of the industry. The demands were formulated before membership was enrolled and the leadership of INTUC was imposed without elections.

Now let us examine why INTUC decided to disrupt the ranks of workmen not only in our midst but also in the adjoining Factories and establishments such as Firestone, Hindustan Levers, Petroleum companies and Ordnance Depots etc., etc. Why this sudden love for workers' demands and interests at this stage ?

The disruption launched by INTUC at the above places in the name of workers' demands and their interests is not an isolated move. At its last annual All-India session it set itself to the task of starting rival Unions everywhere and in all industries. Shri Ramanujam, the President of the INTUC has put it in black and white in its journal, "Indian Worker". Thus what we are facing today is a part of the All-India policy of the INTUC to disrupt and split the workers' unity and solidarity and thereby serve their masters—the employers. It is not because of any burning desire to win the demands of the workmen and safeguard workers' interests that the INTUC has appeared on the scene.

Now let us have a look at M/s. Ambekar and Raja Kulkarni—the courageous, experienced, alert, modern in

outlook and expert in knowledge about production, market and financial side of the industry—self advertised and self-imposed leaders of the New Union—"The Association of Chemical Workers."

The classic example of Bombay Textile workers is before us where these two "expert" and "experienced" leaders have wrought havoc. The Textile workers have been cursing Shri Ambeakr for the bonus agreement signed without their consent and for the retrenchment of 80,000 workers. For this bstrayal the Textile workers have deserted the Rashriya Mill Mazdoor Sangh of these experts and about one lakh Textile workers have enrolled themselves as members of the Mumbai Girni Kamgar Union. Why these experts do not use their courage, modern outlook and experience in restoring the bonus the Textile workers used to get in the past as also in getting jobs for the 30,000 retrenched? They are experts in serving the employers. They have served the Textile Tycoons and now have come to serve the non-textile employers, of course in the name of winning demands and rights for the workers.

The same role is played in the Petroleum companies. Out of 5600 workers, this master disruptor Raja Kulkarni could get 375 as members of his Union. Behind the back of the Petroleum workers, he signed an agreement with the Oil Companies. Of course he claimed spectacular success for this act of betrayal. But after this spectacular success 200 workers out of 375 resigned from his Union as they learnt that damage was done to them by this expert leader.

And how democratic these experts are? Before membership is enrolled the demands of workers are fremed and adopted by themselves. Before membership is enrolled and general body meeting is called they have appointed themselves as the leaders of those workers. This is their way of "democratic functioning" of the Union. It is in this manner they sign agreements behind the back of the workers. Why should they ask or consult the workers? Are they not experienced? Yes, they are expert and experienced disruptors.

The experience of life has taught us that in unity lies our strength and unity is the only weapon workers can wield against their employers. If workers are divided, the employers are only to gain. After creating more disruption and splits, to talk of unity as the only torch to reach the Summit of Success is nothing but hypocritical and demo-

gogic. These disruptors and splitters of the workers' ranks are not friends of the workers. They are the stooges of the employers at whose bidding they are creating disruption and splits so that the employers have not to face the united strength of the workers which only would force the employers to concede the just demands of the workers.

Our Union might not have achieved spectacular gains. But what it has achieved in the last 10 years is also not mean. In 1950 there were about 850 workers on the roll of the Company. Our Union has not allowed the complement to get reduced from that figure and today also it remains between 850 - 900. The attempts of the Company to retrench workmen have been made futile by the strong opposition put up by our Union. The Company did not succeed as Textile Employers succeeded with the help of these experts to retrench thousands of workers.

In 1950 the Company paid  $\frac{1}{2}$  month bonus. This year it has announced 3 months' bonus. It is because of constant vigilance and struggle that the employer has not been able to do what the Textile employers with the help of these experts have been able to do.

In these ten years, though we forced the Company to improve certain service conditions we have not been able to get the wage structure revised to our satisfaction. What are the causes of delay in winning better wage structure and higher dearness allowance? The causes are:

- (1) Refusal by the Government to permit us the use of its own Adjudication Machinery to win our demands on wages, dearness allowance etc., in the year 1955.
- (2) Sole reliance on Government Adjudication Machinery and not on our inherent strength to win our demands.
- (3) Absence of an united militant Union which alone could have forged and applied sanctions behind our demands when we failed to secure them through negotiations with the Company as also due to the denial by the Government to permit us the use of its own Adjudication Machinery for achieving our just demands on wages and dearness allowance etc.

Let us examine in details the above points.

You are aware that when an employer refuses to concede our demands through negotiations only two courses are open to the workmen either to achieve the demands through

strike action or through the Adjudication Machinery established by the Congress Government. Since the Government had provided this machinery to resolve our disputes with the employer, in the last 10 years we attempted to win our demands on wages, dearness allowance etc., through this machinery. The Govt., however, refused in the year 1955 the use of this machinery to resolve the dispute on wages etc. Thus the Government came in our way of achieving our demands through Adjudication. The INTUC should therefore, have accused the pro-employer Bombay Government and not created disruption in the workers' ranks. Surely the INTUC does not believe in winning demands through strike action, and for not taking recourse to this INTUC should not accuse our Union.

When the Company either refused to settle the dispute by negotiations by taking an adamant attitude or agreeing and then going back upon its promise we referred all the trade disputes to the Government Machinery. We followed this legitimate course because we felt that we can win our demands through the said Machinery. All our efforts and activities were focussed on this method. If the Company and the Government have taken our this policy as a sign of weakness and not appreciated our desire to settle the disputes peacefully by use of the said machinery, certainly it is not our fault. We solely relied on the Government Machinery to settle our disputes and did not take recourse to the other course - strike action - to win our demands. Thus the reliance on Government Machinery and not on our inherent strength was responsible for our not winning our just demands.

The failure to realise our demands is also due to the absence of an United Union of all the workers. You are aware that all our efforts to bring about such an united organisation have proved futile due to the anti-unity policy followed by the Factory Committee of the Chemical Mazdoor Sabha. Our sporting offer to allow all workers to choose any Union by a majority vote and if our Union fails to get a majority support of the workers, we shall either merge with the chosen Union or dissolve ourselves and join the chosen Union still stands.

When we were divided into two Unions we could not get our demands. Can any one in his senses talk of achieving our demands when we become divided into three Unions? Yes only lunatics and enemies of workers can



promise so. This absence of united union has led to the failure of creation of sanctions behind our demands. When the Company refuses to concede our demands by negotiations and collective bargaining and when Government refuses us the use of Government Adjudication Machinery to achieve our demands, the disunity among the workers has come in the way to force mass sanctions to win our demands. It is, therefore, very imperative that we forge unity first and then forge sanctions to win our demands. While we should be ever ready to settle our disputes and achieve our demands by negotiations, conciliations, arbitration or adjudication, we must also remain prepared to achieve our demands through direct action when we are denied the opportunity to achieve our demands by any of the methods mentioned above.

Friends, the imperative need of the hour is to build a militant united and disciplined Union and not to permit the anti-unity elements of Chemical Mazdoor Sabha and disruptors of INTUC to play with the vital interests of workers and pawn away workers' interests in their game of power politics. It is the pledge of our Union that we will never stand in the way of formation of an united Union. It is through an united Union only that we can continue our struggles for winning better living and working conditions and a living wage thus ensuring a happy and healthy life. Further it is only through such an united union which can forge sanctions we can win our demands in case our attempts to win them by the use of Government Machinery fail as in 1955. Let our slogans be :

**ORGANISE AND UNITE ;**

**DEMONSTRATE AND PROTEST ;**

**NEGOTIATE AND SETTLE ;**

**If that fails to achieve our demands then strike peacefully and as a last resort.**

**VICTORY TO TATA OIL MILL WORKERS !**

**TATA OIL MILL EMPLOYEES' UNION ZINDABAD !!**

**ALL INDIA TRADE UNION CONGRESS ZINDABAD !!!**

19th August, 1959.

**S. M. Desai,**  
*General Secretary.*

**TATA OIL MILLS EMPLOYEES' UNION, BOMBAY.**  
**Income and Expenditure Account for the year ending**  
**31st March 1959.**

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**Income**

Suscription (Realised)	1,987.00	
Subscription (Unrealised)	289.25	2,276.25
		<hr/>
Donation		722.00
Interest Received on fixed Deposit		200.00
Excess of Expenditure over Income		2,175.35
		<hr/>
	Total	5,373.60
		<hr/>

**Expenditure**

Expenses of Office Bearers	114.92
Expenses of Establishment	41.00
Expenses in Conducting Trade Disputes	819.18
Legal Expenses	2,570.00
Expenses Under Section 15 (j)	132.22
Unemployment Relief	432.00
Medical Benifit	50.00
Funeral Expenses	4.75
Other Expenses	135.36
Bad Debts	336.50
Depreciation on Goods and Furniture	50.00
Stationary, Printing and Postage	398.67
Rents, Rates and Taxes	289.00
	<hr/>
	Total
	5,373.60
	<hr/>

Bombay,  
22-7-59.

**S. M. Desai,**  
*General Secretary.*

**T. K. Prabhakaran,**  
*Treasurer.*

# TATA OIL MILLS EMPLOYEES' UNION, BOMBAY.

Balance Sheet as at 31st March 1959.

## Liabilities

General Fund as on 31st March 1958	7,498.27	
Less Excess of Expenditure over Income	2,175.35	5,322.92
Advance Subscription		42.00
Advance Rent Received		300.00
Liability for Expenses		506.00
	Total	6,170.92

## Assets

### Goods and Furniture

Balance as per last Balance Sheet	497.93	
Less Depreciation written off	50.00	447.93

Rent Deposit 75.00

Unpaid Subscription due 289.25

### Cash and Bank Balances

Cash in Hand with the Treasurer	52.76	
In Current Account with the Central Bank of India Ltd.	305.98	
In fixed Deposit with the Indian Bank Ltd.	5,000.00	5,358.74

Total 6,170.92

Bombay,  
22-7-1959.

S. M. Desai,  
General Secretary.

T. K. Prabhakaran  
Treasurer.

PROFORMA REGARDING BREACH OF CODE OF DISCIPLINE IN INDUSTRY  
IN CENTURY RAYON, MURBAD ROAD, KALYAN.

1. The breach took place from 11-0 P.M. of 6-4-1959 upto 3-0 P.M. of 16-4-1959.
2. Chemical Kamgar Union affiliated to All India Trade Union Congress, having its office at Ambernath, Thana District, Bombay State. Its office-bearers and active members are responsible for this breach. It is a registered union. Two unions, including this union, are working at our factory and Company has already negotiated and signed settlement with both of these unions, though neither is recognized.
3. Specific Nature of the Breach - An unjustified, unprovoked, unreasonable and illegal strike was started without notice from 11-0 P.M. of 6-4-1959 and it continued upto 3-0 P.M. of 16-4-1959. The strike was accompanied by intimidation threats, serious acts of violence, physical prevention, stones throwing, beatings etc.
4. Details of the Back-ground to the Breach - For certain acts of mis-conduct committed by certain workmen on 27-2-1959, the Management had given Charge-sheets to 15 workmen. A proper inquiry was held into the matter. Before the result of the inquiry was communicated to the workmen concerned, some office-bearers of Chemical Kamgar Union met us. They told us that the persons, against whom Charge-sheets were issued by the Management, had no doubt committed acts of mis-conduct. They, however, requested the Management to take lenient action against them. The management considered this request of the union while taking action and wherever possible, leniency was shown. Out of the 15 persons, 9 were dismissed from service and the rest were suspended ~~xxxx~~ for a period of four days. The dismissal orders were given to the workmen on 6-4-1959 at about 3-30 P.M. In the night at 10-30 P.M., when our 'C' shift workmen started coming for work, these dismissed persons and some out-siders along with office-bearers of the above preventing the workmen from going to work. They physically prevented the workmen, threatened them and even some cases of beatings and violence also took place. They were thus able to prevent most of the 'C' shift workmen from going on work. The workmen of 'B' shift, seeing that their reliefs had not come on duty, offered to stay on work. Out of about 300 workmen, about 200 stayed back on work beyond their duty hours. The physical prevention of the workmen increased every day. There were several cases of beatings, violence, stone throwing etc. In fact the police had to resort to lay charge on few occasions, when they were attacked by the strikers with stones etc. About 300 workmen remained on the Plant, out of ~~the~~ a total complement of 1500 and continued to operate the plant partially throughout the period of strike. Every day more workmen were telephoning us that they wanted to come on work, but they were being physically prevented from coming to work. Seeing that the workmen had no enthusiasm and response for strike, the organisers called off the strike un-conditionally at 3-0 P.M. on 16-4-1959.
5. Copy of this proforma is being sent simultaneously to the All India Trade Union Congress.
6. (i) From the facts, mentioned in Clause 4 above, it would be clear that there was no dispute with the Management and the strike was started without any notice and without any consultation with the workmen of the factory. It was unreasonable and unprovoked strike. After the starting of strike, the Management issued a Notice to the workmen

explaining that they should not be misled by a few irresponsible elements and that they should resume their work. The factory was kept partially running with the workmen available, so that normal operations could be started whenever other people report for work.

(ii) There was no demand from any union or workers pending with the management on the day of this occurrence, nor was there any dispute pending in conciliation, arbitration or adjudication. One case of breach of Code of Discipline in Industry, on 27-2-1959 by the same union and its office-bearers had, however, been referred by us to the Evaluation & Implementation Division of the Ministry of Labour, Government of India, New Delhi.

(iii) No notice of strike was given. There cannot be any valid reasons, whatsoever for not doing so.

(iv) The strike was not launched during the pendency of  
a) Mutual Negotiations  
b) Arbitration Proceedings,  
c) Conciliation Proceedings  
d) Adjudication Proceedings

(v) The strike was not declared illegal before it was launched as there was no intimation of it. However, the strike is considered illegal. It is in contravention of the agreement signed by the Company with the above mentioned union in conciliation proceeding on 2-12-1958, a copy of which is enclosed herewith.

(vi) It was a lightning strike, started without any notice. It appears, it was started to bring pressure upon the Management to take back a few employees, who were dismissed for mis-conduct after proper inquiry and with the ulterior motives of causing harassment and financial loss to the company.

7) The breach, in question, concerns this strike and their action ~~namely~~ namely threats, acts of violence, physical prevention, bearings to loyal workmen etc.

8) This is a second occasion, on which this union has committed serious violation of the Code of Discipline in Industry. All possible action against the union and its active members should be taken for the utter breach of Code. The process in our industry is of a continuous nature and if work is stopped all of a sudden, without any notice, lot of raw materials are spoiled besides loss of production. Sudden stoppage may also involve damage to plant and machinery. It is therefore, suggested that legal protection should be granted to industries of this nature for strikes without notice. Such strikes should be declared illegal by amending section 23 of the Industrial Disputes Act to this effect. In this particular instance, the Company was put to a financial loss of about six lakhs of rupees.

9) For promoting co-operation between the employers and workmen, the Management has held negotiations with both of our unions working at our factory and has signed agreements with both the unions. These agreements are in force upto 31-12-1959. This union in fact does not believe in constitutional methods in resolving disputes.

10) Place- Kalyan  
State- Bombay  
Date - 23-4-1959

Name & Address - Century Rayon, Murbad Road, Kalyan.  
Proprietors - Century Spg. & Mfg., Co., Ltd.  
Affiliated to - Employers Federation of India,  
Bombay House, Bruce Street, Bombay-1

Signature - For Century Rayon  
(Props. The Century Spg. & Mfg., Co., Ltd)

(B.L.SHAH)  
Factory Superintendent.

11 APR 1959

Rasthakistan Nagar  
Akola.  
7/4/59.

Dear Com. D.,

I am writing to you  
after a long time. Hope you and  
Tai are alright.

In Nagpur I spoke to you  
about pain in the last vertebra. I had  
taken diathermic treatment as  
advised besides Dogapysin etc.  
But the pain has not subsided,  
rather it has increased. In this  
situation I am not keeping very  
well.

Besides, last 2 months we  
have to be too active because of closure  
orders by Vidarbha mills. In  
Ahera Samastan there will probably  
go the way of Badnera, Achalpur  
and Model Mills. As reported earlier,  
a United Action Committee of the  
Textile workers in Ahera has been formed  
including the IN TUC union. More  
than Rs 3000 have been also  
collected.

Various pressure is sought to be  
brought by the mill management as  
the IN TUC leadership for either a

direct wage cut, or 25% wage deposit.  
Besides, they have put forward a  
plan of cooperative of the workers  
taking over the mill after a  
valuation of the mill property.  
The ~~price~~ price of the mill property  
can either become cash deposit  
or share capital. We have  
rejected their scheme. and was  
the INTUC union, through pressure  
of the workers to reject the scheme.

At Nagpur you told me that  
you will give a note so that  
my passport could be renewed.  
I had told you that Regional  
Passport Office had asked me  
apply for renewal when I  
was going abroad.

Rest etc.

Yours sincerely  
B. M. (Lubeyè)



કામદાર એકતા અને કામદાર સેવાના નામે બીડી કામદારોમાં હરિફ યુનિયન કાઢનાર



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....કામદાર દ્રોહી....

## શ્રી. અમૃત દેસાઈથી ચેતતા રહેજો

પ્રાંતિક સામ્યવાદી પક્ષની અમદાવાદ એફીસ સમક્ષ ભુખહડતાળ થશે.

સુરતના બીડી કામદાર ભાઈઓ !

સુરત શહેરમાં છેલ્લા ૧૦-૧૨ વર્ષથી સુરત બીડી કામદાર યુનિયન (લાલ વાવટા) કામ કરી રહી છે. અને કામદારોના હકકોના માટે સતત રીતે લડતી આવી છે. અત્યાર સુધી આ યુનિયનના લાલ ગંડા નીચે કામદારોએ અનેક લડતો જીતી એક હજાર બીડી વાળવાના રૂ. ૩-૪-૦ ભાવ મેળવે છે. એને છેલ્લા એક વર્ષથી કામદારોને હકક રજૂ પણ અપાવી છે. માલિકોના ભાવ કાપના ઘણા પૈતરાઓ હતાં છતાં કામદારોએ પોતાના મજબુત સંગઠન આગળ માલિકોને હાર આપી છે.

તેમજ હકક રજૂ મેળવવા પછી કેટલાંક ઠેકાણેથી બીડી કામદારોને વગર નોટિસે કાઢી મુકવાનું શરૂ કરી દિધું હતું ત્યારે ગયા એક વર્ષમાં સુરત બીડી કામદાર યુનિયન વતી ડઝનોબંધી ટેસેસ સીવીલ-કોર્ટમાં દાખલ કર્યા છે. કેટલાકને કામ પર રાખી લેવાની ફરજ પડેલ છે. ઘણી ટેસોમાં જીત અગર તેા સમાધાનો થયેલા છે. તેમજ કામદારોને હકક રજૂના કાર્ડો તથા દૈનિક હાજરી કાર્ડો અપાવા માટે પ્રયાસો ચાલુ છે કેટલીક ટુકાનોમાં તે અપવામાં પણ આવ્યા છે.

બીડી કામદાર યુનિયન અને એ. આઈ. ટી. યુ. સી.

સુરત બીડી કામદાર યુનિયન (લાલવાવટા) છેલ્લા ઘણા વર્ષોથી એ. આઈ. ટી. યુ. સી. સાથે જોડાયેલી છે. છેલ્લે છેલ્લે ગયે વર્સે તા. ૨૫ થી ૨૬ ડીસેમ્બર સુધી એનાંકુલમમાં એલ ઈન્ડિયા ટ્રેડ યુનિયન કોંગ્રેસની પરિષદ મળી હતી. જેમાં સુરત બીડી કામદાર યુનિયનના આગેવાન અબદુલ રજાક બંગાળી સુનિયનના પ્રતિનિધિ તરીકે ગયા હતાં અને પરિષદમાં હાજરી આપી હતી. તે વેળાં સુરત બીડી કામદાર યુનિયન (લાલવાવટા)ને એ. આઈ. ટી. યુ. સી. માં એફીલીએશન (દાખલ) ફી ભરીને એફીલેટ (દાખલ) દરી હતી.

બાદ હાલનાં સુરેન્દ્ર નગર ખાતે મહાગુજરાત પ્રાંતિક ટ્રેડ યુનિયન કોન્સલની પરિષદ તા. ૭ અને ૮ માર્ચ પદના રોજે મળી હતી. જેમાં સુરત બીડી કામદાર યુનિયન (લાલવાવટા) ના ઉપપ્રમુખ બિ. અ. રજાક બંગાળી પ્રતિનિધિ તરીકે હાજરી આપવા ગયાં હતાં.

આવી રીતે સુરત બીડી કામદાર યુનિયન (લાલ વાવટા) હરફ મેશને માટે એ. આઈ. ટી. યુ. સી. સાથે રહેતી આવી છે.

સામ્યવાદી પક્ષની નીતિ એ. આઈ. ટી. યુ. સી. ની નીતિ

“એક ધંધામાં એક જ યુનિયન”ની છે.

હિન્દી સામ્યવાદી પક્ષની તથા એલ ઈન્ડિયા ટ્રેડ યુનિયન કોંગ્રેસની નીતિ એક ધંધામાં એક જ યુનિયનની છે. પરંતુ પોતાને કટ્ટર સામ્યવાદી હોવાનો ઢોંગ કરનાર સુરત જીલ્લાના સામ્યવાદી પક્ષના મંત્રી શ્રી. અમૃત દેસાઈ આ નીતિના વિરુદ્ધ કામ કરીને બીડી કામદારોને બીજી હરિફ યુનિયન કાઢીને સામ્યવાદી પક્ષ અને એ. આઈ. ટી. યુ. સી. નો દ્રોહ કર્યો છે. આથી તેઓએ ફરી બીજી વાર “કામદારોમાં કુટ પાડનાર તથા માલિકોના હાથ મજબુત કરનારા તરીકે સાખીત કર્યું” છે. આ પહેલાં તેઓએ સુરત મ્યુનિસિપલ કામદાર યુનિયન (લાલ વાવટા) છેલ્લા ૧૦-૧૨ વર્ષથી કામ કરતી હતી તેમ છતાં જુદા જુદા બહાનાઓ કાઢીને બીજી હરિફ યુનિયન કાઢી હતી અને હવે બીડી કામદાર યુનિયનની આ બીજી હરિફ યુનિયન કાઢીને શ્રી. અમૃત દેસાઈએ કામદારો સાથે અને કામદાર એકતા સાથે ગદારી કરી છે. (પાછળ વાંચો)

હરીફ યુનિયન કાઠવાના છેલ્લા બાર માસથી પ્રયાસો ચાલુ હતા.

શ્રી. અમૃત દેસાઈએ છેલ્લા એક વર્ષથી જ બીડી કામદારોમાં એક યુનિયન હોવા છતાં બીજી યુનિયન કાઠવાના પ્રયાસો કર્યા હતાં અને તે અંગેની ક્રિયાદ પણ ગુજરાત પ્રાંતિક સામ્યવાદી પક્ષના મંત્રીને ણિ. અબ્દુલ રઝાક અંગણી તા. ૧૯-૮-૫૮ના રોજ કરી હતી. જેનો જવાબ વિ. ઠાકોરભાઈ શાહ એકર્ટીંગ મંત્રી ગુજરાત પ્રાંતિક સામ્યવાદી પક્ષ, અમદાવાદ. એ તા. તા. ૮-૯-૫૮ અને ૩૦-૯-૫૮ના રોજ આવીને જવાબુ હતું કે બીડી કામદારોમાં કોઈ પણ “હરીફ યુનિયન” શ્રી અમૃત દેસાઈ તરફથી કાઠવામાં આવશે નહીં.

અને આમ છતાં તા. ૫-૪-૫૬ના રોજ શ્રી. અમૃત દેસાઈના આગેવાની હેઠળ બીડી મજદુર યુનિયન (લાલ વાવટા) નામની બીડી કામદારોની બીજી હરીફ યુનિયન કાઠવાની જાહેરાત કરી છે.

આજે સુરતના બીડી કામદારોના સામે ઘણા પ્રશ્નો પડેલા છે. અને તે હાંસલ કરવા સંયુક્ત પ્રયાસ કરવાને બદલે, કામદારોમાં વધુ મજબુત એકતા કરવાના બદલે વ્યક્તિગત કડવાશ રાખીને “હરીફ યુનિયન” કાઠીને કામદારોમાં કુટ પાડી છે. અને કમ્યુનિસ્ટ પાર્ટીના કામદારો અંગેની નીતિના સિદ્ધાંતને પણ નેવે મુકીને કામદાર દ્રોહી કામ શ્રી. અમૃત દેસાઈએ કર્યું છે.

**અમારી ગુજરાતના ટ્રેડ યુનિયન તથા સામ્યવાદી પક્ષના આગેવાનોને અપીલ**

આથી અમે મહાગુજરાત ટ્રેડ યુનિયન કોંગ્રેસના આગેવાનો તથા હિન્દી સામ્યવાદી પક્ષના સભ્યો તથા આગેવાનોને આથી વિનંતી કરીએ છીએ કે શ્રી. અમૃત દેસાઈએ સુરત શહેરમાં બીડી કામદારોમાં લાલ જંડાની એક યુનિયન હોવા છતાં બીજી હરીફ યુનિયન કાઠીને એ. આર્ષ. ટી. યુ. સી. તથા સામ્યવાદી પક્ષને “કલંક” લગાડનારું કાર્ય કર્યું છે તે બાબત ગંભીરતાથી વિચાર કરશો અને આવી હરીફ યુનિયન વેલામાં વેલી તકે અરખાસ્ત કરવા અસરકારક અવાજ ઉઠાવશો એવી વિનંતી છે. નહીં તો ગુજરાત સામ્યવાદી પક્ષની કચેરી આગળ ભુખહડતાળ શરૂ થશે.

જે શ્રી. અમૃત દેસાઈને પ્રાંતિક સામ્યવાદી પક્ષના નેતાઓ બીડી કામદારોની બનાવેલી બીજી હરીફ યુનિયન બંધ કરવા જણાવશે નહીં અને તે યુનિયન બંધ કરવામાં આવશે નહીં. તો સુરતના બીડી કામદારો અથવા બીડી કામદારોના આગેવાનો સુરત બીડી કામદાર યુનિયન (લાલવાવટા)ની મંજુરીથી ગુજરાત પ્રાંતિક સામ્યવાદી પક્ષની અમદાવાદ કચેરી આગળ અગર તો પ્રાંતિક કૌન્સિલની આવતી બેઠક આગળ પ્રતિક ભુખહડતાળ કરશે અને શ્રી. અમૃત દેસાઈની સામ્યવાદી પક્ષ વિરોધી તથા એ. આર્ષ. ટી. યુ. સી.ની નીતિ વિરોધી કાર્ય પદ્ધતીને જાહેર જનતામાં ખુલ્લી પાડવાની ફરજ પડશે. આશા છે કે ગુજરાતના સામ્યવાદી પક્ષના કાર્યકરો મામલો આગળ નહીં વધે તે બાબત ઘટતું કરશે.

**બીડી કામદારોને અપીલ**

અમે આથી સુરતના બીડી કામદારોને અપીલ કરીએ છીએ કે, હરીફ યુનિયન કાઠવાથી કામદારોમાં કુટ પડશે અને તેનો ફાયદો જરૂર માલીકોને થશે, તેમજ અમદાવાદ તથા બીજી જગ્યાએ કે, જ્યાં બે યુનિયનો છે ત્યાં બીડી કામદારોની જે હાલત છે. તે હાલત તમારી ન થાય તં માટે સજાગ રહી. આવી હરીફ યુનિયન કાઠી કામદારોમાં કુટ પાડનારાઓને સખત રીતે મુકાબલો કરો.

તા. ક. :-લાઉડ સ્પીકર ફંડમાં મદદ કરો.

એ પ્રીલના અંત સુધીમાં લાઉડ સ્પીકર ખરીદવાનું તકડી કર્યું છે. હજી સુધી જે તમોએ તથા તમારા મિત્રોએ લાઉડ સ્પીકર ફંડમાં મદદ કરી ન હોય તો જરૂરથી વેલી તકે મદદ કરો.

કામદાર એકતા ઝીંદાબાદ.

કુટ પરસ્તોકો ખતમ કરો.

હરીફ યુનિયન બંધ કરો.

કામદારોમાં કુટ પાડવાનું બંધ કરો.

સુરત તા. ૬-૪-૫૬

લી. આપનો નમ્ર સેવક, છગનભાઈ પટેલ

મહામંત્રી, સુરત બીડી કામદાર યુનિયન લાલ વાવટા, વસંત ટોકીઝ પાસે, સુરત.

મુદ્રક : છગનભાઈ પટેલ સી. શેઠ, મુદ્રણાલય : કલ્પના પ્રિન્ટરી, વીરમગામી મહેલો, બેગમપુરા, સુરત.

પ્રકાશક : છગનભાઈ પટેલ મહામંત્રી, સુરત બીડી કામદાર યુનિયન લાલવાવટા, વસંત ટોકીઝ પાસે, સુરત.

30 APR 1959

WORKERS OF THE WORLD UNITE!

# Phaltan Taluka Sakhar Kamgar Union,

## SAKHARWADI.

(Registered, Representative, Approved)

LOCAL AREA: PHALTAN TALUKA

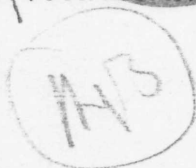
: Head Office :

P. O. SAKHARWADI

(Dist. N. Satara)

Date: 3. 8. 4. April 1959

L. O. No. 30/59-60



To

Honourable Shri G.L. Wanda,  
Minister for Labour,  
Government of India,  
NEW DELHI.

Sub:- Central Wage Board for Sugar Industry  
inclusion of sugar cane plantation  
workers of the sugar companies.

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Respected Sir,

During the course of the proceedings, before the Central Wage Board for the Sugar Industry in Bombay on 2nd, 3rd and 4th April 1959, the Board was pleased to make it clear that sugar cane plantation workers of the sugar companies are not covered by the present inquiry. In this respect we have to place before you the following for your earnest and immediate consideration.

So far there is always parity in Wage Level, bonuses, retirement benefits and other service conditions of Factory and Farm labour and this decision of the Govt. is a departure from this traditional parity, as far as industry in Bombay State is concerned. It will also create an unnatural and artificial barriers and division in factory and farm workers. Needless to state that the conditions of farm labour of these sugar factories are on higher level then disparity between agricultural workers of the sugar companies and the surrounding agricultural workers is already there.

As distinct from U.P. and Bihar Sugar Industry in Bombay State, the companies grow and cultivate their cane

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- 1 General workers (agriculture)  
Cane weighing boys  
Cart drivers.

It is easy to see from the above list that the factories carry on sugar cane cultivation is an organised and more or less in a mechanised system. The workers there have supervisors over them and cannot afford to work in a leisurely manner as they can when working under ordinary landlords. Moreover the rate that has been fixed by the Learned Lower Court is the rock-bottom figure from the same fact that they are engaged in agricultural operations. It does not follow that their minimum needs are less than those of the factory workers. Some of the workers engaged on the farm have to do mechanical work, i.e. those who are engaged in tractor operations or in operations connected with lifting of water by mechanical means...Having regard to these considerations, we see, no good reason to make any distinction in the matter of basic wage 'between a factory and a farm.' (Labour Law Journal Vol.II 1954 page 345).

2 " The work..... in the case before us is mainly connected with the cultivation of sugar cane, i.e. the raw material for the industry which is being carried on by these companies. Shri Narayanswamy urges that it is not necessary that the sugar companies should produce their own raw materials, and in fact they do not do so in other parts of India, for example in Bihar and U.P. Hence he urges the cultivation of sugar cane is not an ordinary part of the undertaking..... Here according to the accepted practice, the whole is ordinarily part of the undertaking. Hence the objection fails.

(B.G.G.Part I-L dated 13-9-56, at page 3293).

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- 5) The Bombay Industrial Relations Act, 1946 recognises these plantations-fields as part and parcel of the companies.
- 6) The Balance-sheets of the companies are common for factory and farms.
- 7) These workers have been awarded Provident Fund by the awards of Industrial Courts.
- 8) These workers have been awarded gratuity scheme.
- 9) The payment of wages Act (iv of 1936) has been amended by the Bombay Government to enable it to make that Act applicable.
- 10) Under these enabling powers the Bombay Government has made that Act applicable to the sugar-cane plantation workers of the sugar companies.
- 11) The leave benefits are on par for both factory and farm labourers.
- 12) The most important factor is the sugar companies have accrued benefits from the possession of these farms, cultivation and growing of their own cane. They apply modern and scientific techniques. Along with mechanised and scientific cultivation, organised supervision and control also play their role. They also get the benefit of absence of too many intermediaries in this transaction of supply of raw materials.

The following are the observations of the Labour Appellate Tribunal on two different occasions. Both were

# Phaltan Taluka Sakhar Kamgar Union,

SAKHARWADI.

(Registered, Representative, Approved)

LOCAL AREA: PHALTAN TALUKA

: Head Office :

P. O. SAKHARWADI

(Dist. N. Satara)

C. O. No. ....

Date.....195

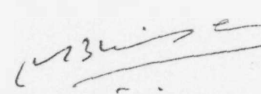
- 6 -

Under these circumstances it would be really harmful to exclude these plantation workers from the scope of the Wage Board inquiry.

We have, therefore, to request you to take necessary action to bring all the occupations and categories of work in the sugar companies in this state that are covered and recognised by the Bombay Industrial Relations Act, 1946. The portion of the Government notification in this respect is quoted above in the L.A.T. Award.

Excepting an immediate and favourable reply,

Yours faithfully,

  
General Secretary,  
( M. BHISE )

P.S.: - A copy of our replies is sent by Separate post for your Honour's perusal.

8 MAY 1959

LEVER BROTHERS' EMPLOYEES' UNION

( Regd. No. 666 )

" Shramajeevi Avaz " 34, Sewree Cross Road, Sewree

President: K. T. SULE

Gen. Secretary: G. SUNDARAM

Ref:

Bombay 15, May 6, 1959.

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

Dear Comrade,

Please refer to our letter dated 11th January 1959 seeking your advice on the question of recognition of unions. We had inquired i) if the name of the Hindustan Lever Employees' Union is included in the list submitted by the I.N.T.U.C. after August 1958; ii) if you have challenged the membership of this union and iii) what steps we should take since the management of the Hindustan Lever Limited, Bombay has accepted the decisions of the Nainital Conference on the question of recognition of Unions.

We are sorry you did not reply to our letter and left us in the lurch.

The rival Union, namely the Hindustan Lever Employees' Union was registered on 13.1.58 and on completion of one year, the Management requested the Commissioner of Labour to verify their membership (and ours as well) "for the period of July to December 1958". The Commissioner of Labour directed us to send our membership-register and counter-foils of subscription for the months July - December 1958 for scrutiny on 26.3.59, which we did. Then after a month, on 27.4 the Dy. Commissioner of Labour (Admn.) Bombay, called us along with the other Union and the Management and declared that on scrutiny, his Office had found that the Membership of the other Union was 1292 and that of ours was only 1006.

On this, on behalf of our Union, our General Secretary asked the Dy. Commissioner, i) under what authority the Dy. Commissioner of Labour was acting, (because as far as we know the machinery set up under the Nainital decisions provided for Regional Commissioners (Central) to be the scrutinising ~~authorities~~ and checking authorities, the deciding authorities being ~~the~~ a committee of the four Central Trade Union Organisations and presided over by the Labour Minister;) ii) if he had any instructions from the State Govt. and iii) if there was any State Committee formed according to the criteria accepted at the Nainital Conference; and iv) if so, who are associated with the same.

To this, the Dy. Commissioner categorically replied that he was doing the scrutiny simply because they were approached and requested by the Management; and that his findings or decisions would not be binding on any party in the dispute. He also informed that no such Committee has been appointed by the Bombay State so far for this ~~purpose~~ purpose.

After this admission, he ~~proposed~~ proposed that the two Unions should send two representatives each and with their assistance the L. Commissioner would examine the registers of both the Unions and compile the cases of common names and others; and on that enquiry would be made after. This was agreed to by all.

During the scrutiny we have found that the list submitted by the rival Union is absolutely bogus. They have given false receipts to the workers, without collecting any subscription. Their receipts

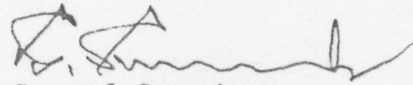
do not indicate the exact amount against which a receipt is given to be given.

In view of the attitude of the Government (helping the I.N.T.U.C.) and in view of the attempts of the interested parties to disrupt the workers by putting up a bogus membership, we have called upon the workers to declare to the Management, through a signed memorandum, that they are the members of our Union only and this should enable the Management to come to a proper and equitable conclusions.

Please let us have your guidance on the important problems facing us.

With Greetings,

Yours fraternally,



General Secretary.

Cc. Secretary, B.S.T.U. Committee, Bombay.

P.S. We have just received a letter from the  
Dubai Commissioner asking us to attend a meeting  
on 11.5.59. We shall write to you subsequently  
in the meanwhile we expect your reply to this.



1143

May 14, 1959

The General Secretary,  
Hotel Mazdoor Sabha,  
Kothari Mansion,  
Top Floor, Opp. G.P.O.,  
Bombay.

Dear Comrade,

Thanks for your dated May 12, 1959.

On reference to our record we find that at Ernakulam your union had paid for a membership of 3000. It seems the membership of the union has gone down since. We, however, hope that you will be able to make up the loss in the membership in near future.

On a membership of 2000 you have to pay Rs. 40.00 as affiliation fee @ 2 nP per member, Rs. 10.00 WFTU levy and Rs. 4.00 as subscription for the TUR. So please send Rs. 54.00 along with a copy of the annual return of your union for the year 1958-59.

The affiliation certificate will be sent to you on receipt of the payment.

With greetings,

Yours fraternally,

*ms*

(K.G.Sriwastava)  
Secretary

15 MAY 1959

Radhakrishnan Nagan  
Alola.  
13.5.59.

Dear Com. Shrivastava,

You know about the crisis in the Textile Industry in Bihar. In Alola we formed a United Action Committee including the INTUC union.

A deputation of Action Committee is reaching Delhi on the 16th morning to meet Shri Nanda and Chandubhai Bhasai. Our demand for a Shomee Bill take over or run the mills as recommended by Torki Committee. The deputation will like to meet also various central organizations so that a united work is done.

Hope Com. S. will cheer during those days.  
S of us are coming.

I will meet you from  
the station (Delhi) about  
our arrival. Will it be  
possible to make  
arrangement for  
State in some R.P.'s  
block? If not we will  
try to find some hotel  
accommodation. In such  
case I will come to Ashok  
Road.

Rest O.K.

Yours truly  
B. N. Mukherjee

पोस्ट कार्ड

केवल पता



Com. K. G. Shivartan  
Secretary AIRFC.  
4 Ashok Road

New Delhi

143

May 15, 1959

The General Secretary,  
Lever Brothers Employees Union,  
"ShramajeeviAvaz"  
34 Sewree Cross Road,  
Sewree, Bombay 15.

Dear Comrade,

Your letter dated May 6, 1959.

We are unable to trace the letter referred by you in our records. It seems, that letter was misplaced, otherwise you would have received a reply.

I.N.T.U.C has not claimed Hindusthan Lever Employees Union, according to the list they have submitted for verification. Hence the question our raising an objection or challanging their claim does not arise.

As regards the question of recognition of the union, please let us know the latest position i.e. after the meeting of May 11, 1959 with the Labour Commissioner.

With greetings,

Yours fraternally,

*K.G.*  
*15/5*  
(K.G.Sriwastava)  
Secretary



लाल बावटा हातमाग कामगार युनियन, सोलापूर.

सं. वि. दि. : 18 MAY 1959

आमच्या युनियनची २० वी वार्षिक सभा (१९५८-५९) ता. २१ मे १९५९ रोज गुरुवार रात्री ८ वाजतां तेलेगणांचे सुप्रसिद्ध पुढारी काँ. नट्टा नरसिंहन्टू यांचे अध्यक्षतेखाली भरणार आहे. तरी सदर सभेस आपण अवश्य हजर राहावे अगर् बंधुत्वाचा संदेश पाठवावा अशी नम्र विनंती आहे.

सभेची जागा:- लाल बावटा हातमाग कामगार युनियन ऑफिस मागील पटांगण

-- आपले नम्र --

नयं. रा. मडूर

अध्यक्ष

५०५ साखरपेठ,

सोलापूर

वि. तु. कामुर्ती

जनरल सेक्रेटरी

लाल बावटा हातमाग कामगार युनियन सोलापूर

May 19, 1959.

To,  
The Deputy Commissioner of Labour (Admn.),  
Bombay State,  
Cawasji Framji Institute Bldg.,  
Bombay 2.

Dear Sir,

We are herewith forwarding to you for your perusal a declaration made by 1144 workers to the Management of Messrs. Hindustan Lever Limited, Sewri. As you will note that the said declaration is to the effect that these workers are the members of the Lever Brothers Employees' Union, Bombay, only.

At the conference of the representatives of the Management, the Hindustan Lever Employees' Union and our Union and yourself, it was decided that we should submit our objections to the membership of the Hindustan Lever Employees' Union and vice versa. Regarding the objections, we have to state as follows:-

1. Among the signatories to the declaration referred to above, there are 111 such workers as have been shown in the list of the membership of the Hindustan Lever Employees' Union. (Annex. B.)
2. We have already submitted to you the list of workers who are the members of our Union but who are claimed by the other Union as its members. (List of Common Members.)
3. It is a common knowledge in the Factory that the other Union has passed receipts to the workers without collecting money from them towards the Union-subscription. We also believe that the other Union has entered names of workers in its Membership-register keeping both the receipts as well as the counter-foils for the Union-subscription with itself. For example, Mr. Mohambarkhan, T. No. 3933, from the Oil Mill, has been claimed as a fully paid member of that Union, while he is a member of the General Council of our Union and we know it for a fact that he has never paid a single naya Paisa to the other Union.
4. From all that is stated above, we submit that barring the members of its Executive Committee and a few more workers, ~~the~~ the entire list of membership submitted by the Hindustan Lever Employees' Union is bogus.
5. In order to verify whether the workers mentioned ~~in~~ in its list of Membership are their genuine members or not, and whether they have actually paid the Union-subscription as shown in the Membership-register, we request you to kindly undertake a spot survey for all of them.

In conclusion we submit that the membership of the Hindustan Lever Employees' Union is not at all higher than that of ours.

Enclosed herewith we are forwarding to you a copy of the resolution of our Managing Committee passed on 11th May 1959.

Thanking you,

Yours truly,

May 19, 1959.

The General Factory Manager,  
Hindustan Lever Limited,  
Sewri, Bombay 15.

Dear Sir,

We have been advised to forward to you the following resolution unanimously adopted by the Managing Committee of our Union on 11th May 1959:-

The Managing Committee of the Lever Brothers Employees' Union, Bombay, notes that at a time when some interested parties have, by organising a rival trade union, namely, the Hindustan Lever Employees' Union, sought to disrupt the unity of the employees of the Hindustan Lever Limited, and have by inflating the membership of their union challenged the right of the Lever Brothers Employees' Union, B&M as the representative organisation of the employees to have the recognition of the Management, and to this purpose the Management have approached the Labour Commissioner of Bombay to ~~verify~~ verify the membership of the two unions, 1144 workers have made a declaration to the General Factory Manager that they are the members of the Lever Brothers Employees' Union, Bombay, only.

The Committee ~~has~~ further notes that the declaration was signed by these workers during the period 28th April to 10th May 1959, when on an average 600 employees were absent every day. The Committee therefore concludes that the overwhelming majority of the employees are with the Lever Brothers Employees' Union, Bombay.

The Committee therefore request the Management to weigh and respect this evidence and continue its recognition to the Lever Brothers Employees' Union, Bombay.

While thanking the signatories to the declaration referred to, for having declared their allegiance to and faith in the Lever Brothers Employees' Union, Bombay, the Committee appeals to all employees to strengthen their Union so that it may become more effective in the cause of betterment of their living conditions.

Enclosed herewith please find a copy of our letter to the Deputy Commissioner of Labour (Admn.).

Thanking you,

Yours truly,

for General Secretary.

Co. Dy. Commissioner of Labour (Admn.), Bombay State.  
& The General Secretary,  
All India Trade Union Congress, New Delhi.

REPORT OF THE  
SPOT INQUIRY.

LEVER BROTHERS EMPLOYEES' UNION COMPANY.

Mr. Kale, Deputy Commissioner of Labour personally came to the Factory for spot inquiry, on 4 th June 1959.

On being asked by Mr. Pannikar, Mr. Kale informed that he would examine the common list first and would also investigate on the basis of the objections raised by the Lever Bros. employees union in its letter dated 19th May 1959. He also informed that the Hindustan Lever employees' union had submitted to him a list of members and had challenged that they do not belong to the Lever Bro. Employees' union; but on request from Mr. Rai, Mr. Kale allowed the H.L.E.4. to withdraw that list. (we don't know when Mr. Rai, had submitted the other list on the basis of which 12 workers were examined on 12th June 1959)

On 4-6-59 only Common members were examined. Out of 54 members called, 51 came up; and 39 of them declared that they are members of the L.B.E.U.

a, Out of 12 members, 8 have opted for the other Union but majority of them have declared that they have joined H.L.E. Union only recently,

b, T.N. 2817 has paid to Rai's Union only in January 1959.

c, Nos. 4007, 93, 2575 have paid to both and belong to None.

2nd Day of Inquiry.

On the second day i.e. on 12th June 1959 of inquiry Mr. Kale proposed to examine the following three categories:-

- 1, Common Members. (From the list prepared by his Office.)
- 11, Members challenged by the Lever Brothers' Employees' Union. (Annex. B. of their letter dated 19-5-59)
- 111, Members challenged by the Hindustan Lever Employees' Union ( a list submitted by the Hindustan Lever Employees' Union.)

COMMON MEMBERS INTERROGATED

		On 12th June 1959.	<u>Total.</u> 7
4090,	3938,	1134,	3986, 408, 448 and 822

ANALYSIS OF COMMON MEMBERS.

		<u>Total.</u> 7.	Remarks.
L.B. Union	2	1, Never paid to Rai.	2, Always member; but paid Rs.2/- to Rai. Now member of L.B.E.U.
Rai's Union	5	1, Paid to L.B.E.U. six months back 11, Paid only 4 months' substitution to Rai- (4 card) 111, Member of Rai's union, but lately paid to L.B.E.4 for clearing the arrears of subscription because earlier he was member of the L.B.E.U.	

(3+2)

continued.



B. MEMBERSHIP CHALLENGED BY

Rai on 12th June 1959.

							<u>Total. 12</u>
T.No. <sup>s</sup> :-	4151,	3967,	2225,	2796,	4602,	51,	2824
	484,	3915,	3050,	3108,	& one more.		

Analysis:- Out of the 12 members challenged by the Hindustan Lever Employees' union, eleven members categorically declared that they are not only the members of the Lever Brothers Employees' union, but that they had never paid to Mr. Rai's Union. Even the one who was found to be an exception declared that though he is not a member of either union, he had paid to the L.B.E.U. six months back. He declared he is not a member of the H.L.E.U.

C) MEMBERSHIP CHALLENGED BY L.B.E.U.

Total. 10

T.No <sup>s</sup> :-	3851,	1448,	3922,	2589,	3049,	250,	4722
	819,	3543,	3042.				

Before giving the analysis of these ten workers it should be noted that our union has challenged their membership in the H.L.E.Union on the basis of their own declaration which they have made and signed and sent to us as lately as the last week of April 1959. i.e. after the respective membership-lists were verified by the Labour Commissioner. On the strength of their signed declaration only, we said they do not belong to the Hindustan Lever Employees' Union. Now see the

Analysis:-

Analysis:- Out of the ten examined, five have declared they are the members of the L.B.E.U, three have opted for the other union though they had paid even a year back to our union. The remaining two said they do not belong to any.

D) Apart from these 29 workers, ~~from~~ four more workers were examined. We do not know on what basis they were examined. Because T.No. 1109, 3930, 1421 and 3369 are found neither the comon list nor in the list of our fully-paid Members.

1109 :- Not in either.

3930 :- Rai's Member; but we have not particularly challenged him.

1421 :- Rai's Member but not included in our list (Annex.B)

3369 :- In neither list.

22 JUN 1959

# GODREJ & BOYCE WORKERS' UNION

(REGD. NO. 220)

Godrej Colony, Block No. 28, Room No. 14, VIKHROLI

Ref: \_\_\_\_\_

Bombay, 17th June, 1959.

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

Dear Comrade,

With reference to your letter dated 27th May, 1959, we enclose herewith the copies of Annual Report (Last year) and handbills ~~XXXXXXXX~~ issued during the year 1958-59. We are unable to send this year's report as it is not yet prepared.

With greetings,

Fraternally yours,

*C. S. Sahni*

C. S. Sahni.

26 JUN 1959

# LEVER BROTHERS EMPLOYEES' UNION

(Regd. No. 666)

"Shramajeevi Avaz" 34, Sewree Cross Road, Sewree

President: K. T. SULE

Gen. Secretary: G. SUNDARAM

Ref:

Bombay 15, 22nd June 1959

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

Dear Comrade,

## Recognition of Our Union.

Received your letter dated 15th May 1959.

After our first conference with Mr. Kale (Dy. Commissioner of Labour), we conducted a campaign of signatures and from 28th April to 5th May 1959 as many as 1144 workers signed the memorandum declaring their ~~all~~ allegiance to the Lever Brothers Employees' Union. The Memorandum was addressed to the General Factory Manager and our Managing Committee by a resolution requested the Management to respect this evidence and continue its recognition to our Union.

After the preliminary meeting, both the unions were given a week's time to record their objections to the respective lists. On the strength of the Memorandum and ~~because~~ of our experience we challenged that with a few exceptions their entire list was bogus and as such we demanded that ~~through~~ a thorough scrutiny of their list must be done by the Commissioner of Labour. (Vide Enclosure No. 1.) But Mr. Kale did not agree to undertake such an investigation and said that he ~~want~~ would have only a sample test. So he proposed to examine 1) Common Members, 2) a few from our Challenge-list and 3) a few from the Rival Union's Challenge-list.

Mr. Kale personally visited the Factory and conducted the spot inquiry. It is interesting to note that Mr. Rai, the leader of the rival Union expressed that some of the names of the active members of our Union were included in his Membership list only through some clerical mistake. He also withdrew a list which he had earlier submitted to the ~~Commissioner~~ ~~Commissioner~~ Commissioner as bogus members of our Union.

During the investigation it was found ~~that~~ that out of 58 common members 41 declared themselves to be the members of our Union and only 13 opted for the rival Union though they expressed they had started paying to this Union very recently. The rival Union's challenge list was proved to be absolutely bogus because out of 12 members examined by Mr. Kale, as many as 11 declared that they have been the members of the Lever Brothers Employees' Union ever since it was started. Only one worker said that he did not belong to our Union but he did not say he belonged to them. Our challenge-list was prepared on the basis of the signed Memorandum, and in the inquiry out of 10 workers 5 declared in our favour, two declared they belonged to none. (Vide Enclosure No. 2 - Report of the Inquiry.)

After the spot-inquiry, Mr. Kale called another meeting on 15th June 1959 and asked both the Unions if they had to say anything further. We reiterated our demand raised in our ~~last~~ letter dated 19th May 1959. The other Union had nothing to add. Then on the advice of our President Com. K. T. Sule and General Secretary (of B.S.T.U.C.) Com. Kolhatkar we ~~wrote~~ wrote another letter to the Commissioner of Labour on 17th ~~in~~ June 1959 and stated we have a bigger list to challenge and that we would forward it if it is not possible for Mr. Kale

to come to the proper conclusions on the basis of the sample test. We had sent a copy of this letter to the Management and they acted in their own interest and wrote a letter to the Commissioner of Labour on 20th June 1959. (Vide Encl. No. 3.)

Mr. Kale had promised to communicate his recommendations on Saturday 20th June 1959. We are still awaiting his reply.

With greetings,

Yours fraternally,

*Prerna Desai*  
for General Secretary.

Co. General Secretary, B.S.T.U.C.

Enclosures.

The minutes of the  
meeting held on 17th June  
in the sample checking  
com. of 17/6/59. Re: Resolution  
Pl. will be in the minutes  
of the meeting held on 17/6/59.  
later on.

*mm*  
26/6/59

LEVER BROTHERS EMPLOYEES' UNION  
(Regd. No.666)  
"Shramajeevi Avaz" 34, Sewree Cross Road,  
Sewree

President: K.T. Sule  
Gen. Secretary: G. SUNDARAM

Bombay 15,

Dated 17/6/'59.

To

Shri.D.G. Kale, M.Sc. Bar-at-Law (London),  
for Commissioner of Labour,  
BOMBAY.

OFFICE of the Commissioner of Labour,  
Framji Cawasji-Inst. Bldg.,  
Dhobi Talao, BOMBAY 2.

RECOGNITION OF UNIONS.

Dear Sir,

In continuation of our letter dated 19th May 1959, and with reference to the conference called by you in your office on 16th June 1959, we have to submit the following:-

In our letter referred to, we have stated that we believe that with a few exceptions, the entire list of membership as shown by the Hindustan Lever Employees' Union is bogus and as such we had requested you to kindly investigate into each one of them. In order to support our contention we had submitted a list of 111 workers (Vide Annex B) who are claimed by the other union as its members, but who have signed a declaration to the contrary. This list was mainly sent as a sample list, and it did not include all those whom we challenge as bogus members shown by the Hindustan Lever Employees' union. As stated under points 3 and 4 of our letter under reference, we know a big majority of members on their list is bogus and hence apart from Annex B, we have a much bigger list to challenge, which we are prepared to submit for your kind perusal and verification, if it is not possible to come to conclusion on the basis of the sample Spot-checking personally made by you in the last fortnight.

Thanking you,

Yours truly,

for General Secretary

C G.

General Factory Manager,  
Hindustan Lever Ltd. Sewri.

General Secretary, A.I.T.U.C.

UB:M

Mr.D.G. Kale, M.Sc. Bar-at-Law(London)  
For Commissioner of Labour,  
Office of the Commissioner of Labour,  
BOMBAY.

20th June 1959.

Dear Sir,

RECOGNITION OF UNION

We are grateful to you for undertaking a scrutiny of the membership of the two unions, viz. Lever Brothers Employees' Union and the Hindustan Lever Employees' Union, in order to help us to decide as to which of the two Unions is entitled to recognition by us. We greatly appreciate the interest taken by you in this matter and the amount of effort put in by you personally.

We are in receipt of a copy of a letter dated 17th June 1959 addressed to you by the General Secretary, Lever Brothers Employees' Union. In this letter he has drawn your attention to his earlier letter dated 19th May 1959 to you in which he had stated that barring the members of the Executive Committee and a few more workers, the entire list of membership submitted by the Hindustan Lever Employees' Union is bogus, and had requested you to kindly undertake a spot survey from a list of employees who were disputed. Lever Brothers Employees' Union's letter dated 17th June 1959 gives us an impression that they have been able to create a doubt that certain proportion of the membership of the Hindustan Lever Employees' Union is not genuine. If it is so, perhaps it would be only fair if the objection against the entire list as mentioned in their letter dated 19th May 1959 is given sufficient consideration.

It will be appreciated that it is only in the interest of industrial peace that recognition is extended to the Union which commands the confidence of the substantial majority of the workers of the establishment. This majority should be factual. If the contention of the Lever Brothers Employees' Union has some substance in it, it is possible that a situation would be created wherein either of the two unions would be recognised by us by merely inflating their membership by ~~bogus~~ bogus entries while in fact they would not have the confidence of the majority of the employees in the establishment. This you will appreciate will not be conducive to good industrial relations. In view of the fact that doubts have been expressed and because of the fact that if these doubts are not cleared a situation would arise wherein the Industrial peace in our organization is likely to be disturbed, we would request you to go into the objections fully.

Thanking you,

Yours faithfully,  
HINDUSTAN LEVER LIMITED,

cc: Both the Unions.

General Factory Manager.

680-41, 3RD FLOOR,  
MAKANI CHAMBERS, SIGNAL HILL AVENUE,  
SEWRI, BOMBAY 15.

(REGD. No. 975)

Ref. No.

Date June 25th, '59.

Shri. B.N. Brahmabhatt,  
(Implementation Officer of the Govt. of Bombay),  
Department of Labour and Social Welfare,  
Old Secretariat,  
Fort, BOMBAY 1.

Dear Sir,

Re: Non-acceptance of Code for Discipline  
by the Tata Oil Mills Co., Ltd., Bombay.

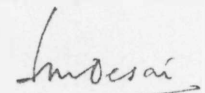
We refer you to your letter No. BAI-1259/111097-1 of  
the 14th May, 1959.

We regret that though the matter is pending with you  
since March, 1959 and though more than three months have  
elapsed since you are seized of the problem we have not got  
your decision in the above matter.

The matter referred to you is of prime importance.  
The Company, as it appears from its attitude towards Labour,  
is not accepting the Code for Discipline and has not taken  
any steps to carry out its obligations under the said Code.

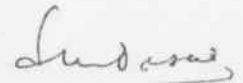
We had accepted the Code in its entirety. However,  
since the Company refuses to accept the Code or takes steps  
to carry out its obligations we wonder whether we should  
still consider ourselves bound by the said Code and accept  
the obligations cast on us. As we have to take a final  
decision in this matter we shall thank you if you will let  
us have your decision in the matter by return mail.

Yours faithfully,

  
General Secretary.

d/-

- c.c. 1) Shri. N.L. Mehta, I.A.S., Jt. Secretary to the  
Government of India, New Delhi for information  
and necessary action.
- ✓ 2) The General Secretary, A.I.T.U.C.,  
New Delhi. for information and necessary action.



# LEVER BROTHERS EMPLOYEES' UNION

(R. No. 666)

"Shramajeevi Avaz", 34, Sewtee Cross Road, Bombay-15.

## KNOW THE DISRUPTORS! STRENGTHEN YOUR RANKS UNDER THE BANNER OF YOUR UNION.

Brothers and Sisters,

The Dy. Commissioner of Labour, Shri D. G. Kale has on behalf of the Labour Commissioner given his decision. His decision that the Hindustan Lever Employees' Union has a membership of 1163 and that our Union has 909 members and that the other Union has a majority of nearly 250, is a conclusion that is totally unacceptable to us. The Dy. Commissioner has reached conclusions by processes of calculation which are completely unscientific and erroneous in the extreme. Our Union had categorically informed the Dy. Commissioner that the other Union had not bonafide enrolled any employees of the Hindustan Lever Limited as the members of that Union, by properly collecting membership dues from such employees. It was our charge against that Union that no membership dues were collected at all and that with the unlimited resources of the Congress at its command that Union had merely credited a certain amount as membership dues collected from H. L. L. employees; while in fact the amount never came from the pockets of the workers but from the money-bags of the Congress. Our Union had insisted that the entire Membership-role of that Union be checked and investigated by the Labour Commissioner to know the real truth.

Our Union had submitted a list of 111 workers as a sample of bogus members of that Union. This was not a mere allegation. It was backed by a signed Memorandum. As you know that during a short period from 28th April to 10 May 1959 not less than 1144 workers had signed and declared themselves as members of our Union only. (This figure actually could have been still bigger but there was heavy absenteeism (600 per day) in the Factory during that period.) On the basis of their declaration only, we had submitted this list of 111 workers and it was a clear evidence to prove that their Membership role was out an out bogus.

This fact was amply proved during the enquiry also. Our General Council Member Shri Mohabbarkhan and scores of other members were claimed as fully paid members of the other Union! And when specifically asked as to how this name appeared in his list, Mr. Rai shamelessly said that it was a "clerical mistake". During the inquiry he also withdrew some list of Members of our Union whom he had objected. These facts are enough to prove that Messrs. Rai and Raja Kulkurni and Co. had prepared a bogus membership role. As against this, Mr. Rai could not get a single person from our Membership-role to say that he was not the member of the Lever Brothers Employees' Union! Thus his objections were conclusively proved as 100 p.c. false. Hence it was necessary to have a thorough and real check up of the other Union's Membership-role. But unfortunately, the Dy. Commis-



sioner Shri Kale not only did not comply with our request and check the entire list of the other Union, but he did not check even 111 names submitted by us to him as a sample of the dishonest manner in which the other Union has shown its membership. He checked only 10 out of these 111, by applying a method of checks which is applicable for communities of thousands and thousands of persons. We are sorry that he also showed a partial attitude in his inquiry. This was evident in the manner in which he accepted the explanation of "Clerical Mistake" and also withdrawal by Mr. Rai of a list of challenged members. Apart from this, he did not draw the proper conclusions from even his own sample check. Out of 62 "Common" members examined by him, 46 were found to be our members, whereas only 3 declared in their favour. Moreover, the entire objections submitted by Messrs. Rai, Raja and Co. were proved to be cent percent false! What more proof was required against the other Union?

Company had requested the Dy. Commissioner of Labour that he should check the entire Membership, which Shri Kale has refused to do. It should be noted that his recommendations are not legally binding on any party.

The entire affair therefore is a clear indication as to how the I.N.T.U.C. is trying to force itself on the working class by fowl means and methods. Our Union rejects the conclusion of Shri Kale as completely wrong and unjust.

We must answer back the I.N.T.U.C. challenge by increasing our membership at once and should demonstrate both to the Govt. and the Company that it is only the Lever Brothers Employees' Union that holds the confidence of the Hindustan Lever Limited, and not the bogus Union of Rai and Raja Kulkurni.

The Union calls upon the Management to continue to recognise the Lever Brothers Employees' Union and to refuse to accept the credentials of Rai, Raja Co., the champion disruptors of the working class unity.

**★ LONG LIVE THE LEVER BROTHERS EMPLOYEES' UNION!  
ON 10TH JULY 1959, PAY YOUR DUES AND DEMONSTRATE  
YOUR SOLIDARITY.**

June 26, 1959.

G. SUNDARAM.  
GENERAL SECRETARY.

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Printed by Jayant Bhatt, at New Age Printing Press, 190-B, Khetwadi Main Road, Bombay-4, and Published by G. Sundaram, Gen. Secretary, Lever Brothers Employees' Union, "Shramajeevi Avaz", 34, Sewree Cross Road, Bombay-15.

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(A true copy) Encls. A.

No. CL/XII/DCK/ 61528  
Office of the Commissioner of Labour,  
Framji Gawasji Institute Building,  
Lhobi Talao, Bombay 2.

20th June 1959

From

Shri D.G. Kale, M.Sc. (Lond.), Bar-at-Law,  
Dy. Commissioner of Labour (Admn.),  
Bombay.

To

1. The General Factory Manager, Hindustan Lever Ltd.,  
Baji Bunder, Sewree, Bombay 15.
2. The General Secretary, Lever Brothers Employees' Union,  
34 Shramajeevi Avas, Sewree Cross Road, Sewree, Bombay 15.
3. The Hindustan Lever Employees' Union, 'Durga Nivas',  
R. No. 20, 2nd floor, L. Nappeo Road, Matunga, Bombay 19.

Sub: Hindustan Lever Ltd., Bombay 15.  
Recognition of the Unions by the -- --

Sir,

In continuation of this office letter No. CL/XII/51583-84-85, dated 27th May 1959 on the above subject, I have to state that the enquiry has shown that membership of the Hindustan Lever Employees' Union exceeded the membership of Lever Brothers Employees' Union by about 250 for the period July - December 1958. A copy of the Note recorded in this office in connection with the matter is enclosed for your information.

Yours faithfully,

(Sd.)

Dy. COMMISSIONER OF LABOUR (ADMN.)

B O M B A Y.

# लीव्हर ब्रदर्स एम्प्लॉइज युनियन

( र. नं. ६६६ )

“ श्रमजीवि आवाज ”, ३४, सेवरी कॉस रोड, मुंबई १५.

## फूटपाड्यांना ओळखा ! आणि युनियनच्या झेंड्यावालीं आपली एकजूट मजबूत करा !

बंधु भगिनींनीं,

लेव्हर कमिशनरच्या वतीने, डेप्युटी कमिशनर श्री. डी. जी. काळे यांनीं आपला निर्णय दिला आहे. हिंदुस्थान लीव्हर एम्प्लॉइज युनियनचे ११६३ सभासद व लीव्हर ब्रदर्स एम्प्लॉइज युनियनचे ९०९ सभासद आहेत म्हणून दुसऱ्या युनियनची सभासद संख्या जवळजवळ २५० ने जास्त आहे हा श्री. काळे यांचा निष्कर्ष आम्हांला संपूर्णपणे अमान्य आहे. आपला निष्कर्ष काढतांना डे. कमिशनर श्री. काळे यांनीं वापरलेली मोजणीची पद्धत केवळ अशास्त्रीय आहे असे नव्हे तर सर्वस्व चुकीची देखील आहे. आपल्या युनियनने डे. कमिशनरना अगदी स्पष्टपणे कळवले होते की, प्रत्यक्ष कामगारांकडून युनियनची वर्गणी वसूल न करता, दुसऱ्या युनियनने सभासद-संख्या दाखविली असल्यामुळे ती खरी नाहीच. आमचा तर त्यांच्यावर आरोप आहे की, या दुसऱ्या युनियनने कामगारांकडून विलकूल वर्गणी गोळा केलेली नाही; आणि काँग्रेसकडून त्यांना लागेल तेवढ्या मिळत असलेल्या पैशांतूनच या युनियनने वर्गणीची ठराविक रक्कम दाखविली आहे. खरोखर कामगारांच्या खाशांतून यांना वर्गणीदाखल एक दमडीसुद्धा मिळालेली नाही. काँग्रेसच्या थैलीतून ही सगळी गंगा आली आहे. तेव्हा खरी वस्तुस्थिती उजेडांत यावी म्हणून या दुसऱ्या युनियनच्या सभासदांची संपूर्ण आणि खरीखुरी तपासणी करा अशी आपल्या युनियनची लेव्हर कमिशनरांपुढे आग्रहाची मागणी होती.

आपल्या युनियनने १११ कामगारांच्या नांवांची एक यादी श्री. काळे यांच्याकडे पाठविली होती; आणि दुसऱ्या युनियनने खोटे सभासद केले आहेत अशी आपण त्यांच्याकडे तक्रार केली होती. हा आपला आरोप मुळीच पोकळ नव्हता. कामगारांनीं सहा केलेल्या जाहीरनाम्याचा त्याला पुरावा होता. कारण तुम्हांला माहीत आहेच की, २८ एप्रिल ते १० मे १९५९ च्या अल्पावधीमध्ये ११४४ कामगारांनीं स्वतः सहा करून आपण फक्त लीव्हर ब्रदर्स एम्प्लॉइज युनियनचेच सभासद आहोत असे जाहीर केले होते. ( ही संख्या याच्याहि पेक्षा जास्त झाली असती, कारण त्या काळांत दिवसाला सरासरी ६०० प्रमाणे कामगार गैरहजर असत. ) कामगारांच्या जाहीरनाम्याच्या आधारावरच आपण ही १११ कामगारांची यादी पाठविली होती आणि दुसऱ्या युनियनचे सभासदांचे रजिस्टर सही अन् सही वोगस आहे याचा हा स्वच्छ पुरावा दिला होता.

हा आरोप प्रत्यक्ष चौकशीतहि सिद्ध झाला आहे. आपल्या जनरल कौन्सिलचे सभासद श्री. मोहच्यर खान आणि इतर अनेक सभासदांना दुसऱ्या युनियनची पूर्ण वर्गणी भरलेले सभासद म्हणून त्या युनियनने दाखविले होते. परंतु हे विशिष्ट नांव तुमच्या यादीमध्ये कसे आले असा प्रश्न विचारला असता मात्र श्री. राय यांनीं वेधडकपणे सांगून टाकले की, “ ही केवळ कारकूनाच्या हातून लिहिण्यांत झालेली चूक आहे. ” चौकशीच्या वेळीं त्यांनीं अशीच एक यादी परत घेतली. ( या यादीतील लीव्हर ब्रदर्स एम्प्लॉइज युनियनचे सभासद वोगस असल्याबद्दल त्यांनीं हरकत घेतली होती. ) यावरून राय, राजा कुळकर्णी आणि कंपूने केलेली सभासद यादी संपूर्णपणे वोगसच होती हे सिद्ध झाले आहे. अशा रीतीने राय, आणि कंपूने घेतलेली हरकत १०० टक्के खोटी ठरली. आणि म्हणूनच दुसऱ्या युनियनच्या सभासदांच्या संपूर्ण यादीची काटेकोरपणाने तपासणी करणे आवश्यक होते. परंतु दुदैवाने डे. कमिशनर श्री. काळे यांनीं आपली मागणी

मान्य केली नाही; विरोधी युनियनच्या सगळ्या सभासदांची तपासणी केली नाही, इतकेंच नव्हे, तर दुसऱ्या युनियनने कित्ती अप्रामाणिकपणाने आपली सगळी सभासद-संख्या तयार केली आहे याचा नमुना म्हणून आपण सांगितलेल्या १११ सभासदांचीहि तपासणी त्यांनी केली नाही. त्यापैकी फक्त १० च लोकांची त्यांनी तपासणी केली व त्यासाठी सुदां त्यांनी अशी पद्धत वापरली की, जी फक्त जिथे हजारो लोकांच्या तपासणीचा प्रश्न असतो अशाच ठिकाणी साधारणपणे वापरता येईल. आम्हांला दुःखदपणे नमूद करावे लागत आहे की, श्री. काळे यांनी दुसऱ्या युनियनच्या बाजूने पक्षपात दाखविला आहे. “कारकूनाने केलेली चूक” म्हणून श्री. रायने दिलेला खुलासा आणि त्यांनी ज्या पद्धतीने तो मान्य केला—राय यांना आपली हरकतीची एक यादी मागे घेण्यास सवलत दिली—त्यावरून ही गोष्ट स्पष्ट झाली आहे. याशिवाय, खुद्द स्वतः केलेल्या “सॅम्पलचेक” च्या आधारावरहि त्यांनी योग्य ते निष्कर्ष काढले नाहीत. त्यासाठी हे आंकडेच पहा. त्यांनी एकंदर “दोन्ही युनियनमध्ये सभासद असलेल्या” ६२ कामगारांची जबाबी घेतली असता त्यापैकी ४६ सभासद लीव्हर ब्रदर्स एम्प्लॉईज युनियनचे असल्याचे सिद्ध झाले. आणि फक्त ८ लोकांनी दुसऱ्या युनियनच्या बाजूने कौल दिला. याशिवाय श्री. राय आणि राजा कुळकर्णी आणि कंपनीने घेतलेल्या हरकती शंभर टक्के खोऱ्या ठरल्या. आतां बोला, आणखी कित्ती पुरावा या दुसऱ्या युनियनच्या विरुद्ध पाहिजे तो ?

दुसऱ्या युनियनची संपूर्ण सभासद संख्या तपासण्याची विनंति मॅनेजमेंटने डे. कमिशनराना केली होती, परंतु ती श्री. काळे यांनी नाकारली. परंतु काळे यांचे निष्कर्ष या निर्णय कोणावरहि बंधनकारक नाहीत हे लक्षांत ठेवले पाहिजे.

या सर्व गोष्टींवरून भल्याबुऱ्या सर्व मार्गांचा अवलंब करून कामगारवर्गावर स्वतःला लादण्याचा प्रयत्न इंटक कसा करित आहे याचाच पडताळा मिळत आहे. श्री. काळे यांनी काढलेले निष्कर्ष सर्वस्वी चुकीचे आणि अन्यायकारक आहेत म्हणून आम्ही ते नामंजूर करतो.

आतां, तांत्रिकतोवर आपले सभासद वाढवून आपण इंटकच्या आव्हानाला उत्तर दिले पाहिजे. आणि सरकार आणि मालक या दोघानांही दाखवून दिले पाहिजे की, कामगारांचा विश्वास फक्त लीव्हर ब्रदर्स एम्प्लॉईज युनियनवरच आहे आहे; राय आणि राजा कुळकर्णी कंपूवर विलकूल नाही.

लीव्हर ब्रदर्स एम्प्लॉईज युनियनची मान्यता चाटू ठेवावी, कामगार वर्गाच्या एकजूटीचा विचका करण्याचाच धंदा करणाऱ्या राय-राजा कुळकर्णी आणि कंपनीने दाखविलेली सभासद-संख्या खरो मातू नये अशी आमची कंपनीकडे मागणी आहे.

लीव्हर ब्रदर्स एम्प्लॉईज युनियनचा विजय असो !

येत्या १० जुलै १९५९ ला युनियनची वर्गणी भरून आपली एकजूट दाखवा !

२६ जून १९५९

जी. सुंदरम्  
जनरल सेक्रेटरी

मुद्रक : जयंत भट, न्यू एज प्रिंटिंग प्रेस, १९० वी, खेतवाडी मेन रोड, मुंबई नं. ४. प्रकाशक : जी. सुंदरम्,  
“श्रमजीवी आवाज”, ३४ सिवरी कॉस रोड, मुंबई १५.

10 JUL 1959

July 2, 1959.

General Factory Manager,  
Hindustan Lever Limited,  
Sewri, Bombay 15.

Dear Sir,

Sub: Recognition of Unions.

Attached herewith please find a copy of our reply to the Dy. Commissioner Shri D. G. Kale, M. Sc. (London), Bar-at-Law., regarding his findings of the enquiry of the Membership of both the Unions. (Vide his letter No. CL/KII/DGK/G1528, dated 26th June 1959).

You will kindly note that we have not accepted his findings as final and binding on us, for the reasons given in our reply quoted above. We are shortly lodging an appeal against the decision of the Dy. Commissioner of Labour, in terms of the convention of the 16th Indian Labour Conference. We have therefore to ~~summarily~~ request you not to accept the findings and alter our status of a recognised union.

Since you have also accepted the Code of Discipline, we hope you will appreciate the steps we are now taking in conformity with the provisions laid down therein.

Thanking you,

Yours truly,  
*S. K. S. Panik*  
for General Secretary.

cc. General Secretary, All India Trade Union Congress, New Delhi.

10 JUL 1959

July 2, 1959.

To,  
Shri D. G. Kale, M.Sc. (Lon.), Bar-at-Law,  
Dy. Commissioner of Labour,  
Cawasji Krasji Inst. Building,  
Lhobi Talav, Bombay 2.

Dear Sir,

Sub: Recognition of Unions.

We are referring ~~xxxxxx~~ to your letter No. CL/KII/DGK/G1528, dated 26th June 1959 and the note attached with the same.

We are sorry that we are unable to accept your findings of the enquiry referred to therein. As you know, right from the beginning we had objected that almost the whole of the roll of the membership as submitted by the Hindustan Lever Employees' Union was a fictitious one and as such we had requested you to check up the entire membership of both the Unions as shown in their rolls. Our request however was not granted by you and you arbitrarily decided to adopt the method of sample survey. This method was not called for in this case and is not accepted as a scientific one for such a check-up. Consequently, the conclusions drawn were bound to be vitiated and erroneous. We are therefore lodging an appeal against your decision, in terms of the convention of the 16th Indian Labour Conference and provided for in the procedure for verification adopted by in this connection.

Hence your findings are not accepted by us as final and binding; and we would ask the Company also not to accept them as such and alter our status as of a recognised union.

Thanking you,

Yours truly,  
*R. K. R. P. S.*  
for General Secretary.

cc. General Factory Manager,  
Hindustan Lever Limited, Sewri.

General Secretary, All India Trade Union Congress, New De



Encl. B

/True copy/

July 2, 1959.

To

Shri D.G. Kale, M.Sc. (Lon.), Bar-at-Law,  
Dy. Commissioner of Labour,  
Cawasji Framji Inst. Building,  
Dhobi Talav, Bombay 2.

Dear Sir,

Sub: Recognition of Unions.

We are referring to your letter No. CI/XII/DGK/G1528, dated 26th June 1959 and the note attached with the same.

We are sorry that we are unable to accept your findings of the enquiry referred to therein. As you know, right from the beginning we had objected that almost the whole of the roll of membership as submitted by the Hindustan Lever Employees' Union was a fictitious one and as such we had requested you to check up the entire membership of both the Unions as shown in their rolls. Our request however was not granted by you and you arbitrarily decided to adopt the method of sample survey. This method was not called for in this case and is not accepted as a scientific one for such a check-up. Consequently, the conclusions drawn were bound to be vitiated and erroneous. We are therefore lodging an appeal against your decision, in terms of the convention of the 16th Indian Labour Conference and provided for in the procedure for verification adopted by in this connection.

Hence your findings are not accepted by us as final and binding; and we would ask the Company also not to accept them as such and alter our status of a recognised union.

Thanking you,

Yours truly,  
(Sd.) K. R. K. Panikar

for General Secretary.

cc. General Factory Manager,  
Hindustan Lever Limited, Sewri.

*Encls. - C.*

/True copy/

July 2, 1959.

General Factory Manager,  
Hindustan Lever Limited,  
Sewri, Bombay 15.

Dear Sir,

Sub: Recognition of Union.

Attached here-with please find a copy of our reply to the Dy. Commissioner Shri D.G. Kale, M.Sc. (London), Bar-at-Law., regarding his findings of the enquiry of the Membership of both the Unions. (Vide his letter No. CL/KII/DGK/G1528, dated 26th June 1959).

You will kindly note that we have not accepted his findings as final and binding on us, for the reasons given in our reply quoted above. We are shortly lodging an appeal against the decision of the Dy. Commissioner of Labour, in terms of the convention of the 16th Indian Labour Conference. We have therefore to request you not to accept the findings and alter our status of a recognised union.

Since you have also accepted the Code of Discipline, we hope you will appreciate the steps we are now taking in conformity with the provisions laid down therein.

Thanking you,

Yours truly,

(sd.) *K.R.K. Pannikar*

for General Secretary.

cc. General Secretary, All India Trade Union Congress, New Delhi.

July 4, 1959

General Secretary,  
Lever Brothers Employees' Union,  
34 Sewree Cross Road,  
Sewree, Bombay.

Dear Comrade,

We have noted your letter of 22nd June and the enclosed documents, regarding the verification of membership.

At a meeting held in New Delhi on March 21 on verification of membership, it was decided that the verification being held as per Nainital decisions into the claims of central TU organisations should not be made basis for giving recognition to unions on local scale. This decision was taken due to ~~various~~ ~~reasons~~ the fact that the procedure outlined at Nainital is very limited in scope and not detailed enough to thoroughly scrutinise the claims made by different unions. It follows therefore that the test checking of membership and scrutiny of records have got to be of a far more comprehensive nature when questions of representative status of individual unions have to be determined.

We therefore feel that you should demand on the State Labour Commissioner that he should thoroughly scrutinise all the records and the spot checking should not also be confined to random sample check. The verification procedure for the purpose of determining representative character of national TU centres admits of sample check, i.e., to spot check by taking one out of every ten members claimed for personal inquiry. But the tripartite meeting referred above was of the opinion that such a check is not sufficient for determining the representative status of individual unions.

You will, of course, realise that our basic stand on this question is not verification by ballot. Verification, however liberal the procedure might be, has its own limitations since with the help of the employer, membership can be boosted up artificially. We do not know, however, if you are in a position to demand ballot in your case but at any rate, we should insist on a comprehensive procedure to verify the rival claims, so that afterwards the other party may not claim re-verification if the report goes against them.

With greetings,

Yours fraternally,

*VSK*  
*4/1/59*  
(K.G.Sriwastava)  
Secretary

14 JUL 1959

# LEVER BROTHERS EMPLOYEES' UNION

( Regd. No. 666 )

" Shramajeevi Avaz " 34, Sewree Cross Road, Sewree

President: K. T. SULE

Gen. Secretary: G. SUNDARAM

Ref:

Bombay 15, 11th July 59.

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

Dear Comrade,

In our last letter dated 9<sup>th</sup> July, we had written to you that the INTUC Union has taken the stand that the criteria of the ~~Nainital~~ <sup>Nainital</sup> Conference does not apply to them as local unit. And so once again demanded immediate recognition on the basis of Mr. Kale's decision. We were asked to see Personnel Director Dr. Basu and Mr. R.T. Chandy of the company at the Head Office. And we met them on 10th July. Dr. Basu had attended ~~the~~ the Tripartite conference at Nainital.

Dr. Basu showed us a brochure on "Code of Discipline" issued by the Federation of Employers. It had omitted the entire para "g". We pointed out to Dr. Basu that the Management was working on the basis of 15th and not 16th Labour Conference; and hence their approach had been wrong. In the end Dr. Basu agreed with our interpretation of the Nainital convention on verification. But he informed us that he was approaching the Bombay Government on this issue to seek clarifications, he would also request the Govt. to agree to continuing our recognition till our appeal was heard; but ~~the~~, the Management would be guided by the interpretation of ~~the~~ the Govt, of Bombay; ~~is~~, and then it is left to us <sup>to</sup> fight against it.

We clearly told him that in the event they accept Govt. interpretation (which is likely to be in favour of Raja Kulkarni) and recognise the INTUC Union they would be violating the Nainital - decision.

In all probability we feel this is ~~coming~~ <sup>coming</sup> up, and we hope and request you to take up this issue at the Madras Meeting. (Dr. Basu also ~~will~~ <sup>is likely to</sup> be there).

Thanking you,

Yours fraternally

*Premalal*  
Joint Secretary.

*It would be better if you can persuade the management to seek clarification, if any from the main labour Ministry as the code of Discipline & the verification procedure has been adopted in a conference convened by the main labour Ministry. This would be helpful.*

*When you will have to raise it in the Central C.U. meeting of the Govt of Bombay Govt. is against you main.*

*I will try to have an opportunity to talk to Dr. Basu at Madras. on this point.*

*from  
14/7/59*

143  
July 16, 1959

Joint Secretary,  
Lever Brothers Employees' Union,  
" Shramajeevi Avaz",  
3B Sewree Cross Road,  
Sewree,  
Bombay-15.

Dear Comrade,

Thank you for your letter of July 11, 1959.

You have stated in your letter that the management has approached the Government of Bombay for clarifications. However, we think that it would be better if you can persuade the management to seek the classification from the Union Labour Ministry, as the Code of Discipline has been adopted in a conference convened by the Union Labour Ministry. I think that this will be of some use for your purpose.

In case if you are unable to do so you will have to raise the issue in the central evaluation and implementation machinery if the decision of the Government of Bombay will be against your union.

I will try to take an opportunity to talk with Dr. Basu at Madras on this point and will let you know the outcome of it.

With greetings,

Yours fraternally,

*K.G.S.*  
*16/7/59*  
(K.G.Sriwastava)  
Secretary

Lever Bros Union

(143)

Dear Comrade,

We have noted your letter of 22nd June and the enclosed documents, regarding the verification of membership.

At a meeting held in New Delhi on March 21 on verification of membership, it was decided that the verification being held as per Nainital decisions into the claims of central TU organisations should not be made basis for giving recognition to unions on local scale. This decision was taken due to the fact that the procedure outlined at Nainital is very limited in scope and not detailed enough to thoroughly scutinise the ~~xxxx~~ claims made by different unions. It follows therefore that the test checking of membership and scrutiny of records have got to be of a far more comprehensive nature when questions of representative status of individual unions have to be determined.

~~XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX~~

We therefore feel that you should demand on the State Labour Commissioner that he should thoroughly scrutinise all the records and the spot checking should not also be confined to random sample check. The verification procedure for the purpose of determining representative character of national TU centres admits of sample check, i.e., to spot check by taking one out of every ten members claimed for personal inquiry. But the tripartite meeting referred above was of the opinion that such a check is not sufficient for determining the representative status of individual unions.

You will, of course, realise that our basic stand on this question is not verification but ballot. Verification, however liberal the procedure might be, has its own limitations since with the help of the employer, membership can be boosted up artificially. We do not know, however, if you are in a position to demand ballot in your case but at any rate, we should insist on a more comprehensive procedure to verify the rival claims. ~~re. verification of membership in the other party may not claim re. verification if the report goes against them.~~

so that afterwards the other party may not claim re. verification if the report goes against them.

18 JUL 1959

# Greaves Cotton & Allied Companies' Employees' Union

(Registered Under The Indian Trade Unions Act, 1926)

KHANDELWAL BHAVAN,  
1ST FLOOR,  
166, HORNBY ROAD, FORT.

Bombay, 18th July, 1959

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

Dear Comrade,

We are sending herewith a list of Office-Bearers and Managing Committee Members of our Union elected at the General Body Meeting held on 28th June, 1959, for the year 1959-60.

We are also sending two sets<sup>⊗</sup> of Annual Report of our Union each of English, Marathi and Hindi for your file by separate post.

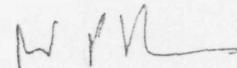
With greetings,

⊗ Already sent.

TUB

km  
18/7/59

Yours faithfully,



Jt. Secretary.

# LEVER BROTHERS EMPLOYEES' UNION

( Regd. No. 666 )

" Shramajeevi Avaz " 34, Sewree Cross Road, Sewree

President: K. T. SULE

Gen. Secretary: G. SUNDARAM

Ref:

Bombay 15, 7th July '59.

To

- 1, The Minister for Labour & Employment  
of Government of India,  
NEW DELHI.
- 2, The Minister for Labour,  
Government of Bombay, Suchivalaya. *Bombay*
- 3, The Chief of Labour Commissioner,  
Government of India, NEW DELHI.

The Lever Brothers Employees' Union ( Reg: No: 666 ) was established in the year 1949 in the Hindustan Lever Ltd., Sewri, Bombay, and has been a recognized Union since 1951. A rival Union named Hindustan Lever Employees' Union was started in January 1958. It is led by Mr. Raja Kulkurni who is a wellknown leader of the INTUC.

The new rival Union claimed that it had the majority of workers with it. Since it must be recognized by the Company in terms of the 16th Tripartiate Conference .

The Deputy Labour Commissioner of Bombay asked us to submit for verification of our roll of membership, which we did. The report of the Labour Commissioner is attached here-with along with our letter to him and the Company on the report. ( *Encl. B & C.* )

We submit that the method of verification followed by the Labour Commissioner is faulty, unscientific and calculated to help the INTUC. *For* The very fact that the Deputy Labour Commissioner has to work under the direction of the Labour Minister who is an avowed partisan of the INTUC , the Deputy Labour Commissioner cannot be considered to be the correct agency under the circumstances to carry out an impartial verification. The sample method he used was weighted against us and by its very nature is unscientific in the matter of the ~~the~~ test of a small number of people as one thousand on ~~its~~ *each* side. His percentages in the end lead exaggerated our unreliable results whether for us or for the opposite party. He should have tested the whole roll instead of samples. In fact, in the present situation a straight ballot of members on both the rolls or of the whole factory is the best method of determining our status.

contd.



According to the provision for appeal made by the convention, we prefer this appeal against the findings and request you to appoint an impartial tribunal for the same.

Till then we request you and the company not to take any steps as would disturb our status of a recognized Union.

Thanking You,

Yours truly,

S/d. G. Sundaram.  
General Secretary.

Cc General Factory Manager,  
Hindustan Lever Ltd.,

2, General Secretary,  
All India Trade Union Congress,  
NEW DELHI.

Enclosures. 3

# LEVER BROTHERS EMPLOYEES' UNION

( Regd. No. 666 )

"Shramajeevi Avaz" 34, Sewree Cross Road, Sewree

President: K. T. SULE

Gen. Secretary: G. SUNDARAM

Ref:

Bombay 15, 9th July '59.

Com. K.G. Sriwastav,  
Secretary,  
All India Trade Union Congress,  
4, Asok Road, New Delhi.

Dear Comrade,

Thank you for your letter dated 4th July 1959. I wish it could have come a little earlier. However it helped us for ~~arranging~~ our meeting with the Management of the Company on 7th July 1959. You must have received copies of our letters to the Dy. Commissioner Shri. D.G. Kale and the Management also.

Fortunately, General Secretary Com. S.A. Dange was in Bombay at that ~~ixx~~ time and we could get his advice and guidance, which was very timely and valuable; and on his advice only an appeal was lodged before the Minister for Labour and Employment, New Delhi, against the decision of the Dy. Commissioner Shri. D.G. Kale, copy of which is attached here-with.

After Kale's decision was out, the other union wrote to the Company and demanded recognition. They had a meeting with the Management on 3rd July 1959 and in that meeting the INTUC leaders declared that the Nainital criteria does not apply to Local unions, and that it is applicable only to National Organisations to determine representations on Bodies and etc. This is strange! And the Management also had not seen the revised procedure for verification for Local units! So they wrote to both the Unions to meet to-gether to ressolve the differences regarding the verifications, and also showed willingness to extend their good offices.

Subsequently, we met the Management on 7th July and pointed out to them how their interpretations of the Nainital Criteria were wrong. They have now agreed to get advise from their High-ups and to continue to recognise ~~x~~ us till the appeal is finally decided.

The INTUC Union has also demanded that the Management should withdraw our recognition forthwith if they want to wait till the appeal is decided. The Management had so far taken the stand that they do not accept this position - i.e. of allowing a vaccume. And they have also put up a Notice to the workers on the developments and ~~workers on the developments~~ and stated that the recognition to the Union continues till the appeal is decided. This is all, with greetings.

Yours ~~delmately~~, fraternally

Prema Dasg

Enclosures. 4.+1

c.c. General Secretary. B.S.T.U.C., Bombay.

True Copy.

No. EAI- 1259/127597-H.  
Labour & Social Welfare Department,  
Old Secretariat Building,  
Bombay, 22nd July, 1959. Asadha 1881.

From

The Under Secretary, Govt. of Bombay,  
Labour and Social Welfare Department,  
Bombay.

To

The Personnel Director,  
Hindustan Lever Limited,  
Scindia House, Ballard Estate,  
Bombay 1.

Sub: Code of Discipline  
Recognition of union under the -

Sir,

I am directed to refer to your letter dated the 10th July, 1959, on the subject noted above, and to state that the question of settling the claims of rival unions in an establishment for recognition under the Code of Discipline has to be dealt with in accordance with the criteria for recognition of unions embodied in the Code. The criteria embodied in the Code in its final form requires that where there are several unions in an establishment, the one with the largest membership should be recognised. The conclusions of the Wainital Conference under the heading of recognition of trade unions and verification of memberships reproduced by you has no relevance to the question of recognition of the union in an establishment. In the case of Hindustan Lever Ltd., the enquiry into the membership of the two rival unions has been conducted by the Deputy Commissioner of Labour, Bombay, in accordance with the procedure which has been approved by Courts in other cases and the objections raised against that procedure by the Lever Bros. Employees' Union are not tenable. I am to suggest, therefore, that you may accept the finding of the Deputy Commissioner of Labour (Administration), Bombay, on the question of membership of the two unions and recognise the union which is found by him to have a higher membership.

Yours faithfully,

sd/-

(B.S. Brahmhatt)  
Under Secretary to the Government of Bombay  
Labour & Social Welfare Department.

M/- 22.7

The management of Hindustan Lever Ltd., Bombay, wrote to this office on 19th January 1959 referring to a letter from the General Secretary, Hindustan Lever Employees' Union asking the management to give recognition to it. It appeared that the Union had taken up this issue in May 1958 and the management had replied that they would adopt the criteria evolved at the 16th Session of the Indian Labour Conference in their entirety for the purpose of recognition of unions. The Union had completed one year of registration in January 1959 and, therefore, the management requested this office to verify its membership for the period July to December 1958.

At present, the management has recognised Lever Brothers Employees' Union and the letter also contained a request to verify the membership of that union.

Accordingly, both unions were asked to submit their membership registers and counterfoils of receipts for the relevant period and the record was checked in this office. Similar enquiries are being conducted by the Registrar of Unions under the Bombay Industrial Relations Act, 1946, to determine membership of two contesting unions and the procedure evolved under the Act was followed in the present enquiry. The procedure consists of a thorough examination of the record by this office to be followed by giving inspection of the registers to the two unions. Thereafter, each union is asked whether it objects to any particular entry in the other union's register. A list is made of objected entries and the persons whose names appear against such entries are called and examined in the presence of both parties with a view to seeing whether the objections were properly taken. A suitable sampling method is used for testing the reliability of the lists submitted by the parties. On the basis of the record of the unions and the evidence given by the workers examined the final issue is determined. The procedure was clearly explained to the parties in the course of the meeting held on 11.5.1959 and they were given ten days time to inspect the record and submit their lists of objections. The Lever Brothers Employees' Union submitted two lists containing names of 187 workmen in all who were claimed by the Hindustan Lever Employees' Union, in its turn, submitted a list of 175 members from the register of the other union.

According to the criteria for recognition of unions evolved at Nainital, membership is counted only of those who had paid their subscription for at least three months during the period of six months immediately preceding the reckoning. In this case the request from the management to hold an enquiry was received in January 1959. Thus the material period for ascertaining the membership is July-December 1958. The membership registers and the counter-foils of receipts of the two unions were checked for the period and the number of members satisfying the above condition was ascertained. It was found that the Lever Brothers Employees' Union had 917 such members on its register and the Hindustan Lever Employees' Union had 1247. 81 names appeared in both registers and their list was prepared, which may be called the "Common List". Further, each union submitted a list of objected entries from the registers of the other union as mentioned above. An enquiry was held at the factory to test the strength of the objections raised by the two Unions. Representatives of both the unions were allowed to remain present and to ask questions to the workmen.

contd.

In the course of the enquiry, 62 persons were examined from the Common List without following any sampling method. It was found that out of 62, 46 were found to be members of the Lever Brothers Employees' Union, 8 were members of the Hindustan Lever Employees' Union and 8 belonged to both. The lists of objected entries were examined by adopting a random sampling method. From the list submitted by the Lever Brothers Employees' Union ten persons were examined. Out of these two said they belonged to Lever Brothers Employees' Union, seven stated that they belonged to Hindustan Lever Employees' Union and one had paid subscription to both Unions. Nine persons were examined from the list given by Hindustan Lever Employees' Union and all of them stated that they were members of the Lever Brothers Employees' Union.

Thus, from the Common List, 46 members will have to be deducted from the membership claimed by the Hindustan Lever Employees' Union and 8 from the membership figure of the Lever Brothers Employees' Union. As regards the lists of objected entries, the Hindustan Lever Employees' Union failed to sustain their objections in respect of the 175 entries from the register of the other union. The Lever Brothers Employees' Union also substantially failed as it only succeeded in establishing its objections to the extent of 20%. From the membership claimed by the Hindustan Lever Employees' Union there will be a deduction of 38 on this ground. Thus, the enquiry has revealed that the Lever Brothers Employees' Union had ~~1363~~ 909 members during the material period. It is understood that the total number of employees in the employment of the company in Bombay is about 2700.

It is true that 19 persons in the Common List did not appear before me in the course of the enquiry held at the factory. It has been stated above that the Sampling Method was not adopted in examining the Common List. However, the final result is not affected even if it were to be assumed that the 19 persons were members of the Lever Brothers Employees' Union.

I may mention here that after the enquiry was concluded on 16th June a letter was received from the Lever Brothers Employees' Union dated 17th June that the list sent by them was a sample list and it did not include the names of all persons whom the Union desired to challenge as bogus members. It was further stated that the Union had in its possession a much larger list of challenged members which it was prepared to submit for perusal and verification, if necessary. It was made quite clear to both parties on 11.5.1959, when the procedure was explained to them, that they should take full inspection for ten days and submit complete lists of objected entries. It was also clearly explained to them that after the submission of lists, no further additions will be allowed. They were also cautioned against making frivolous objections or objections not based on proper information. There was no suggestion in the letter dated 19th May from the Lever Brothers Employees' Union by which the list of objected members was submitted, that the list was a sample list. It mentions very clearly that declarations were received from a large number of workers that they were members of the Lever Brothers Employees' Union only. The declarations were obviously scrutinised very carefully by the Union and it was found that 111 such workers

contd.

X. It is not possible to accept these contentions of the Union.

were claimed by the Hindustan Lever Employees' Union. The Lever Brothers Employees' Union had prepared a list of all the 111 workmen and submitted it to this office for scrutiny. This was in addition to a list of 76 workmen already submitted. Thus the objections of the Lever Brothers Employees' Union were confined to 187 names.

It is true that the letter dated 19 th May from the Lever Brothers Employees' Union contained statements to the effect that the other union had passed receipts to the workers without collecting subscription and that barring a very few members the entire list of that union was bogus. It also contained a request that a spot check should be undertaken of all the workers claimed by that union. No such survey can be fruitfully undertaken on the strength of mere allegations. In fact, the procedure followed renders unnecessary such a general survey. There was nothing to prevent the Lever Brothers' Employees' Union from submitting a larger list of objected entries at the proper time, if it had so desired. It would have been duly scrutinised and spot-checked, in the course of the enquiry. If the parties are to be allowed to put in lists of objections after the enquiry is over, the process may become interminable.

Even if it were to be assumed for the moment, that the list submitted on 19 th May was a sample list, the results of the enquiry show that the contentions of the Union are not borne out. A sample scrutiny of the lists submitted by both unions has revealed that the objections and counter-objections have ~~been~~ substantially failed and no case exists for any further enquiry based on a larger sample.

The enquiry has thus shown that the membership of the Hindustan Lever Employees' Union was in excess of the membership of the Lever Brothers Employees' Union by about 250, during the relevant period.

# LEVER BROTHERS EMPLOYEES' UNION

Regd. No. 666

"SHRAMAJEEVI AVAZ", 34, SEWREE CROSS ROAD, SEWREE

RESIDENT: K. T. SULE

GENERAL SECRETARY: G. SUNDARAM

Ref: \_\_\_\_\_

Bombay 15, Jul 31, 1959

The General Factory Manager  
Hindusthan Lever Limited  
Bombay-15

## CODE OF DISCIPLINE & RECOGNITION OF OUR UNION

Dear Sir:

Please refer to your letter dated 25th July 1959. We have carefully read what you have conveyed to us in your letter and particularly your understanding of the decision conveyed to you by the Under Secretary to the Government of Bombay, Labour and Welfare Department as per his letter dated 12th July 1959.

We particularly refer to you to the pen-ultimate paragraph of your letter under reference and submit the following:

1. The issue of whether or not the recognition of our Union should continue under the provisions of the Code of Discipline is the material issue. Accordingly what both of us are concerned with is the criteria laid down by the 16th Labour Conference and its Sub-Committees. We contend that the criteria stipulates that where the results of verification by the Departmental machinery were not accepted by the parties, a Committee composed of the representatives of all Central Trade Union Organizations should go into the question and resolve the dispute. For this purpose, the Central Trade Union Organizations, which could act as the Standing Machinery, would provide the necessary panels of persons of different localities. If this machinery failed, the question should be left to the decision of an agreed independent agency or a tribunal. The State Governments also should evolve similar procedures concerning industries within their spheres.

As per that contention we had preferred the appeal to the only possible authority whom we could possibly reach, since in our State, Bombay Government has not yet appointed the said machinery laid down in the criteria.

You state in paragraph 3 of your letter, that the Government of Bombay has ruled that no appeal proceedings are contemplated in the criteria. This we take as your interpretation of what the Bombay Government stated in their letter of 12th July 1959 to you. However, you should be aware by now that at the meeting of the Indian Labour Conference held in Madras on 28th and 29th July 1959, clarification was sought at the conference and the Union Labour Minister Shri Gulzarilal Wanda ruled that

: 2 :

the provision of appeal to an independent agency stands, so far as the criteria for recognition of Unions under the Code of Discipline was concerned.

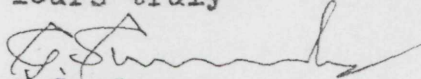
2. The second point is with regard to the procedure of verification of membership. Our contention is that the sample test or survey for determining the issue of recognition of a Union of one establishment is not adequate and scientific and that more detailed and thorough investigation is called for. On this too, clarification was sought at the recent Indian Labour Conference referred to above, and the Union Labour Minister Shri Nanda ruled that the sample test and survey can be justified only for the recognition for Unions of an Industry and that the procedure for an establishment should be adequate and exhaustive.
3. The third point is an important one and we wish to draw your particular attention to it. In pursuance of recommendations of the 16th Session of the Standing Labour Committee, an E & I Division in the Ministry of Labour & Employment and a tripartite Central Implementation & Evaluation Committee were set up last year. The Central I & E Committee held its first meeting in September, 1958. At that meeting it was ruled as follows in connection with the implementation of the criteria for recognition of Unions:

"It seems desirable to maintain status quo for 2 years from June 1958 in the case of unions already recognised before that date. The "Criteria" do not, however, seem to place any bar to recognition of different "craft unions" representing distinct and separate interests in an establishment so long as they fulfil the conditions for recognition laid down in the Criteria".

Thus for reasons stated in the foregoing, you have no right to withdraw the recognition to our Union for the two years period commencing from June 1958 and hence you should forthwith withdraw your notice issued in your letter dated 25th July 1959 for withdrawing the recognition of the Union which has existed since long before 1958.

Thanking you,

Yours truly



G. Sundaram  
General Secretary

cc Under Secretary, Govt of Bombay, Labour & Social Welfare Dept.  
cc Hon Minister for Labour & Employment, GOI, New Delhi.  
cc The Gen Secy, AITUC, New Delhi



# LEVER BROTHERS EMPLOYEES' UNION

Regd. No. 666

"SHRAMAJEEVI AVAZ", 34, SEWREE CROSS ROAD, SEWREE

IT: K. T. SULE

SECRETARY: G. SUNDARAM

Bombay 15, Jul 31, 1959

Hon. Shri Gulzarilal Nanda  
Union Minister for Labour & Employment  
Government of India  
New Delhi

Code of Discipline  
& Issue of Recognition  
of our Union

Dear Sir:

Please refer to our appeals dated 7th and 24th July 1959. We received a further communication from the Company as per their letter dated 25th July 1959, a copy of which is attached herewith and from which you will see:

1. that the Government of Bombay has ruled that no appeal provisions are contemplated in the Criteria laid down for recognition of Unions under the Code of Discipline.
2. that the outside authority to decide the issue of relative strength of the Unions is an authority like that of Commissioner of Labour, Bombay and that it is not for the Company to comment on the method or findings (emphasis our) of that authority.

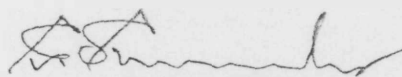
In this connection we have been advised of the new rulings your good self gave at the meeting of Indian Labour Conference at Madras ~~at~~ 28th and 29th July 1959, and which are contrary to the understanding of both the Company and the Government of Bombay.

We have also drawn the attention of the Company to the clarification given on the implementation of the Criteria for ~~implementation~~ recognition of Unions in the first meeting of the Central Implementation & Evaluation Committee held in September 1958, according to which the status quo is to be maintained for two years from June 1958 in the case of Unions already recognised before that date. Our Union in fact falls in this category.

Accordingly we have written to the Company and have brought the foregoing to their notice and have called upon to withdraw their notice which they sought to do on the authority of the ruling given to them by the Bombay Govt. We therefore request you to kindly intervene and advise the Bombay government to correctly guide the Employer in regard to the issue of recognition to our Union.

Thanking you,

Yours truly



General Secretary

# LEVER BROTHERS EMPLOYEES' UNION

Regd. No. 666

"SHRAMAJEEVI AVAZ", 34, SEWREE CROSS ROAD, SEWREE

PRESIDENT: K. T. SULE

GENERAL SECRETARY: G. SUNDARAM

Ref: \_\_\_\_\_

Bombay 15, August 1, 1959

My dear Comrade Shrivastav,

We met Com. Dange last night and he advised me to write to you this letter. On his advice, we have written a letter to Shri. Gulzerilal Nanda regarding Company's decision to ~~wixkix~~ withdraw our recognition. A copy of this letter is attached herewith. We have already posted the letter as usual but it is very necessary that ~~we~~ you should personally see him and request him to act immediately. Com. Dange says that this is very necessary and urgent and that unless we do some noise, things will not move. From the Company's letter you will see that they have given us a fortnight's notice and it expires on 7th August. So we must hurry. Will you kindly help us and see Shri. Nanda?

Personally I take this opportunity Com. Shrivastav, to express my sincere thanks to you, for all that you did to understand and help our Com. Pannikar when he came to Madras. We know you were extremely busy at that time and still you did find time to help us. Co. Pannikar also joins me in this.

With Greetings,

*Yours fraternally,  
Panna (C)*

No. EAI- 1259/127597-H.  
Labour & Social Welfare Department,  
Old Secretariat Building,  
Bombay, 22nd July, 1959. Asadha 1881.

From

The Under Secretary, Govt. of Bombay,  
Labour and Social Welfare Department,  
Bombay.

To

The Personnel Director,  
Hindustan Lever Limited,  
Scindia House, Ballard Estate,  
Bombay 1.

Sub: Code of Discipline  
Recognition of union under the -

Sir,

I am directed to refer to your letter dated the 10th July, 1959, on the subject apted above, and to state that the question of settling the claims of rival unions in an establishment for recognition under the Code of Discipline has to be dealt with in accordance with the criteria for recognition of unions embodied in the Code. The criteria embodied in the Code in its final form requires that where there are several unions in an establishment, the one with the largest membership should be recognised. The conclusions of the Nainital Conference under the heading of recognition of trade unions and verification of memberships reproduced by you has no relevance to the question of recognition of the union in an establishment. In the case of Hindustan Lever Ltd., the enquiry into the membership of the two rival unions has been conducted by the Deputy Commissioner of Labour, Bombay, in accordance with the procedure which has been approved by Courts in other cases and the objections raised against that procedure by the Lever Bros. Employees' Union are not tenable. I am to suggest, therefore, that you may accept the finding of the Deputy Commissioner of Labour (Administration), Bombay, on the question of membership of the two unions and recognise the union which is found by him to have a higher membership.

Yours faithfully,

Sd/-

(B.B. Brahmhatt)

Under Secretary to the Government of Bombay  
Labour & Social Welfare Department.

M/- 22.7

25th July 1959

The Secretary  
Lever Brothers Employees' Union  
Bombay

Dear Sir,

We are in receipt of your letter of 24th July. It is noted that you have appealed to the Minister for Labour and Employment, Government of India, New Delhi, and have requested him to appoint a tribunal to go into the dispute regarding the verification of membership of your Union and of Hindustan Lever Employees Union.

As you are well aware, the Company's policy has been to recognise the union whose membership from among our employees in the Factory is larger than that of competing unions, provided that membership is also of a substantial section of the total number of workers in the factory. This policy has been in conformity with the criteria for recognition set out in the decisions of the Sixteenth Labour Conference held at Nainital, which we have adopted. The issue of the relative strength of Unions is a question of fact, which we have always held should be decided by an outside authority like the Commissioner of Labour, Bombay State. Accordingly, we referred the rival claims of the two Unions to the said official for scrutiny. His deputy, Mr. Kale, who took up the matter gave his findings by his letter dated 26th June 1959. It is not for us to comment on the method or findings of Mr. Kale.

Apparently, there is disagreement as to what procedure was contemplated by the Labour Conference for ascertaining membership of unions. Your contention is that appeal provisions from the decisions of the first verifying authority were definitely contemplated, that you are entitled to make such appeal and that recognition should not be withdrawn from your Union and conferred on the other union until after a decision is given by the final appellate authority. You are aware that the Government of Bombay has ruled that no such appeal provisions were contemplated. It is not for us to pronounce a decision on this matter. Should it be established that such appeal provisions are part of the tripartite agreement reached at the Nainital Labour Conference and you pursue your appeals accordingly, we shall certainly be bound to review the matter in the light of the position thus established. However, until these issues are decided, the question of recognition cannot be left in abeyance and we are bound to follow Mr. Kale's findings for the present.

As the change over of recognition from one Union to another is a fairly important matter affecting a large body of workmen, we hereby give you a fortnight's notice of our intention to withdraw recognition from your Union as from the date of the expiry of the notice period. This withdrawal is subject to the proviso that the decision will be reviewed in the light of agreements reached by future sessions of the Labour Conference and of any appellate body who may become/seized of the matter. / tightly

We wish to make it clear that jurisdictional disputes between unions are not matter in which we are called upon to give a decision. We are agreeable to follow whatever decision is given by competent authorities. The question of what authorities are competent to decide whether or not there should be appeal from the decision and what is to be done while the procedure is being pursued are matters to be decided by the Tripartite Labour Conference and by bodies contemplated as per their decisions, subject to, of course, the law of the State.

If in the pursuit of your disputes to which we are not really parties, you resort to methods which upset production or lead to breaches of peace and discipline your action will not be in conformity with the Code of Discipline which you have adopted.

Yours faithfully  
HINDUSTAN LEVER LIMITED

Sd/- General Factory Manager

cc Hindustan Lever Employees' Union  
cc Secretary, Department of Labour & Social Welfare, Government of Bombay

1959

DIL MILLS EMPLOYEES' UNION, BOMBAY  
SEWRI, BOMBAY 15.

27-7-'59.

Shri. B.B. Brahmabhatt,  
(Implementation Officer of the Govt. of Bombay),  
Department of Labour and Social Welfare,  
Old Secretariat,  
Fort, Bombay 1.

Dear Sir,

Re: Non-acceptance of Code for Discipline  
by the Tata Oil Mills Co., Ltd., Bombay.

We refer you to our letter of 25-6-'59 and regret to inform you that though more than a month has elapsed since we have written to you we have not heard anything from your end.

We had referred this matter to Shri. R.L. Mehta, Joint Secretary, Evaluation and Implementation Committee C/o. the Ministry of Labour and Employment, New Delhi by our letters of 10-12-'58, 25-1-'59, 6-2-'59 and 3-3-'59. You are also seized of the matter since March 1959. Thus though several months have elapsed since we referred the matter to the authorities nothing is done so far.

May we request you to let us have your decision in the matter by the return mail.

Yours faithfully,

*Indesai*

General Secretary.

c.c. to:

1) Shri. R.L. Mehta, Jt. Secretary,  
Govt. of India,  
New Delhi.

✓ 2) General Secretary,  
A.I.T.U.C.,  
New Delhi.

*Indesai*

28 JUL 1959

# LEVER BROTHERS EMPLOYEES' UNION

Regd. No. 666

"SHRAMAJEEVI AVAZ", 34, SEWREE CROSS ROAD, SEWREE

PRESIDENT: K. T. SULE

GENERAL SECRETARY: G. SUNDARAM

Ref: \_\_\_\_\_

Bombay 15, 24th July, '59.

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

Dear Comrade,

Thank you for your letter dated 16.7.1959.

The Labour Department of Shri Shantilal Shah has given its interpretation of para "G". It is openly supporting the stand of Raja Kulkarnis and openly directing the management to withdraw our recognition and grant it to the I.N.T.U.C. union.

We are enclosing copies of the following:-

- 1) Resolution of our General Council unanimously passed on 24.7.1959.
- 2) Our letter to the Company on 21.7.1959.
- 3) Our fresh appeal to the Minister for Labour and Employment, Govt. of India.
- 4) ~~Resolution of our General Council dated~~

You will note that the General Council has requested you to take the issue at the Madras meeting.

With greetings,

Yours fraternally,

*Prerna*

for (Gen. Secretary).

# LEVER BROTHERS EMPLOYEES' UNION

Regd. No. 666

"SHRAMAJEEVI AVAZ", 34, SEWREE CROSS ROAD, SEWREE

PRESIDENT: K. T. SULE

GENERAL SECRETARY: G. SUNDARAM

Ref: \_\_\_\_\_

Bombay 15, July 24, 1959.

To,  
The Minister for Labour & Employment,  
Govt. of India, New Delhi.

The Chief Labour Commissioner,  
Govt. of India, New Delhi.

Dear Sir,

Sub: Our Appeal, dated 7th July 1959.

Kindly refer to our letter dated 7th July 1959. It was an appeal against the findings of the Deputy Commissioner of Labour (Admn.), Bombay, and made under the provisions of ~~the~~ the Tripartite Convention. Unfortunately, we have not received your advice so far.

We have now received a copy of a letter dated 22.7.59, to the Personnel Director, Hindustan Lever Limited, Bombay, from the Under Secretary to the Govt. of Bombay, Labour and Social Welfare Dept.; and a copy of which is attached herewith.

In our appeal referred to, we have requested you to appoint an impartial tribunal to go into the dispute regarding the verification of memberships of both the unions and the recognition of our Union, because, we feel that under the present circumstances the Deputy Commissioner of Labour (Admn.), Bombay, cannot be considered to be the correct agency to carry out an impartial verification. And our contention has been proved to be true. The clarification given by the Under Secretary to the Govt. of Bombay, has come as an another testimony to the fact that the Labour Department under Hon'ble Minister Shri. Shantilal Shaba, who is an avowed partisan of the Indian National Trade Union Congress (I.N.T.U.C.), cannot be regarded as an impartial authority to resolve such disputes, <sup>unless</sup> ~~as long as~~ they give up their partisan stand and inspire confidence in the minds of ~~the~~ all the parties concerned. The Labour Dept. of the Govt. of Bombay, has not ~~any~~ only not implemented the decisions of the Tripartite Conferences, but is now ~~even~~ violating the same so openly as is seen ~~by~~ in our dispute. Otherwise, they should have no hesitation in ~~appointing~~ "evolving similar procedures concerning industries within their sphere"; (paragraph 'g' of the "Recognition of Trade Unions and Verifications of Memberships"). That they should give such a deliberate

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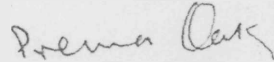
...2..

misinterpretation, calculated to help the I.N.T.U.C. union, is therefore not an accident. Under these circumstances, we strongly feel that in all fairness our appeal should be heard, an impartial tribunal should be appointed to go into the dispute and until the dispute is resolved, our status of a recognised union should not be disturbed. We therefore earnestly appeal to you to grant our request and appoint the tribunal as early as possible.

We also wish to draw your kind attention to the fact that all these developments have caused considerable agitation in the minds of the workers and that it may lead to any consequences unless timely intervention is made by you.

Thanking you,

Yours truly,



for General Secretary.

Enclo. 1.

- cc. 1. The General Factory Manager, Hindustan Lever Limited, Sewri, Bombay 15.
2. The Minister for Labour and Social Welfare, Govt. of Bombay, Sachivalaya, Bombay 1.
3. The General Secretary, All India Trade Union Congress, 4, Ashok Rd., New Delhi.

July 21, 1959

The General Factory Manager  
Hindustan Lever Ltd  
Sewree  
Bombay-15.

Dear Sir:

We are thankful to you for sending us a copy of your letter dated 10th July 1959, to the Secretary, Department of Labour and Social Welfare, Government of Bombay. We are referring to the same here.


We have noted that you also hold that the procedure detailed in paragraph 'G' of the "Recognition of Trade Unions and Verification of Memberships" is to be followed in Units wherever more than one Union exist. We believe that the said paragraph is so clear that it leaves no room for different interpretations. Hence we cannot appreciate or approve of your step in approaching the Department of Labour and Social Welfare, Government of Bombay. Moreover, as you know, the Hon. Labour Minister Shri Shantilal Shah has not so far implemented the decisions of the Tripartite Conferences. <sup>under</sup> In these circumstances, we feel that if you need any clarification from the Government you should approach the Union Labour Ministry alone, because it is under this Ministry that the Conference which adopted the Code of Discipline was convened.

We also want to express our mind on one more point. In the Conference we had at the Head Office <sup>with</sup> Dr. Basu and Shri. K.T. Chandi on 10th July 1959, Dr. Basu had informed us that the Company was approaching the State Government for clarification and that the Company would abide by the clarification that the Government of Bombay would give.

We, therefore, have to warn you that such a step would be regarded as a violation of the Code of Discipline, and that it would be resented by the workers, and that the Management alone will be held responsible for all the consequences.

Thanking you,

Yours truly,

  
GENERAL SECRETARY

Cc: Secretary, Hindustan Lever Ltd. Bombay-1.  
Cc: General Secretary, AITUC, New Delhi.

LEVER BROTHERS EMPLOYEES' UNION, BOMBAY.

34, SHRAMAJEEVI ANZI,  
SEWRRE CROSS ROAD,  
BOMBAY, 15.

July 24, 1959.

The General Factory Manager,  
Hindustan Lever Limited,  
Sewri, Bombay 15.

Dear Sir,

Enclosed herewith please find a copy of our letter dated 24th July 1959, addressed to the Hon'ble Minister for Labour & Employment, Govt. of India, New Delhi, regarding our appeal dated 7th July 1959 and also the clarification given to your Personnel Director by the Under Secretary to the Government of Bombay, Labour & Social Welfare Dept. on 22.7.59.

We are also directed by our General Council to forward the following resolution unanimously adopted at its extra-ordinary meeting held on 24.7.59.:

"This ex-tra-ordinary meeting of the General Council of our Union expresses its strong resentment against the steps taken by the Company in approaching the State Labour Dept. for resolving the dispute regarding the verification of memberships of contesting unions, of which one is an I.N.T.U.C. union. and The Management should have known that the Labour Dept. under Hon'ble Minister Shri, Shantilal Shaha, cannot but be a partisan in the dispute, as is clearly seen in its continued refusal to implement the decisions of the Tripartite Conference.

"The General Council strongly protests against the stand of the Labour Dept. of the Government of Bombay, as expressed in their letter No. EAI1259/127597-H, dated 22.7.59 and the Council unani-  
mously rejects the clarification given therein as totally wrong and deliberately given to help their I. N.T.U.C. union. The State Dept. for its own purpose, has ignored the fact that the

procedure for verification was substantially revised by the 16th Indian Labour Conference at Nainital and that the State Govt.s were directed to evolve similar machinery to deal with the local units. The General Council therefore unanimously endorses the appeal to the Minister for Labour & Employment, Govt. of India; and requests the Hon'ble Minister to intervene in the matter and appoint the tribunal as early as possible.

The Council also requests the General Secretary of the All India Trade Union Congress to raise this issue in the forth-coming convention of the Indian Labour Conference at Madras in the last week of July.

The General <sup>Council</sup> requests the Management not to take any step that would precipitate a crisis in the relations between the Company and its employees. The Council also warns the Management that if they accept the wrong and partisan interpretation given by the Under Secretary to the Govt. of Bombay and withdraw our recognition, it would be regarded as a violation of the Code of Discipline by the Management and as such would be resented by the workers; and that the Union would be free to direct its members and workers to take all necessary steps to defend their rights and the recognition to their Union."

We request you to kindly note the same and postpone your decision till atleast our appeal is heard properly.

Thanking you,

Yours truly,

*Premna Das*

for General Secretary.

cc.

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

# LEVER BROTHERS EMPLOYEES' UNION

(Reg. No. 666)

## RECOGNITION SHALL NOT BE WITHDRAWN !

Friends,

You have already seen the hand-bill we issued on 26th June 1959, exposing the bogus claim of Messrs Rai and Raja Kulkurni, and rejecting the decisions of Shri D. G. Kale as unscientific and wrong. We have already appealed against this decision to the Labour Minister, Govt. of India. But since then many developments have taken place. In spite of our warning to the Management against withdrawing our recognition, and in spite of the fact that Shri D. G. Kale had admitted that he was not the statutory authority to decide the issue, the Management has not taken the appropriate steps in this case. Question comes up. "Are they paying only lip service to the Code of Discipline? and acting otherwise?" Attempts are being openly made to bring pressure from the Govt. to withdraw our recognition and foist the Congress union on the workers. Therefore we have to warn you, Beware ! Smash the disruptive plot before it matures !

Howsoever desperately these gentlemen may shriek against the genuine union like ours, and pour out all kinds of false, filthy and slanderous allegations against us through their hand-bills and whatever threats their 'chota' leaders give to our leaders, we are confident that the workers of the Hindustan Lever Limited cannot be fooled by such liars and disruptors. Let these gentlemen face the facts; and facts will speak for themselves.

Who are these gentlemen Messrs. K. K. M. Rai and Raja Kulkarni? What business did they have to start another rival union when already one union, the Lever Brothers Employees' Union, was existing in the Factory, and its doors were open to all those who really want to serve the interests of the workers? And if they started the rival union, what methods are they now employing to get the recognition to their bogus union, and who is helping them?

The workers of the Hindustan Lever Limited know this gentleman Shri K. K. M. Rai very well. To refresh your memory, meet some of our Refinery Filter-pressmen or some workers from the Vanaspati factory and you will hear basketful of stories about this General Secretary of the Congress Union. He is not a genuine trade-unionist, but he is a sel-

fish individual, who knows how to serve his own interests. That is why he could not find support from the workers to come up into the leadership of the Lever Brothers Employees' Union. Last year, when Shri Saklooram, one of our workers from the Refinery died in an accident, these gentlemen only put up a show of fight against the Management in the Coroner's Court, and collected hundreds of rupees exclusively for the purpose of the case and relief; but did these gentlemen help the bereaved and unfortunate widow of Saklooram? No. They could not spare anything from the amount; and it was our Union that did at least a bit to help her by collecting a small amount through its own activists. So it has become only the business of these gentlemen to look to their own interests and for that purpose start bogus organisation like the I.N.T.U.C. union, controlled and sponsored by the Congress and its money-bags.

The record of the other partner of this racket Shri Raja Kulkarni is equally stinking. He has hopped from the Communist Party to the Praja Socialist Party and from there he has rolled into the laps of the I.N.T.U.C., only because here alone he could find prosperity for himself! In his long sojourn in America and Japan, enjoying the hospitality of rich hosts, he must have trained himself in the craft of running trade unions in the interests of the employers. For, he is seen, adding to the treacherous record of the I.N.T.U.C. in Bombay. You must have already known from the textile workers how the I.N.T.U.C. union, the Rashtriya Mill Mazdoor Sangh led by G. D. Ambekar signed a black agreement with the millowners on bonus, which left thousands of workers without even a pie of bonus. Thanks to I.N.T.U.C. Sangh, 80,000 textile workers have suffered retrenchment. And for this betrayal by this I.N.T.U.C. Union, the textile workers are cursing and leaving it and as many as 92,000 of them have already joined the united organisation of the Mumbai Girni Kamgar Union led by Shri S. M. Joshi, S. A. Dange, Uddhavrao Patil, R. D. Bhandare and others. Raja Kulkarni is trying to bring I.N.T.U.C. treachery to the Sewree area. His dirty deal in the Petroleum is still fresh in the minds of all of us. When 5,600 Petroleum workers were in the midst of their battle under the leadership of their tried and tested Union, the Petroleum Workmen's Union, Raja Kulkarni goes and signs an agreement with the Oil Companies and thus sabotages the interests of the Petroleum workers. He could do this even though he had only 375 members as against the 5,600 of the other genuine union. Of course after what he calls "spectacular success", 200 members resigned from his union!

The declared aim of the I.N.T.U.C. for which Raja Kulkarni is working, is to start rival unions wherever there is one union in a factory. It is a part of the All-India policy of the I.N.T.U.C. and their President Shri Ramanujam had put it in black and white in the June Number of their organ. Whatever tall claims these I.N.T.U.C. leaders may make, workers know through their own experience that two unions in one and the same factory means division, it means turning the attention, energies and resources of the workers from the fight against the employer for better wages and better living conditions, to the fight among workers and workers only. And hence the workers have always resented such attempts at starting rival unions. That is why in our factory also, these gentlemen could not get the support of the workers and had to prepare a bogus membership-roll. They may shriek to their own satisfaction that they have won "the loyalty of majority of workers!" but workers know very well that it is a white lie, meant for hiding their real face. Hundreds of workers have signed for our Union as soon as our recognition was challenged. Can these gentlemen produce such mass sanctions behind their bogus union? If they have the "loyalty of majority of workers," why did they start this new racket? New Union? Why are they not prepared to face a ballot of the workers? Why could they not prove a single name from our membership roll as bogus, at the time of inquiry held by Shri Kale? Why did they withdraw a challenge-list against our membership? Why could they get only 8 out of 62 common members? Why do they deliberately spread lies that we did not raise objections to their roll and also to Shri Kale's authority in the beginning of the inquiry? Both Mr. Kale and Raja Kulkarni know very well that we had declared before the inquiry, the membership-roll of the Congress Union as bogus and had demanded that each name must be checked. But our request was ignored. Why? If they are not bogus, let them answer all these questions.

But this is not all. These gentlemen have now taken a sommersault. They declared that the para "g" of the criteria on "Recognition of Unions and Verification of Membership", does not apply to their union! According to this para, our State government must appoint a committee composed of the representatives of all central organisations to go into and resolve the dispute on the departmental verification of the memberships of the contesting unions, and if no solution on the dispute could be found that way, then the dispute must be referred to an agreed party or a tribunal for the final decision. These gentlemen do not want to go

before such a committee or an impartial tribunal. And we are not at all surprised because our Hon'ble Labour Minister Shri Shantilal Shah, is himself the leader of the I.N.-T.U.C. and he has so far not implemented the decisions of the Tripartite Conference, since it would be very inconvenient to the I.N.T.U.C. unions and his 'chota' leaders. Shri Shantilal Shah and his department have been under heavy criticism from the working class of Bombay, for their openly anti-working class policies and activities helping their pocket and bogus organisations. We in our factory will have to fight the same to defend our recognition.

We have to warn the Company that if they really stand by the Code of Discipline in its entirety as they have declared, they must take immediate and appropriate steps and we also warn them that any attempts to violate these and any attempts to withdraw our recognition arbitrarily, will not be tolerated by the mass of workers in the Factory and that the Management alone will be held responsible for all the consequences arising out of their own omissions and commissions.

Friends, we have to be very vigilant to guard not only our trade union rights, but we must be also very vigilant to see that goondaism, intimidation and falsehood are not allowed to encroach upon our rights and trade union movement. Knowing fully well that they do not enjoy the confidence and respect of the mass of workers in our Factory, the sponsors of the rival union are resorting to such dirty methods of intimidation, threats, etc. But we are confident that our workers will stand firm by their organisation and defeat all such attempts on the part of these disruptors.

**A Mass Meeting at the Soapery Gate will be held on Monday, 20th July 1959 at 4-30 P.M. Attend in your hundreds and make it a success !**

*LONG LIVE THE UNITY AND SOLIDARITY OF THE WORKERS OF THE HINDUSTAN LEVER LIMITED !*

*LONG LIVE LEVER BROTHERS EMPLOYEES' UNION !*

*LONG LIVE ALL INDIA TRADE UNION CONGRESS !*

**G. Sundaram  
General Secretary..**

**17th July, 1959**

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GREAVES COTTON & ALLIED COMPANIES:  
EMPLOYEES' UNION.

Khandelwal Bhavan, Dr. D.N. Road, Fort, Bombay 1.

Following is the list of Office-Bearers and Managing Committee Members of the Union elected at the General Body Meeting held on 28th June, 1959.

Office Bearers:

President: Shri K.T.Sule  
Vice Presidents: Shri T.N.Ram Rao  
Shri Alisaheb Amir  
Joint Secretaries: Shri Madan G.Phadnis  
Shri R.D'Souza  
Treasurers: Shri H.R.Nakra

Managing Committee Members:

Shri P.R.Batliwalla  
Shri T.N.Mukund Rao  
Shri P.R.Rao  
Shri N.N.Rao  
Shri Govind Mahadeo Jadhav  
Shri Sitaram Pathak  
Shri A.R.Mhatre  
Shri M.F.X.Saldanha  
Shri K.R.Bendre  
Shri Nanku Mahabir  
Shri Gangaram B.Dhepse  
Shri R.B.Raipally  
Shri Krishna Hari Gaitadke  
Shri Arjun B.Dahanukar  
Shri J.K.Pathak  
Shri Ambikaprasad Varma  
Shri D.R.Mali  
Shri S.K.Paul

(ए) “युनियनकी आम वार्षिक सभा जनरल कौन्सिल सदस्यों की होगी जो की ग्रेटर बॉम्बे उद्योग के खाते और डिपार्टमेंट और हिंदुस्तान के दुसरे जगों में शाखायें केंद्रीय में चुने जाय। एक जनरल कौन्सिल सदस्य हर ३० सभासदों या उसके बाद जाद फ़ेक्शनपर ग्रेटर बॉम्बे के उद्योग के हर खाते या डिपार्टमेंट और हिंदुस्तान की दुसरे हिस्सों के शाखायें केंद्रीय के हिसाब से चुने जायेगे। यह जनरल कौन्सिल सदस्य उद्योग या शाखा/केंद्र के खातों और डिपार्टमेंट के मामूली सभासद आम वार्षिक सभा होने की तारीख से १ महिना पहले चुनेगें। ऐसे जनरल कौन्सिल मेंबरस हर साल नये जनरल कौन्सिल मेंबरस के चुनाव के साथ अपनी आप हट जायेंगे। जनरल कौन्सिल सदस्य के चुनाव का तरीका, काम और जम्मेदारियों मनेजिंग कमेटी समय सभाये बनायेगी।”

(बी) “युनियनकी साधारण आम सभा में मनेजीन कमेटी के समस्य, जनरल कौन्सिल सदस्य, और ऑननेरी सदस्य अगर कोई है, होंगे।”

(३) घटना नं. २२ को निम्नलिखित अनुसार लिखना “जनरल कौन्सिल की आम सभा जब कभी अध्यक्ष जरूरी समजते है बुला सकते है। और युनियन के ३ जनरल कौन्सिल सदस्य के सही की हुई अर्जीपर बुलायेगे।”

(४) घटना नं. २३ को निम्नलिखित अनुसार लिखना “जनरल कौन्सिल सदस्य की आम सभा लेने के लिये कम से कम १५ दिन की नोटिस पर बुलाई जा सकती है।” जरूरी सभा २४ घंटे की नोटिस पर बुलायी जा सकती है।”

(५) घटना नं. २४ की निम्नलिखित अनुसार लिखना “आम सभा के कोरम के लिये कमसे कम आधे सदस्यों का होना जरूरी होगा; तहकुत्र सभा के लिये कोरम जरूरी नाहीं है।”

(६) चालू साल के लिये पदाधिकारी और मनेजिंग कमेटी के दुसरे सदस्यों का चुनाव करना।

(७) कोई विषय अध्यक्ष की अजाजत से लेना।

तारीख १७ जुलाई १९५८

जी. सुन्दरम

जनरल सेक्रेटरी

## १९५७-५८ का वार्षिक अहवाल

प्यारे मित्रओ,

हमारी गये सालकी वार्षिक आम सभा ८ सप्टेम्बर १९५७ के दिन प्रगती केंद्र हॉल विक्रोली में बुलायी गयी थी वे बहुत महत्वपूर्ण थी। एक उस समय हमारे बिच में अखिल भारतीय ट्रेड युनियन कॉंग्रेस की बम्बई कमेटी के जनरल सेक्रेटरी कॉंग्रेड विठ्ठल चौधरी और बम्बई के विधान सभा के सदस्य कॉंग्रेड एस. जी. पाटकर ने विशेष भाषण दिये थे और अखिल भारतीय ट्रेड युनियन कॉंग्रेस के सेक्रेटरी, बम्बई के मेयर और गोदरेज अण्ड बॉईस वर्कर्स युनियन, कलकत्ता के सेक्रेटरी ने हमारे पास बधाइयां भेजी थी। उस सभा में हमने अखिल भारतीय ट्रेड युनियन कॉंग्रेस में शामिल होने का निर्णय लिया था। साथी साथ अपनी मांगे किस प्रकार पेश की जाय इसके बारे में भी विशेष निर्णय लिये थे। उस सभा के बाद अबतक हमने बहुत कुछ किया। इस समय में हमने मांगे तैयार करना, पेश करना और उसके बारे में कम्पनी से बातचित करना यह कार्य किया है। हमने ए. आय. टी. यू. सी. और बी. एस. टी. यू. सी. के द्वारा बुलाई गई सभा सम्मेलनों में भाग लिया।

२५ से ३० डिसेंबर १९५७ तक केरल राज्य में अर्नाकुलम में अखिल भारतीय ट्रेड युनियन कॉंग्रेस का रौप्य महोत्सवी और ऐतिहासिक अधिवेशन हुआ। देश में जो संपत्ती निर्माण हो रहा है उसका फायदा मजदूरों को प्राप्त कर देने के लिये उनको जादा वेतन प्राप्त कर देनेका आंदोलन जारी रखना आवश्यक है, ऐसा निर्णय उपरोक्त अधिवेशन में हुआ। मजदूर अपने जीवन अच्छी तरह से बिताये और अधिक अनुकूल परिस्थिती में काम करे इसलिये ट्रेड युनियन संघटनायें काम करेंगी, ट्रेड युनियन के अधिकार, एकता के लिये झगडती रहेगी, मजदूरों की मांगे हासिल करेंगी, मालिक वर्ग के साथ इन मांगों पर बातचित करेंगी और आखरी मार्ग के नाते शांतीपूर्ण हड़ताल का मार्ग अपनायेंगी। कॉंग्रेड डांगे ने अपनी रिपोर्ट पेश करते हुए कहा अपनी आर्थिक अवस्था को मजबूत किये बिना याने उद्योगीकरण के बिना भारतीय जनता प्रगती नहीं कर सकेगी। उद्योग के क्षेत्र में काम करनेवाले मजदूरों को उद्योगीकरण का महत्व पूरी तरह से समजाना चाहिये। दुसरी पंचवार्षिय योजना के अच्छे अंगों को पूर्ण करने के लिये मजदूरों को प्रयत्न करने चाहिये और साथ साथ खाजगी विभाग को जो सहूलते मिल रही है उनके विरोध में, रिश्वतखोरी के विरोध में और राजकाज की दुर्बलता के विरोध में झगडना चाहिये।

इसी काल में एक भारतीय त्रिपक्ष मजदूर कान्फरन्स हुई और उसने मालक और मजदूरोंके मार्गदर्शन के लिये कुछ सवाल पेश किये और निर्णय ले लिये। (भारत सरकारने दिल्लीमें यह जो पंधरमी भारतीय त्रिपक्ष मंजूर कान्फरन्स

निर्माण की उसमें मालक वर्गके, और सेंट्रल ट्रेड युनियन संस्थाओंके प्रतिनिधी, सरकारी मजदूर मंत्री और अधिकारी है।) यह निर्णय मजदूरोंके अधिकार, जिम्मेदारी और मजदूर कल्याण के बारेमें है। टेक्सटाईल उद्योग, शक्कर उद्योग और हालहीमें सिमेंट उद्योग के बारेमें तीन वेज बोर्ड निर्माण किये गये है, टेक्सटाईल वेज बोर्ड की बैठके बम्बई में हुई और मजदूरों के तरफ से इन्टरक के प्रतिनिधिओंने कहा जनवरी, मार्च १९५७ में वस्तुओं के जो दाम थे उनके अनुसार त्रिना कौशल मजदूरों को कम से कम १५० रुपये मजदूरी मिलनी चाहिये और उसके लिये योग्य वेतन १८० रुपये होगा। इसी बोर्ड के सामने ए. आय. टी. यू. सी. का प्रतिनिधित्व करते हुये कॉम्रेड एस. ए. डांगे ने कहा की कुल मिलाकर मजदूरों को २१० रुपये मिलना चाहिये और कम से कम वेतन १४६ रुपये से लेकर १५० रुपये होगा।

इस कान्फरन्स का १६ वाँ अधिवेशन १९, २० मई को नैनिताल में हुआ और औद्योगिक संबंध, निर्माण शक्ती, एम्प्लॉज स्टेट इन्शुरन्स योजना का कार्य, इंडस्ट्रियल डिस्प्युटस अक्ट के सुधार सुजाव के बारे में चर्चा हुई और निर्णय लिये गये। ए. आय. टी. यू. के तरफ से कार्यक्रम पत्रिकामें निचे लिखी हुई बातें शामिल थी। (१) १५ मीं कान्फरन्स लिस्ट में बताये गये अन् उद्योगों के लिये वेज बोर्ड निर्माण करना। (२) ट्रेड युनियन्सको मान्यता देना और युनियन्सका प्रतिनिधित्व करनेका अधिकार जाँचनेके लिए ब्रैलट पद्धतीका निर्माण। (३) कानून और अवार्डस पर अमल न करने की बातें। (४) वर्क्स कमेटीयों उनका चुनाव और मान्यता (५) एम्प्लॉज स्टेट इन्शुरन्स और जनरल इन्शुरन्स (जनता पॉलिसी) का कार्य और, (६) संकटपूर्ण उद्योगों में कामके घंटे कम करना।

### परिणामकारक माँगे तैयार करना, कम्पनीके सामने वे पेश करना और उनके बारेमें आजतक की बातचीत।

गई सालकी आम सभामें प्रगट की गई जरूरतोंको ख्यालमें रखते हुए मॅनेजिंग कमेटीने अपनी कई सभाओंमें माँगे तैयार करनेपर चर्चा की और जो सुजाव अॅक्शन कमेटीने सभाने रखे थे उनपर भी शोच विचार किया।

कमेटीने देखा की जो प्रभावली मजदूरोंने भरकर दी है उसमें उन्होंने सवालोंका पूरापूर जवाब नहीं दिया और कम्पनीने भी एक जुलाई १९५७ से ग्रेड और स्केलमें थोडाबहुत सुधार किया है। इन बातोंको ख्यालमें रखते हुए कमेटीने अपनी ५ डिसेम्बर १९५७ की सभामें मजदूरोंकी माँगे तैयार की। इस सभामें अपने अध्यक्ष कॉम्रेड के. टी. सुळे हाजिर नहीं थे, ~~कमेटीने ए. आय. टी. यू. सी. के प्रतिनिधिओंके सहित वे और ए. आय. टी. यू. सी. के प्रतिनिधिओंने जानेवाले~~

~~भय उसकी तयारीके लिए वह अर्गाजुलम नये हुये थे।~~ कमेटीने निर्णय लिया की ~~अधिवेशन खतम होनेके बाद वह चर्चा अग्रे कम~~ उनकी मंजूरीसे माँगे कम्पनीको भेजी जाय।

११ जनवरी १९५८ को कमेटीके कुछ सदस्य, अध्यक्ष कॉम्रेड के. टी. सुळे से मिले और उन्हें जो माँगे कमेटीने तैयार की थी बताई जिसपर उन्होंने अपने कुछ सुजाव रखे। उन सुजावपर शोच विचार करनेके लिये मॅनेजिंग कमेटी ४ और ११ फेब्रुआरी १९५८ को बैठी और कुछ सुधार करके माँगे तैयार की। वह माँगे १२ फरवरी १९५८ को कम्पनीके सामने पेश की गई और मजदूरोंको हॅन्डवीलद्वारा बतलाई गयी।

कम्पनीने ८ मार्च १९५८ को एक खत यूनियन को लिखा जिसमें उसने बतलाया की वह माँगे जो युनियनने की है वह गलत है और हम ऐसा कोई मोका नहीं देते की यूनियन को मजदूरों की शिकायते दूर करने के लिये कम्पनी के सामने माँगे रखनी पडे। जो माँगे यूनियनने पेश की है वह मजदूरों की शिकायते दूर करने के लिये नहीं बल की यूनियन और कम्पनी के बिच में झगडा पैदा करने के लिये पेश कि है। फिर भी अगर यूनियन कुछ चर्चा करना चाहती है तो हम उसीसे मिलने के लिये तैयार है।

मॅनेजिंग कमेटीने अपनी १८ मार्च की सभा में कम्पनी से आये हुये खतपर शोच विचार करके निर्णय लिया की हम कम्पनी के साथ बैठकर बातचित करे। कमेटी ने अपने अध्यक्ष कामरेड के. टी. सुळे की बिमारी को ख्याल में रखते हुये कम्पनी से अप्रैल के पहले हफ्तेमें मिलने की माँग की।

तडजोड कमेटी और मॅनेजमेंट की पहिली समा ३ अप्रैल १९५८ को हुई। नंबर १ मांग पर (वेजस्केल) चर्चा होनेपर डायरेक्टरने कहा की, हमारे लिये इस समय कुछ और सुधार करना मुष्किल है और हमने हरेक कामका माप शास्त्रीय ढंगसे किया है। आपको यह भी ख्याल रखना चाहिये की कम्पनी मजदूरों के लिये मकान बनाने के लिये काफि खर्चा कर रही है, लेकिन अपने अध्यक्ष और जनरल सेक्रेटरीने बताया की बहुत से मजदूर ऐसे है जिने ठिक ग्रेडमें नहीं डाला गया और बहुतसे पुराने मजदूरोंको एक जुलाई १९५७ को जो सुधार वेजस्केल में हुआ है उससे फायदा नहीं हुआ है। तब डायरेक्टर ने यूनियन को ऐसी लिस्ट बनाकर देने के लिये कहाँ और वह उसपर शोच विचार करके युनियन के साथ समझौता करेंगे। और उन्होंने हमारी दुसरी माँगपर भी फिरसे शोच विचार करने के लिये समय मांगा, आप लोग देखेंगे की इस बैठक से यूनियनको थोडी बहुत कामयाबी हुई क्योंकि कम्पनी जो हमारी माँगे नहीं मानती थी और कहती थी यह मजदूरोंकी माँगे नहीं है: वह हमारी माँगो पर सोचविचार करने पर मजबूर हुई।

कमेटीने ६ एप्रिल १९५८ की सभा में जो चर्चा कंपनीके साथ हुई थी उस पर शोचविचार किया और लिस्टे तैयार करने के लिये हमें किस किसकी मालुमात मजदूरोसे लेनी चाहिये उस पर भी विचार किया। मजदूरो को माँगो पर जो बात कंपनी के साथ हुई थी उसकी रिपोर्ट और कमेटी आगे क्या कदम उठा रही है, बताने के लिये २-जाहिर सभा ८ और ९ एप्रिल १९५८ को लालबाग और विक्रोली में ली गई। जिसमें जनरल सेक्रेटरीने सब रिपोर्ट दी।

कमेटीने अपनी १५/५/५८ की सभा में तिन किसमके फॉर्म मजदूरोसे मालुमात लेनेके लिये तैयार किये: और जो मालुमात उसके मुताबिक हमे मजदूरोसे मिली उसकी लिस्टे तैयार करके कमेटीने जून के पहिले और दुसरे हफ्ते में कंपनीके पास उस पर शोच विचार करने के लिये भेजी। कमेटी और मॅनेजमेंट की दुसरी बैठक २६/५/५८ को माँगो पर बातचीत करनेके लिये होनेवाली थी मगर बारीस के बजहसे और कारखाना बंद हो जानेकी वजसे ना हो सकी। और फिर कंपनी के वर्क्स सुप्रीटेंडन्ट की गैरहाजिरी के वजसे बातचित नहीं हो सकी। अगर कोई बात वार्षिक सभा होने से पहिले होगी तो उसकी रिपोर्ट आपको वार्षिक सभा में दी जायेगी।

कमेटी आम सभामें निवेदन करती है की वह माँगो पर शोच विचार कर और नयी कमेटीको आदेश दे की वह जलदी से जलदी अपनी माँगो के लिये कंपनी के साथ तडजोड करके मजदूरोको फायदा पहुंचाये।

### कन्स्ट्रक्शन मजदूरो की माँग

गयी कमेटी ने १४ आगस्ट १९५७ को कंपनीके साथ रोजंदारी मजदूरोकी पगार पर तडजोड करके करार किया था और उसका यह ख्याल था की कन्स्ट्रक्शन मजदूर भी रोजंदारी मजदूरोके साथ गिने जाते है लेकिन अक्टूबर के महिने में कन्स्ट्रक्शन मजदूरोने कमेटीको एक अर्जी लीखी की उन्हें युनियन ने किये गये करार के मुताबिक भत्तेमें तरकही नहीं मिली। कमेटी ने कन्स्ट्रक्शन मजदूरो की माँग कंपनी को पेश की। कमेटी और मॅनेजमेंट की पहिली बैठक १० जनवरी १९५८ में हुई जिसमें कंपनीने कन्स्ट्रक्शन मजदूरो के लिये जो नये ग्रेड स्केल बनाये थे पेश किये जिससे पता लगा की एक मामुली मजदूर को जो की रोज के १ रु. २ आना पाता था उसको १ जनवरी १९५८ से रोज १ रु. २ आने का फायदा होगा।

कमेटीने २१ जनवरी १९५८ को कन्स्ट्रक्शन मजदूरो की एक सभा ली जिसमें कंपनी के नये ग्रेडस्केल पेश किये और उनके समझोते से कंपनी के साथ करार किया जिसमें मामुली मजदूर को (ए ग्रेड वालो को) १ रु. २ आने का रोज का फायदा हुआ।

व्यक्तिगत शिकायत का कंपनी के साथ तडजोड कर के फैसला किया।

कमेटीने श्री. भिकू धाकू (अप डिप्टिडिपार्टमेंट) जिस को कंपनीने १९५४ में काम से निकाला था और श्री. काशिनाथ (लॉक बफ शॉप) जिसे कंपनीने १९५७ में काम से हटाया था उनको १९५८ में कमेटी के अपील पर फिर से काम पर रखा। श्री. हनुमंतसिंग को भी कंपनी के साथ तडजोड कर के काम पर रखाया। श्री. गोपाल गणू (पैकींग डिपार्टमेंट, विक्रोली) के बारे में भी बातचीत चालू है। श्री. पी. फर्नंडिस श्री. राजाराम श्री. बन्देश्वरी के बारे में कमेटीने अपील की है कि उनको १५ दिम की भर पगारी छुट्टी मिलनी चाहिये और श्री. राजाराम विक्रोली को उसकी बيمारी के समय की पगार मिलनी चाहिये।

### कंपनीका युनियन के प्रति वताव

कंपनी अभी भी मॅनेजींग कमेटी सदस्यों को काम के समय में सभा लेनेकी हजाजत देती है। साथ ही साथ मजदूरो की शिकायतें पेश करने और हल करने का मोका देती हैं।

जब कमेटीने सप्टेंबर में चुनाव होने के बाद काम शुरू किया तो फिर से मजदूरो की गलतीओं पर दी गयी चार्ज सीटों का सामना करना पडा। जो की गई कमेटीने कंपनी के साथ समझौता कर के बंद कराया था। जब कमेटी की १३ अक्टोबर १९५७ को एक जरूरी बैठक हुई जिसमें उसने कंपनी के साथ क्या रिस्ता रहना चाहिये उस पर शोच विचार किया।

कमिटी ने शोच विचार करते हुए यह बात ख्याल में रखी कि कमिटी के सदस्य हर खातों में नहीं है ओर उन्हें हर मजदूर की शिकायत अच्छी तरह से मालूम नहीं हो सकती है। पक्की अक्शन कमिटी स्थापन करने के बाद जो सदस्य चुने गये थे वह हर खाते और डिपार्टमेंट से आये थे इसको ख्याल में रखते हुए और कंपनी के साथ अच्छा व्यवहार रखने के लिये निम्नलिखित तरीका मजदूरो की शिकायतें पेश करने के लिये बना कर १३ अक्टूबर १९५७ को कंपनी को भेजा गया।

शिकायतें हल करने का तरीका :—(१) अगर किसी मजदूर की कोई शिकायत है तो वह सबसे पहिले अक्शन कमिटी सदस्य को देगा और अक्शन कमिटी सदस्य उस खाते या डिपार्टमेंट के इनचार्ज या फोरमन के साथ

तड़जोड़ करके शिकायत दूर करने की कोशिश करेगा। अगर सहानुभूतिपूर्वक फैसला नहीं हुआ तो अॅक्शन कमेटी सदस्य पूरी रिपोर्ट युनियन के सेक्रेटरी और उपाध्यक्ष को देगा। (२) उपाध्यक्ष और सेक्रेटरी पूरी माह्यता लेकर और अगर अॅक्शन कमेटी सदस्य की जरूरत पड़े तो उसको भी साथ लेकर कम्पनी के लेबर ऑफिसर या वर्क्स सुप्रीटेंडन्ट से मिल कर शिकायत को दूर करने की कोशिश करेंगे अगर वहां पर भी फैसला नहीं हुआ या सहानुभूतिपूर्वक जवाब नहीं मिला तो। (३) कमेटी में चुनी गई एक डेलीगेशन जिसमें युनियन के अध्यक्ष और जनरल सेक्रेटरी भी होंगे, वह कम्पनी के डायरेक्टर या कम्पनी के दुसरे अधिकारी से मिल कर तड़जोड़ कर के फैसला लेंगे।

अगर कोई विषय जिससे दोनों कारखानों के मजदूरों का तालुक है तब पूरी मॅनेजिंग कमेटी को बुला कर उसके साथ कम्पनी तड़जोड़ करे। और साथीसाथ कम्पनी ने जो सुविधायें युनियन कमेटी को दी है उसके इलावा अॅक्शन कमेटी के सदस्य को युनियन का चन्दा जमा करने और अपने खातों में शिकायत पेश करने का हक भी दे।

जनरल सेक्रेटरी और दोनों असिस्टन्ट सेक्रेटरी १६ अक्टुबर १९५७ को कम्पनी के वर्क्स सुप्रीटेंडन्ट को मिले। और शिकायतें हल करने का तरिका जो कमेटीने तैयार करके भेजा था उसपर चर्चा की। वर्क्स सुप्रीटेंडन्ट ने बताया की वह भी विचार कर रहे है लेकिन इसपर पुग करार करने से पहिले वह इसपर अच्छी तरह से शोच विचार करना चाहते है, और जनरल सेक्रेटरी के कहनेपर यह तथ हुआ की युनियन इस तरीके पर अमल करे और अगर मॅनेजमेंट के किसी अधिकारीओ को अडचण होती है तो वह जलदी से जलदी युनियन के सेक्रेटरी को बतायेंगे और उसमें सुधार किया जायगा। लेकिन अॅक्शन कमेटी सदस्य का चुनाव होने के बाद नोव्हेंबर १९५७ में उनके नाम कम्पनी को भेजे तब उन्होने अॅक्शन कमेटी को मान्यता देने से इन्कार किया और हमारे उपर बताये गये तरीके को अंमल में लाने के लिये इन्कार किया।

इस काल में त्रिपक्ष मजदूर कॉन्फरन्स की सब कमेटी की बैठक हुई जिसमें उन्होंने शिकायतें दूर करने का तरीका तैयार किया और उ६को अंमल में लानेके लिये निर्णय लेने के लिये १६ वी त्रिपक्ष मजदूर कॉन्फरन्स [१९-२० मई को नैनिताल में हुई थी] को विनंती की।

जब कमेटी ३ अप्रैल १९५८ को कम्पनी से मिली तब इसपर भी चर्चा हुई और ऐसा निर्णय लिया गया की १६ वी त्रिपक्ष मजदूर कॉन्फरन्स के अधिवेशन

होने के बाद युनियन और कमेटी उपर बताये गये तरीको पर तड़जोड़ करके समझोता करेंगी।

कमेटी ने ७-६-५८ को एक चिट्ठी कम्पनीको भेजी है की वह जलदी से जलदी युनियन कमेटी के साथ बैठकर तड़जोड़ करके समझोता करे ताकि युनियन और कम्पनी का रिस्ता अच्छा रहे, लेकिन समय कम होने की वजह से कमेटी कम्पनी से नहीं मिल सकी।

इसलिये कमेटी वार्षिक सभा से विनंती करती है की वह नई आनेवाली कमेटी को आदेश दे की वह जलदी से जलदी कम्पनी से मिलकर इस बात पर फैसला करे।

### इस सालकी अन्य महत्वपूर्ण बातें।

कम्पनी की बहुतसे काम बंद करनेके नोटीस :—कम्पनीने एक आम नोटीस एप्रिलके दूसरे हसेमें भेजा जिसमें स्टील और कच्चा माल न मिलनेके वजहसे बहुतसे काम बंद करनेका जाहीर किया।

पोट कमेटीने १० एप्रिल १९५८ को बैठकर शोच विचार किया और जल्द से जल्द कम्पनी से मिलनेका निर्णय किया और पुरी माह्यता लेनेके लिये जनरल सेक्रेटरीको कॉमिड एस. ए. डांगे, ए. आय टी. यू. सी के जनरल सेक्रेटरी से मार्गदर्शन लेनेके लिए एक एक्सप्रेस लेटर लिखनेका आदेश दिया। कमेटीने भारत की सरकार को भी इस खतरेकी सूचना दी।

कमेटी १६ अप्रैल १९५८ को कम्पनीसे मिली और चर्चा की। चर्चाके बाद कम्पनीके डायरेक्टर्स श्री. एन्. पी. गोदरेजने आश्वासन दिया कि वह इस नोटीस को अंमलमें नहीं लायेंगे। और उन्होने बताया की वह भारतकी सरकारसे बात-चीत कर रहे है, और आशा करते है की उन्हें कामयाबी होगी। इसलिए युनियन अभी कोई कदम ना उठाये। कमेटीने उनकी बात मानी और आश्वासन दिया कि युनियन इस बारेमें आपको मदद करनेके लिये हमेशा तैयार रहेगी।

जनरल सेक्रेटरीने यह पूरी रिपोर्ट कॉमिड डांगे को दी। और उन्होने सला दी की जब भी युनियनको ऐसा खतरा माह्य हो वे उन्हें लिखे और वह इस सवालको लोकसभामें रखेंगे। इस तरहसे मजदूरों पर आयी हुई आफतको बड़ी होशारीसे कमेटीने दूर किया।

खास आम सभा बुलानेकी अर्जी :—अक्टुबर १९५७ में एक अर्जी खास आम सभा बुलानेके लिए युनियनके कुछ सभासदोंने सही करके युनियनके जनरल सेक्रेटरीको भेजी। जिसमें जादातर कम्पनीके क्लार्क सभासदोंने दस्ताखत की थी।

उस अर्जी के द्वारा उन्होंने ४ प्रस्ताव पर शोच विचार करनेके लिये खास आम सभा बुलानेका निवेदन किया था। उनका कहना था जो कामकाज ८ सप्टेंबर १९५७ के वार्षिक सभामें किया गया है उस सबको रद्द किया जाय। अगर उनके ऐसे प्रस्ताव पास नहीं होते तो वह युनियनके सभासद नहीं रहेगे। कमेटीने इस शोचनिय विवशोपर अपनी दो, एक, सभाओमें शोच विचार किया और यह विषय अक्शन कमेटी के सामने भी रखा। अक्शन कमेटी के बहुत से सदस्योने रिपोर्ट दी की बहुतसे मजदूरोने जिन्होने अर्जी पर सही की है उन्हे नही मालूम की वह अर्जिमें क्या कुछ लिखा था। और बहुतसे धमकी देकर सही लिये गये है। अक्शन कमेटीने प्रस्ताव रखा की कमेटी हम लोगोको उन्ह मजदूरो से जिन्होने अर्जी पर सही कीये है मिलकर समझानेका मोका दे।

कमेटीने १५/११/१९५७ की सभा में शोचविचार किया और युनियन की आर्थिक परिस्थिती, समय और दुसरी बातोको ध्यानमें रखते हुये जो प्रस्ताव अक्शन कमेटीने मनेजिंग कमेटीके सामने पेश किया था उसे पास किया और अक्शन कमेटीके सदस्यो को आदेश दिया की वे उन्ह मजदूरो से जाकर मिले और उनको अपनी युनियन के आम वार्षिक सभा में लिये गये निर्णय बतायें। ऐसा करनेसे ६० सभासदोने एक दुसरी अर्जी पर सही करके अपने नाम पहिले अर्जि से पिछे ले लिये।

मनेजिंग कमेटीने अपनी ५ डिसेंबर १९५७ की सभामें इस पर विचार किया और अपनी घटनाके अनुसार देखते हुये खास आम सभा बुलानेकी अर्जी को रद्द किया। जिससे और ऐसा निर्णय कमेटीने खत के द्वारा उन्ह सभासदोको भी बता दिया। उस तरीके से कमेटीने अपना बहुतसा समय बचाकर दुसरे विषयोको हल करनेके लिये लगाया।

### हडताल पर गये हुये प्रीमियर ऑटोमोबाईल कामगारोकी मदत

कमेटीने एपील मे जाहिर सभा ली और उसके अंदर बम्बई सरकार की मजदूर निती के विरोध आवाज उठाई। जो पुलिस फायरींग प्रीमियर ऑटोमोबाईल कामगारो पर हुई उसका निषेध किया और दिनधाडे पुलिस के होते हुए जित गुंडोने हमला करके कॉन्ग्रेस सुवर्ण को जान से मारा उसकी जाँच पडताल करने के लिये सरकार से मांग की।

मई और जून में इंजिनियरींग मजदूर सभा के अपील पर कमेटी ने बॉक्स और होनेशन रिशिद पर ४१६ रुपया मजदूरों से उनकी आर्थिक मदत करने के लिये इकट्ठा करके दिया। और कमेटी हर समय उनको अपनी मांगे जितने के लिये उनको अपनी युनियन की और मजदूरों की तरफ से मदद देने का आश्वासन दिया है।

**कन्टीन कमिटी विक्रोली :**—कमिटी को मई १९५८ में विक्रोली नं. ३ शोडके मजदूरों ने एक शिकायत पेश की कि उनको ठीक चाय, और नास्ता नहीं मिलता और कम्पनी के अधिकारीयों से भी शिकायत की गई है लेकिन इसके बारेमें कोई सुनवाई नहीं हुई, उसके बाद कमिटी ने जल्दी ही एक खत कम्पनी को लिखा जिसमें उनको फक्टरी अक्ट के अनुसार कन्टीन कमिटी स्थापन करने की मांग की। कम्पनी ने युनियन की बात को मानते हुए विक्रोली में कन्टीन कमिटी कन्टीन के कारोभार और मजदूरों की कन्टोनमेंट के बारेमें शिकायत दूर करनेके लिये स्थापन की।

### राष्ट्रीय मजदूर वर्ग के एकता के लिये

२५ दिसम्बर १९५७ से ३० दिसम्बर १९५७ तक अनाकुलम में ए. आय. टी. यू. सी. का जो रौप्य महोत्सवी अधिवेशन हुआ उसमें हमने हिस्सा लिया था। हमारे जनरल सेक्रेटरी इस संघटना के स्थायी समिती के सदस्य है यह बात आपको मालूम है ही और उस नाते फिरसे उनका चुनाव हुआ। अध्यक्ष और जनरल सेक्रेटरी के इलावा हमारी युनियन के ७ सदस्य इस अधिवेशन में गये थे। ए. आय. टी. यू. सी. की बम्बई समिती ने १३ फरवरी १९५८ को पेट्रोलियम वर्क्समेन्स युनियन हालमें सभी ट्रेड युनियन कार्यकर्ताओं के लिये रिपोर्ट पेश की।

वर्ष के शुरूमें हमारे दस प्रतिनिधी, ए. आय. टी. यू. सी. की बम्बई राज्य ट्रेड युनियन कमेटी की २५-२६ अक्टूबर १९५७ को जो ४ थी कॉन्फरन्स हुई उसमें उपस्थित थे। बम्बई शहर की श्रमजीवी जनता के सामने जो अनेक समस्या खड़ी हैं उनके बारे में अनेक प्रस्ताव इस कॉन्फरन्सने स्वीकृत किये। १ प्रस्ताव के अनुसार बम्बई सरकारकी नीती पर दोष लगाया गया और मजदूर मंत्री “ श्री. शांतिलाल शहा को हटाया जाय ” ऐसी मांग पेश की गई।

१६ डिसेंबर को बम्बई सरकार की मजदूर विरोधी नीती को विरोध प्रगट करने के लिये सभा में हिस्सा लिया। संयुक्त महाराष्ट्र समिती और महा गुजरात परिषदने उस दिन सरकार के प्रति अविश्वास करनेवाला प्रस्ताव विधान सभा में पेश किया था और उन्होंने इस प्रकार विरोध प्रदर्शन करने का आदेश मजदूरों को दिया था।

२७ मार्च के दिन संयुक्त कृति समितीने एक जुलूस निकालकर जो विरोध प्रदर्शन किया उसमें भी हम शामिल हुये थे। यह समिती भारतीय मजदूर परिषद ने जो सुजाव रखे थे और निर्णय लिये थे उसमें विश्वास रखनेवाली और १४ कलमी अखिल भारतीय चार्टर्स जिसमें अवश्यक ट्रेड युनियन अधिकार बताये गये थे। उनको अमल में लाने की इच्छा रखनेवाली सेंट्रल ट्रेड युनियन संस्थाओं की बनी थी।

गये साल के अनुसार हमने बम्बई राज्य ट्रेड युनियन के द्वारा आयोजित मई दिन में हिस्सा लिया।

हमने भारत सरकार के नोकरों के साथ सहानुभूति दिखाने के लिये उनके आंदोलन में भाग लिया और इसलिये सुंदराबाई हॉल में सभायें हुईं उनमें दो सभाओं में भाषण देने के लिये हमारे जनरल सेक्रेटरी को निमंत्रण मिला था।

इस साल हमने केरल राज्य के प्रमुख मंत्री कॉमरेड ई. एम. एस. नंबुद्रीपाद के सार्वजनिक स्वागत में हमारी युनियनने भाग लिया था।

कामरेड पी. डिमेलो के मयत पर श्रद्धांजली अर्पन करने के लिये विक्रोली में मजदूरों की जाहीर सभा ली और उनकी मयत में हिस्सा लेकर उनकी इज्जत बढ़ई।

**संघटना :-** हमारी सभासद संख्या में निम्नलिखित अनुसार फरक हुआ है।

१ अप्रैल १९५७ के दिन सदस्य संख्या	३९७५
नये सभासदों की संख्या	४४१
	४४१६
छोड़ के जानेवाले	५०६
	३९१०

चन्दे की बाकी रकम बढ़ जाने से नाम हटाये गये सदस्यों की संख्या	१२९४
	२६१६

इससे यह मालूम होता है की युनियन की सभासद संख्या गये सालसे कम हो गयी है। इस साल हमने ४४१ नये सभासद बनाये, चालू साल अगर हम अच्छा प्रयत्न करे तो जिन १२९४ सभासदों के नाम हमने हटाये है उनसे बाकी चंदा प्राप्त करके हम सभासदों की संख्या, बढ़ा सकते है।

**जनरल कौन्सिल :-** कमेटी ने अपनी १८ मार्च १९५८ की सभा में शोच विचार किया की अॅक्शन कमेटी को बदलकर जनरल कौन्सिल बनाई जाय और उसके मुताबिक अपनी युनियन की घटनामें तबदिली की जाय, जैसा की अभी तक अॅक्शन कमेटी मॅनेजिंग कमेटी के नेतृत्व में काम करती है उसकी बदलकर लोकशाही तरीके से मॅनेजिंग कमेटी जनरल कौन्सिल के नेतृत्व में काम करे क्योंकि

१९ सभासदों की मॅनेजिंग कमेटी को दोन्ही कारखानों के मजदूरों के साथ नजदि की तालुक रखना मुश्किल है। इसलिये युनियन की घटना में तबदिली करके जनरल कौन्सिल का बनाना बहुत जरूरी है।

**सभाएँ :-** अक्टूबर १९५७ से ३१ जुलाय १९५८ तक, मॅनेजिंग कमेटी की १२ सभाएँ, अॅक्शन कमेटी की ४ सभाएँ हुईं इसके इलावा दो आम सभाएँ और कई खातोंकी सभाए ली।

**कमिटी सदस्य श्री. रामू मावजी के बारे में:-** १६ मार्च १९५८ की अॅक्शन कमिटी में कुछ सदस्यों ने शिकायत की कि श्री. रामू मावजी ने जो कि विक्रोली फॅक्टरी में युनियन का चन्दा जमा करता है उसने बहुत से मजदूर से चन्दा लेकर युनियन की रशिदें नहीं दी इसलिये कमिटी ने इसकी पूरी जांच-पडताल करनी चाहिये और उसके खिलाफ कारवाई करना चाहिये।

कमिटी ने १८ मार्च की सभा में यह सवाल रखा। युनियन के खजांची ने रिपोर्ट दी की श्री. रामू मावजी ने रशिद की किताब नं. ७ ( दिसम्बर-मार्च ) अभी तक जमा नहीं की और जो किताबे जमा की है उनका भी पूरा पैसा जमा नहीं किया। और उसके नाम पर अभी तक ३१४ रुपया ५० नया पैसा बाकी है। इसपर कमिटी ने दो सदस्यों की एक कमिटी बनाई कि वह २१ मार्च तक श्री. रामू मावजी से मिल कर इसका फैसला करे। और अगर २१ तारीख तक कोई फैसला नाहीं होता तो युनियन एक नोटीस यह सब मजदूरों को बताने के लिये नोटीस बोर्ड पर लगाये।

जुनी गई कमिटी श्री. रामू मावजी से न मिल सकी इसलिये मॅनेजिंग कमिटी ने लिये हुए निर्णयों के मुताबिक और अपना आकाऊन्ट बंद करने के लिये निर्णय ले लिया कि यह पैसा सर्वेण्ड अकाऊन्ट में दिखाया जाय और एक नोटीस मजदूरों को आगा करने के लिये की वह युनियन का चन्दा उसको ना दे बताने के लिये कम्पनी के अंदर नोटीस बोर्ड पर लगाया गया। कम्पनी को भी मालूमात दी गई। जो हफ उसको सोसायटी से कर्जा निकालने वालोंकी अर्जापर सही करनेका दिया था वह भी उससे छीन लिया गया।

जुनी गई दो आदमीयों की कमिटी २५ मार्च १९५८ को श्री. रामू मावजी से युनियन के दत्तर में मिली उस रोज श्री. रामू मावजी ने अपनी ६ महिने की पगार २० रुपये हर महिने के हिसाब से काटकर बाकी पैसे देने के लिये तैयार हुआ। हालाकी कमेटीने उसे सिर्फ ६० रुपये ( १० रुपये हर महिने के हिसाब से ) देना मंजूर किया था।

दो आदमियों की कमेटीने ५-६-५८ की कमेटी में रिपोर्ट देते हुए बताया कि जो किताब नं. ७ खो गई थी। उसका पुरी रशिदें रामूने इस्तेमाल की है। जो कि ५० रुपयों की होती है और चार लिस्टें कमेटी के सामने पेश की कि इन मजदूरों से पैसा लेकर जिनकी कुल रकम १२७ रुपयें होती है उनकी रशीदें मजदूरों से नहीं दी और अभी तक १२६ रुपया ५० नया पैसा (जिसमें ६० रुपया उसका ओनरेरियम है।) युनियन में जमा नहीं कराया जिसके बारे में कमेटीने १२ मई १९५८ को कमेटी के निर्णय अनुसार एक नोटीस ८ दिन की मुदत पर (नोटीस मिलने के बाद) भेजा जो की उसने ३ जून को लिया।

कमेटीने श्री. रामू मावजी को १२ जून तक उसका जवाब देने के लिये कहाँ। श्री. रामू मावजीने दो खत उसके जवाब में युनियन को १८ जून और १५ जुलै को लिखे जिसमें उसने वजह जाहीर की कि जब मैं युनियन का पैसा जमा करानेके लिये आ रहा था तब मेरी जेब किसीने कांट ली जिसकी वजसे मैं युनियन का पैसा जमा नहीं करा सका और उसने यह भी मंजूर किया की जो पैसा युनियनके खतमें बताया गया है उतना पैसा मैंने युनियनका देना है। लेकिन इस वक्त मेरी आर्थिक परिस्थिती अच्छी न होनेकी वजहसे मैं यह पैसा एकसाथ नहीं दे सकता लेकिन मैं हर महिने थोड़ी थोड़ी रकम देनेके लिये तैयार हूँ।

लेकिन श्री. रामू मावजीने इस सवालका जवाब नहीं दिया की उसने मजदूरोंसे पैसा लेकर चन्देकी रशिद उन्हें क्यों नहीं दी।

कमेटीने १५ जुलाई १९५८ की सभामें इसपर शोच विचार किया लेकिन कमेटी श्री. रामू मावजी के लेखी से संतुष्ट नहीं हुई इस लिये कमेटी आम वार्षिक सभा से निवेदन करती है की वे इसके बारेमें फैसला करके नयी कमेटी को कारवाई करनेका आदेश दे।

### युनियन की जमाखर्च पत्री

युनियन के ऑडिटर रिमाकें कमेटीके सामने न आनेके वजहसे उनके बारेमें कोई विचार प्रगट नहीं कर सकती। सभा के वक्त में उनके बारेमें विशेष विस्तारसे बोलेगी।

### समारोप

इस रिपोर्ट से तुम्हें 'मालूम होगा की इस कमेटीने बहुतसे काम किये और जो कमेटी तुम चुनोगे उसको बहुत महत्वपूर्ण काम करना होगा और उसमे प्रमुख होगा, जो हम अभी तक प्राप्त नहीं कर सके है, वे हमारी माँगें।

चंदा देनेवाले सभासदामें घटाई यह भी एक कठीण समस्या है इससे स्पष्ट होता है कि हमें अपना कार्य जोरसे शुरू करना होगा यह तब होगा कि जब जनरल कौन्सिल स्थापित होगी और उसके प्रतिनिधी अपनी पुरी शक्तीके साथ कार्य करने और नेतृत्व करनेका निर्धार करेंगे। नींव में ही जब नेतृत्व शक्ती निर्माण होगी तब उपरी स्तरमें भी उसका उचित परिणाम होगा और सारे मजदूरों में अच्छा संघटन निर्माण होगा।

गोदरेज अॅण्ड बॉईज वर्कर्स युनियन झिन्दावाद !  
अखिल भारतीय ट्रेड युनियन काॅंग्रेस झिन्दावाद !  
वर्ल्ड फेडरेशन ऑफ ट्रेड युनियन्स झिन्दावाद !

दिनांक १७ जुलाय १९५८

जी. सुन्दरम  
जनरल सेक्रेटरी







# गोदरेज अॅण्ड वॉईस

३१ मार्च १९५८ तकका

# वर्कर्स युनियन

देन और पावने का लेखा

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श्री. रामू मानजी पटेल ऑनरेरीयम	६० ००	
ऑडिट की फीस	२०० ००	
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		<u>१२,८०२ ७३</u>
एकूण		<u>१२,८०२ ७३</u>

पावना	रु. न. पै.	रु. न. पै.	रु. न. पै.
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फिक्स डिपॉजिट अकाउन्ट बॉम्बे स्टेट को-ऑपरेटिव्ह बैंक लिमिटेड	४,००० ००		५,४४७ ३३
<b>इन्वेस्टमेन्ट</b>			
नॅशनल सेविंग सर्टिफिकेट एकएक हजारके			२,००० ००
<b>चन्द्रा जो वसूल न हुआ</b>			
(अ) १९५७-५८ सालका	४२७९ ५०		
(ब) १९५६-५७ सालका	१६८ ००		४,४४७ ५०
<b>अचल सम्पत्ती</b>			
<b>लायब्ररी बुक्स :</b>			
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चाहू साल की घिसत (कम)	४४ ४०	३९ ६०	
टाईपरायटर			
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चाहू साल की घिसत (कम)	४८ ००	२७२ ००	
फर्निचर			
गयी बॅलन्शीट के अनुसार	५२२ ००		
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			<u>१२,८०२ ७३</u>
एकूण			<u>१२,८०२ ७३</u>

निचे सही करनेवाला गोदरेज अॅण्ड वर्कर्स युनियन की तमाम रशिद बुकें और हिसाब किताब के तमाम कागदाज की जाँच पडताल करनेकेबाद हमने उपर दीये लेखोको नियमित और कानून के अनुसार सही है। यह बतलाते हुये और रीमार्क देते हुये दस्तखत करते है, साथ ही साथ हम यह अभिप्राय देते है की युनियनने अपनी मॅंबरी का रजिस्टर और हिसाब बाकादा रखा है और युनियनके मॅंबरोने वैसा ही चंदा दिया है जैसा युनियनके जनरल फंड अकाउन्टमें बताया है।

तारीख १७-७-५८

एन सुब्रमनियम अॅण्ड कंपनी  
चार्टर्ड आकौंटन्ट्स

उपर की बॅलन्सीट मेरे ध्यान से युनियन के देन और पावने का सच्चा और ठीक हिसाब रखती है।

शांताराम व्ही. ठोसर

असि. सेक्रेटरी

आर. जी. वराडकर

खजान्ची

## १९५७-५८ की मॅनेजिंग कमेटी के सदस्य

अध्यक्ष : श्री. के. टी. सुळे ( ऑननरी )

उपाध्यक्ष : श्री. भगवान एच. आंगणे

„ गोपाल नारायण

जनरल सेक्रेटरी : श्री. जी. सुंदरम् ( ऑननरी )

असि. सेक्रेटरी : श्री. व्ही. सिताराम

श्री. शांताराम व्ही. टोसर.

खजांची : श्री. राजाराम जी. वंराडकर

: सदस्य :

- |                      |                        |
|----------------------|------------------------|
| १. श्री. ई. पी. राणे | ७. „ गोविंद खेमजी      |
| २. „ गोपीनाथ तारकर   | ८. „ पॉल फर्नांडिस     |
| ३. „ के. टी. कृष्णन  | ९. „ काशिनाथ आर. सावंत |
| ४. „ हरिभाई नारायण   | १०. „ रामूभाई एम. पटेल |
| ५. „ छोद्र शिवराम    | ११. „ जीनाभाई एन. पटेल |
| ६. „ स्टॅनी मयाई     | १२. „ वामन एन भंगारे.  |

मुद्रक : जयंत भट, न्यू एज प्रिंटिंग प्रेस, १९० बी खेतवाडी मेन रोड, बंबई-४.

प्रकाशक : जी. सुन्दरम, जनरल से. गोदरेज अॅन्ड बॉईज वर्कस युनियन, गोदरेज कॉलनी, रूम नं. १४, ब्लॉक नं. २८, विक्रोळी, बम्बई.

# गोदरेज अँड बॉईस वर्कर्स युनियन

(र. नं. २२०)

गोदरेज कॉलनी रूम नं. १४, ब्लॉक नं. २८, विन्कोली, बम्बई.

## आम वार्षिक सभा का नोटीस

प्रिय सभासदों,

युनियन की आम वार्षिक सभा शुक्रवार १ अगस्त १९५८ को दोपेहर के १-३० बजे शिरोडकर स्मारक मंदीर हॉल, परेल में होगी, जिसमें निम्नलिखित विषय है।

- (१) युनियन से किये गये काम की मंजूरी लेना,
- (२) ऑडिट किये हुये जमाखर्च की मंजूरी लेना,
- (३) मॅनेजिंग कमेटी के प्रस्ताव की मंजूरी लेना,
- (४) युनियन के घटना में निम्नलिखित अनुसार बदली करना :—
- (१) घटना नं. ५ को निम्नलिखित अनुसार लिखना

“सभासद जिसने अपना महावारी चंदा ८ महिने, तक न दिया है मॅनेजिंग कमेटी की अजाजत से, जिसने चार महिने का चंदा न दिया है ऊसी कमेटी की बगैर अजाजत से युनियन का सभासद नहीं रहेगा. लेकिन वह अपना बकाया चंदा देकर युनियन में शामिल होनेका हक्कदार होगा.”

- (२) घटना नं. २१ को निम्नलिखित अनुसार लिखना।

आम सभा :—“युनियन के सभासदों की आम वार्षिक सभा निम्नलिखित कारोबार करने के लिए अप्रील, मे, या जून में होगी।

(अ) युनियन में किये गये कामों की रिपोर्ट और ऑडिट किये गये जमाखर्च की मंजूरी लेना।

(ब) चालू साल के लिये पदाधिकारियों और मॅनेजिंग कमेटी के दुसरे सदस्यों का चुनाव करना।

(क) और दुसरे ऐसे विषयों पर जो की अध्यक्ष की अजाजत से आये, उसको करना।”

मुद्रक : अश्व मय, न्यू एज प्रिंटिंग प्रेस, १९० बी. खेववाली मय रोड, बंबई ४.  
 प्रकाशक : श्री. सुन्दरम, जनरल सेक्रेटरी, गौरीज. अण्ड वाईस वर्कर्स युनियन,  
 क. नं. १८, लॉक नं. १२ गौरीज कोलनी बंबई ४०

१२

गरीब

श्री. सुन्दरम  
जनरल सेक्रेटरी

- ★ मजदूर एकता सिन्धवाद् ।
- ★ गौरीज वॉन्ड वाईस वर्कर्स युनियन सिन्धवाद् ।।
- ★ अखिल भारतीय डॅड युनियन काँग्रेस सिन्धवाद् ।।।

धारि साधिया, स चाहता है कि हर एक मजदूर युनियन के उपर काम  
 निर्माण को अच्छी तरह से समझने की कोशिश करे और अपने कोड ऑफ  
 डिप्लोमिन्ट को अच्छी तरह से समझे और उस पर अमल करे और उसके  
 जरिए अपने हकी का बचाव करे । मेन्ब्रिज कमेटी ने अपनी आम बार्जिक  
 सभा भारत के महीने में मुजाने का निर्णय लिया है और इस सभिन को ठीक  
 बलाने के लिए और साथ ही महत्वपूर्ण बनाने के लिए बेधारी की जा रही है ।

# गोदरेज एण्ड बोईस वर्कर्स युनियन, वम्बई

( २० नं० २२० )

रूम नं. १८, ब्लॉक नं. २८, गोदरेज कोलोनी, विकरोली

प्यारे दोस्तो,

पिछला हेन्डविल जो कि २ मार्च सन् १९५२ ई. को बांटा गया था उसमें मैंने मेनेजिंग कमेटी और जनरल काऊन्सिल के निर्णय और फैसले रखे थे। जिसमें निम्नलिखित विषयों के बारे में बताया गया था।

( अ ) ग्रीवेन्स प्रोसीजर ( शिकायत दूर करने का तरीका )

( ब ) मेनेजमेंट से अपना अच्छा सम्बन्ध करने के लिए " कोड ओफ डिसिप्लिन " को अपनाना और उस पर अमल करना।

( स ) स्पेशल इन्करीमेन्ट के बारे में और प्रोडक्शन कम्पनी की नई स्कीम के मुताबिक ज्यादा देना।

( इ ) जो साल ३१ मार्च १९५९ को खत्म हुआ तब तक का चन्दा जमा करने के बारे में।

अब तक मेनेजिंग कमेटी और जनरल-काऊन्सिल दोनों ने, युनियन के पदाधिकारियों ने मेनेजमेंट के साथ जो चर्चा इन विषयों पर हुई थी उसको ध्यान में रखते हुए फिर सोच विचार किया है और अभी की हालत निम्नलिखित है।

( १ ) स्पेशल इन्करीमेन्ट और प्रोडक्शन बढ़ाने का उसूल : हमने मेनेजमेंट को बताया है कि जब तक मेनेजमेंट की पोलिसी प्रोडक्शन और उसके स्पेशल इन्करीमेन्ट आदि विषयों पर सीधा मजदूरों के साथ समझौता करने की रहेगी, क्योंकि वह कोई लेखी करार ( समझौता ) नहीं कर सकती है इसलिए युनियन मेनेजमेंट और मजदूरों के दरमियान अलग अलग राय को बराबर हल नहीं कर सकती है क्योंकि यह एक सीधी बात है इसलिए हमने अपना निर्णय मेनेजमेंट को बताया है, कि ऐसी हालत में जब कि कोई खास समझौता और बन्धन दोनों पार्टियों पर होने के लिए कोई बराबर करार नहीं है इस हालत में युनियन इन विषयों को हल करने में फायदे मन्द काम करना मुश्किल समझती है इसलिए युनियन का कोई भी पदाधिकारी इस विषय पर मेनेजमेंट के साथ चर्चा करने के लिए नहीं जाएगा।

इसलिए सब मजदूरों के लिए जरूरी है कि वह अपने संगठित हक व बन्धन ऊँची दृष्टि से और पूरी एकता के साथ अपने अन्दर उत्पन्न करनी चाहिए.

जब जब वह मेनेजमेन्ट के पास जाएँ या मेनेजमेन्ट उन्हें प्रोडक्शन बढ़ाने और स्पेशल इन्क्रीमेन्ट के बारे में चर्चा के लिए बुलाएँ युनियन का कोई भी नेता को मजदूरों के लिए स्वतन्त्रतापूर्वक काम करने का कोई भी हक नहीं है। मैं चाहता हूँ कि तमाम सभासद इस निर्णय के अनुसार अपने आपको ध्यानपूर्वक अपना रास्ता चलें। मैं उन खास बजहों पर नहीं बयान करना चाहता जिसको पूरा ख्याल में रखते हुए हम इस निर्णय पर पहुँचें हैं, क्योंकि आप सब उनकी जानकारी रखते हैं।

(२) मांगें:—हम इस पर कोई खास आगे तक नहीं जा सके जो कि प्राकृतिक है क्योंकि मेनेजमेन्ट की पोलिसी से जाहीर होता है कि वह मजदूरों के काम के और रहने की स्थिति में कोई उन्नति करने के लिए अभी तैयार नहीं हैं यहाँ तक कि हमारी एक माँग जो कि त्यौहार, रजा बढाने के लिए थी, उस पर तरजोड करने में अडचने पैदा की और उसको रोक दिया गया है क्योंकि मेनेजमेन्ट कहती है कि जो घटना विकरोली कारखाने में मेनेजमेन्ट और स्प्रेण्टरस के दरमियान हाल में ही पैदा हुई है उसको ध्यान में रखते हुए मेनेजमेन्ट को हमारी मांगों से कोई भी हमदर्दी नहीं है।

इस लिए जनरल काउन्सिल ने अपनी ९ मई सन. १९५९ की सभा में यह निर्णय लिया है कि हमारी मांगों जिसको कम्पनी से मांगें हुए एक साल से ज्यादा हो गया है अगर उन पर १५ दिन के अन्दर अन्दर कोई सन्तोषजनक समझौता नहीं हो सका तो अपनी सब मांगों सरकार के कन्सिलियेशन ओफीसर को उसके जल्दी एक्शन लेने के लिए भेज दी जाएँगी हमने मेनेजमेन्ट को भी यह लिख दिया है।

(३) ग्रीवेन्स प्रोसीजर:—जनरल काउन्सिल की एक सभा खास तौर से कई दिक्कतों मजदूरों और नेताओं को ग्रीवेन्स प्रोसीजर के अलग अलग स्थानों से जाते हुए हो रही हैं, उन पर विचार करने के लिए १४ मई १९५९ को बुलाई गई थी, इसमें कोई शक नहीं कि यह नई चीज है और मेनेजमेन्ट के बहुत से स्थानों पर समझौता लेना पड़ता है जिसके लिए मजदूरों और नेताओं दोनों को हल करने में आसानी नहीं है और आपस में जो मतभेद पैदा होता है जिसको शायद दूर किया जा सकता था अगर खास तन्दीलियाँ और सुधारने जो युनियन ने सूचित की थी उसको मेनेजमेन्ट मान लेती लेकिन हमें, मजदूरों को बहुत सी शिकायतें इसको अमल में लाने के समय खड़ी हो रही हैं, उनको हल करना है, इस बारे में जनरल काउन्सिल ने नीचे लिखे निर्णय दिए हैं।

(ए) जनरल काउन्सिल मजदूरों को आदेश देती है कि वह मेनेजमेन्ट के छोटे अधिकारियों के डरावे की धमकियों से नहीं डरे क्योंकि उन्हें अपनी शिकायतें ग्रीवेन्स प्रोसीजर के बनाए गए तरीकों पर पेश करने हैं। अगर कोई मजदूर ऐसी धमकियों का शिकार होता है तो वह जल्दी ही युनियन के दफ्तर में पूरी मालोमात देनी चाहिए ताकि जल्दी ही मेनेजमेन्ट के ऊँचे अधिकारियों से बातचीत करके यह तकलीफ दूर कर सकें।

(बी) जनरल काउन्सिलने यह बताने का निर्णय लिया है कि अगर ग्रीवेन्स कमेटियों में भेजे हुए किसी भी युनियन प्रतिनिधि मजदूरों के हकों को बचाने के लिए काम करते समय पूरी सुविधाएँ नहीं दी जाएँगी तो उन्हें उन कमेटियों में रहने का जरूरत नहीं है जिससे मजदूरों के हकों पर कोई खतरा पहुँचे। मैंने ऐसा मेनेजमेन्ट को भी लिखा है।

आप लोगों को भावमत देने के लिए जो युनियन प्रतिनिधि कई ग्रीवेन्स कमेटियों में काम करने के लिए चुने गए थे उनके नाम निम्नलिखित हैं

#### लालबाग फेक्टरी

(१) श्री. शिवराम विठोबा	}	सेक्शन १.
(२) श्री. ए अण्णू		
(१) श्री. वी सीताराम	}	सेक्शन २.
(२) श्री. भगवान आंगने		
(१) श्री. एम. कुञ्ज	}	सेक्शन ३.
(२) श्री. के. टी. कृष्णन		
(१) श्री. अनन्त कादिम	}	सेक्शन ४.
(२) श्री. शांताराम ठौसर		

#### विकरोली फेक्टरी

(१) श्री. गोपाल नारायण	}	प्लांट नं. १.
(२) श्रीलव शंकर		
(१) श्री. गोविन्द खेमजी	}	प्लांट नं. १ ए.
(२) श्री. डी. ए. डासवाला		
(१) श्री. सी. ए. प्रभाकरन	}	प्लांट नं. २
(२) श्री. गुलाबराय वालीचा.		

## गोदरेज अॅन्ड बॉईस् वर्कर्स युनियन

(रजिस्टर्ड नं. २२०)

खो. नं. १४, ब्लॉक नं. २८, गोदरेज कॉलनी, विक्रोली

### प्यारें भाईयो;

आप जानते है की जबसे नई मॅनेजिंग कमेटीका चुनाव हुवा उसे बहुतेसे दिक्कतों का सामना करना पडा। मिसाल के तौर पर अपनी मांगों को हांसिल करने के लिये कंपनी के साथ बातचीत करना और रोजाना की शिकायतों को दूर करने के लिये एक ऐसा तरीका बनाना जिससे मॅनेजमेंट और कामगारों के दरम्यान अच्छा रिश्ता रहे।

आपको मादूम है की अक्टूबर १९५८ में, विक्रोली रंग खाते के दो कामगारो को कंपनीने चार्ज शीट दिया। जिसकी वजह से उस खाते के कुछ कामगारोंने २॥ घंटे के लिये काम बंद किया। इस विषय के उपर बहुतेसी मॅनेजिंग कमेटी और आम सभा में चर्चा हुई और एक प्रस्ताव में कंपनी को दुबारा डायरेक्टर के जरीये जांच करने की मांग



की गयी। जिसके जवाब में डायरेक्टरने एक चिठी युनियन को भेजी। उसपर भी मॅनेजिंग कमेटी व आम सभा में चर्चा हुई। जिसमें पता लगा अगर ठीक रीत शिकायत दूर करने की जिसकी मांग युनियनने १९५७ साल से की हुई थी उसपर कंपनी जल्दी समझौता करती तो यह तकलीफ नहीं होती। यह बातों को ध्यान में रखते हुये डायरेक्टर को एक चिठी १५/२१ फरवरी को लिखी गई जिसमें युनियन ने जल्दी से जल्दी ग्रिवीअंस प्रोसिजर अंमल में लाने की मांग की।

‘ग्रिवीअंस प्रोसिजर’ (शिकायत दूर करने का तरीका) कंपनीने हमारी इस मांग के जबाब में १५ जनवरी को एक मसौदा तयार करके भेजा। जिसके उपर आम सभा जो की ता. ८ फरवरी को हुई, में चर्चा की उसमें निर्णय लेकर निम्नलिखित सुधारणा करने के लिये कंपनी को लिखा गया।

१. सुपरवायजर और प्रॅन्ट-इन-चार्ज से कामगार की शिकायत पेश करने के समय युनियन का खाते का प्रतिनिधी रहना और उसके साथ तडजोड करने का हक होना चाहिये।
२. सुपरवायजर ने कॅज्युअल रजा, अडचन और दुर्घटना तथा कठीण काम की शिकायतों की जबाब फौरन देना चाहिये। और कोई भी शिकायतों जिसके पेश करने में देरी होनी की वजह ठीक हो उसकी भी सुनवाई हो।
३. ग्रिविअंस कमेटी को अपना निर्णय सात दिनके अंदर देना चाहिये। और अगर ये निर्णय मजदूर को पसंद नहीं है तो डायरेक्टर को कंपनी का निर्णय उस दिनसे चार दिनके अंदर देना चाहिये।
४. जो ग्रिविअंस फॉर्म नं. २ स्टेज में इस्तेमाल होगा वह इस तरीके का होना चाहिये की अगर मजदूर को प्रॉट इनचार्ज का जवाब पसंद नहीं है तो लेबर ऑफिसर उसको नं. ३ स्टेज को भेजे और नया ग्रिविअंस फॉर्म नं. २ न भरा जाय। जिससे दूसरे फॉर्म भरने की तकलीफ न उठानी पडे।

५. अगर मजदूर को किसी भी स्टेज में (स्थान में) दिये गये समय अंदर निर्णय सुनाया नहीं जाता तो उसको अगले स्टेज में शिकायत पेश करने का हक रहना चाहिये।

६. ग्रिविअंस कमेटी में युनियन के कोई भी दो उपाध्यक्ष और असि. सेक्रेटरी या उनकी जगह में प्रेसिडेंट या जनरल सेक्रेटरी या दोनों को ही नियुक्त करने का हक युनियन को होना चाहिये।

उपर बताये गये सुझाव के साथ युनियन ने यह भी सुचित किया कि इन पर जल्दी अमल होना चाहिये जिसमें मजदूरों की तकलीफ दूर करने में आसानी हो।

इसके जवाब में कंपनी ने दो चिठी १८ और २५ फरवरी को युनियन को लिखी जिसमें उन्होंने जाहीर किया की आपके सुधारणां पर सोचविचार करने में समय लगेगा इसलिये आपके कहने के अनुसार कंपनी अपने बनाये हुये ग्रिविअंस प्रोसिजर १ मार्च १९५९ से चालू करती है। इसपर सोच विचार करने के लिये मॅनेजिंग कमेटी की एक जरूरी सभा २६ फरवरी को बुलाई गई और कंपनी की चिठियों पर विचार किया गया। यह जरूर है की कंपनी ने हमारी सुधारणा जो की कंपनी के स्टैंडींग ऑर्डर और विपक्ष मजदूर परिषद के मसौदे को ध्यान में रखते हुए ग्रिवीअंस प्रोसिजर में मांगी थी उसको कंपनी ने मंजूर नहीं किया लेकिन उसे रह भी नहीं किया है। इस बात को खयाल में रखते हुए और जो तजुर्बा कमेटी को रोजाना शिकायतें दूर करने में हासिल हुआ, यह निर्णय लिया की अभी इसी ग्रिविअंस प्रोसिजर को १ मार्च से अंमल में लाया जाय और दर महिने आम सभा में (अगर समय हो) नहीं तो मॅनेजिंग कमेटी की सभा में खास इसी विषय पर सोचविचार किया जाय। और जो अडचनें मालूम पडे उसे दूर करने की कोशिस की जाय। इस लिये कमेटी का आदेश है की अगर किसी कामगार को किसी किसम की दिक्कत इसके अमल करने के बारे में होती है तो वो फौरन युनियन के नेताओं को पेश करें। यह जरूर है की जैसा कंपनी ने ग्रिवीअंस प्रोसिजर के नं. १ और नं. २ स्टेज में कामगार को खुद ही शिकायत पेश करने का हक दिया है लेकिन अगर युनियन के किसी भी सभासद को सहायता

की ज़रूरत पड़े तो वो स्टैंडींग ऑर्डर के कलम २५ आधार पर युनियन के जरिये शिकायत पेश कर सकता है।

### कलम नं. २५ शिकायतों की सुनवाई

(१) किसी कामगार को अपने काम के विषय, या किसी उच्च अधिकारी के दुर्व्यवहार या अनुचित कार्यवाही के विरुद्ध शिकायत करनी हो तो प्रथमतः वह मैनेजर या उसके द्वारा इस कार्य के लिये नियुक्त अन्य अधिकारी को लिखित रूप में अपनी शिकायत पेश करेगा। यदि उसके शिकायत की सुनवाई न हो तो वह उस रजिस्टर्ड मजदूर संघ द्वारा जिसका वह सदस्य हो या उसकी पसन्द के कामगार द्वारा अपना प्रार्थना पत्र पुनः पेश करेगा।

(२) मैनेजर या अन्य ऐसा अधिकारी स्वयं इस शिकायत का वह जैसे उचित समझे, उस समय तथा स्थान पर जांच करेगा। कामगार तथा (१) वर्क्स कमेटी का उसकी पसंद का सदस्य, अथवा (२) यदी शिकायत किसी रजिस्टर्ड मजदूर संघ द्वारा की गई होगी तो संघ के एक सदस्य को जांच पड़ताल के समय उपस्थित रहने का अधिकार होगा।

कामगार को जब किसी उच्च अधिकारी के दुर्व्यवहार या अनुचित कार्यवाही के विषय शिकायत होगी उस अवस्था में मैनेजर के अन्तिम निर्णय के प्रति उसके अनुरोध करने पर उसे दी जायगी। अन्य मामलों में जांच पड़ताल करनेवाले अधिकारी के निर्णय तथा मैनेजर की उस पर की गई कार्यवाही, [यदि कोई की गई हो], शिकायत करनेवाले को सूचित की जायगी।

परन्तु इन शिकायतों की सुनवाई जिनका संबंध मारपीट, या निरीक्षक पद से किसी व्यक्ति द्वारा अपने पद के दुरुपयोग करने या अत्यावश्यक अवकाश अस्वीकार किये जाने से हो, मैनेजर स्वयं या अन्य एक या अनेक नियुक्त अधिकारी द्वारा तत्काल उसकी जांच की जायगी ॥”

कमेटीने अपना यह निर्णय कंपनीको लिखा है और मांग की है की वह भी नोटीस के द्वारा यह बात कामगारों को बताने की वह अपनी

शिकायत इस कलम के आधारपर कर सकते है। साथ ही साथ यह मा की है की हमारी भेजी हुई सुधारणोंपर जल्दीसे जल्दी तहजोड करके प्रिवीअंस प्रोसिजर में सुधारणा की जाये। सब कामगारों से नवेदन है की प्रिवीअंस प्रोसिजर की पुरी माखूमात लेनेके लिये नोटिस बोर्डपर पढें और अपने खातों के जनरल कौंसिल सदस्यों से समझनेकी कोशिश करें और इसका पूरा इस्तेमाल करने की कोशिश करें।

**कोड ऑफ डिसिप्लिन :** आप को माखूम है की सोलवी त्रिपक्ष परिषद जो गये साल नैनिताल में हुई थी जिसमें सरकार, मजदूर केंद्र संघ और मालीक केंद्र संघके प्रतिनिधी शामिल थे उन्होने मजदूरों और मॅनेजमेंट के बीच अच्छा रिश्ता रखने और धंदे में उन्नती होने पर विचार किया था। यह कोड ऑफ डिसिप्लिन यही परीषदनें एक राय हो कर बनायी है।

जैसा की आप जानते है की हम अखिल भारतीय ट्रेड युनियन कांग्रेस, जो की एक मजदूर केंद्र संघ है, और जिसमें हम शामिल है, उन्होने भी इस कोडको स्वीकार किया है और हमें आदेश दिया था की हम जल्दीसे जल्दी इसपर अमल करें क्यो की इससे मजदूर आन्दोलन में काफी फायदे है लेकिन साथ ही साथ युनियन और कामगारों पर काफी जिम्मेदारीयांभी आ पडती है। मिसाल के तौर पर हमें हडताल पर जाने से पहले हर कोशिश आपस में शांतिपूर्वक तहजोड करने की करनी होगी और तब नोटीस देने के बाद ही युनियन हडताल का आदेश दे सकती है। और साथही साथ बगैर तहजोड किये कामगारोंपर काम का बोझा नहीं बढा सकती और दुसरा अगर किसी विषयपर आपसमें फैसला नहीं होता तो दोनों एक ही अर्जी द्वारा लवादपर जायेंगे।

कोड की पूरी तरह समझ कामगारों और कंपनी अधिकारियों को देने के लिये व अच्छी तर जाहीर करने के लिये कमेटी ऑफीस वेअर्स और मॅनेजमेंट की सभा ९ जनवरी १९५९ को हुई। जिसमें काफी चर्चा होने के बाद कंपनीने इस पर और विचार करने के लिये समय मांगा। लेकिन कमेटी की पुरी कोशिश है की जल्दीही इसपर अंमल करने का फैसला हो। जिस से हमें अपनी मांगें हासिल करने में भी काफी फायदा होगा। कोड का अंग्रेजी कापी युनियन के दफतर में नोटिस बोर्डपर लगाया गया है और

आम कार्यकर्ताओंसे निवेदन है की इसकी पूरी समझ लेने के लिये कोशिश करें।

**स्पेशल इन्क्रिमेंट :** जो नोटिस स्पेशल इन्क्रिमेंट, १५ जनवरी को कंपनी ने जाहीर किया उस पर आम सभाने आपनी सभा में जो कि १५ फरवरी हुई थी उसमें लेद प्रकट किया और चर्चे में यह मालूम हुआ की कंपनी के फोरमेन मजदूरों पर जादा प्रोडक्शन देने के लिये जोर डालते है। और किसी भी प्रोडक्शन जोब का कोई स्थायी टका की मालूमात भी मजदूरों को मालूम नहीं है और कितनी प्रोडक्शन बढ़ाने पर कितनी स्पेशल इन्क्रिमेंट दी जायगी उसकी मालूमात नोटिस में नहीं दी। आम सभा के आदेशानुसार एक चिठी कंपनी को १५-२१ फरवरी रोज भेजी गयी है और उनसे उपर लिखी बातों की जानकारी मिलने की मांग की गयी है।

**युनियन का चंदा :** आप जानते है की युनियन का आर्थिक वर्ष (साल) ३१ मार्च १९५९ में खतम होता है और हमें अपनी मेंबरशिप की रिपोर्ट सरकार को भेजनी है। कानून के हिसाब से जिन सभासदों का चंदा ३ महिने से ज्यादा बकाया में है उसे सरकार मेंबर नहीं समझती। इसलिये कमेटी का आदेश है कि सब मजदूर अपनी वर्गणी पगार को बाकायदा दे कर अपनी युनियनको मजबूत बनाये। पगार के रोज कमेटी के सदस्यों को चंदा जमा करने का इन्तजाम किया गया है।

**मांगे :** आप जानते है की शुरु में कंपनी ने हमारी मांगो को नही माना था लेकिन काफी बातचीत करने के बाद कंपनी को भी हमारी मांगोपर सोच विचार करना पडा।

३ सितंबर १९५८ को कमेटी और मनेजमेंट में यह समझौता हुआ की मांग नं. १ (सी) के अनुसार मजदूरों को कंपनी के बनाये हुए ही ठीक ग्रेड मिलने के लिये एक जोईंट कमेटी तयार कि जाय। इस कमेटी में युनियन के उपाध्यक्ष श्री. भगवान आंगणे और असि. सेक्रेटरी श्री. गोविंद खिमजी और श्री. गोपाल नारायण नियुक्त किये गये। इस जाँच पड़ताल से कंपनी ने बहुत से मजदूरों को उनके काम के मुताबिक ठीक ग्रेड दिये। लेकिन इस में भी काफी अडचनें आयी। इन सब पर और बाकी मांगो पर भी सोच विचार करके आखरी निर्णय, [ अपनी मांगो को

हांसील करने के लिये ] आम सभा की बटक जो की ६ मार्च १९५९ को हो रही है, में लिया जायगा और आपको भी जाहीर किया जायगा। इस लिये युनियन आदेश देती है की सब कामगार एक होकर युनियन की संघटना मजबूत बनाये।

- ★ मजदूर एकता जिंदाबाद !
- ★ गोदरेज अॅन्ड बाइस वर्कर्स युनियन जिंदाबाद !!
- ★ अखिल भारतीय ट्रेड युनियन काँग्रेस जिंदाबाद !!!

तारीख : २ मार्च १९५९

जी. सुंदरम्  
जनरल सेक्रेटरी

28 JUL 1959

## LEVER BROTHERS EMPLOYEES' UNION

(Reg. No. 666)

### RECOGNITION SHALL NOT BE WITHDRAWN !

Friends,

You have already seen the hand-bill we issued on 26th June 1959, exposing the bogus claim of Messrs Rai and Raja Kulkarni, and rejecting the decisions of Shri D. G. Kale as unscientific and wrong. We have already appealed against this decision to the Labour Minister, Govt. of India. But since then many developments have taken place. In spite of our warning to the Management against withdrawing our recognition, and in spite of the fact that Shri D. G. Kale had admitted that he was not the statutory authority to decide the issue, the Management has not taken the appropriate steps in this case. Question comes up. "Are they paying only lip service to the Code of Discipline? and acting otherwise?" Attempts are being openly made to bring pressure from the Govt. to withdraw our recognition and foist the Congress union on the workers. Therefore we have to warn you, Beware ! Smash the disruptive plot before it matures !

Howsoever desperately these gentlemen may shriek against the genuine union like ours, and pour out all kinds of false, filthy and slanderous allegations against us through their hand-bills and whatever threats their 'chota' leaders give to our leaders, we are confident that the workers of the Hindustan Lever Limited cannot be fooled by such liars and disruptors. Let these gentlemen face the facts; and facts will speak for themselves.

Who are these gentlemen Messrs. K. K. M. Rai and Raja Kulkarni? What business did they have to start another rival union when already one union, the Lever Brothers Employees' Union, was existing in the Factory, and its doors were open to all those who really want to serve the interests of the workers? And if they started the rival union, what methods are they now employing to get the recognition to their bogus union, and who is helping them?

The workers of the Hindustan Lever Limited know this gentleman Shri K. K. M. Rai very well. To refresh your memory, meet some of our Refinery Filter-pressmen or some workers from the Vanaspati factory and you will hear basketful of stories about this General Secretary of the Congress Union. He is not a genuine trade-unionist, but he is a sel-

fish individual, who knows how to serve his own interests. That is why he could not find support from the workers to come up into the leadership of the Lever Brothers Employees' Union. Last year, when Shri Saklooram, one of our workers from the Refinery died in an accident, these gentlemen only put up a show of fight against the Management in the Coroner's Court, and collected hundreds of rupees exclusively for the purpose of the case and relief; but did these gentlemen help the bereaved and unfortunate widow of Saklooram? No. They could not spare anything from the amount; and it was our Union that did at least a bit to help her by collecting a small amount through its own activists. So it has become only the business of these gentlemen to look to their own interests and for that purpose start bogus organisation like the I.N.T.U.C. union, controlled and sponsored by the Congress and its money-bags.

The record of the other partner of this racket Shri Raja Kulkarni is equally stinking. He has hopped from the Communist Party to the Praja Socialist Party and from there he has rolled into the laps of the I.N.T.U.C., only because here alone he could find prosperity for himself! In his long sojourn in America and Japan, enjoying the hospitality of rich hosts, he must have trained himself in the craft of running trade unions in the interests of the employers. For, he is seen, adding to the treacherous record of the I.N.T.U.C. in Bombay. You must have already known from the textile workers how the I.N.T.U.C. union, the Rashtriya Mill Mazdoor Sangh led by G. D. Ambekar signed a black agreement with the millowners on bonus, which left thousands of workers without even a pie of bonus. Thanks to I.N.T.U.C. Sangh, 80,000 textile workers have suffered retrenchment. And for this betrayal by this I.N.T.U.C. Union, the textile workers are cursing and leaving it and as many as 92,000 of them have already joined the united organisation of the Mumbai Girni Kamgar Union led by Shri S. M. Joshi, S. A. Dange, Uddhavrao Patil, R. D. Bhandare and others. Raja Kulkarni is trying to bring I.N.T.U.C. treachery to the Sewree area. His dirty deal in the Petroleum is still fresh in the minds of all of us. When 5,600 Petroleum workers were in the midst of their battle under the leadership of their tried and tested Union, the Petroleum Workmen's Union, Raja Kulkarni goes and signs an agreement with the Oil Companies and thus sabotages the interests of the Petroleum workers. He could do this even though he had only 375 members as against the 5,600 of the other genuine union. Of course after what he calls "spectacular success", 200 members resigned from his union!

The declared aim of the I.N.T.U.C. for which Raja Kulkarni is working, is to start rival unions wherever there is one union in a factory. It is a part of the All-India policy of the I.N.T.U.C. and their President Shri Ramanujam had put it in black and white in the June Number of their organ. Whatever tall claims these I.N.T.U.C. leaders may make, workers know through their own experience that two unions in one and the same factory means division, it means turning the attention, energies and resources of the workers from the fight against the employer for better wages and better living conditions, to the fight among workers and workers only. And hence the workers have always resented such attempts at starting rival unions. That is why in our factory also, these gentlemen could not get the support of the workers and had to prepare a bogus membership-roll. They may shriek to their own satisfaction that they have won "the loyalty of majority of workers!" but workers know very well that it is a white lie, meant for hiding their real face. Hundreds of workers have signed for our Union as soon as our recognition was challenged. Can these gentlemen produce such mass sanctions behind their bogus union? If they have the "loyalty of majority of workers," why did they start this new racket? New Union? Why are they not prepared to face a ballot of the workers? Why could they not prove a single name from our membership roll as bogus, at the time of inquiry held by Shri Kale? Why did they withdraw a challenge-list against our membership? Why could they get only 8 out of 62 common members? Why do they deliberately spread lies that we did not raise objections to their roll and also to Shri Kale's authority in the beginning of the inquiry? Both Mr. Kale and Raja Kulkarni know very well that we had declared before the inquiry, the membership-roll of the Congress Union as bogus and had demanded that each name must be checked. But our request was ignored. Why? If they are not bogus, let them answer all these questions.

But this is not all. These gentlemen have now taken a sommersault. They declared that the para "g" of the criteria on "Recognition of Unions and Verification of Membership", does not apply to their union! According to this para, our State government must appoint a committee composed of the representatives of all central organisations to go into and resolve the dispute on the departmental verification of the memberships of the contesting unions, and if no solution on the dispute could be found that way, then the dispute must be referred to an agreed party or a tribunal for the final decision. These gentlemen do not want to go

before such a committee or an impartial tribunal. And we are not at all surprised because our Hon'ble Labour Minister Shri Shantilal Shah, is himself the leader of the I.N.-T.U.C. and he has so far not implemented the decisions of the Tripartite Conference, since it would be very inconvenient to the I.N.T.U.C. unions and his 'chota' leaders. Shri Shantilal Shah and his department have been under heavy criticism from the working class of Bombay, for their openly anti-working class policies and activities helping their pocket and bogus organisations. We in our factory will have to fight the same to defend our recognition.

We have to warn the Company that if they really stand by the Code of Discipline in its entirety as they have declared, they must take immediate and appropriate steps and we also warn them that any attempts to violate these and any attempts to withdraw our recognition arbitrarily, will not be tolerated by the mass of workers in the Factory and that the Management alone will be held responsible for all the consequences arising out of their own omissions and commissions.

Friends, we have to be very vigilant to guard not only our trade union rights, but we must be also very vigilant to see that goondaism, intimidation and falsehood are not allowed to encroach upon our rights and trade union movement. Knowing fully well that they do not enjoy the confidence and respect of the mass of workers in our Factory, the sponsors of the rival union are resorting to such dirty methods of intimidation, threats, etc. But we are confident that our workers will stand firm by their organisation and defeat all such attempts on the part of these disruptors.

**A Mass Meeting at the Soapery Gate will be held on Monday, 20th July 1959 at 4-30 P.M. Attend in your hundreds and make it a success!**

*LONG LIVE THE UNITY AND SOLIDARITY OF THE WORKERS  
OF THE HINDUSTAN LEVER LIMITED!*

*LONG LIVE LEVER BROTHERS EMPLOYEES' UNION!*

*LONG LIVE ALL INDIA TRADE UNION CONGRESS!*

17th July, 1959

G. Sundaram  
General Secretary.

Printed by Jayant Bhatt, at the New Age Printing Press, 190-B, Khetwadi Main Road, Bombay 4 and Published by G. Sundaram from "Shramajeevi Awaz", Sewree Cross Road, Bombay 15.

# LEVER BROTHERS EMPLOYEES' UNION

( Regd. No. 666 )

" Shramajeevi Avaz " 34, Sewree Cross Road, Sewree

President: K. T. SULE

Gen. Secretary: G. SUNDARAM

Ref:

Bombay 15, 4th August 1959

The General Factory Manager,  
Hindustan Lever Limited,  
Haji Bunder,  
Sewree, Bombay 15.


Dear Sir:

With reference to your letter dated 3, August 1959 and our discussions with your Personal Manager, Shri Umra Bahadur, we have to state that we have written to Hon. Shri Gulzarilal Nanda, Union Minister for Labour and Employment and we hope to get the clarification from him you have sought for, and we have also requested him to expedite the advise. But, as you are aware such things require some time and we have therefore to request you to kindly extend your notice of the 25th July for a month hence, so that the matter will not precipitate any crisis in our relations with you.

We hope you will kindly grant our request.

Thanking you,

Yours truly,  
FOR LEVER BROTHERS EMPLOYEES' UNION,

  
G. Sundaram,  
General Secretary

C.C. 1) Hon. Shri. Gulzarilal Nanda,  
Union Minister for Labour & Employment, New De

2) Govt. of Bombay.



TRUE COPY

FROM : HINDUSTAN LEVER LIMITED,  
Haji Bunder, Sewree,  
BOMBAY 15.

TO : The General Secretary,  
Lever Brothers Employees Union  
BOMBAY.

Dear Sir:

We are in receipt of your letter of the 31st July. It is noted that, according to advice received by you, Shri Gulzarilal Nanda, the Minister for Labour, Government of India, has given his ruling in your favour on points 1 and 2 set out in your letter. We have no official advice on this matter. It is not clear to us whether the minutes of the recent meeting of the Indian Labour Conference would incorporate these rulings.

It is noted that you addressed a letter to Shri Nanda on 31st July asking for confirmation of these rulings. If and when you get the confirmation please advise us. In the event of there being an appeal from the findings of the Assistant Labour Commissioner, Bombay, Please let us know as and when a decision is given by the Appellate authority. We will not be in a position to review the matter until there is a definite clarification of all relevant issues.

Yours faithfully,  
HINDUSTAN LEVER LIMITED,

Signed: H. Gates,  
(General Factory Manager)

# LEVER BROTHERS EMPLOYEES' UNION

(Regd. No. 666)

"Shramajeevi Avaz" 34, Sewree Cross Road, Sewree

President: K. T. SULE

Gen. Secretary: G. SUNDARAM

Ref:

143

Bombay 15, August 4, 1959

Hon. Shri. Gulzarilal Nanda,  
Union Minister for Labour and Employment,  
Govt. of India,  
New Delhi.

Dear Sir,

Code of Discipline & Issue  
of Recognition of  
Our Union.

Please refer to our letter to you dated 31st July 1959 on the above subject and our request to you to kindly intervene and advise the ~~State~~ Govt. of Bombay to correctly guide the Employer in regard to the issue of recognition to our Union.

We had sent you along with our letter referred to above, a copy of our letter to the General Factory Manager of the Company, of the same date, by which we had asked them to forthwith withdraw their notice issued in their letter dated 25th July 1959, for withdrawing the recognition of our Union, which has been existing ~~for~~ for a long time before June 1958.

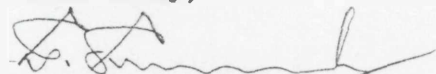
We have received a reply from the Company dated 3rd August 1959, a copy of which is enclosed herewith. You will see from that that they are not prepared to accept our version of your rulings at the recent Madras Meeting of the Indian Labour Conference. That puts us in a very difficult position because the Company is guided by the directives ~~as~~ of the Bombay Government alone, which directives, as you know, are not in conformity with your rulings and our understanding of the implementation of the Code of Discipline.

Thus the position is that there will be a grave breach of industrial relations in the Factory as and when the Company implements its notice to us. As per that notice our recognition will have been withdrawn by the Company on 7th August 1959. The time therefore is very short; and nothing but a direct intervention by you, with a suitable directive to the Company itself, to stay implementation of their notice to us, can save the situation.

Please be good enough to render the timely help which is called for and for which we shall be very grateful to you,

Thanking you,

Yours truly,

  
General Secretary.

Enclosures. 2.

17 AUG 1959

# LEVER BROTHERS EMPLOYEES' UNION

( Regd. No. 666 )

" Shramajeevi Avaz " 34, Sewree Cross Road, Sewree

President : K. T. SULE

Gen. Secretary : G. SUNDARAM

Ref:

Bombay 15, August, 12, 1959.

7/43

To,  
The General Factory Manager,  
Hindustan Lever Limited,  
Sewri, Bombay 15.


Dear Sir,

## ONE DAY-PROTEST -STRIKE.

We wish to forward to you the following resolution of our General Council for your information:

"The General Council at its meeting held on 12th August 1959, reviewed the call given for One Day Protest -Strike, to take place on 14th August 1959, and the Council unanimously expresses that the call of the Managing Committee for the Protest-Strike was perfectly correct and justified. The Council however feels that since it is the main task of the Union to maintain and strengthen the unity and solidarity of the workers, and that since a strike at this juncture is likely to prejudice this objective, the Council unanimously decides to postpone the proposed strike. The Council otherwise reiterates the resolution of the Managing Committee and calls upon the Management to cancel its decision of withdrawing our recognition".

Yours truly,

  
General Secretary.

cc. Commissioner of Labour, Bombay State.

Hon'ble Shri. Gulzarilal Manda, Minister for Labour & Employment, New Delhi.

Under-Secretary to the Govt. of Bombay, Labour & Welfare Dept., Bombay 1.

✓ General Secretary, All India Trade Union Congress, New Delhi.

General Secretary, B.S.T.U.C., Bombay.

# LEVER BROTHERS EMPLOYEES' UNION

(REGD. NO. 665)

## 14th AUGUST ZINDABAD !

Friends,

In accordance with the resolution of the Managing Committee, we have served a notice to the Company that the workers will stage ONE DAY'S PROTEST STRIKE on 14 AUGUST 1959, against the withdrawal of the recognition of our Union and extending it to the I.N.T.U.C. Union. Friends, we appeal to each one of you to make this protest strike a resounding success.

### Why this Protest-Strike ?

Friends, you are posted with all the developments concerning the question of recognition to our Union by the Company. What we had predicted in our last hand-bill on 17th July has come true now. We had feared that pressure was being brought on the Company from the Labour Dept. of the Bombay Government to withdraw our recognition and extend the same to the I.N.T.U.C. Union. Our fears have proved to be true. The entire conspiracy has now come to light. And we can now name the culprits of this conspiracy against not only the Lever Brothers Employees' Union, but against the 2700 workers and employees of the Hindustan Lever Limited.

We point our accusing finger to the Company as the Culprit Number One! Why? As you know all the details of the developments through our hand-bills, we would like to state only the big facts here.

Exactly a year ago, on 11th August 1958, the Company wrote to our Union and informed that the Company accepted the Criteria agreed at the Indian Labour Conference **in their entirety** for the purposes of recognition of unions within the Company. And these criteria clearly state that if the results of the departmental machinery are not accepted by any of the parties the dispute on recognition shall be placed before an agreed independent agency or a Tribunal for a final decision. And we did not accept the decisions of Shri D. G. Kale, the Deputy Commissioner of Labour (Admn.). Then why did the Company refuse to abide by the criteria, which the Company had accepted by its letter of 11-8-58? Why did it by-pass its own agreement with the Union and rush to the Bombay Government for clarification? Is it not a breach of contract with the Union?

Despite the provocative action of the Company, the Union strictly followed the decisions and directives of the Indian Labour Conference and its sub-committees and has also striven to preserve industrial peace though the Company had adopted adamant attitude on many an issue. But now the Company has

cast to winds all cannons of reasons and fair play. Otherwise, why should it not wait till our appeal was heard by the Union Labour Minister, Shri Gulzarilal Nanda, who had convened the Tripartite Conference and who could be the proper authority to give clarification if the Company had any doubts? We have not only preferred an appeal under the Tripartite Conventions, but we also sought to raise through Com. S. A. Dange, the General Secretary of the All India Trade Union Congress and a delegate to the recent session of the Indian Labour Conference at Madras on 28th and 29th July 1959, the question of the recognition to our Union. And we are happy to announce that the Hon'ble Shri Gulzarilal Nanda, has given the following rulings as the Chairman of the Session.

1. That there is a case in the stand of the Lever Brothers Employees' Union;
2. That an appeal can lie against the decision of Shri Kale; and,
3. That the method of sample check, used by Shri Kaic for verifications of the membership of the contesting unions was wrong.

Moreover, we had also informed the Company that the Central Implementation and Evaluation Committee has given decision in September 1958 that the unions which are already recognised in or before June 1958, shall continue to enjoy that status for two years. That means the company cannot withdraw our recognition till at least June 1960.

These rulings, you will see, have vindicated our stand on this dispute. And, if the Company really stands for justice, as it always claims, it should have either accepted these rulings and withdrawn its notice of 25th July 1959, or should have at least acceded to the request of the Union and granted extension of the notice for a month. In fact, when the Management put forward the excuse that they had no official information or confirmation of these rulings, the Union immediately wrote to the Union Labour Minister on 4th August. Our request made on that same day, was very reasonable, because such things take some time. And if the Company had meant fair play, it should not have grudged the request. Heavens would not have fallen. But it did refuse, and within 24 hours! On 5th August! Why this haste?

Now let us take another point or contention of our Management. The Company declares that it would recognise a union which enjoys the support of the overwhelming majority of the employees in the Factory; and hence the membership of such a union should be higher. If this is true, why do they shut their eyes to the reality? Did they not see that as many as 1144 workers sent a signed declaration in our favour, within a short period of a week? Did they not see that hundreds of workers stood in

the pouring rains on 20-7-59, to declare to the management that the recognition to their Union shall not be withdrawn? Did they not see that hundreds of workers in the same week on 27-7-59, defied the torrential rains to demonstrate before the Management and thus gave a living proof of the mass popularity of the Lever Brothers Employees' Union? What more concrete proof was necessary?

Truth is that the Company knows this very well and still withdraws our recognition and extends it to the Congress Union with the help of the Labour Dept. of the Bombay Government, defying not only its own agreement with us, but even the rulings of no less an authority than that of the Union Labour Minister! Why?

### The Cat Has Come Out of the Bag

There is a definite game behind all these calculated moves of the Company and we all must understand and fight back this conspiracy, in which the Company, the I.N.T.U.C. Union and the Labour Dept. of the Bombay Government are united against all of us. Not only Congress Ministry has been carrying out openly anti-working class policies and helping the disruptive activities of the I.N.T.U.C., but our own Management also is interested in this. It has also seen the writings on the wall. Everywhere workers are uniting and fighting determined battles against their employers and for betterment of their living conditions. And our workers are not an exception to this glorious struggle. They have maintained their unity all these long years, built up their union, fought against disruption every time, and are fighting for their rights and better living conditions. Our Agreement with the Company will come to an end in 1960 and we are bound to wage this time a real battle and secure a really better Agreement than the present one. Precisely this the Company is afraid of! and so it has come out with this attack on us and our united strength —our Union. Friends, we all must realise this. We must realise that disruption in the ranks of the workers, is the only sure method the Company can rely upon to save its own interests of higher profits at the cost of the toiling workers. And in this game of disruption, the Company has found a willing helper, and that is the I.N.T.U.C. Union of Messrs. Rai and Raja Kulkarni. What the I.N.T.U.C. Unions have done and are doing everywhere in other industries and factories, will be definitely done in our Factory by these gentlemen and the Company has no doubt about it, Shri Raja Kulkarni has proved his bonafides to the Company by signing an agreement behind the backs of the thousands of Petroleum workers in our city. So Friends, it is not only our recognition that is at stake, but it is really our entire future that is at stake. **So we must answer back the challenge of the Company! They shall not succeed!** During the last 3 or 4 years, with all our shortcomings, our Union has become a force in the Factory, a symbol of not only the unity of workers, but their strength also. The Union might not have brought substantial monetary gains to the work-

ers, but it has definitely brought other reliefs to them, it has saved scores of workers from charge-sheets and punishments; it has succeeded fairly in preventing forcible work-loads and harassment of the workers by the Management; and have created conditions where the ordinary rights of the workers could not be trampled by the departmental bosses, as it used to be in the past. And to-day also, the Union vows that, recognition or no recognition, the Union will continue to defend the interests of the workers and serve them as it is doing now. The Union vows that its office-bearers and other active workers will never let you down. They shall be always in the forefront in all the battles, big and small. With this unity and strength, the Union will defeat the game of the Management and the disruptor I.N.T.U.C.

But it all depends on your timely action. Therefore, you must strike against the first attack of the Company. Therefore, you all must make the ONE-DAY PROTEST STRIKE a resounding success. Wipe out your differences and unite firmly against the Company! We specially appeal to all those who might have some grievances against the Union, and all those who generally like to remain passive. We appeal to them : Even for your those grievances to be solved, it is necessary that the unity is not disrupted, that our Union becomes a formidable force, that can rout the plans of the Management and bring victory to the cause of the workers. We are confident that lessons of the past experiences will not be lost on them. Therefore close up your ranks and stand firmly under the banner of the Union, the Lever Brothers Employees' Union, and make the 14TH AUGUST A GRAND SUCCESS.

#### **14TH AUGUST ZINDABAD !**

**Long Live the Unity and Solidarity of the Workers of the Hindustan Lever Limited !**

**Lever Brothers Employees' Union Zindabad !**

**All India Trade Union Congress Zindabad !**

**Down With the Disruption !**

8th August, 1959.

**G. SUNDARAM  
General Secretary.**

# LEVER BROTHERS EMPLOYEES' UNION

( Regd. No. 666 )

" Shramajeevi Avaz " 34, Sewree Cross Road, Sewree

President: K. T. SULE

Gen. Secretary: G. SUNDARAM

Ref:

Bombay 15, August 6, 1959.

To,  
The General Factory Manager,  
Hindustan Lever Limited,  
Sewri, Bombay 15.

Dear Sir,

## ISSUE OF RECOGNITION OF THE UNION & NOTICE OF STRIKE.

We are forwarding below the resolution unanimously adopted by the Managing Committee of our Union, at its Meeting held to-day (6th August 1959), which you will find self-explanatory:

" This extra-ordinary meeting of the Managing Committee of our Union, held on 6th August 1959, having considered the correspondence between the Management and the Union, ending with the Company's letter dated 5th August 1959, resolves it as follows:

The Company gave us a fort-night's notice by its letter dated 25th July 1959 for withdrawing the recognition of our Union, which recognition is existing for the last several years, and the Company has refused to accede to the request of the Union to extend its notice for a period of further one month. The Managing Committee is aware that the justification given by the Company for its action is based on its understanding of the letter written to it by the Under-Secretary to the Government of Bombay, Labour and Welfare Dept., on 12th July 1959, in which that official suggested that the Company "may accept the findings of the Deputy Commissioner of Labour (Adm.), Bombay, on the question of membership of the two Unions and recognise the union which is found by him to have a higher membership". The Managing Committee declares that the Company has no right to justify its action in giving notice of withdrawal of recognition because the recognition given to us, is not conditional upon the above criterion.

On the other hand, it is a voluntary understanding undertaking of the Company that the recognition of our Union now being continued under the Code of Discipline, is subject to the criteria which the Company itself asked the Union to accept by its letter of 11th August 1958; and one clause of these criteria being the detailed and adequate procedure for verification with appeal provisions. The Managing Committee declares that as long as the Company does not give notice of withdrawal of these criteria, the Company has no right to absolve its responsibility of its contractual obligations, by merely taking refuge under some interpretation given to it by an official of the Government of Bombay.

Notwithstanding the above, the Union informed the Company in writing on 31st July 1959, of the rulings given by the Chairman of the Madras Session of the Indian Labour Conference on 28th and 29th July 1959, which rulings have the effect of nullifying the criterion of the Company for justifying its notice. The Managing

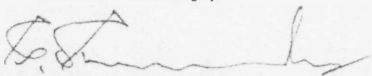


Committee deplores that the Company, without seeking clarification from the proper authority, namely the Union Labour Minister, Shri. Gulzarilal Nanda, resorts to the excuse that they have no official clarification on this subject, to justify their refusal to extend the notice period by ~~xxx~~ further one month.

The Managing Committee further declares that, though the Company takes months and months to consider the vital issues raised by the Union, for amicable settlement, the Company has chosen ~~taxfr~~ to refuse grant ~~taxix~~ the Union's request for extension of its notice by one further month on such vital issue as the recognition of the Union, in which ~~xxxxxxx~~ hundreds of workers have been restive since the last so many months. The Managing Committee therefore strongly protests against the provocative action of the Company.

The General Council of our Union has already warned the Management, by its resolution of 24th July 1959, not to take any step that would precipitate a crisis in the relations between the Company and its employees, and that if the recognition of our Union was withdrawn, it would be resented by the workers and that the Union would be free to direct its members and workers to take all necessary steps including strike, to defend their rights and the recognition of their Union. The Managing Committee is aware that the indignant workers are anxious to strike on the 8th August 1959 itself, on which the Company's notice seeks to withdraw the recognition to our Union. The Committee however resolves ~~that~~, with a view to give sufficient time to the Company to reconsider and retrace its ill-advised step of withdrawing the recognition to our Union, to give hereby a week's notice to the Company from TODAY, that all members and workers shall go on one day's protest strike on 14th August 1959, should the Company persist in its adamant attitude, and the entire responsibility of all the consequences shall lie on the Company alone."

Yours truly,

  
General Secretary.

cc.

Hon. Shri. Gulzarilal Nanda, Union Labour Minister for Labour and Employment,  
New Delhi.

Commissioner of Labour, Govt. of Bombay.

Under-Secretary to the Govt. of Bombay, Labour & Welfare Dept., Bombay 1.

✓ General Secretary, All India Trade Union Congress, 4, Aghok Rd., New Delhi.

General Secretary, Bombay State Trade Union Committee of the A.I.F.U.C.

D.O.No.172/LB/59  
August 5, 1959

Dear Shri Nandaji,

You remember Shri Dange referred to the case of withdrawal of recognition of our affiliate, Lever Brothers Employees Union, Bombay, in the Indian Labour Conference at Madras. The recognition of the union is being sought to be withdrawn consequent on the challenge by a rival union. Our point is that in the case of recognition, verification of membership should be in detail and not sample checking. This is in conformity with the decision of the meeting held on March 21, 1959. The verification in this case has taken place after March 1959.

The union appealed against the wrong verification procedure and the orders of the Labour Commissioner, Bombay, to the Labour Minister of Bombay Government. Unfortunately, the Bombay Government has upheld the orders of the Labour Commissioner, Bombay.

Hence the subject was raised in Madras and you were good enough to state that verification should be done in accordance with the decision of March 21 meeting, i.e., detailed and not sample check for recognition purposes and that right of appeal against wrong orders is there.

According to the communication from the Company, the recognition is to be withdrawn on August 7, 1959. The union has already represented to you vide their letter dated 7th July, 24th July and 31st July, 1959.

You are therefore requested to: (i) write immediately to the company not to withdraw the recognition of the union and (ii) order detailed

check-up of membership of the unions for  
recognition purposes.

Early action is requested.

With regards,

Yours sincerely,

*K.G. Sriwastava*  
(K.G.Sriwastava)

Shri G.L.Nanda,  
Minister for Labour & Employment,  
Government of India,  
New Delhi.

# LEVER BROTHERS EMPLOYEES' UNION

(Regd. No. 666)

"Shramajeevi Avaz" 34, Sewree Cross Road, Sewree

President: K. T. SULE

Gen. Secretary: G. SUNDARAM

Ref:

Bombay 15, ~~Aug~~ August 4, 1959.

My dear Com. Shrivastha,

I do hope you have already received our letter dated 31st July 1959 with which we sent you a copy of latest correspondence of the disputes arising from the notice of withdrawal of recognition of our Union.

Herewith please find a copy of the reply from the company dated 3rd August 1959. You will see company's reply does not deal with the point 3 of our letter dated 31st July 1959, that is with regard to the statusco being maintained for a period of two years from 1st June 1958. I, therefore, went accros to the company and had a personal discussion with them on this point. I asked for a written reply so that we could ~~xxx~~ proceed with further step. No reply has been given in writing but the oral reply is that the company does not know of any such provisions regarding the Code of desciplins.

Thus as the matter stands, the company is bound to withdraw the recognition on the 7th or 8th of this month and that will precipitate the real crisis. What are we ~~in~~ to do then? Shall we give a notice and say to the extent that the company does not function on the basis of code of discipline as we understand and as we are advised, we are no more bound by theCode! that will give us the freedom to call our workers to go on strike to resolve a dispute arising from the withdrawal of the recognition.

On the other hand, ~~it~~<sup>it</sup> is worth it when we see that we are on firm grounds and what is required is for Shri Nanda to effectively intervene, which he can certainly do on our side. But, this intervention has to come either ~~an~~ advice or a directive ~~in~~ directly to the company because the company seems to be operating on the basis of direction from the Government of Bombay and the Employers Federation seems to have advised the company to do so - may be because there is no implementation or Evaluation Committee in Bombay. My enquiry show~~th~~at the minutes of the Central E. & I. Committee meeting of September 1958 are given no importance by the Employers Federation or for that matter by the Bombay Government.

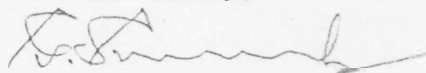
(enclosed herewith)

I have therefore written an official letter to Shri Nanda regarding the situation created by the company's reply of 3rd August 1959. If it looks to you all right, please deliver the same when you meet Shri Nanda otherwise you can deal with the matter you think best.

I am sending this letter by express delivery and hoping for the best. If you deem it absolutely necessary that one of us should come to Delhi, which means ~~xxx~~ Air journey at least one way and all that heavy expenses we do not mind. Therefore, please telegraph at 61453 *y. narsing*

With greetings,

Yours fraternally,



# LEVER BROTHERS EMPLOYEES' UNION

( Regd. No. 666 )

" Shramajeevi Avaz " 34, Sewree Cross Road, Sewree

President : K. T. SULE

Secretary : G. SUNDARAM

Bombay 15, August 4, 1959

Hon. Shri. Gulzarilal Nanda,  
Union Minister for Labour and Employment,  
Govt. of India,  
New Delhi.

Dear Sir,

Code of Discipline & Issue  
of Recognition of  
Our Union.

---

Please refer to our letter to you dated 31st July 1959 on the above subject and our request to you to kindly intervene and advise the Bombay Govt. of Bombay to correctly guide the Employer in regard to the issue of recognition to our Union.

We had sent you along with our letter referred to above, a copy of our letter to the General Factory Manager of the Company, of the same date, by which we had asked them to forthwith withdraw their notice issued in their letter dated 25th July 1959, for withdrawing the recognition of our Union, which has been existing ~~from~~ for a long time before June 1958.


We have received a reply from the Company dated 3rd August 1959, a copy of which is enclosed herewith. You will see from that that they are not prepared to accept our version of your rulings at the recent Madras Meeting of the Indian Labour Conference. That puts us in a very difficult position because the Company is guided by the directives ~~as~~ of the Bombay Government alone, which directives, as you know, are not in conformity with your rulings and our understanding of the implementation of the Code of Discipline.

Thus the position is that there will be a grave breach of industrial relations in the Factory as and when the Company implements its notice to us. As per that notice our recognition will have been withdrawn by the Company on 7th August 1959. The time therefore is very short; and nothing but a direct intervention by you, with a suitable directive to the Company itself, to stay implementation of their notice to us, can save the situation.

Please be good enough to render the timely help which is called for and for which we shall be very grateful to you,

Thanking you,

Yours truly,

  
General Secretary.

cc AFTM

TRUE COPY

FROM : HINDUSTAN LEVER LIMITED,  
Haji Bunder, Sewree,  
BOMBAY 15.

24th August 1950

TO : The General Secretary,  
Lever Brothers Employees Union  
BOMBAY.  
Haji Bunder,  
Sewree, Bombay 15.

Dear Sir:

We are in receipt of your letter of the 31st July. It is noted that, according to advice received by you, Shri Gulzarilal Nanda, the Minister for Labour, Government of India, has given his ruling in your favour on points 1 and 2 set out in your letter. We have no official advice on this matter. It is not clear to us whether the minutes of the recent meeting of the Indian Labour Conference would incorporate these rulings.

It is noted that you addressed a letter to Shri Nanda on 31st July asking for confirmation of these rulings. If and when you get the confirmation please advise us. In the event of there being an appeal from the findings of the Assistant Labour Commissioner, Bombay, Please let us know as and when a decision is given by the Appellate authority. We will not be in a position to review the matter until there is a definite clarification of all relevant issues.

Yours faithfully,  
HINDUSTAN LEVER LIMITED,

Signed: H. Gates,  
(General Factory Manager)

4th August 1959

The General Factory Manager,  
Hindustan Lever Limited,  
Haji Bunder,  
Sewree, Bombay 15.

Dear Sir:

With reference to your letter dated 3, August 1959 and our discussions with your Personal Manager, Shri Umra Bahadur, we have to state that we have written to Hon. Shri Gulzarilal Kanda, Union Minister for Labour and Employment and we hope to get the clarification from him you have sought for, and we have also requested him to expedite the advise. But, as you are aware such things require some time and we have therefore to request you to kindly extend your notice of the 25th July for a month hence, so that the matter will not precipitate any crisis in our relations with you.

We hope you will kindly grant our request.

Thanking you,

Yours truly,  
FOR LEVER BROTHERS EMPLOYEES' UNION,



G. Sundaram,  
General Secretary

11 AUG 1959

# LEVER BROTHERS EMPLOYEES' UNION

( Regd. No. 666 )

" Shramajeevi Avaz " 34, Sewree Cross Road, Sewree

President: K. T. SULE

Gen. Secretary: G. SUNDARAM

Ref:

113

32662

Bombay 15, August 6, 1959

My dear Com. Shrivatsav,

Herewith please find a copy of our letter to the General Factory Manager, Hindustan Lever Limited, Sewri, Bombay 15. We have also enclosed another copy for Shri. Gulzarilal Wanda, and it should be delivered to him by you only, because the earlier letter dated 4th August 1959, addressed to him, was sent through you, so that you could deliver it if you felt it necessary and proper to have addressed such a letter to the Union Labour Minister. We are very sorry we haven't received any letter from you as yet. Hope you have delivered the earlier letter to him and we might get your letter this evening. Please deliver the attached copy, which is our notice to the Company. ~~There~~ There will be a Protest strike on 14th August 1959.

Please <sup>breaks</sup> your silence and <sup>let us</sup> atleast know what you have done and what you feel we should do.

With Greetings,

Yours fraternally,

Prema Das



# GODREJ & BOYCE WORKERS' UNION

(REGD. NO. 220)

Godrej Colony, Block No. 28, Room No. 14, VIKHROLI

Ref: \_\_\_\_\_

Bombay, 28th Aug., 1959

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

Dear Comrade,

Enclose herewith please find a copy of  
Annual Return prescribed under section 28 of the Indian  
trade Unions Act, 1926, for the year ending 31st March, 1959.

With greetings,

Fraternally yours,

*C. S. Salunke*  
for GENERAL SECRETARY.

cc.

The General Secretary,  
E.S.T.U.C.,  
166, Khandelwal Bhavan,  
Fort, Bombay-1.

FORM I

ANNUAL RETURN PRESCRIBED UNDER SECTION 28 OF THE INDIAN TRADE  
UNIONS ACT, 1926, FOR THE YEAR ENDING 31st MARCH, 1959

Name of Union. The Godrej & Boyce Workers' Union, Bombay.

Registered Head Office. Godrej Colony, Block No. 28, Room No. 14,  
Vikhroli, Bombay.

Number of certificate of registration. 220

Return to be made by federation of Trade Union... A

B

C

D

This return need not to be made by  
federation of Trade Unions.

Number of members on book  
at the begining of year... 2616

Number of members admitted  
during the year (add)..... 0805

Together. 3421

Number of members who left  
during the year (deduct)... 0617

Total number of members on  
books at the end of the year 2804

Males..... 2804

Females..... Nil

Number of members contribut-  
ing to Political Fund..... Nil

A copy of the rules of the Trade Union corrected up to the date  
of des/atch of this return is appended.

Dated the 29th July, 1959.

Sd. G. Sundaram  
General Secretary.

100, Feb 13 1959

Office of the Shrigonda Taluka  
Sakhar Kamgar Union  
Trade Union Centre, *anavasa,*  
Ahmednagar

143

Date 28 August 1959.

To

The General Secretary  
Bombay Provincial Trade Union Centre  
BOMBAY-

*Com. The*

Subject:- MEMBERSHIP AS ON 31 st MARCH 1959

Dear Comrade,

With reference to your letter dated 24 Aug 59 I have to inform you that our membership as on 31 March 59 was 841 and further to add that I have informed the same to the Central Office at DELHI by telegram.

Incidentally I have to add that our Union is not receiving any circulars or minuits of the Executive Committee meetings and also not the issue of Trade Union Record inspite of our reminders. May I therefore request you to look into matters and do the needful.

I hope that you will look into the above and also write to the Central Office.

With greetings,

Yours fraternally,

*M.M. Katre*  
(M.M.KATRE)  
General Secretary

*Encl: Com. Shrivastav  
to HQ*

Copy forwarded with compliments to Com. Shrivastav Secretary, All India Trade Union Congress for information and with a request to arrange to send us circulars, minutes etc and the issue of 'Trade Union Record' including back numbers if available.

RECEIVED  
OCT 1 1959

11 SEP 1959

# Gujerath Industries Himalayan Workers' Union

Ganesh Patel Building,  
Ghodbunder Road, Andheri,  
BOMBAY 41.

Ref No. \_\_\_\_\_

Date 10th September 1959.

IMMEDIATE

To  
The Secretary,  
All India Trade Union Congress,  
New Delhi.

Subject:-Violation of the Code of Discipline  
by M/s. Gujrat Industries Private Ltd.,  
Lalji Mansing Building, Lohar Chawl,  
Bombay-2.

Dear Sir,

We are enclosing herewith copy of a letter dated 8th instant, written by us, to the Secretary to the Government of Bombay, Labour and Social Welfare Department, Bombay, in connection with the subject matter. The situation is deteriorating very fast and we have to request you to use your good offices to see that the activities of the Management are put a stop to forthwith.

Thanking you in the meantime, we remain,

Yours faithfully,  
for GUJRAT INDUSTRIES HIMALAYAN WORKERS' UNION,

President.

Encl: 1.

*Infra hai he mail  
wait for me this for  
regards to Bill. When  
you can answer. If no reply  
is sent, this is not  
proof of his availability and  
the rest of the case is to be  
left alone.*

*mm  
11/10*

GUJRAT INDUSTRIES HIMALAYAN  
WORKERS' UNION

Ganesh Patel Building,  
Ghodbunder Road,  
Andheri, Bombay-41.

Date: 10th September 1959.

To  
The Secretary to the Government of Bombay,  
Labour and Social Welfare Department,  
Old Secretariat Building,  
Bombay-1.

Dear Sir,

This is to invite your attention and seek your immediate intervention in the fast deteriorating situation in both the factories (at Colaba and Goregaon) of M/s. Gujrat Industries Private Ltd., Lalji Mansing Building, Lohar Chawl, Bombay-2, as a result of the reckless, anti-working class policies pursued by the Management of this Company, in open violation of all the principles of fair play and even the Code of Discipline accepted at the Tripartite Conference.

The Code of Discipline was accepted by all the parties, who were party to the Tripartite Agreement, out of the realisation of the supreme need for maintaining industrial peace in our country and for avoiding or at least minimising to the maximum possible extent, the causes of friction that arise continuously between the Industry and Labour. According to the Ministry of Labour, Government of India, this Code of Discipline has come into force from 1st June 1958 and as such has become binding on all

the parties concerned. Consequently, the Code of Discipline, in view of the factors <sup>that</sup> have gone into its conception, as well as by its enforcement <sup>by</sup> as above, the Government of India, no more remains merely as a voluntary piece of Agreement between the various parties. Any deviation from the Code of Discipline and any failure <sup>of</sup> on the part of the constituents to fulfil their part of the commitment, should be severely dealt with, not merely as an illegal act, but also and more so, as an anti-national act, because above all, the Code of Discipline is a vital and integral part of our national Planning and any effort to subvert the Code of Discipline would be nothing short of an attempt to subvert the National Plan itself.

M/s. Gujrat Industries Private Ltd., a concern engaged in the manufacture of fountain pens, employing about 500 workers in both their factories, have embarked on such a systematic and open violation of the Code of Discipline. They are resorting to steps which, not only could not be justified from the normal stand point of employer-employee relations, but which become all the more reprehensible from the stand point of the Code of Discipline.

We are giving herebelow a few of such instances and would request you to use your good offices to put a stop to this situation, which if not stopped in time may

lead to a serious burst up.

(1) M/s. Gujrat Industries Private Ltd. had an Agreement with this Union, viz. Gujrat Industries Himalayan Workers' Union, guaranteeing certain wage scales, increments and certain other service conditions. The Agreement was reached in 1956 and was to be binding for 2 years. The Union duly terminated the Agreement on the 11th August 1958 and a fresh Charter <sup>of</sup> ~~&~~ Demands was submitted to the Management. But since the Management was in no mood to negotiate on this Charter of Demands, the Union approached the office of the Commissioner of Labour for intervention, and accordingly conciliation proceedings were initiated in respect of these Demands. The Management, however, have not taken kindly to these efforts of the Union at peaceful and amicable settlement of disputes and have resorted to a systematic programme of victimisation, harassment and persecution of the workers.

(a) Under the now terminated Agreement, the workers of Goregaon Factory were entitled for certain annual increments. The workers at Colaba were likewise entitled for certain increments according to the grades framed by the Management themselves. According to the numerous decisions of the High Court at Bombay and elsewhere, the workers were entitled

to these increments, even though the Agreement was terminated. But since the Union has submitted a new Charter of Demands, the Management have withheld these increments, giving rise to great dissatisfaction and irritation amongst the workers. This action of the Management, we submit is against the provisions of Clause (iii) of Section 3 of the Code of Discipline adopted at Mainital.

- (b) Important functionaries of the Union are involved in false and framed up charges and dismissed. At the time of the so called inquiries, workers are not given any opportunity to defend themselves, to cross-examine the Company's witnesses and prevented from bringing in their own witnesses. The following 5 workers, viz. (1) V. Arjunrao, (2) J. Jagannath for Goregaon Factory and (3) Madhukar Tatyaba, (4) Jagannath Shivram and (5) Shivaji Gopal, from Colaba Factory, have already been so dismissed, while another workers, Shri Venkatrao from Goregaon factory is under suspension for a framed up charge.

(2) Not having succeeded in these methods, in coercing the workers to give up their fresh Charter of Demands, the Management have undertaken steps to disrupt



the unity of the workers by recourse to various methods. With this in view, they are taking an active part in sponsoring and bringing in a parallel Union amongst the workers, in open violation of Clause (ii) of Section 3 of the above Code of Discipline. It is significant to note that this same Management has been persistently refusing to recognise the Gujrat Industries Himalayan Workers' Union and the Gujrat Industries Kamgar Union, the two representative Unions of the workers of the two Factories, at Goregaon and Colaba respectively, despite repeated requests and despite the fact that these Unions enjoy the unstinted loyalty of all the workers and their representative character has been established on more than one occasion. The following instances will bring out the Management's complicity in sponsoring rival Union and in disrupting the unity of the workers.

We are giving herebelow some of the instances of disruption pursued by the Management:

(1) Shri Vadilal Shah, the Managing Director, personally calls all the important workers of the Factory and asks them to leave the present Union and work <sup>for</sup> ~~of~~ the I.N.T.U.C. affiliated Union, promising all help and facilities if they do so. They are also offered monies for this purpose.

(2) While leading workers belonging to the Gujrat Industries Himalayan Workers' Union are not allowed to even stir out from their place of work, the following

leading workers of the I.N.T.U.C. affiliated Union, Sarvashvi Shrinivasa, K. John Subbaiya, R. Francis, C. Padmakar and Fazal Ali Paigamber Ansari, are allowed to move freely from Department to Department and no action is taken against them.

(3) Active workers of this Union, such as Shri Jagannath, V. Arjunrao and Venkat Rao, were removed on most doubtful grounds. They are kept suspended for prolonged periods without ascribing any reasons and they are being continuously pressurised to accept I.N.T.U.C. Union in return for being reinstated.

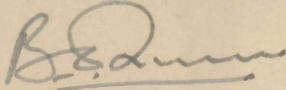
(4), New recruits are taken in only after they become members of the I.N.T.U.C. Union.

(5) Important Officers of the Company, such as Shri D'Souza, the works Manager, Shri Bal Sundaram, the Supervisor, not only take an active part in working for the I.N.T.U.C. Union, in bringing pressure on important workers to join the I.N.T.U.C. Union, but are also seen in the meetings called by the said Union.

(6). Finding the vast majority of the workers are not inclined to join the I.N.T.U.C. Union and not willing to oblige them with the signatures of the workers of our Union, they are using an old list of signatures which they had submitted to the Management for representing certain of their grievances and using the same as a proof of their having accepted the I.N.T.U.C. Union.

We request you to kindly use your good offices immediately to prevail upon the Management to put a stop to all these activities and fall in line with the Code of Discipline accepted by all the parties to that Code. If the Management would not pay any heed and change its ways, the Union would be forced to direct its members to take recourse to all such steps as would be warranted by the circumstances to defend their rights of organisation as well as their rights for a better standard of living.

Yours faithfully,  
for GUJRAT INDUSTRIES HIMALAYAN WORKERS' UNION,

  
President.

Copy forwarded with compliments to:

- (1) The Commissioner of Labour, Bombay,
- (2) The President, All India Manufacturers' Organisation, New Delhi.
- (3) The Secretary, All India Trade Union Congress, New Delhi.
- (4) The Secretary, Implementation Section of the Planning Commission of India, New Delhi.
- (5) Shri B. D. Joshi, Member of the A.I.T.U.C. on the Implementation Section, New Delhi.

फलटण तालुका साखर कामगार युनियन

10 SEP 1959

साखरवाडी

( रजिस्टर्ड, प्रतिनीतिक मण्डळ )

लोकल एरिया- फलटण तालुका

-: मुख्य कचेरी :-

मु. पो. साखरवाडी

( जिल्हा- उत्तर भातारा )

नावक नं. 14/376/45-60

तारीख 10.9.1959

जिय का. पुश-पु. जंगे. m.p.

ज.से.

डॉ-इ. ट्रे-मु. काँग्रेस- न्यु दिही- याबा-

महोदय,

युनिवर्सल टारगटिंग सुगट पास झाले ल्या-  
होनां पैकी मध्य वर्गी सरकारच्या कसेतीत प्रश्ना जावत  
दोन वरान मजूर कल्याण आहे आता दो यापनी-  
सोबा पावता आहे. दुसरा आपण टा पावता. जातोने लक्षा  
दालत ( हसन - सुप्रिम कोर्टा कसेतीत अपील नवेरकवी  
करा ) अशी आशा आहे. योदतन यावी.  
कुडीने

Act: Sagrip An re  
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the matter left on  
local resolution or  
the subject  
1/1/59

सायबाविहार  
गणेश चिडपे  
रा  
बुनार केकेरी

September 10, 1959.

The General Secretary,  
Phaltan Taluka Sakhar Kamgar Union,  
At and P. SAKHARWADI.  
(Dist. N. Satara) (Bombay State).

Dear Comrade,

Thank you for your letter of 8th instant and copies of resolutions passed in the Annual General meeting of your Union.

As regards your resolution regarding the imposition of the ban on the appeal of labour cases in the Supreme Court we have to inform you that the AITUC has raised this issue in the 17th Indian Labour Conference.

With Greetings,

Yours fraternally,

*kmr*  
*sep 10*  
( K.G. SRIWASTAVA )  
SECRETARY.

कामगार प्रश्नांची अपीलें सुप्रीम कोर्टांत नेणस बंदी करा.

ठराव:-

- अ) कामगार विषयक कांहीं तंट्यांत सुप्रीम कोर्टां अलीकडे जे निकाल दिले आहेत त्यांचा कामगार चळवळीवर घोर परिणाम होणार असलें कायद्याच्या अर्थासंबंधींचे प्रश्न सोडून कामगार विषयक इतर प्रश्नासंबंधींची अपीलें सुप्रीम कोर्टाकडे नेण्यास मनाई करण्याची व त्यासाठी योग्य ती तरतूद कायद्यांत व घटनेंत करण्यांत यावी अशी या सभेची मागणी आहे.
- ब) सुप्रीम कोर्टांचे निर्णय म्हणजे मालकांना धरवान उतरारें असल्याने सांगून कामगार विषयक प्रश्नाकडे पाहण्याची त्यांची दृष्टीही स्पष्ट झाली आहे. म्हणून कामगार विषयक तसे सुप्रीम कोर्टांचे केंद्र येणार नाहींत हें पहावें. ला कमिशनने जी सूचना केली आहे ती सरकारने विधारांत घ्यावी अशी ही सभा विनंति करीत आहे.

सुनक / सु. लो. देसायकर  
अह - जो. डी. किरनेकर.

केरळ राज्यांतील राष्ट्रपतींच्या हस्तक्षेपाचा निषेध.

ठराव - केरळमध्ये लोकशाही मार्गाने अधिकारावर आलेले आपले सरकार घटनात्मक मार्गाने गेले २॥ वर्षे जनहिताचा कारभार करित होते. असे असतांना केरळमधील काँग्रेस पक्षांने जातीयवादी - मांडवलदार-जमीनदार - आदी प्रतिगामी संघटनांशी एकजूट करून हिंसात्मक व घटनाबाह्य मार्गाचा अवलंब करून मध्यवर्ती सरकारला हस्तक्षेप करण्यास भाग पाडले अहे व सध्यां तेथे त्यानुसार केन्द्रशासित कारभार सुरु झाल आहे. अशा तऱ्हेने देशांतील प्रतिगामी शक्तिनी कट रून केरळ मधील कामगार शेतकरी मध्यवर्गीय जनतेचे सरकारबाजूस केल्याने या देशांतील लोकशाहीस आठहान दिते आहे. म्हणून, ही सभा मध्यवर्ती सरकारच्या घटना बाह्य हस्तक्षेपाचा तीव्र निषेध करत आहे.

सूचक:- X X X

अनु: X X X

GODREJ BOYCE WORKERS' UNION, BOMBAY.  
(Regd. No. 220)

Godrej Colony, Block No.28, Room No.14,

EXPRESS

VIKROLI, 1st Sept., 1959.

Com. Mohd. Ellias, M.P.  
General Secretary  
National Federation Of Metal & Engineering  
Workers of India,  
4, Ashoka Road,  
New Delhi.

Subject: Invitation to attend our Annual  
General Meeting & addressing  
Mass meetings.

Dear Comrade,

At the meeting of the Managing Committee of our Union held on 13th August, 1959, one of the important item for discussion was the significant and the new favourable situation created with the coming into being of the National Federation of Metal & Engineering Workers of India and the election of the two prominent leaders namely yourself and Com. S. A. Dange, M.P. for leading this Federation

Leaders of our Union who attended the Calcutta Conference further reported to the Committee the discussions they had with you at Calcutta and the assurance you had given them for attending our Annual General Meeting.

In the light of the foregoing, I write to inform you the decision of the Committee that you are being invited not only to attend the Annual General Meeting which you perhaps know is a meeting of the elected delegates of the Union, but also to address two Mass meetings of our workers immediately ~~the~~ following ~~day~~ of the Annual General Meeting.

The Annual General Meeting has been scheduled to meet at 2.00 P.M. on Sunday the 27th September, 1959. The two Mass meetings which have to be held separately because of the long distance between the two factories where the workers are also equally distributed at the rate of roughly 2,500 per factory, are scheduled to be held at 4.30 P.M. on the two days thereafter namely Monday and Tuesday at Lalbaug in the city and Vikhroli in the suburbs.

It is the ardent desire of the Committee that the President

Contd.....



12 SEP 1959  
**LEVER BROTHERS EMPLOYEES' UNION**

Regd. No. 666

"SHRAMAJEEVI AVAZ", 34, SEWREE CROSS ROAD, SEWREE

PRESIDENT: K. T. SULE

GENERAL SECRETARY: G. SUNDARAM

Ref: \_\_\_\_\_

Bombay 15, September 10, '59

Com. Srivatsav,  
Secretary,  
A.I.T.U. Congress,  
New Delhi.

Dear Comrade,

Thank you for your letter dated 20th August 1959. Since then it is almost three weeks now and we could have still waited for your promised letter regarding the fate of our appeal before Shri. Nanda; but our Annual General Meeting is scheduled to take place on 2nd October 1959 and we are anxious to place before the General Body of our Union the developments at your end. We also feel that we should send atleast a reminder to Shri. Nanda regarding our appeals. As you know that he had personally promised that he would look into the matter since he had felt that there was a case in our stand. But since all our letters to him were sent through you only, and you had personally some talks with him, we would like to know from you what we should now write to him, in the light of the talks you had with him after the appeals were submitted to him. We therefore request you to expedite and advise so that we can send him the reminder.

You must have received my telegram regarding our membership which stands at 1365. Our affiliation fees for the year 1958-59 are already paid. We are now collecting for the A.I.T.U.C. Building Fund.

With greetings,

Yours fraternally,





# GENERAL ENGINEERING EMPLOYEES' UNION

( Regd. No. 1642 )

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

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

Ref. No. GEEU/ Misc/307/59.

September 12, 1959.

143

Dear Com. K.G.,

Herewith I have sent copies of the Circular issued here and of the letter sent to Unions to join the Federation.

This is for your information and comments if any.

The membership of my Union as shown in Annual Returns for 1958-59 is 5,503. This is the exact paying annual membership.

Yours fraternally,

*Vithal Chaudhari*  
/Vithal Chaudhari/

Encl: Circular.

Shri K.G. Srivastava,  
Secretary, AITUC,  
4 Ashok Road, NEW DELHI.  
-----

= Received your letter (p.c.) today and Thanks for the same. When is your next coming here?

6 OCT 1959

# LEVER BROTHERS EMPLOYEES' UNION

( Regd. No. 666 )

" Shramajeevi Avaz " 34, Sewree Cross Road, Sewree

President: K. T. SULE

Gen. Secretary: G. SUNDARAM

Ref:

143

Bombay 15,

October 3, 1959

To,

The Registrar of Trade Unions,  
Bombay State,  
Cawasji Framji Institute Building,  
Khobi Talav, Bombay 2.

Dear Sir,

We are pleased to inform you that the Annual General Meeting of our Union was held on 2nd October 1959 and the Annual Report and the audited Statement of Accounts for the year ending 31st March 1959 were unanimously adopted by the same. The meeting also unanimously elected the following Officebearers and the Managing Committee for the year 1959-60:

President: Shri. K. T. Sule. (Hon.).

Vice - Presidents: Shrimati Julie Menezes  
Shri. Abdul Hameed.

General Secretary: Shri. G. Sundaram (Hon.)

Organising Secretary: K. B. Salunkar.

Secretaries: Shrimati. Prema Oak (Hon.),  
Shri. K. N. K. Panikar.

Treasurer: Shri. S. M. Rangnekar.

M

Members of the Managing Committee:

- |                                       |                           |
|---------------------------------------|---------------------------|
| 1. Shrimati. Lily Sequeira (D'cunha). | 8. Shri. Fakira S. Netke. |
| 2. Shri. Christosome.                 | 9. " Enos Ibrahim.        |
| 3. Ramnathsing.                       | 10. " Sundarrao.          |
| 4. " Charansingh B.                   | 11. " Ramprasad.          |
| 5. " Bhakta Hazeer.                   | 12. " K. C. Govind.       |
| 6. " R. Venugopal.                    | 13. " F. K. Balan.        |
| 7. " "                                | 14. " Abdul Gani.         |
|                                       | 15. " V. S. Bhosale.      |

Thanking you,

Yours truly,

*[Signature]*  
General Secretary.

*Fori passed news  
in T.U. along with  
Rev. when with  
ms  
6/8*

Cc.

ICMA BANK (Ring's Circle Branch).

General Factory Manager, Hindustan Lever Ltd., Sewri, Bombay 15.

General Secretary, All India Trade Union Congress, New Delhi.

General Secretary, B.S.T.U.C. Bombay 1.

President :- D. V. Purohit, M.L.A.

Secretary :- V. P. Jadhav.

[ Reg. No. 1316

Mahad Power House Kamgar Union, Mahad.

Kajalpura, Mahad Kolaba.

(Registered on 31st January 1953)

No. 11 of 1959/60.

Date 6th Oct 1959

Ref. No.

The General Secretary,  
All-India Trade Union Congress,  
Bombay.

Sir,

As I am directed, I have to bring to your notice that, we desire our Union to affiliate with your Union.

So please inform by return of post what we shall have to do in the matter. Please, arrange to send us any rules etc regarding the affiliation.

Awaiting an early favourable reply.

yours faithfully.

V. P. Jadhav

Secretary.

# GODREJ & BOYCE WORKERS' UNION

(REGD. NO. 220)

Godrej Colony, Block No. 28, Room No. 14, VIKHROLI

Ref: \_\_\_\_\_

Bombay, 10th Oct., 1959

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

Dear Comrade,

The Annual General Meeting of our Union was held on the 27th September, 1959. Com. Md. Elias inaugurated the meeting.

We are sending herewith a copy of Annual report and the audited statement of accounts for the year 1958-59. The following new Managing Committee was elected for the year 1959-60.

President:	Com. K. T. Sule	(Hon.)	
Vice Presidents:	Com. V. Seetharam		Turner
	Com. Bhagwan S angne		Turner
General Secretary:	Com. G. Sundaram	(Hon.)	
Secretaries:	Com. C. S. Sahni	(Hon.)	
	Com. Govind Khonji		Die-Maker
	Com. D. A. Daruwalla		Inspector (T-Asm. Sect)
	Com. B. J. Fernandez		Welder
Treasurer:	Com. Rajaram G Varadkar		Lock Assembler
Asst. Treasurer:	Com. Hans W Christian		Hardness Tester
<u>Managing Committee Members</u>			
Com. M. Munju	Lock Checker	Com. Lav Shankar	Welder
Com. K. T. Krishnan	Mac. Opr. (Lock)	Com. Manla Shankar	Polish
Com. A. Appu	Safe Rack Checker	Com. C. A. Prabhakar	Smith
Com. Girdhar Mahadev	Safe Asm.	Com. Ramarao Madavrao	Mac. Opr
Com. Shivram Vithoba	Sprayman	Com. William Lawrence	Welder
Com. Sabha Shankar	Painter	Com. Mashinath R Sawant	Turner
Com. Shantaram V Thosar	Dly. Clerk		

With Greetings,

Yours fraternally,  
for GODREJ & Boyce Workers' Union

*C. S. Sahni*  
C. S. SAHNI.  
SECRETARY.

cc.  
The General Secretary,  
Bombay State Trade Union Committee  
of A.I.T.U.C.,

166, Khandelwal Bhavan,  
Dr. Dadabhai Naoroji Road,  
Fort, Bombay-1.

26 OCT 1959

B. N. Mukherjee

Radhakisan Nagar

Akola Dt. 22/10/59

Dear Com. Shrivastava,

The Crisis in Textile Industry in Vidarbha region persists. You are aware, probably, that after the wage-cut agreement by the Representative Union in Achalpur of 22 1/2%, the millowners as a whole have given a notice of S.A. cut to Rs 1-6-0 a day instead of as at present 2-7-0 a day. Tragedy of the whole thing is that Achalpur - a strong centre of ours has gone down within a struggle. Badnera - another is already closed. And there is no work left. At the elements in Nagpur where most of the textile workers in the region are concentrated are not working in any of the unions. The result is that there is no united move to resist the coming offensives.

In Akola we have till now resisted any wage cut, by the united Action of all unions including INTU union.

Dr. B. N. Mukherjee

Yours faithfully

We have already sent you a  
detailed report. The All India  
Conference of Textile Workers is  
long overdue. The W.C. of A.I.M.C.  
decided to convene such a  
Conference within 2 months but  
it seems no steps are being  
taken. Will you please let us  
know what is proposed.

Recently in the wake of floods  
prices of sugar shot up and even  
to-day it is pretty high. The trade  
unions here have played a good  
part in the movement against  
high prices. There was an impressive  
demonstration of more than 1000  
labouring people on the 13-10-59 and  
a Price Rise Resistance Committee  
has been formed with the participation  
of trade unions and democratic opposition  
parties.

I am writing this letter specifically  
for the following and would like you to  
wire us.

In the S.R. T. H. A. the wages  
have not been paid. Both the State &  
Central Govt are dilly dallying with the  
fate of the workers.

On the 30th a deputation of workers  
want to meet the Labour and Industries  
Ministers — to get clarification re  
their attitude.

Could you please find out whether  
they are available on that date & wire.  
The date is so chosen, so that I am in Delhi

B. N. Mukherjee

Radhakisan Nagar  
Akhola Dt. 16/11/59

Dear Com. K. G.

Our coming to Delhi is postponed for the treatment present. We are going to the Bombay Textile Workers' Conference in Delhi.

This letter is to request you to have a talk with Com. Hiren Tubbayie and K. C. Chakravarty to tell them they will be able to come for inauguration Address of Estabai Arts, Science and Commerce College, Aligarh for the Social Gathering is coming up in on 20.11.59. Whether it will be possible for either of them to come on the 20th or 21st.

Personally I think that this occasion is very good and either of them should come. I will write to them personally also. The formal invitations



26 OCT 1959

THE GENERAL EMPLOYEES' UNION

326/327, KASBA PETH, POONA 2.

Wasant Tulpule,  
Gen. Secretary.

Ref. No. ....

Date 23-10-59

~~काँग्रेस~~ काँग्रेस सेक्टर  
अ. मा. ए. य. सी.  
4 अशोक रोड,  
न्यू देहली.

काँग्रेस,

मिस रवत के माथ में फुलने प्रेसकी  
परिद विक्टरी कोल रदाई काँग्रेस  
डिगो के वी काँटी नन्दीसे नन्दी  
मैपन के लिये मिस रवतसे विनोदी  
कर रदाई

डिगो के वी काँटी नन्दी से डिगो  
आपका काँग्रेस

आपका काँग्रेस,

अमनाथ बापू

for General Secretary.

*[Faint handwritten notes]*

*[Handwritten mark]*

Ref. No. 18/30/1959/66.

Mahad Power House Kamgar Union, Mahad.

Dated, 25th October 1959.

Office Secretary,  
All India Trade Union Congress,  
New Delhi.

Sir,  
We are in due receipt of your letter dated  
13th October 1959, and are very thankful for your  
kind cooperation.

As I am directed, I have to bring to your kind  
notice that our Union has decided to affiliate with  
'Hind Mazdoor Sabha, Bombay.'

Hoping to be excused for the troubles.

Yours faithfully,

L. P. Shaw

Secretary

For Mahad Power House Kamgar Union  
Mahad.

13 May 1958, 30th Nov 1958.

The General Secretary,  
Godrej & Boyce Workers' Union,  
Bombay.

Dear Sir,

Re: Code Of Discipline

We have for acknowledgment your letter of October 13, 1958. We are unable to understand what is sought to be conveyed by your said letter-but it appears to contain insinuations to which we take strong exception. The Code of Discipline is the result of tripartite discussions between Government, Central Organisation of Employees and Central Organisation of employers. In view of our respective affiliations to Central Organisations you are as much a party to the Code as we are, the Code has had widespread publicity and we fail to see what you ~~xxxxxxxxxxxxxxxxxxxx~~ mean by our not having taken you in our confidence. If you should be referring to clause III (iv) of the Code of Discipline which pertains to display of the Code in local languages, we have to state that the English version of the Code has already been posted on the notice-boards which in our opinion would have no value as far as the workmen are concerned and which view was supported by your Jt. Assistant Secretaries who had represented to Government through our Organisations long before your letter was received that translations of the Code in regional languages should be done by the Central Government to maintain consistency and uniformity which are so necessary if a correct interpretation of the Code is to be conveyed to all the workers throughout the Country.

Yours faithfully,  
for GODREJ & BOYCE Mfg. Co. Private Ltd.,  
Sd. N. Kurooji.  
Works Supt.

C.C. to:

1. Shri Gulsaral Wanda, Minister for Labour & Planning,  
Government of India, Secretariat-New Delhi.

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

3. The Commissioner of Labour, Government of Bombay,  
Ferozji Savasji Institute Bldg., Dhobi Talao, Bombay-2.

2 DEC 1959

मेटलरवान सेक्रेटरी साहेब

उत्तर इंडिया ट्रेड यूनियन नई दिल्ली

नमः प्रार्थना है की ययतमाल के नगरपालिका  
 कर्मचारी यूनियन तथा सभी डिपार्टमेंट के  
 मेटलर कर्मचारी आप के ट्रेड यूनियन के सभा  
 सद हैं सभी हमारे यूनियन रजिस्टर नोटिफिके  
 की मेटलर फेडरेशन नागपुर से सारा संचालन  
 कार्य होना है आप के कार्यलय का 20 नोवेंबर  
 का सफेयुलर हमे मिला जागा का यूनियन का  
 कार्य उसी मुताबिक होना परन्तु आप के फोर  
 से यूनियन के लिख फोर कुछ आदेश यूनियन  
 देने का कष्ट उरगे रुशी प्रार्थना है जैसे की  
 हमारे सदस्यों से दर मही चकाक्या लें  
 मेटलर यूनियन की सारे मजदूरों की संख्या  
 कालकी तानी चाहेस यूनियन का हिसाब  
 आवे रखने का जबाबदार यूनियन का है न  
 या अधिकारी रहेगा यदि आप को कोई  
 डाडिताई न होव ता उपरोक्त बात हमे मात्रुम  
 करत की असीम क्षुपा उरगे रुशी आशा  
 है।

आपका प्रार्थी  
 मनमोहन सेक्रेटरी  
 मेटलर यूनियन ययतमाल  
 (उ.स.)

P. T. O.

बिना स्टेट ट्रेड यूनियन कमेटी के तमने केवल  
१०) रु. फाउंड भेजा है वहां से भी पत्रों का  
संकेत ३० डाकटोवर १९५२ को तमने प्राप्त हुआ  
था

आपका नाम

मनेष चन

सेक्टर

मैटलर यूनियन यकाताल

यकाताल  
(D.S.)

Post By, U.P.E.  
Express Delivery.

31 12  
Date. - - 1959.

From:-

Bipinchandra Chimanlal Shah,  
Near Chora, Bawa walawas,  
Kalol, (N.G.)

To

The Chief factory Inspector,  
Bombay State, Faramsi Vadasi Institute, B.Hg.  
Dhobi Talao,  
BOMBAY 2

Sub:- The Metro wood & engineering works private Ltd.  
kalol - has not paid for the annual leave the  
current wages to the workers.

Respected sir,

I, Bipinchandra Chimanlal Shah, submit the following  
complain that for the annual leave the current wages are not  
paid for the workers but management has paid the wages of earned  
by the workers in this post.

In the year 1958, we complained to the factory  
Inspector and Govt. Labour officers and they ordered the management  
to pay for the annual leave, the current wages. I demand to hold  
inquiry about wages for the years from 1947 to 1951 to know whether  
the workers are paid the current wages or past wages for their  
annual leave. If they are paid past wages I demand that the  
management should be asked to pay the difference of 10  
years to the workers. Please look into the matter as early as  
possible.

Yours faithfully,

Copy to:-

- Bipin Chimanlal Shah*
1. Union Labour Ministry,  
New Delhi,
  2. Labour Minister, Bombay State,  
Bombay.
  3. Shri S. A. Dange, M.P. New Delhi.
  4. The General Secretary, AITVA  
New Delhi,
  5. Shri B. D. Jagpat, M.L.A. *Shah*  
Bombay State.
  6. Sy. Kolhatkar, Gen. Sec.  
AITVA, Bombay State.
  7. Dep. Factory Inspector,  
Ahmedabad.
  8. Factory Inspector,  
Central Government,  
New Delhi.