

138

U. T. TRADE UNION CONGRESS

Mazdoor Sabha Bhawan,  
12/1, Gwaltoli,  
Kanpur.

Ref. No. 489/61

Dated 13th December, 1961

The Labour Commissioner,  
Uttar Pradesh,  
Kanpur.

Subject : Working and Living Conditions  
of workers engaged in cloth printing  
Industry of Farrukhabad.

Dear Sir,

On their attention being drawn to the working and living conditions of the workers engaged in cloth-printing Industry of Farrukhabad by Kapra Chhapai Mazdoor Union, Farrukhabad recently a team of our organisers had a on the spot study of the grievances of the workers. We wish to draw your urgent attention to the following and seek your intervention in favour of workers so that their conditions may be improved.

The cloth printing Industry of Farrukhabad was started about half a century ago by Sadhu community of the place and since then has prospered. The period between 1940-48 was the most prosperous as the Industry supplied prints to war-needs. But as the printing of specialised and best quality is done by hands through engaging cheap labour the Industry continues to prosper. In the recent past due to some definite shift in the choice of the consumers in favour of fine and silken wears and also due to the exports of pardas the Industry has been well off and earned huge profits.

The Industry engages at present about 5000 workers in printing, block-making and designing. There are about 100

big and small firms doing and carrying on the business of printing, block-making and designing. They employ daily daily workers from 4-5 to about 200 or so.

The condition of the workers to say the least is miserable. Deprived of any benefit that accrue from the Factory Act or Shops and Commercial Establishment Act they continue to groan under heavy burdens. The work starts in the morning and is carried out by the same persons till late night. And the emoluments for this skilled and hazardous labour is only a pittance. In the year 1948 the workers in this Industry were organised to certain extent and at that time the Government of the State appointed Sri M. Ahsan, Conciliation Officer, to adjudicate into the matters of the dispute that arose then between the employers and the workers. The findings of the Sri Ahsan incorporated in the Government Order No. 1930 (TD) XVIII-310 (TD) <sup>dated August 18, 1948.</sup> gave some relief to the workers in respect of wages, bonus and operation of the provisions of the Shops and Commercial Establishment Act. This position, however, could not be maintained due to the weakness of the labour and the employers gradually went on imposing increased workloads and also reducing the rates of printing that were decided by the Conciliation Officer and brought into force through the said Government Order.

The employers taking advantage of the weakness of the labour organisation are at present reaping big profits and reduced the rates of printing to ridiculous state. For example, the rate fixed for a silken sari piece of 5 yards was Rs 3/- whereas at present it has been brought down to Rs 1/- per piece of 5 yards. Similarly for fine sari of 5 yards the employers were to pay Rs 1/- per piece according to the Government Order whereas the same has been brought down to Rs 8 per piece. These are only example of what has happened



in the past few years. And the situation is further deteriorating.

We are giving below the existing rates which have been unilaterally imposed on the workers :

Broad Category of workmen	Powerloom sari	Fine	Silken	Suti Idhaf	Silken Idhaf
1. Thekayya I	25 N.P.	56 NP	1.00	1.05	1.25
2. Thekayya II	25 NP	44 NP	88 NP	-	1.12
3. Datsiyya I	19 NP	37 NP	80 NP	37 NP	1.00
4. Datsiyya II	19 NP	34 NP	68 NP	34 NP	88 NP

The rates mentioned above have been given per piece of printed cloth. There are large number of children employed who either perform the work as their elders or are learning the work but they are paid only about half of the above rates. the working time at present is between 12 to 16 hours.

The employers argue that they got all the work done through Contractors called Thekayya and they are not directly employing anybody but the matter is very clear. The thekayya like other workers does not own anything and works on the tools and the material supplied by the employers. The only thing that differs is that Thekayya is a better silled workman and being used command some following among fellow-printers. They all in point of fact are employees of the firms who do the business in printing and they are paid on piece-rates.

The above, in short, is the position of the workers in whose favour we seek your intervention. The Executive Committee of the Union and its general body has

decided to approach you with the following demands and we request you on their behalf to give some date and time when we could discuss these matters.

1. All workers employed at present with their respective firms either directly or through thekayya be declared permanent.
2. The provisions of the Shops and Establishment Act be enforced and the reliefs and facilities provided in them be made effective immediately.
3. The rates of wages be revised in such a manner so that lowest /~~same~~ category of workmen mentioned above is enabled to earn a minimum of 125.00 per month inclusive of the dearness allowance. The differentials be fixed for each category of workmen so that each earns according to the skill and the labour he performs.
4. Bonus be paid each year at the rate of 25 % per rupee.
5. Old Age pension or retirement benefits.
6. Compensation be paid in periods when work is dull.

We hope that you will kindly take steps urgently to give relief to the workmen as requested above.

Faithfully Yours,

( Ram Asrey )

General Secretary.

Copy to :

1. The Assistant Labour Commissioner, Kanpur Region.
2. The Secretary, All India Trade Union Congress, New Delhi.
3. The Secretary, Kapra Chhpari Mazdoor Union, Farrukhabad.

( Ram Asrey )



सेवा में,

श्रीमान सहायक अमायुक्त, उत्तर प्रदेश,

लखनऊ पत्र,

२३, ए० पी० सेन रोड, लखनऊ ।

प्रिय महोदय,

आपका पत्र संख्या १६६१६ दिनांक ७-१२-६९ के उत्तर में मेरे यूनियन के पदाधिकारियों की जो सूची भजी थी वह १६५६-६० के वर्क के लिए थी परन्तु गृहती से फार्म के ऊपर १६६०-६१ लिख गया है । कृपया इस गृहती का सुधार कर ठीक १६६०-६१ के लिए यूनियन के पदाधिकारियों की सूची इस पत्र के साथ आपकी सेवा में भजी जा रही है ।

भवदीय

राम चन्द्र बोस

दिनांक :- २२-१-६९

( राम चन्द्र बोस )

मंत्री,

टेकसाइल वर्कर्स यूनियन

३२, गौतमबुद्ध मार्ग, (बाहूख रोड)

लखनऊ

टेक्सटाइल वर्क्स, युनियन, लखनऊ की कार्यकारिणी की बैठक दिनांक  
२५-४-५६ में स्वीकृत प्रस्ताव - अध्यक्ष श्री सत्यगुरु प्रसाद,

• टेक्सटाइल वर्क्स युनियन, लखनऊ की कार्यकारिणी की यह बैठक इस  
बात पर विस्वावीर दुस फ़ाट करती है कि युनियन के वार्षिक चुनाव नियमित  
समय पर न हो सके। कार्यकारिणी निश्चय करती है कि युनियन की वार्षिक  
साधारण सभा की बैठक सितम्बर के दूसरे पखवाड़े में अवश्य की जाए जिसमें अगले  
वर्ष के लिए युनियन के पदाधिकारियों का चुनाव किया जाए।

२२/१/६१

( राम चन्द्र बीस )

मंत्री,

टेक्सटाइल वर्क्स युनियन

२५, भा. वि. रो. लखनऊ

दिनांक



**कार्यकारिणी तथा पदाधिकारियों की सूची**

( वर्ष १९६०-६१ )

पद	नाम	व्यस्था	पता	पेशा
१	२	३	४	५
कार्यकारिणी कारखाना कायदा संख्या वाह कटोरा रोड, लखनऊ				
१ - अध्यक्ष	सतगुरु प्रसाद,	२६	पुराना हवर हंज,	स्टीपर
२ - उपाध्यक्ष	ठाठ क्वापुर	२३	हंज क्वा,	रीजर,
३ - मंत्री	राम चन्द्र बीस,	४८	पुराना हवर गंज,	टैक युनिवर्सिटी कार्यकारिणी,
४ - संयुक्त मंत्री,	हुंवर पाठ	२३	फिराबुदर क्वा,	रीजर,
५ - सचिव	शिव राम	२६	बालम नगर,	इन्टरमेडियेट,
६ - सदस्य कार्यकारिणी	डोरी ठाठ	४९	भीषरा	हाउसिंग,
७ - सदस्य	ऊदित	४०	गढ़ी कनारा,	पीसर,
८ -	राम दयाल	२७	पुराना टिकेत गंज,	स्टीपर,
९ -	मनमीसन,	२८	पारा,	पीसर,
१० -	सोमा राम,	२६	मंढवा,	वाइडर,
११ -	निरमल,	२६	पारा	वाइडर,
१२ -	भैया भी ठाठ	२०	बालम नगर,	रीजर,
१३ -	दुरगा बीस,	३९	बालम नगर,	पीसर,
१४ -	शरीर तिवारी	४४	सीवी नगर,	टैक युनिवर्सिटी कार्यकारिणी
१५ -	सोहन ठाठ	३६	बाबू गंज,	

निर्वाचन बोर्ड काफिस का पता है  
की प्राथमी नोकरी में है उसके पद  
का नाम तथा भीषरी का स्थान

संघ का चुनाव दिनांक २६ / ४ / ६० को भी सत गुरु प्रसाद के  
अध्यक्षता में ३२ छात्र रोड में स्थान में सम्पन्न हुआ। चुनाव के दिन संघ की  
सदस्यता रजिस्टर के अनुसार ७० थी। चुनाव में ६० (संख्या) सदस्यों ने भाग लिया।  
नुराव सर्व सम्पत्ति से सम्पन्न हुआ। चुनाव के पत्र में सदस्यों की संख्या  
पी तथा विपत्र में सदस्यों की संख्या थी।

हस्ताक्षर पुराने सभापति

हस्ताक्षर पुराने मंत्री

हस्ताक्षर सभापति नव निर्वाचित,

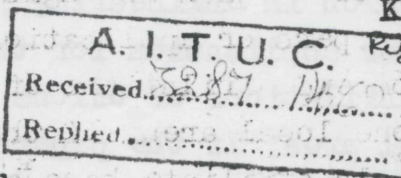
दिनांक :- २८ - ९ - ६१

राम चन्द्र बीस  
मंत्री के हस्ताक्षर (निर्वाचित)

U. P. TRADE UNION CONGRESS,

12/1, Gwaltoli,

Kampur.



My Dear K.G.,

Your letter of 10th.

We shall try to contact Suresh and do arrange whatever be possible for him.

When D was at Lucknow I discussed with him regarding TU work in U.P. and the problems that were arising. I referred to him Kanpur SMMS matter. The problem is two-fold. The attitude that we should and can adopt with regard to Sampurnanad Award and the organisational situation that has deteriorated specially after the last general elections. Point is how the Unity could be saved in face 'provocations' from non-AITUC friends.

Second is the Varanasi problem which more or less is being repeated at Hardoi also. The Party and AITUC unions sometime come in conflict and then the forum for intervention in such situations.

Thirdly is the problem of the TU movement, industrial situation here and how we as AITUC can intervene and develop our work.

D's view was that now further development of the TU and AITUC cannot be done without Party's involvement in the TU work. He wanted to discuss the whole matter with the Party leadership here and has asked Com. Ahmed and Com. Kalishankar to hold such one meeting. He has asked me to write to you for approximate idea of dates when D could come to Kanpur or Lucknow for such meeting when we could also invite Party's TU workers for the same.

Re. Varanasi meeting I shall write to you within 2-3 days.

With Greetings,

Yours,  
(Asrey)



P.S. In the list of the Unions which have paid their affiliation fees in July and August there appears the name of a Union in Engineering industry. They have not sent any papers or application for the same. We donot propose to recommend affilations of unions more than one in one industry in one local area. If the papers come to us we shall call our old affiliate here and the new union's leadership and see that they work together. Please note the same.

Asrey.

पहला मोड़ - First fold -

अन्तर्देशीय पत्र  
INLAND LETTER

भेजने वाले का नाम और पता :- Sender's name and address :-

तीसरा मोड़ - Third fold -

Com. King, Secretariat

All India Trade Union Congress

G. Asrook Reddy

New - Delhi



दूसरा मोड़ - Second fold -

यहाँ काट कर खोलिये To open cut here -

NO ENCLOSURES ALLOWED



# उत्तर प्रदेशीय राज्य कमेटी

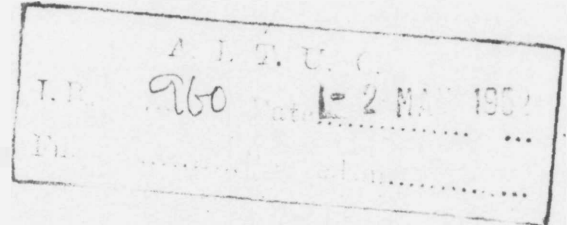
## अखिल भारतीय ट्रेड यूनियन कांग्रेस

मजदूर-सभा भवन  
१२/१ ग्वालदोली, कानपुर

क्रम संख्या 617/62

दिनांक 29th April, 1962...

Com K.G. Srivastava,  
Secretary,  
All India Trade Union Congress,  
New-Delhi.



Dear comrade,

Received your letter dated 13.4.62.

As regards the work in the Varanasi Region, we have several times approached the comrades working in the Trade Union and also convened meetings. But no fruitful result could be achieved in this regard.

Regarding Mirzapur Region we have talked to Com Raj Bahadur in this ~~xx~~ matter several times and asked him to affiliate the unions in ~~the~~ Mirzapur proper to which he is attached. There was only one union that is Bijlee Ghar Mazdoor Sabha, was affiliated to AITUC but since two years that union has also disaffiliated itself from AITUC and joined INTUC. There are two others registered union to which Com Raj Bahadur is attached (Textile Mazdoor Union, Bidi Mazdoor Union), but none of them is affiliated to AITUC. Com Raj Bahadur has handled most carelessly regarding the registration of Renukot Aluminium ~~Workers~~ Workers Union. He has kept the ~~file~~ papers for two months with him and telling the workers that papers have been filed. This ~~has~~ <sup>not only</sup> has created a bad impression amongst the workers, but also been responsible for sufferings of workers in form of victimisation.

If ~~you~~ you advise so, we can convene a meeting of the comrades working in Trade Union form Varanasi and Mirzapur region, <sup>and</sup> any one from AITUC centre should attend this meeting.

As regards the Meerut Regional Office, we have talked to Com Anand Agnihottri, who is here these days and decided to continue ~~in~~ the office.

With gre tings.

Yours comradely

*RA 5/4*  
(Ram Asrey) 29/4.



13 April 1962

Dear Com.Ram Asre,

The area nearabout Mirzapur and Banaras is acquiring importance. With Rihand, Aluminiur, Churk cement and the latest, the railway workshop, it is an important belt.

Com.Raj Bahadur was here and I discussed this with him. With the present structure in Mirzapur and the position in Banaras, they will not be able to handle it by themselves unless helped from the centre. In this respect, they are a bit different from Meerut. Think it over.

Also what about sugar and your Meerut Office? Shri Vireshwar Tyagi was here the other day and he also demanded a good lawyer for Meerut office of ours. Though the sugar season is off, what have you thought of this work.

With greetings,

Yours fraternally,

*KS*

(K.G.Sriwastava)

U . P . T R A D E \_ U N I O N \_ C O N G R E S S

12/1 Gwaltoli,  
Kanpur, 12.4.62

Ref no. 581/62

138

Dear comrade,

You must have recieved invitation from the United Chini Mill Mazdoor Federation, Lucknow for its Annual Conference being held at Gola on 21st and 22nd April 1962.

Kindly elect your delegates for this conference and ~~ix~~ make it point to attend the same with out fail - as that is going to be very important confernece, in view of the fact that the workers movement in Suger Industry has suffered a setback on the Bonus question.

We understand that the Bonus amount for the whole industry will not be more than 40 lacs of rupees, whereas you know that in previous years these amounts have been more. The Suger Wage Board increase in the U.P. Suger ~~Industry~~ Industry is said to about 2 crores of rupees annually. And the reduction in Bonus affected this year is more than 65 lacs of rupees if we compare it with that of last year.

The classification in Wage Board G.O. are unsatisfactory execept in some cases. The cases of fitment have also put in cold storage.

These and other matters need being properly duscussed at the conference and we ~~hope~~ are sure that you will come to the conference and help the movement.

With greetings.

Yours comradely

*RAM ASREY*

(RAM ASREY)

I.P. 796 11 B ADD 1962



(12)

12 April 1962

General Secretary,  
UPTUC

Dear Comrade,

We enclose copy of a letter received  
from the Kanpur Tannery & Leather Workers Union,  
and would like to have your comments on the  
same.

With greetings,

Yours fraternally,

*M.G.*

(K.G. Sriwastava)  
Secretary

Encl:

Copy of letter No.42/62 dated April 4, 1962 from the General Secretary, Kanpur Tannery & Leather Workers' Union, Kanpur, addressed to the General Secretary, AITUC, New Delhi.

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Your attention is invited to the problems arising out of the existence of another trade union of our industry in Kanpur namely Flex Employees' Union, affiliated to the A.I.T.U.C. which was formed about two years back. The Union runs under the guidance of Sri S.M. Banerjee, M.P. and Com. Ram Asrey, General Secretary of the U.P.T.U.C. and Member Executive of our Union.

In the background our campaign during past years for Trade Union Unity and achieving one union in one industry the other Union was formed and affiliated to the AITUC. Since then other unions of our industry in Kanpur particularly those which are controlled by the H.M.S. and INTUC are attacking us on this point and it is also reported to us that they are doing so in their respective gate meetings. All this has created great confusion among the working class.

We may place before you one of the few instances. About 5 or 6 workers of the B.I.C.Ltd., Cooper Allen Branch approached Com. S.M. Banerjee on 25.3.1962. He directed them to Com. Baddri Prasad of the Flex Employees' Union. The workers could not find him out and they again approached Com.S.M.Banerjee on 26.3.1962. He, then, directed them to Com. Ram Asrey and the workers could not trace him out also. On 27.3.1962 the workers came to our office with their written complaint on which Com. S.M.Banerjee had written his directions and they requested us to take up their matter. Incidentally Com. Baddri Prasad happened to be present in the U.P.T.U.C. Office then, and we directed them to Com. Baddri Prasad. In this situation they insisted that we should take up their matter then. We agreed to do the needful in the matter. Upon this they promised to come next day along with other workmen but they did not turn up till this day.

In the beginning it was reported to us that this Union had jurisdiction to operate among Sales Representatives of the B.I.C.Ltd., Cooper Allen and North West Tannery Branches. Afterwards we were told that the Union had amended its Constitution and would operate in Clerks also. Now we find in practice that the Union is operating among the operatives and Watch and Ward Staff.

All these matters have been brought in the knowledge of the President and the General Secretary of the U.P.T.U.C. but the problem stands to this day.

We may also inform you that there are existing two AITUC union of our industry at Agra and similarly there are two AITUC. unions in press industry at Kanpur. We feel that this trend is against the policy of the AITUC.

Under these circumstances we request you to look into the matter and take immediate action.

With Greetings.

Encl:

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The Complaint of the workers on which Com.S.M.Banerjee has noted his directions, on 25.3.1962 and 26.3.1962



KANPUR TANNERY & LEATHER WORKERS' UNION.

T. U. C.

No. 663 Date: 5 APR. 1962

Replied on.....

Ref: No. 42/62.

Mazdoor Sabha Building,  
12/1, Gwaltoli,  
Kanpur.

Dated, April 4, 1962.

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

Dear Comrade.

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With greetings.

Fraternally Yours,

*Mohesh Chandra Mishra*  
Mohesh Chandra Mishra 4/4/62  
General Secretary.

Encl: The Complaint of the workers on which Com. S.M. Banerjee has noted his directions. on 25.3.1962 and 26.3.1962.



*See it to be true for  
Comanche.*

*M.G.  
S.P.*





टेलीफोन : ४६९८

# उत्तर प्रदेशीय राज्य कमेटी

## अखिल भारतीय ट्रेड यूनियन कांग्रेस

मजदूर-सभा भवन

१२/१ ग्वालदोली, कानपुर

A T U C.	
Received	24.4.1962
Reply	.....

क्रम संख्या 612/62

दिनांक 24th April, 1962

Dear comrade,

Please find enclosed a copy of the Government Order giving 'Classification' made by the Committee appointed for deciding the cases of fitness.

We have priced this publication and we ~~are~~ hope that you will write to us if need more copies of this order.

For the enclosed copy please send us stamps of 50 mp.

With greetings.

Yours comradely

*RAsey*  
24/4

(Ram Asrey)  
General Secretary



ANNEXURE.

HOUSE RENT & ELECTRICITY - Para (10) of Notification No. 2309 (ST)/XXXVII-A-273 (ST)/1960, dated April 27, 1961.

Subject

1. Right of seasonal workmen to stay in factory quarters during off-season-condition for such stay.

Clarifications.

- (1) Seasonal workmen who had resided in factory quarters during both the off-seasons 1959 and 1960, should be allowed to live in the quarters during the subsequent off-seasons too.
- (2) During their off-seasonal stay in the quarters such seasonal workmen of this class who are not in receipt of retaining allowance and have not been paying rent in the past, should not be charged any rent for the period they do not get any pay from the factory.
- (3) The seasonal workmen residing in factory quarters during off-seasons should be provided with electricity, if it was available to them in the past, But in the absence of electricity connection, the factory would not be bound to give them kerosine oil.
- (4) Such of the seasonal workmen as, have been occupying factories' quarters during the two previous off-seasons i.e. 1959 and 1960, and are in receipt of Retaining Allowance, shall be liable to pay half of the scheduled rent payable in respective cases during the season for the same kind of quarters. They would not be entitled to receive kerosine oil in case the quarters are not electrified or if the management has no spare electricity to supply.

2. When workmen receiving different wages live in the same quarter, with reference to whose wages the quarter rent is to be calculated.

In cases where a quarter is occupied by more than one workman, the house rent should be calculable with reference to the pay of the lowest paid occupant of the quarter and should be divided equally amongst the various occupant employees.

3. Whether higher rent could be charged for a particular type of tenement having floor area larger than the prescribed minimum standard for that type.

If one room tenements, two room tenements, and three room tenements have areas larger than those prescribed as the minimum standard in the respective cases, the rent should not exceed that applicable for the respective types of quarters in different ranges of total wages, as given in para (10) of the Notification, for the area given under each type is the minimum desirable as a standard.

4. What is meant by floor area? Can the area of outside verandah be also included?

The expression 'floor area' is to be interpreted in accordance with the meaning assigned to this term in the booklet entitled "Subsidised Industrial Housing Scheme" issued by the Ministry of Housing Works and Supply, Government of India. Under this scheme, the floor area is generally taken to mean that which is covered by a roof above and is exclusive of lobby, corridor, balcony, and staircase etc.

5. Whether rent should be charged from the cane centre staff also who live at the centre in temporary huts or in rented room even though such employees are frequently transferred from centre to centre in the same season?

The living arrangements provided at the outstation Cane centres are generally of improvised or merely of temporary nature. For accommodation of this kind or which is intended to serve merely as a transit camp, no rent should be chargeable.

6. Where a workman has already crossed the maximum of the grade he is entitled to, is it necessary to adjust the house rent in such case and deduct the same as provided in the Wage Board recommendations.

If the pay of a workman on 31st October, 1961, is found to be already in excess of the maximum of the pay scale and dearness allowance prescribed by the Wage Board for the particular occupation to which he belongs and over and above, he is also found to have been in the enjoyment of free quarter (and/or fuel) then too, the value of the house accommodation (and/or fuel as the case may be) should be added to money wage to arrive at the actual wage. The Wage Board recommendations already provide a safeguard that in no case the wages as existing on 31st October, 1961 would be reduced. In a case of the type mentioned above, it is however necessary to provide that the money value of house (and/or fuel as the case may be) shall also be added to the wage of such workman so that his gratuity may not be effected adversely. This will be clear from the following illustration:

ILLUSTRATION.

Suppose 'A' as Electrical Incharge was, on 31st October, 1960, in receipt of Rs.320/- as pay. The maximum of the basic wage scale for highly-skilled 'A' category to which the occupation of Electrical Incharge belongs, is Rs.270/-. The flat rate dearness allowance of Rs.40/- make an aggregate of Rs.310/-.

Apart from the money wages of Rs.320/- say he was in the enjoyment of a two room tenement of the standard prescribed under the Subsidized Industrial Housing Scheme, the rent for which is Rs.14.50 NP for a workman getting above Rs.300/-. This added, his actual pay would be Rs.334.50 NP. Therefore, with effect from 1st November 1960 his actual pay would be not less than Rs.334.50 NP. Therefore, his basic pay for calculation of gratuity etc. would be (Rs.320/- plus 14.50 NP) minus Rs.40/- : Rs.294.50 N.P. and not (Rs.320.40) : Rs.280/- merely.

7. Means of determination of excess consumption of Electricity.

The best method for determining the excess Electricity consumption for purposes of levying charges therefor would be by installation of electric meters. Therefore where excess electric consumption is to be charged it would be necessary on the part of the mills to provide Electric Meters unless, indeed, some other mutually satisfactory method is evolved by the employers and the workers. One such method can be of regulation of the hours of consumption with fixed kilowatts of bulbs.

8. How excess electricity consumption will be charged month to month or on any other basis?

In the case of seasonal workmen occupying the quarters, the final adjustment on account of electricity consumption should be made at the end of the season; while in the case of permanent workmen it should be done once in six months.

GRATUITY

Para 9 of Government Notification No.2309(ST)/XXXVI-A-273(ST)/1960, dated April 27, 1961.

9. Superannuation gratuity advance notice for retirement.

(1) Where the necessary margin of time is available the workman due to retire, shall be given at least two months' notice specifying the due date for his retirement.

(2) Within one month of receipt of the notice by him, the workman concerned may send to the manager his objections, if any, to the notified retirement. If no objection is raised within the period of one month, it will be deemed that the workman has no objection.

(3) After the receipt of the objection, if any within the stipulated period of time, the factory, in case of the objections relating to the age, and reliable record not being available, shall arrange to send the employees to the Civil Surgeon within the remaining period of time for decision on the matter.

(4) Where the due date of retirement has already expired or the time left for retirement or date of retirement is shorter than two months the mills should give at least a fortnight's notice to the workmen concerned to raise objections, if any.

(5) In case the workmen's objection regarding age is, on reference to the Civil Surgeon after the same having not been found convincing by the mills, is upheld, the management shall in view of the findings of the Civil Surgeon, immediately take back the workman in employment with continuity of service and compensate him for loss of wages etc. due to premature retirement.

If on the other hand a workman's objection regarding age is rejected by the Civil Surgeon, his (the workers') service will be deemed to have been terminated with effect from the date of superannuation and no other notice pay in lieu would be required to be paid.

10. Reference to Civil Surgeon where age is disputed; Who to make ?

Ordinarily, the reference to the Civil Surgeon for determining the age in disputed cases should be made by the factory itself.

If, however, the factory fails to make a reference to the Civil Surgeon in disputed cases of age where reliable records of age do not exist, the worker may procure certificate of age from the Civil Surgeon.

The Civil Surgeons' fee shall, in either case, be paid by the factory.

11. Time limit for gratuity payment.

In cases where a workman finally retires on attaining the age of superannuation and there is no dispute regarding the age of the workman, the retirement gratuity should be paid to him immediately, along with other dues as may be payable to him.

12. Question of filling up of vacancies by superannuation retirement.

(1) If the management of a factory where the norms of labour force have not been determined by a proper workload study, do not propose to fill a vacancy caused by the superannuation retirement, the question whether the act of non-filling the vacancy is reduction of surplus labour force or otherwise shall be negotiated between the management and the Trade Union/Unions in the mill. If it is mutually agreed that not filling of that vacancy is a normal reduction of labour force, only gratuity shall be paid to the workman concerned. In the event, however, of a difference of opinion between, the management and the Workman's Union(s), and if in a particular case of retirement the compensation as calculable u/s. 6-N of the U.P. Industrial Disputes Act is in excess of the amount calculable as per gratuity scheme, then the excess would be distributed equally between the persons occupation who have retired within a period of 6 months commencing from 1st November and ending with 30th April or 1st May to 31st October.



(2) Where vacancies caused by the operation of the gratuity scheme or by death are filled, preference for employment shall be given to the retrenched employees of the mills.

PAYMENT - Para (12) of Govt. Notification No.2309(ST)/XXXVI-A 273(ST)/60, dated April 27, 1961.

13. Fitment problems of relievers,  
e.g. if a worker relieves say, semi-skilled 'B' workers for three days and semi-skilled 'A' worker for the remaining three working days of the week, what will be the status of such a worker?

There are three kinds of relievers in the sugar factories.

- (i) those who relieve in similar category
- (ii) those who belong to a lower category and have been designated as such, but who relieve in the higher categories also; and
- (iii) those, bearing designation of higher category relieve workmen in the lower category also.

There is no problem in regard to relievers of category (i). Similarly the pay of relievers of category (iii) who, bearing higher designations relieve workmen in the lower grades, would not be reduced, and they will get the scale appropriate to them according to their designations. As regard relievers of category (ii), a reliever of a lower category when he is called upon to relieve workmen in higher categories, then for the period he relieves workmen in higher categories, he would be entitled to pay at the rate not lower than the lowest received by a workman in the higher category in which he relieves. This applies to relievers employed for purposes of allowing weekly holidays.

14. Fitment on the basis of qualifications of switch board attendants, assistant wireman and electrician.

It is not compulsory for the Switch Board Attendants to have any certificates etc. However, two grades have been provided for Switch Board Attendants - Skilled 'C' for qualified Switch Board Attendants and Semi-skilled 'A' for non qualified Switch Board Attendants. If a switch Board Attendant also possesses a wireman's certificate, he should be placed in Skilled 'C' grade and one who does not have such a certificate would naturally belong to Semi-skilled 'A' grade.

The classification of 'qualified & non-qualified' has not been provided for electricians in the scheme of the Standardized job Structure given by the Wage Board. In their case, therefore, the question does not arise.

15. If there is only one clerk at cane purchasing out centre who does either work of the centre too, in addition to weighment and is responsible for supervision of the centre all the time, will he be treated as weighment clerk or Cane Centre Incharge?

Where there is only one clerk at the out-station cane purchasing centre who does other work at the centre too besides the weighment of cane and is responsible for over all supervision of the centre, he may be treated as Centre Incharge.

16. Juice sulphitation mates and syrup sulphitation mates whether to be given semi-skilled 'A' grades or semi-skilled 'B' grades.

Sulphitation Mates are to belong to semi-skilled 'A' grades, whether the sulphitation Mate looks to syrup or juice, it makes no difference in this position.

17. Whether placing of drillman in semi-skilled category is an error, as 'borer' is given as one of the prevailing designation for Machinist I & Drillman is given as one of the prevailing designations for Machinist II when Borer and Drillman are synonymous.

Since 'borer' and 'drillman' both are shown as prevailing designations of machinist II (semiskilled 'A' at sl.47, page 339 of the Wage Board's Report) and again as 'borer' is shown as one of the prevailing designations of machinist I (skilled 'B', at sl.38, page 336 of the Wage Board's Report) it does not follow that all the drillman regardless of their skill should be classified as belonging to skilled 'B' grade. The question primarily is of skill. The 'borer' against the prevailing designation of Machinist I is supposed to belong to such level of skill as would entitle him to be grouped with Machinist I, and graded as skilled 'B'.

18. In what category flour mills attendant be placed ?

Flour Mill Attendant is not included in the Standardised job scheme of the Wage Board. If the flour mill is run by engine, its driver (attendant) will be placed in semi-skilled 'A' grade as all the engine drivers except the Mill Engine Drivers are to be in the said category according to the Wage Board recommendations. If the flour mill engine is run by water, the attendant would be treated at par with the Motor attendants and should be placed in semi-skilled 'B' grade.

19. Boiler attendant:  
Whether boiler supervisor?  
If so, whether highly skilled 'A' or 'B' grade to be given.

The workmen having first class competency certificate as Boiler Attendant and actually performing the principal duties, as laid down by the Wage Board should be given the standard designation of Boilers Supervisor (qualified) highly skilled 'A' grade.

Boiler attendants performing the duties as laid down by the Wage Board but having competency Certificate lower than the one mentioned above viz. First Class, should be eligible for High Skilled 'B' grade and be given the designation of Boiler Supervisors (un-qualified).

#### FITMENT IN WAGE SCALE.

20. The palledars are entitled to a weightage of Rs.5/-. Does it mean that they would be entitled to a minimum increment of Rs.15/- and the ceiling of their grade would go up to Rs.86/- instead of Rs.81/-

The weightage of Rs.5/- granted by the Wage Board to Palledars is over and above the scale prescribed by the Board for this category. To start with, the Palledars would receive a minimum Rs.60/- (basic) Rs.16/- (D.A.) plus Rs.5/- (Weightage). Rs.81/- which in the time scale would go up to Rs.86/- when the basic wage rises to Rs.65/-

22. If in any concern there is a time scale and the workman has opted the same, will such workman also be entitled to an increment of Rs.10/- as recommended by the Wage Board?

One who opts for the company's existing scale cannot claim an increment of Rs.10/- as recommended by the Board. If in a Sugar unit, Company's own pay scale exists and where, in such a factory, a worker has opted for the wage structure as recommended by the Wage Board, the increment availed by him under the company's own pay scale prior to November 1, 1960, would not be adjustable against the increment accruing against the Wage Board recommendations unless there is a written agreement that such an increment will be adjustable against Wage Board's recommendations. However, such a workman has come to receive increment under the company's scale on or after November 1, 1960 such increment should be adjustable against the increment accriable under the Wage Board's recommendations.

22. Whether cash allowance granted in respect of meritorious work or extra duties adjustable towards wage scale?

All cash allowances granted for meritorious work or extra duties were not contemplated by the Wage Board for adjustment towards the wage scales recommended by them, and this matter stands on a different footing altogether.

RETAINING ALLOWANCE - Para 8 of Govt. Notification dated April 27, 1961.

23. On what wages and at what rates the retaining allowance for the off-season 1960 should be paid ?

The enhanced wage came to be effective from 1st November, 1960. That being so for that part of the off-season, 1960- which extended beyond 31st October, 1960, the rates of retaining allowance will be calculated on the enhanced wages, and for that part of the off-season 1960 which lay prior to 1st November, 1960 the retaining allowance will be calculated on the rates of wages as were operative in respective cases at the end of the season 1959-60. Therefore, in the mills whose off-season 1960 did not extend beyond 31st October, 1960 or, in other words, which commenced crushing on or before 1st November, 1960, the retaining allowance rates would be calculated on the old wages.

24. From what off-season the retaining allowance to the new categories would be paid ?

The new categories of workmen to whom retaining allowance has become payable would be eligible for the same from the off-season, 1960

oo000oo



May 4, 1962

Dear Asre,

Thank you for yours of 29th April.

Banerji is reaching Kanpur on 6th morning and I am told staying there ~~from~~ for 7th and 8th also. Homi Daji told me before going to Indore that he is addressing some meeting in Kanpur on 6th May.

Thanks for the material re. Samiti. I have forwarded it to those who required it. What about its constitution?

A meeting of UPTUC or may be on regional basis as you think it proper is overdue. Don't you think so. With good preparation in June, it will be useful.

Re. Railways also UP is lagging behind. Why not have a meeting?

Inform Samir that re. his TA, he should directly pursue with the concerned authorities and if he fails in his attempt, then write to us.

With greetings,

Yours sincerely,

*H.G.*  
(G.C. Sriwastava)

LIST OF THE UNIONS AFFILIATED TO AITUC IN MEERUT REGION

1. Gatta Mill Mazdoor Sangh,  
Krishmapuri, Baghpat Road, Meerut.
2. Bhartiya Mill Mazdoor Union, Jaswant  
Suger Mill Branch, Baghpat Road, Meerut.
3. Baghpat Chini Mill Karmachari Sangh,  
Baghpat, Meerut.
4. Cantonment Board Employees Union,  
123 Maharishi Balmiki Marg,  
Naya Bazar, Meerut.
5. U.P.P.W.D. Karmachari Sangh,  
144 Subash Nager, Meerut.
6. Jute Mill Union,  
Manahar Bhawan, Delhi Gate,  
Ghaziabad.
7. Ghaziabad Iron & Steel Workers Association  
G.T. Road, Ghaziabad.
8. Pannijee Suger Mill Mazdoor Union,  
Panninager, Bulandshair.
9. Rikshaw Chalak Union,  
84 Arajyat, Bulandshair.
10. Nager Mahapalika Karmachari Sangh,  
84 Arajyat, Bulandshair.
11. Krishi Bibhag Karmachari Union,  
Vill- Gangurua, Bulandshair.
12. Oil Mill Mazdoor Union,  
c/o Communist Party Office,  
Lakshmananj, Bisyat Khana, Khurja.
13. Bharti Mill Mazdoor Union,  
Shamli, Muzaffernager.
14. Mansoorpur Mazdoor Union Congress,  
Mansoorpur, Muzaffernager.
15. Rashtriya Mazdoor Sangh,  
Khatouli, Muzaffernager.
16. Rohana Suger Mill Workers Union,  
Suger Mill Quaters, Rohana, Muzaffernager.
17. Bidyut Bibhag Karmachari Union,  
Nager Palika, Muzaffernager.
18. Cloth Mill Karmachari Union,  
32 Railway Road, Saharanpur.
19. Engineering Workers Union,  
32 Railway Road Saharanpur.
20. Company Bagh Workers Union,  
32 Railway Road, Saharappur.
21. Kanghi Mazdoor Union,  
Sarai Tarin, Sambal, Maradabad.
22. Chai Bagan Mazdoor Union,  
84 Paltan Bazar, Dehradun.
23. Textile Mazdoor Union,  
84 Paltan Bazar, Dehradun.
24. College & School Karmachari Sangh,  
14, New Cantt Road, Dehradun.
25. P.W.D. Mazdoor Sangh,  
14, New Cantt Road, Deheradun.

List of the Unions affiliated to AIRUC in Bareilly Region

1. Labour Union , Baheri, Bareilly
2. Suger Mill Labour Union,  
H.R.Suger Factory quarters , Bareilly.
3. Rubber Factory Construction Labour Union,  
Fatheganj West , Ram Das Gate, Bareilly.
4. Pilibhit Suger Mill Labour Union,  
14 Old Factory Compound , Pilibhit.
5. Municipal Karmachari Harijan Union,  
No 1 Rajpura Line , Haldwani, Nainital.
6. Kumaon Motor Transport Workers Union,  
Kathgodam, Nainital.
7. Garhwal Motor Transport Workers Union ,  
Kotdwar, Garhwal.



From

The Convener,  
U.P. Sugar Wage (Implementation) Committee,  
Post Box No. 220,  
Kanpur.

To

The Secretary,  
Indian Sugar Mills Association,  
Lucknow.

No.

/SWC

Dated May , 1962

Dear Sir,

It would be noticed that among the supervisory technical staff, the Wage Board fixed wage structure for employees upto the category of Manufacturing Chemist (qualified) and Assistant Engineer (Qualified), the assumption being that those placed above the Manufacturing Chemist (qualified) or Assistant Engineer (qualified) in the hierarchy of jobs in the mills would be in receipt of emoluments not lower than those applicable to the Manufacturing Chemists (qualified) or the Assistant Engineer (qualified).

However, cases have come to the notice of the Committee where Dy. Chief Engineers are in receipt of pay below Rs.500/- and have been allowed no increment in consequence of the Wage Board recommendations. The Assistant Engineer (qualified) whose position in the hierarchy of jobs is admittedly lower to that of the Dy. Chief Engineer is, in terms of the Wage Boards recommendations entitled to the scale of Rs.300-25-425 EB-25-600 together with the graduated dearness allowance of Rs. 50/- excluding the flexible dearness allowance.

If, therefore, mills themselves do not suitably revise the emoluments in such a case, the anomalous position may arise wherein a superior officer may be left in the pay scale lower than that to which his subordinate has become entitled in view of the recommendations of the Sugar Wage Board.

The committee on considering all aspects of this matter came to the conclusion that where in a factory, an officer employed in the capacity of Dy. Chief Engineer or Dy. Chief Chemist was on 31st October 1960 in receipt of higher remunerations than payable to the Manufacturing Chemist (qualified) or the Shift Engineer, his position in the job hierarchy should come to be changed adversely by the reason of application of improved wage rates and dearness allowance to his subordinates.

As already pointed out above, the wage Board did not feel called upon to go into the question of pay scales of the categories of Dy. Chief Engineer and the Dy. Chief Chemists as it was thought that they would receive pay fairly above Rs.500/- and at least not less than that which would be applicable to their subordinates in terms of the Wage Board recommendations. But where this is not so, it does in any case follow that the mills should see that the incumbents of these jobs are not applied scales and dearness rates lower than those applicable to their immediate subordinates. To take the case of Dy. Chief Engineer/Dy. Chief Chemist for instance, their pay scales and dearness allowance should not be lower than that recommended by the Sugar wage Board for Assistant Engineers and Manufacturing Chemists (qualified). I have to request you to kindly advise the units accordingly.

Yours faithfully,

Sd/-( H. M. MISRA )  
Convener,  
Sugar Wage ( Implementation )  
Committee, Kanpur.

No.977(i) /SWC/CLM/ISMA

Dated 1. 6. 1962

Copy forwarded for information to the following:-

1. All the 4 Central Organisation of workers.
2. All Regional Assistant Labour Commissioners.
3. Regional Conciliation Officer, Gorakhpur, Additional Regional Conciliation Officer, Varanasi, Rampur, Aligarh, Saharanpur.
4. The Members of the Committee.

Sd( H.M. MISRA )  
CONVENER,  
SUGAR WAGE (IMPLEMENTATION)  
COMMITTEE, KANPUR.

From: The Convener,  
U.P. Sugar Wage (Impl.) Committee,  
Post Box No.220,  
Kanpur.

To  
The Secretary,  
Indian Sugar Mills Association,  
Lucknow.

No. /SWC Dated 1962.

Dear Sir,

As would appear from the list of amenities given in paragraph 152 of the report of the Sugar Wage Board, some sugar mills have been allowing to their seasonal employees, railway fare for joining or going back to home after the season, or both. The question has been raised as to whether this amenity can be suspended now, in view of the application of the Wage Boards' recommendations.

The Committee appointed under Notification No.3163(i)(ST0/XXXVI-A-180(ST)61 dated June 9, 1961 has considered this matter in detail and I am desired to point out that the Board has already detailed in paragraphs 154 to 163 of its Report the amenities whose cost can be adjusted against the wage recommended by the Board. The Board principle has been that where a benefit goes directly to reduce the expenses of a worker on items of expenditure which are taken into account for the calculation of fair wage, it should be adjustable against the actual wage payable. Free or concessional housing, subsidised good supplies, free or concessional fuel and light have been enumerated by the Wage Board as items belonging to this class.

Obviously, the railway fare to seasonal workers does not belong to this class. Hence, the question of its adjustment against the wage or suspension of the existing practice in this behalf could not arise. The Committee, has therefore been of the view that this should continue as hitherto. I am to request that the mills may please be advised accordingly.

Yours faithfully,

Sd/-(H.M. Misra)  
Convener,  
Sugar Wage (Implementation) Committee, Kanpur.

No.976(i)/SWC/C.L.M./I.S.M.A

Dated 1.6.1962

Copy forwarded for information to all the 4 Central Organisations of workers.

- (2) All the Regional Asstt. Labour Commissioners.
- (3) The Regional Conciliation Officer, Gorakhpur and Addl. Regional Conciliation Officer, Rampur, Saharanpur, Varanasi, and Aligarh.
- (4) The Members of the Committee.

Sd/-(H.M. MISRA)  
CONVENER  
SUGAR WAGE (IMPLEMENTATION) COMMITTEE, KANPUR



June 6, 1962

Dear Asre,

Your letter No.612/G of 24th April, received by us on 5th June, does not make things clear.

What is this Committee - when was it appointed, and with what terms of reference? When it conducted its deliberations and upon whom its findings are binding? What are the reactions of the TUs on the findings of the Committee? It seems it has got something to do with Sugar Wage Board recommendations.

A small note clarifying the above along with this will be useful. Enclosure received along with your letter is returned herewith.

After getting the above, we will decide how many copies we need for circulation to STUCs/unions concerned.

With greetings,

Yours fraternally,

*mb*  
(K.G.Srivastava)

Encl:

13

Kapur 5/5

A. I. T. U. C.	
Received	15.57-11/16/68
Replied	.....

My Dear K.S,

I have been released from the hospital on Sunday last. But has been advised rest for 15 days. The Meerut Regional meeting is fixed for 16th and 17th June. Notices have been sent to all concerned Unions and comrades individually.

You have to kindly find time and attend this meeting. The meeting starts in the afternoon of 16th and will continue on 17th the whole day.

Arundhaji left for Meerut on 23rd May but as yet has not written to us about the arrangements of the meeting. We expect his letter any day.

Then Bawilly Regional meeting is fixed for 20th and 21st and Aligarh meeting is fixed for 25th and 26th. You have to find time for both - at least for Aligarh which will cover Azamgarh, Ferozabad etc.

Please write to us immediately, confirming the above programme. Varanasi meeting cannot be finalised due to Party vs Union leadership quarrels - The whole thing appears to be in a mess and Pithorah etc. appear to be taking disruptive methods. For the time being the whole region appears to be written off.

With greetings,

Yours,  
Aswajit

inform K.G. out till 15/6th.  
15/6

7/11  
M

U.P. TRADE UNION CONGRESS, 12/1, Gwaltoli, Kanpur

Ref. No. U.P. TRADE UNION CONGRESS, 12/1, Gwaltoli, Kanpur.

Ref. No. 723/62.

A.I.T.U.C.  
Received 1659 19/6/62

Dated: May 24, 1962.  
17-6.

Dear Comrade,

A meeting of the representatives of the affiliated unions of the Agri. Region will be held on 25.6.62 at Dist. Tr. Union, Sahi, Son or Ben, Aligarh along with the rest.

You are requested to attend the said meeting along with the President of your union or send two authorised representatives of the union. Boarding will be free, but you are requested to make your own arrangements for fooding. Following will be the agenda for the meeting:-

1. Reports from the unions;
2. Future tasks;
3. AITUC affiliation fee and levy to State TUC, and
4. Any other matter with the consent of the president of the meeting.

With greetings,

Yours;

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

Yours fraternally,  
Ram Asrey  
(RAM ASREY)  
GENERAL SECRETARY

NB. The meeting will start at 5PM on 25/6 and it will continue for whole day on 26/6.

Dated: May 24, 1962

Dear Comrade,  
of the representatives of the affiliated unions of the Agri. Region will be held on 25.6.62 at Dist. Tr. Union, Sahi, Son or Ben, Aligarh along with the rest.

File

11/11/62



टेलीफोन : ४६९५

# उत्तर प्रदेशीय राज्य कमेटी

## अखिल भारतीय ट्रेड यूनियन कांग्रेस

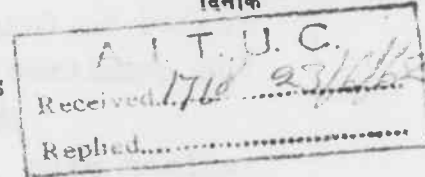
मजदूर-समा मवन  
१२/१ ग्वालदोली, कानपुर

21st June, 1962

कम संख्या 742/62

दिनांक.....

The Secretary,  
All India Trade Union Congress  
New Delhi.



Dear comrade,

Recieved your letter dated 6th June, 1962.

The Government of U.P. formed a committee for proper implementation of the Sugar Wage Board Recommendations and also to settle the dispute with regard to the implementation of SWB recommendations. The committee was also entrusted with to settle the cases of wrongful designation and wrongful fitment in various grades. The committee ~~consisted~~ consisted of Shri H.M.Misra, convenor( former secretary of SWB), Shri Kashi Nath Pandey, M.P. and Shri Niveta representing labour and employers respectively.

The United Chini Mill Mazdoor Federation filed a writ petition against the committee because the committee consisted only INTUC nominee . The writ was dismissed. The most of the unions submitted the cases of wrongful designation ~~and~~ wrongful fitment in various grades and other matter like house rent, retaining allowance to the seasonal workers, Electricity charges etc before the committee.

The committee submitted its findings and ~~decisions~~ decisions to the Government and Government has made these Clarification in a Government Order. Now the committee has

# उत्तर प्रदेशीय राज्य कमेटी

## अखिल भारतीय ट्रेड यूनियन कांग्रेस

मजदूर-सभा भवन  
१२/१ ग्वालदोली, कानपुर

क्रम संख्या

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दिनांक.....

ceased to function. It has sent circulars that in future the committee would not entertain any ~~ex~~ fitment case.

As many of the matters were important for other regions also , we felt that same may be useful for the centre.

With greetings.

Yours comradely



(Samir Kumar Dhar)

Encl. 1

*We can include this to  
our paper now for  
info r future reference.  
As for copies for the office  
we pay @ 1500/- each copy.*

*NO*  
*[Signature]*

XX

July 6, 1962

General Secretary,  
UPTUC

Dear Comrade,

The following cases pending in the Supreme Court in respect of disputes in U.P. Please let us know if any of our affiliates are party to the cases and also if there is any possibility of out-of-court settlement as suggested by the I&E Division of the Ministry of Labour.

1. 79/60 - Agra Electric Co. vs. M.K.Roy & Others - appeal against Order dt.27.11.59 of Industrial Tribunal, 3rd, U.P., Allahabad
2. 329 to 337 Patials Cement Co. Ltd., etc. vs. Menga Ram and Anr. - Appeal against judgment dt.9.4.56 of Allahabad High Court
3. 37/38 Jaswant Sugar Mills Ltd. vs. Lakshmi Chand and Others - Appeal against judgment and order dated 9.7.56 and 9.5.56 of LAT, Lucknow and A.R.C. Meerut
4. M/s.Cooperative Co. Ltd. vs. Distillery Workers Union - against award dt.2.4.60 of Industrial Tribunal, Allahabad
5. 387 Straw Board Mfg. Co. Ltd. vs. Govind - against order dt.29.4.60 of Labour Court, Meerut.

Please reply without delay.

With greetings,

Yours fraternally,

*K.G. Sriwastava*

(K.G.Sriwastava)  
Secretary



REPORT OF ALIGARH REGIONAL MEETING.

The meeting of this Region was earlier convened for June 7 and 8. The announcement was made in the Janyug and on these dates representatives of Agra and Ferozabad Unions were present.

But due to continued illness of the general secretary the meeting had to be shifted to June 25 and 26.

On June 26 representatives of Ice & Oil mill Workers' Union, Ekka Tonga Mazdoor Union, Chaku Tala Mazdoor Sangh, Aligarh Metal Industries Workers' Union, Aligarh Press Workers' Union, Moti Mill Mazdoor Sangh and Loha Aur Ispat Karmachari Sangh were present. One good feature of the meeting was that worker office-bearers of the Unions from Aligarh were present in large number, having taken leave from their work-places. About 20 to 25 workers were present all along.

The representatives of the Unions presented the reports of the problems that they are facing and the work being done by them. Aligarh Metal Industries Workers' Union operates in the main in Indian Implements Manufacturing Company and Chaku Tala Karmachari Sangh operates in Indian Trading Corporation. Outside these two big factories where nearly 2000 workers are engaged more than 6000 workers are engaged in small karkhanas manufacturing locks which is traditional cottage industry of this town.

The two unions which are affiliates of the AITUC in the last 3 years have secured some relief to the workers in the form of annual bonuses and increments etc. The working conditions remain bad and even elementary facilities provided for in the Factory Act are not implemented. Facilities like canteen and rest rooms can be secured if the gods of the Labour Department and Factory Inspectorate move their little finger towards this direction.

The main problem that the workers in these two mechanised units and other small karkhanas are facing is that there is no defined wage-structures and norms of work and the employers as the sufferings of the workers permits continue increasing workloads for small increases in earnings. There exist piece - rates and through this instrument the employers have succeeded in increasing workloads by nominal increases in earnings. There does not exist any system of dearness allowance or even annual increments etc.

From the discussions of the comrades present it appeared that there are differences among them with regard to the emphasis on case-work and agitation. There are also certain organisational matters that needed discussions and clarification for better functioning of the unions.

Then there was a report made by Com. Bharadwaj regarding the industrial position of Aligarh. He also pointed out that the Labour Department authorities were not taking a correct attitude with regard to the workers' grievances and they were siding with the employers by delaying the matters that concerned the workers immediate and long-term interests.

Com. Nagar from Agra reported about the work being done by his Union and also by the union which is independent among the textile workers of Agra.

Com. Ram Asrey then summed up the discussions and explained the AITUC positions on the differences that existed among comrades. He pointed out that good work has been done in Aligarh by comrades who took initiative and forming Unions of workers. That this work needs being improved. The legal work has helped us to develop upto the present stage and that will continue to be very important in future also but for ending the existing anarchy in

in the wage-structure of this small scale industry the workers shall have to be prepared for direct action. But the pre-condition for any such action is that the Unions should have prepared a wage-structure of their own and that is a very big and complicated task. The Unions should collect present wage-normas and the categories and production normas and after having sifted them properly they should attempt to lay down the minimum - that is seeing the position of the industry as well as the organised strength of the workers that could be achieved and looked reasonable.

Then he pointed out that instead of wasting energy in every type of union we should at Aligarh concentrate our efforts on lock industry and then fix priority for Hathras and Nagarpalika employees.

For Agra Com. Asrey suggested that there should be held another meeting for Agra and Ferozabad comrades where the merger of unions affiliated to the AITUC working in the same industry be taken up and other matters decided.

The formation of the District Trade Union Council was also approved and decided that the DTUC be functioned as the Centre of our Unions to coordinate the work and activities of our unions.

The following decisions were taken : -

1. The meeting recommended to the UPTUC Centre that a Hindi publication such as Trade Union Record be organised and the Unions at Aligarh are prepared to extend necessary cooperation for the same.
2. The Unions in Lock industry shall collect material and prepare a proposed wage-structure by 31st July and then the same shall be discussed with the UPTUC Centre before submission to the employers and the Government.
3. A demonstration of Aligarh workers shall take place on 22nd July to protest against the anti-labour policies of the Government and to demand the reversal of the same in favour of workers.
4. Priorities of work were fixed - Lock industry, Hathras Textile and Nagarpalika employees.
5. A Membership drive of all unions be organised and the DTUC to function regularly. It should hold a meeting to decide on the organisational details and inform the UPTUC Centre of the same within a fortnight.
6. The income and expenditure account should be kept in proper receipts and registers.
7. Com. Bhudeo Sharma will be mainly responsible for case work and he will fix his office timings. Com. Roshanlal to act as office secretary and his wage should be decided at the first meeting of the DTUC. The UPTUC Centre to be informed of the same.
8. The meeting also decided to extend all necessary cooperation to the anti-tax agitation of the people.

Affiliation fees of the AITUC has been paid by Aligarh Metal Industries Workers Union, Chaku Tala Farmachari Sangh and Ekka Tanga Union. It was decided that other Unions will remit their affiliation fees immediately and the UPTUC Levy shall be paid in two instalments in two months time.

The meeting also urged Com. Nagar to discuss the matter of affiliation of textile unions.



## REPORT ON BAREILLY REGIONAL MEETING.

In this region we have only 7 affiliated Unions with the AITUC. The position of these Unions barring the 3 sugar unions is such that we do not have any regular contacts with them for some time past and the efforts to contact them through correspondence did not succeed. Two of them are important transport unions. The functioning of one of them has got weakened due to Com. Sundrayal having shifted to the national centre. The other one was never so regular in contacting us.

On 22nd a meeting was held at Sugar mill quarters at Bareilly. Com. Harsahaisingh of Labour Union Baheri was present. No other comrade from Baheri was present and Com. Harsahai for sometime past had no contacts with the leadership of the Union. This Union since the general strike of the last year has suffered heavily and the revival has not taken place even this year. The cases of the victimised workmen - 16 leaders and office-bearers of the Union - are still pending with the Government for reference to the adjudication. Pilibhit Union and local sugar mill representatives were present.

Bareilly is important industrial centre and has many industrial plants. Recently a Rubber factory (synthetic) has started being constructed and soon it will go for production. Wimco has a big plant and once we had a very strong union with us. Now there are two unions - HMS and INTUC - operating there.

Comrades working in State Transport were also present by special invitation. They desired discussing their problems separately specially their organisational needs.

The meeting discussed the problems facing the sugar industry and the functioning of the United Chini Mill Mazdoor Federation. The question of bonus in the industry was also discussed and decided that the agitation on the lines of the resolution of the Federation's Gola Conference be carried on. Then there was the problem of workers being retrenched in the superannuation. The clarifications made by the Government's wage implementation committee were also discussed.

In this region we have suffered setback in Baheri and also slightly at Pilibhit. The membership of the Unions has gone down in these two centres. Bareilly Union has increased its membership only very slightly.

It was decided that for the time being <sup>Sugar Mill</sup> Labour Union Bareilly should act as the coordination centre and Com. Prithviraj should assist Com. Harsahai Singh in the work of reorganising ~~the~~ unions in this region. It was further decided that Com. Harsahai Singh should devote his wholetime attention to trade union work and take all necessary help from the UPTUC Centre.

Later discussions with the State Transport comrades revealed that there was great scope of the work being organised in this sector. It was pointed out that after the break-up of the Union in an earlier struggle the movement has revived again and the employees in this sector are restive. They are demanding leadership and want help in the organisational work. It was felt after the discussion that a Centre at Lucknow to coordinate the activities of different regions and also which may act as liaison with the government authorities is imperatively needed. The meeting decided that an Extended meeting of the Executive Committee of State Union be convened for August 11 and 12 at Lucknow and invitations for the meeting will be issued by Union Office-bearers shortly. Those who are to be specially invited, their invitations will be sent to the UPTUC Centre and that will arrange sending of them to appropriate comrades. Secondly, Com. Asrey was entrusted with the task of finding a suitable accommodation for Office and a comrade who could devote his part-time to the work of the Union. This has to be finalised within 3 weeks.



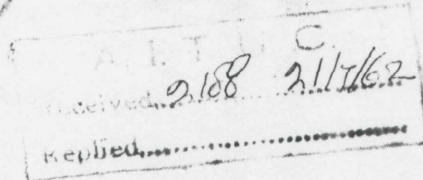
## उत्तर प्रदेशीय राज्य कमेटी

अखिल भारतीय ट्रेड यूनियन कांग्रेस

मजदूर-सभा भवन  
१२/१ ग्वालदोली, कानपुर

क्रम संख्या 79362

दिनांक 19th July, 1962

Com S.S.Yusuf, M.L.A.,  
President,  
U.P. Trade Union Congress,  
Kanpur.

Dear comrade Yusuf,

This is with regard to the affiliation application of Laxmi Ratan Mazdoor Sabha, Kanpur.

The union referred above seeks affiliation with the AITUC. This is to operate in Textile Industry of Kanpur. You are aware of that the AITUC elements are working in Suti Mill Mazdoor Sabha, Kanpur which is independent and presently you are its President.

When I discussed the matter with you personally you expressed the view of Shri Raj Narain Arya for the defence of the interests of the Laxmi Ratan Mill workers, it was imperative that there is a union working on Mill-basis. You did not clearly expressed your view regarding affiliation.

Apart from the fact that the affiliation will create complications inside the Suti Mill Mazdoor Sabha, the position of and decision of the Labour Court is an attack on the right of to function and operate Industrial Unions. Both these considerations are serious.

As papers are pending for long and meanwhile it is reported that Shri Raj Narain Arya has started filing cases off Laxmi Ratan workers on behalf of the U.P. Trade Union Congress, an approved federation. I would like to get your immediate instructions in the matter.

With regards.

Yours comradely

RAsey

(Ran Asney) 19/7

General Secretary

Copy to

The Secretary,  
All India Trade Union Congress,  
New-Delhi.

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Working of Labour Laws and Courts

The working of the Factory Inspectorate and the U.P. Labour Courts and Tribunals came in for a good deal of criticism in a meeting recently held here of the trade unionists who represent workers in Labour Courts and Tribunals and are directly concerned with the working of the Labour laws. A number of the resolutions were passed and the appointment of a High-Power Commission was suggested to review the working of the Labour laws and Labour Courts. It was also suggested that the Labour Appellate Tribunal should be revived in U.P. or some other machinery be provided for appeals against the decisions of the Labour Courts and Tribunals as the latter are not able to exercise their discretion properly and rightly on facts in most cases. It was also felt that the Conciliation Officers should be given more powers and those competent among them be made adjudicators in matters involving individual rights.

The delay involved in the formation of Conciliation Boards and in the disposal of cases in adjudication, the non-implementation of favourable awards, refer by the Govt. to refer important cases, appointment of retired Civil Court Judges who have no knowledge or practical experience of labour matters nor the time or the capacity to adjust. Various other factors were also pointed out to be responsible for the failure of the Industrial Disputes machinery and for the loss of workers' confidence in it.

The meeting was of the view that the Industrial Disputes Act has failed to achieve its objects of the prevention of strikes and lock-outs and of progressive improvement of the working conditions through peaceful negotiations. The scope of industrial adjudication has further narrowed as a result of the decisions of the Supreme Court upholding the fundamental rights of the employers. It appears that there has not been a proper appreciation of the fact that the concept of collective bargaining involves a partial surrender of the employers' fundamental rights and unless the Courts take note of this fact, no machinery for industrial adjudication can succeed. It will only open the way for direct action by labour to achieve what cannot be achieved in Courts.

Factory Inspectors, it was felt, were impervious to the complaints of the workers and unmindful of the contraventions of the Factories Act. They did not appear concerned with illegal overtime being taken all over Kanpur carrying of excessive loads, Sunday working, running of machines without safety device etc. There are enough acid fumes to corrode your life in and around Kanpur Chemical Works and in that very atmosphere there live workers' families. To the Factory Inspector this has always been a passable offence.

The meeting ended with a call to all the unions of Kanpur to form a Committee of co-ordination of legal action and for joint action in respect of the difficulties experienced by the unions in common.

Shri G.S.Sinha, M.A.Khan, S.K.Srivastava, M.C.Nigam and ~~R.N.Arya~~ attended the meeting with Sri R.N.Arya as the Convener. The deliberations of the meeting have since been supported by fellow trade unionists of ~~Textile Labour Association~~ and Rashtriya Textile Mazdoor Union and others also.

*Raj Narain Arya*  
Raj Narain Arya,  
Convener

Unions' Committee for  
Joint Action

19/7/62

Handwritten initials



This meeting of the trade unionists further notes that even within the scope left open for the labour courts and tribunals, the exercise of discretion over questions of fact by them, results, in most cases, against workers, which in its opinion, is due to the fact that the retired judges of the civil courts apply standards of civil courts in industrial adjudication and also due to a lack of knowledge and practical experience in most of the Presiding Officers in labour matters.

It is, therefore, urged that the Conciliation Officers be given more powers and the competent ones among them be appointed adjudicators in matters involving individual rights; (ii) that younger judges with knowledge and experience of labour matters be appointed (iii) that there should be an appellate machinery on questions of facts as well as law in U.P. of the standard of Labour Appellate Tribunal (iv) and laws recognising definite rights of workers and having dispensation of social justice as their objective should be enacted.

### III

This meeting of the trade unionists of Kanpur working in the legal sphere feels that the Labour Courts and the Tribunals are getting lost in legalities and technicalities and thereby losing effectiveness. It is also felt that important and general issues such as jurisdictional questions and question involving interpretation of laws affecting scope of enquiry by Courts are being decided by them on insufficient presentation by workers and without a thorough discussion of the same. This meeting feels that a balanced and proper view on these question is possible only when it is discussed before and decided by a full bench of the Presiding Officers with full participation of the counsel for the Government.

### IV

This meeting of the trade unionists of Kanpur connected with legal work calls upon all the trade unions of Kanpur to join in this struggle for the improvement of labour laws and labour courts and to form a Committee for Joint Action for the betterment of the working class without party or political distinctions.

*R. N. Arya*  
R. N. Arya

Convener

Unions' Committee for Joint  
Action, Kanpur



*Campaign against*  
For favour of publication:-

Received 20/7/62  
Replied.....

AITUC

A meeting of the representatives of the A.I.T.U.C. unions of Kanpur Region, held under the presidentship of ~~Shri~~ Shiv Sharma, vice-president of the U.P. Trade Union Congress, reviewed activities of the unions of the region. The meeting noted with great concern the rising prices, taxation, increase of workload and general deteriorating conditions of the workers on the one hand and increasing profits, no virtual increase in the real wages, non implementation of the Labour Laws, awards, agreements and Code of Tripartite settlements on the other. The meeting came to the conclusion that the Industrial machinery set up by the Government ~~in the State~~ for the prohibition of strikes and lock-outs has completely failed to fulfil its tasks. The meeting, further, noted with great concern that even after 14 years of Independence and change of the objective to 'Socialist Pattern of Society' the State Government ~~has not~~ did not implement the Recommendations of the U.P. Labour Enquiry Committee (Bimkar Enquiry Committee) in any one industry of our State in full.

The meeting demanded from the Government to institute General Enquiry in the deteriorating conditions of workers in U.P. and to appoint a Committee to fix wages in the Scheduled and other industries than Textile and Sugar on the principles laid down by the Indian Labour Conference. The ~~meeting~~ decided to organise campaign against Taxes, rising prices, anti-labour and pro-employer policy of the Government; for security of service, 3-month wages as bonus, Gratuity at the rate of one-month wages and abolition of the system of contract labour. It was also decided to convene a meeting of the U.P. functionaries and supporters of the A.I.T.U.C. policy on Sunday the 22nd of July, 1962 at Kanpur to chalk-out programme to launch the agitation.

By a resolution the meeting supported the just demands of the workers of the Ubaralla Paper Factory, Jajmau who were forced to go on strike and condemned the high-handedness and provocative actions of the employers. The resolution urged upon the Government to take action against the employers as there was likelihood of breach of Industrial peace. It was decided to organise a mass meeting at Sheela Bazar ground, Jajmau on Thursday the 12th of July, 1962 to support the demands of the workers.

The meeting elected a 7-man Adhoc Committee with Shiv Sharma as Convener to organise work in the region.

Kanpur, Dated July 11, 1962

*S. Sharma*  
(Shiv Sharma)

Convener,

12/1, Gwaltoli, Kanpur.

*Sh. Sharma*  
14/7/62

# उत्तर प्रदेशीय राज्य कमेटी

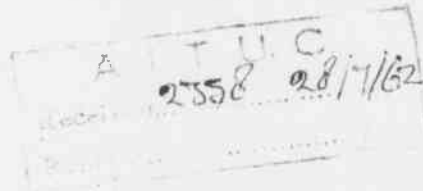
## अखिल भारतीय ट्रेड यूनियन कांग्रेस

मजदूर-समा भवन  
१२/१ ग्वालटोली, कानपुर

क्रम संख्या ८०३/६२

दिनांक July 16, 1962

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



Dear Comrade,

Please find enclosed application for affiliation and related papers of Laxmi Ratan Mazdoor Sabha.

The below we are sending a copy of the letter of the President of the said union clarifying certain important matters. With these clarifications we cannot reasonably refuse application for affiliation. Please consider over the same and intimate your opinion.

Copy of the letter.

The General Secretary,  
U.P. Trade Union Congress,  
Kanpur.

Dear Comrade,

This is to inform you as per our talk that the Executive Committee of the Laxmi Ratan Mazdoor Sabha has endorsed officially in its meeting on 22.7.62 that it will restrict itself to the espousal of individual disputes for which a disability has arisen for Suti Mill Mazdoor Sabha because of the Award of the Bareilly Labour Court in adjudication cases 34, 35 and 36 of 1954. This it will do in cooperation with Suti Mill Mazdoor Sabha, Kanpur. As regards cases of wages, bonuses, rationalisation etc., cases of general nature, Laxmi Ratan Mazdoor Sabha will depend upon and assist Suti Mill Mazdoor Sabha, Kanpur. It has also been decided that for this reason it will keep it open for its members to become members of Suti Mill Mazdoor Sabha, Kanpur.

In short, we do not have any conflict with Suti Mill Mazdoor Sabha, Kanpur. We are rather complimentary to it.

In view of this, kindly expediate affiliation soon.

Yours faithfully,

R.K. Arya  
President Laxmi Ratan Mazdoor Sabha  
119/432, Darshanpurwa, Kanpur

35.7.62



## उत्तर प्रदेशीय राज्य कमेटी

अखिल भारतीय ट्रेड यूनियन कांग्रेस

मजदूर-समा सदन  
१२/१ ग्वालदोली, कानपुर

क्रम संख्या ४२४/६२

दिनांक ६.४.६२

Sri Gulzarilal Nanda,  
Minister for Labour & Planning,  
Government of India,  
New Delhi.

My Dear Nandaji,

Finding no other way to solve the problem detailed below I address this letter to you in the hope that with your experience in the labour matters and also as one who is at the helm of affairs on matters concerning employment, planning and labour you will kindly give me light to take further steps in the desirable direction.

2. You know that a Rayon plant is situated here and is run by the J.K. Organisation. You must have also come across the fact that there have repeated industrial disputes in this unit leading to avoidable losses. Our State Government is also said to have advanced as loan nearly a crore of rupees for the said plant. This is the only Viscose Rayon unit in our State and supplies yarn to Punjab, Baroda and other places.

3. The plant started production in the end of 1959. At the beginning and for over a year there did not exist any of the working conditions that have been won by other sets of the workers after prolonged struggles and legislations.

To put it in brief almost the entire working strength of the operatives was temporary. There was no wage-structure worth the name and only arbitrariness was the rule in the matter of wages and other allied matters. There were no leave facilities. Not the workers were having any Festival Holidays. The supply of milk, clothings, footweares and tightfits etc. was erratic and irregular. In these conditions in January 1961 there occurred a temporary stoppage of work - the immediate question setting the workers on motion being removal or arbitrary refusal of work to a particular person.



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The strike was, however, settled within 20 hours and an agreement was arrived at between the management and the workmen. This agreement which included the payment of overtime arrears was remained unimplemented and the discontent remained brewing.

In February J.K. Rayon workers' Union was formed and duly registered in March, 1961. The Union framed a Charter of Demands in this month and submitted to the management for consideration and sought a settlement through negotiations. The Charter of Demands included the demand of fixation of wages and other regulations. This was turned down and the management refused a settlement. The management instead started victimisation tactics. They issued chargesheets for dead matters on a large scale. They transferred 6 workers without any formal orders and refused entry into the mills. This again resulted in a strike on April 8, 1961 and was settled through the intervention of Sri S.M. Banerji, M.P. on April 22, 1961.

4. After this settlement the workers were paid their Bonus, overtime arrears but the settlement of the wage-structure was delayed due to the management's delaying tactics. Meanwhile, on August 1 again due to the refusal of the management to distribute due clothings etc. again a strike took place that resulted in the dismissals of 91 workers -entire compliment of the Spinning Department. This time again due to the persuasion of Sri S.M. Banerji 82 workers were reinstated and the management promised to consider the cases of remaining 9 workers.

In the months of March and April through the efforts of some agent of the management Union leader Sri Pal was waylaid while he was returning after midnight and Union's Treasurer, Sri Patrakhan Singh, Vice-Presidents Sarvasri Raza Parvez and B.S. Nigam and Union general secretary were involved in petty cases of violation of Canal Rules. Sri Patrakhan was convicted. The complicity of the management

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and the convicting Magistrate is now conclusively proved from the fact that this Magistrate, Sri Lavania, after his retirement has been employed by J.K.Rayon as a security officer of the concern.

On October 17, 1961 this Union Treasurer was again waylaid by the hired men of the management and when an enquiry was demanded into this matter a joint enquiry was also held in which Sri Sohanlal Singhanla and Sri S.M.Banerji were the judges. The result of this enquiry has not been made known till this date despite the Union having asked for the same repeatedly.

In September an agreement on wage-structure, categories to be covered etc. was arrived at between the management and the Union. We are enclosing a copy of this agreement which is a proff positive of Union's good intentions where in consideration of the difficulties of the employers a minimum wage of Rs70/- much lower than anywhere in existence in any rayon factory was accepted. The Bomaby Factories are much higher minimum and even the Nagda factory in Madhya Pradesh where the wages have been fixed by an agreement with the IMPUC union the wages are much higher, the minimum crossing Rs 90/-

In April Agreement it was agreed to evolve a scheme of Production Bonus and mutually decide the matter of leaves and festival holidays, Despote several formal and informal approaches these matters could not be settled. The question of 9 victimised workmen was also pending a decision. The beating of the Union Treasurer in October would have flared up another strike but for the timely intervention of Sri Banerji. The Union representatives remained persuading the management to settle outstanding issues. They also sought the intervention of the Assistant Regional Labour Commission, but nothing concrete was done to satisfy the mounting discontent. Instead the management continued its attitude of dividing the workers and enlisting support of a section of workers for facing the eventuality of a strike by bribing them and also by fanning mutual bickerings and bitterness among the workers. The notorious role in

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this respect was played by one Sri S.P.Singh, security officer of the concern who created a party of his own among the workers and inside the colony. One of the 9 victimised workers of August strike, Sri Harishankarsingh was completely demoralised, and was made an instrument of enlisting support of 4-5 other workers, Chaubey, Ram Pratap, Suresh Bahadur etc belonging to his village-side for opposing the Union and breaking of strike, if that ever took place. The management in the meanwhile pretended of continuing negotiations while in fact they were preparing to meet the threat of strike and to this end they recruited some known bullies and also other workers.

Failing to get any solution the workers got fed up and Sri Patrakhan Singh undertook a fast unto death on January 7, 1962. The fast continued for 9 days. On the night of 15th January at an informal meeting between the representatives of the management and the Union in the presence of the Regional Labour Commissioner, Kanpur an understanding on the points of dispute was reached but perhaps that was too late. The Union meanwhile had moved towards a strike decision. Sri Banerji, President of the Union intervened again and in writing asked the Union workers not to go on strike in view of the talks that had started. The Executive agreed. But on the morning of 16th January while the workers were gathering for the change of the Shift, it is said, that Sri S.P.Singh, the said security officer along with some other came on the gate, started brandishing his lathis and threatened to remove Sri Patrakhan Singh by force if he continued his hunger-strike. The crowd of workers gathered at the gate intervened and removed Sri Patrakhan to his quarters in the Colony and when they returned they found that Sri S.P.Singh was not allowing the workers to enter the factory.

The management alleged that the workers have gone on hunger-strike. On hearing of this from the management Sri Banerji and



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myself went to the factory gate. After holding a meeting of the Executive Committee Sri Banerji informed the management and the Regional Labour Commissioner that the workers were prepared to resume work provided Sri S.P.Singh and his lathaits were removed from the gate and the situation was made normal. These efforts failed. The management on the spot took matters lightly and started working out its already plan for breaking the strike while the Director-in charge Sri Bohanalal Singhania was away from Kanpur. The management resorted to wholesale victimisation and dismissed over 400 permanent workers. They also dismissed over 130 temporary workers. Meanwhile fresh recruits were taken in and without consideration of the damage that it may do to the automatic machines and the delicate plant the management went wholehog to smash the workers and their will to demand justice. The Union leadership was made a special target. A number of cases were instituted.

It is needless to say that the Union made repeated approaches for a settlement but they met with failures. It was only after the District Magistrate and the Labour Commissioner intervened sharply that the management agreed to negotiate and an agreement was arrived at. The agreement is also enclosed for your kind perusal. This provides for a Screening Committee.

Inside the Screening Committee the employers' representative all along has been holding the power of veto. Only about 27 out of 456 workers have been allowed to return to work. The entire Executive Committee with an exception of one or two is now outside the factory. Inside the Screening Committee it has not been possible to persuade the employers' representative to make more concessions.

Meanwhile the working conditions inside the factory have deteriorated. The S.P.Singh terror rules inside the Departments. The conditions of the spinning machines has gone bad. The issues that caused the recent stoppage remain unsettled. A good number of technical hands have resigned one by one and gone for other jobs.

# उत्तर प्रदेशीय राज्य कमेटी

## अखिल भारतीय ट्रेड यूनियन कांग्रेस

मजदूर-सभा भवन  
१२/१ ग्वालदोली, कानपुर

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The most demoralising thing in the situation is that the management is ridden with feuds and officers belong to the parties and groups mutually opposed to each other. There is no way left to the workers to settle the grievances that exist and arise of their employment. The sufferings of victimised workers have reached limits and nothing but starvation is their lot.

In this situation we seek your intervention and guidance from you.

I am confident that you will kindly give serious thought over the letter that in brief relates the story of a plant which is getting destroyed due to intransigence of the management and all reasonable ways to correct the matters have been frustrated.

With best regards,

Sincerely Yours,

( Ram Asrey )

General Secretary.

# उत्तर प्रदेशीय राज्य कमेटी

अखिल भारतीय ट्रेड यूनियन कांग्रेस

मजदूर-सभा भवन  
१२/१ ग्वालदोली, कानपुर

क्रम संख्या ४५७/६२

दिनांक August 15, 1962

Sri Gulzarilal Nanda,  
Minister For Labour & Employment,  
Government of India,  
New Delhi.

A. I. T. U. C.	
Received	2106 18/8/62
Replied	

Subject: Strike in LUMMUS Coy. constructing  
Synthetic & Chemicals Ltd,  
Fatehganj, Bareilly.

My Dear Nandaji,

I write this letter with regard to a strike of about 4000 workers of Lummus Co. India engaged in construction and erection work of Synthetic & Chemicals Ltd., Fatehganj, Bareilly.

At the outset I would like to tell you that in legal terms the strike is 'illegal' as there was no 15 days' strike notice for the strike. But this strike is in the nature of a lightning strike, occurring spontaneously apprehending large-scale retrenchment on the 7th August when the workers and their only Union had exhausted all possible venues to persuade the employer to talk with the Union and settle matters through negotiations.

Secondly, on August 12 on hearing the full details of the occurrence of this strike from the workers' representatives we contacted our Labour Department authorities and offered them to call off the strike unconditionally provided the employers assured of 'no victimisation' and agreed to negotiate with the Union either directly or through the good offices of the U.P. Labour Department.

You will be surprised to know that the employer concerned did not agree either to negotiate directly or through the Labour Department and the workers have to reluctantly continue the strike. The employers are doing this because they say that the strike was illegal.

On 14th morning we received the following telegram from the Union :

Ramasrey, 22, Kaiserbagh, Lucknow.

Non-employees taken forcibly by Lummus management inside factory strikers picketing checked by government officers second week of complete peaceful strike

Secretary rubber factory narman  
mazdoor union.

On receipt of this myself and Com. S. S. Yusuf, M. L. A. tried to contact Smt. Sucheta Kriplani, Our State Labour Minister. Unfortunately she was not at her house and we could not get any clue as to when and where she could be contacted. Disappointed we had to return to Kanpur.

I have a feeling that now it is the intangibility of the employer concerned which is responsible for further losses.

Now I wish to state in brief the background of



# उत्तर प्रदेशीय राज्य कमेटी

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Lummus Co. India is an American construction firm and started construction work at the end of 1960.

There are about 1500 skilled and highly skilled workers. There are about 2500 unskilled workers. Their wages are 1.50 per day. This comes to about 39.00 per month. There are nearly 1000 workers engaged by the sub-contractors.

The construction-work is getting nearer and will last for about 4 months more.

Even the elementary facilities like drinking water were also not provided and the workers groaned for long under repressive machinery of the employer.

In September Rubber Factory Nirman Mazdoor Union was formed and a representation in writing was sent to management in writing detailing the grievances of the workers. But no notice of this representation was taken by the management.

The Union got itself registered on February 7, 1962.

On May 26, 1962 the management was approached in writing to accord recognition under the Code of Discipline so that negotiations on the grievances of the workers could take place.

The letter was not even acknowledged by the management.

On July 9, 1962 the Union organised a procession and went to the office of the Regional Labour Commissioner and submitted its grievances. there were about 3000 workers in the procession. The Union in writing demanded ARBITRATION on its demands.

The able Regional Labour Commissioner had-nothing better to offer than to suggest that if the workers had grievances they should send them for the Conciliation Board. The workers explained to him that the construction work being that of a temporary nature and the CB-cum adjudication process being quite prolonged it would be better if the negotiations are held direct and the matters of difference/dispute are settled through the good offices of THE Regional Labour Commissioner.

The RLC expressed his inability to do anything further.

On 12.7.62 again the Union President, Sri Harsahai Singh went at the gate and in writing requested the Construction Superintendent for an interview. He was told by another officer that the Superintendent could not meet him because he did not recognise him.

On 16th July a procession of the workers marched to the bungalow of the said Superintendent and submitted in writing their demands and requested for settlement through negotiations.

They were given no reply.

# उत्तर प्रदेशीय राज्य कमेटी

अखिल भारतीय ट्रेड यूनियन कांग्रेस

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On 24.7.62 the Union addressed a letter to Mantri, Shram Vibhag, Lucknow informing them of the grievances of the workers and the efforts that it had made to settle the dispute through negotiations or through arbitration. It also informed the Mantri that if the grievances are not settled early then the workers may go on strike.

On 27-28 July the management without heeding to the workers' movement further retrenched 200 workers. The workers protested.

On 30.7.62 the Union issued a warning to the management to reconsider its provocative attitude and demanded settlement upto 5th. It also informed the management that failing a settlement the workers will take their 'final step'.

On August 4, 1962 the Union representatives again met the RIC and the President offered that in case the management were prepared to negotiate then with a view to avoid a crisis he would withdraw himself from the negotiations as the management were saying that the agitation was being organised by the 'outsiders'.

This effort too failed.

On August 5 the Union President again contacted the Industrial Relations Manager of the Lummus on telephone and tried to persuade him to open negotiations. The management remained adamant. The President again phoned the RIC and he too expressed his inability to intervene.

This is in short the story of the treatment that the workers are getting at the hand of persons with the power of money who are blackmailing the State Government that if they did not suppress 'communists' then nobody will invest in U.P.

I would like you to intervene in the matter urgently so that further losses are avoided. I would also like that this strike is investigated by somebody from the Central Implementation Division.

I am also forwarding a copy of this letter to our State Minister for Labour with the hope that somebody should move without ceremonies.

With Best Regards,

Sincerely Yours,

( Ram Asrey )  
General Secretary.

Copy to Smt. Sucheta Kriplani, Minister for Labour, U.P. Government  
Vidhan Bhawan, Lucknow.

( Ram Asrey )

215  
August 18, 1962

Com. Prabhat Kar, M.P.,  
16 North Avenue,  
New Delhi 1

Dear Comrade,

We enclose letter dated 16th August received from our Gujerat State Committee in connection with the conference of the Co-op. Bank Employees' Union which you have been requested to inaugurate. The conference has been scheduled for 7th October, and our State TUC feels that your visit to Baroda in this connection would be of great help to developing the organisation of the bank employees in that region. We hope you will write to our State Committee as well as to the Union directly, if it would be possible for you to accept the invitation.

With greetings,

Yours fraternally,

*K.G. Srivastava*  
(K.G. Srivastava)  
Secretary

encl:



# उत्तर प्रदेशीय राज्य कमेटी

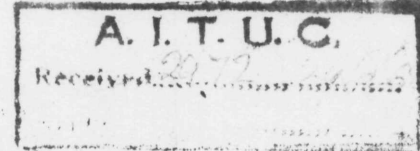
अखिल भारतीय ट्रेड यूनियन कांग्रेस

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दिनांक ..... 23.8.62 .....

Sri Gulsari Lal Bhandu,  
The Union Labour Minister,  
Government of India,  
New Delhi.



Dear Bhandaji,

This is in continuation of my letter dated 6.8.62 that I addressed to you in connection with the situation that exists in local J.K. Rayon.

I have also to thank you for the kindness that you acknowledged my letter and informed Sri S.M. Banerji, M.P. that you would kindly be glad to accord assistance for the solution of the petty problems at the earliest.

Since my last letter a statement has been made by our State Labour Minister on the floor of the Vidhan Sabha in which he is said to have stated that the 'work of the Screening Committee' is over and that the attitude of the workers of J.K. Rayon is not what it should be.

I do not blame him personally for this unfortunate statement because I know that he has issued the said statement on the basis of the information given to him by the responsible officers of the Labour Department. I am not contradicting this statement publicly firstly, because I have referred the matter to you and secondly because I am afraid that my doing so will harden the attitude of our Government as they would take it a matter of 'prestige' and no good to the cause of the workers can be done by that.

But I wish to state to you that the said Screening Committee far from doing the work it was assigned has not even ONE examined the cases INDIVIDUALLY and has been in continuous deadlock due to the attitude adopted by Sri Sohanlal Singhania who holds the power of veto in his hands. Only TWO formal meetings have been held. Afterwards the Committee or to say the representatives of the parties have been meeting informally and discussing the matter of 'feasibility of employment' of remaining 126 persons. The Labour Commissioner, U.P., The Deputy Labour Commissioner, Industrial Deputes and the Deputy Labour Commissioner, Kanpur Region each of them have been telling me and assuring that the meeting of the Committee will be held and some more persons other than those already taken back will be going back to the factory. I had and have faith in their words and it is on that basis that as a trade unionist I have been 'feeding' the workers with the hope that some of them will surely go back. I do not want to relate to you the misery and suffering of some of the workers that they are undergoing as this can be understood by you as an experienced trade unionist.

Even today I had a discussion with the Deputy Labour Commis: Kanpur Region and he has again assured me that on the return of Sri Sohanlal Singhania the matter pending before the Screening Committee will be taken up for decision. When I told him that the position taken up by the Deputy Labour Minister was unjust and unfair and I feel like controverting him publicly. He advised me not to do so as that may complicate matters further.

I write these details to you because I have a feeling that by now you may have also been informed by the U.P. Government about this dispute and may be having some details of the same.

I wish I could see you personally or meet Sri Nathi but unfortunately due to my ill health I cannot undertake journey at an early

With Best Regards,

Sincerely Yours,

7/11

Ug.  
24/11

RA:  
ANNEX



## उत्तर प्रदेशीय राज्य कमेटी

अखिल भारतीय ट्रेड यूनियन कांग्रेस

मजदूर-समा मवन

१२/१ ग्वालदोली, कानपुर

क्रम संख्या ३८६/६२

दिनांक १२.९.६२

Com. S.A.Dange,  
General Secretary,  
All India Trade Union Congress,  
New Delhi.

Dear Com. D.,

This is to refer to you for your consideration and decision a dispute that has arisen inside a Union with the District Council of the Party.

The facts as they have come to our knowledge are stated below :-

1. After the general election when Varanasi District Party Organisation was discussing the outcome of the results a controversy with regard to the conduct of one Com. Pritish Biswas arose. There were charges of such nature which according to the understanding of the Party Committee necessiated investigation. Following this discussion, Com. Pritish Biswas, Com. Ramakant Sharma and Com. Mohammed Tahir issued a press statement attacking the leadership of the Party for 'factionalism' etc. and also announced that they had resigned from the Communist Party.

2. This statement was followed by the expulsions of these comrades from the Party. The charges against Com. Pritish Biswas and Com. Rama Kant Sharma amongst others were that of being 'in employers' pay'.

3. Com. Pritish Biswas and Com. Ramakant Sharma are Members of the UPTUC Executive Committee and are also effective in the metal and engineering workers' movement and are President and Secretary of the Metal & Engineering Mazdoor Sangh affiliated to the AITUC. Com. Pritish has been for long working in the local trade unions on Party's behalf. He is also reputation of being a good case worker.

4. Since their expulsion from the Party their activities according to the local Party leadership have been anti-Party and anti-working class. There was open press controversy. The local Party leadership decided to intervene in the affairs of the Union which was till then led by the Party elements.

5. Twice the press reported that apprehending breach of peace the local police had to intervene and restore order.

6. On August 4 the Union's elections were fixed. The local Party leadership is alleged to have brought out a handbill against Pritish Biswas and Rama Kant Sharma and appealing to the workers to throw out 'employers' agents'. The handbill is annexed as Annexure A.

7. On August 4 at the Town Hall where the elections were to be held, it appears that both the sets inside the Union mustered their strength and there was disorder in the meeting. The Union leadership ( Pritish and Ramakant ) say that the CPI wants to 'capture' the Union through force whereas the Party leadership says that the elctions as envisaged were held and that they should be given 'recognition' by the UPTUC. Moreover, they claim it as a right that the UPTUC as it is Party-led should help them in fighting P & R and restoring the Union to the Party hands.

8. We were in a fix and deliberately did not intervene for the fear of inner-Party complications. The matter was discussed

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दिनांक.....

at the time of our last Party State Council meeting. Com. Kalishanker, Com. Upadhyaya, Com. Ravi Sinha, Com. Rustam Satin, Com. G.S.Sinha, Com. Satya Narain Singh, DC Secretary, Varanasi, Com. Jawahar, Com. Girijesh Rai and some other comrades comprising the leadership of the State Party, TUC leadership of the Party and Varanasi leadership were present. After discussing everything we reached the conclusion that the concerned Union should be asked by the UPTUC leadership to hold elections under the UPTUC auspices. It was further decided that Com. Asrey should visit Varanasi to study local situation and decide further as to how the Union could be run smoothly in view the pending urgency of the struggle where the workers of this industry in a strike ballot have voted for general strike on basic demands.

9. The Union Secretary was told to prepare for elections and a copy of draft rules was also handed over to him by Com. Ghanshyam, with my concurrence for the adoption of the Executive Committee. The rules laid down procedure for elections to be held under the UPTUC auspices.

10. I visited Varanasi on 20th of the last month and stayed there for 3 days. At Varanasi I found that the Party trade union workers and the Party leadership was not agreeable for a 'fresh' election, which in their opinion had already been held. I further found that neither the present Union leadership nor the Party leadership were prepared to accommodate each other. In this situation I could do nothing except to persuade each set to run the Union jointly and work for 'unanimous' elections.

The majority of the Party and remaining trade union leadership agrees to my proposal of working jointly inside the Union. The present Union leadership also agrees to work under the UPTUC and AITUC leadership and jointly with such 'outsiders' as may be approved by the members of the Union. A list of the newly-executive Committee was also drawn. Still there is no unity on that. Yet when I left Varanasi the understanding was to make an effort to evolve a united leadership.

11. From the UPTUC Headquarters we are expected to order elections under UPTUC auspices. The Union Executive has adopted rules that were given by us and desires appointment of a UPTUC Officer as the Returning Officer.

I would request you to help me in this matter. If you kindly agree to meet them on any convenient date in Delhi I could direct the two sets of the Union comrades to meet you and discuss the matter for final decision.

An early reply will help.

With Greetings,

Yours,  
RA  
( Ram Asrey )

Sanjay D.  
VAG  
Mull



# उत्तर प्रदेशीय राज्य कमेटी

अखिल भारतीय ट्रेड यूनियन कांग्रेस

मजदूर-समा भवन

१२/१ त्वालटोली, कानपुर

क्रम संख्या 889/62

दिनांक ४. 9. 62

Sri Umashankar, I.A.S.,  
The Labour Commissioner,  
Uttar Pradesh,  
KANPUR.

Dear Umashankarji,

I address this letter to you for your personal consideration and decision.

This is with regard to the representation of the All India Trade Union Congress in various Committees concerning labour and industry in our State.

The question arose recently during a discussion I was having with our President, Com. S.S. Yusuf, M.L.A. He told me that the Government has announced the formation of a Labour Welfare Advisory Committee in which AITUC has been given no representation.

I am sorry to say that it is not a solitary instance of the unjust position being adopted in our relation. The Regional Board of the Employees State Insurance Corporation, The Provident Fund Advisory Board donot have our representatives. In the matters concerning sugar industry INTUC and HMS are given representation on Committees but not the AITUC.

For your kind perusal I am giving below the results of 3 verifications carried out by the Central Ministry of Labour to asses the influence of Central Trade Union Organisations. It may help you because under the criteria laid down by the Tripartite Conference this and no other method has been recognised as fair and valid for the matter of representation on Committees.

### 1957-58

<u>Central T.U Organisation</u>	<u>C L A I M</u>		<u>V E R I F I E D</u>	
	No. of Unions	Membership	No. of Unions	Membership
A. I. T. U. C.	66	29,807	17 <del>507</del>	5,074
I.N. T. U. C.	161	60,456	99	40,800
H. M. S.	36	20,946	17	5,072
U. T. U. C.			3	1,847

### 1958-59

A. I. T. U. C.	78	20,791	44	10,746
I. N. T. U. C.	196	76,799	156	61,947
H. M. S.	40	25,540	22	10,197
U. T. U. C.			18	6,592

### 1959-60

A. I. T. U. C.	102	26,209	39	8,801
I.N. T. U. C.	207	82,159	131	52,198
H.M.S.	47	26,800	23	9,208
U.T.U.C.	28	11,320	19	7,183

# उत्तर प्रदेशीय राज्य कमेटी

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Viewing matters from the above verification results we have a strong feeling that prejudice and discrimination are only hinderances that prevent justice in our case.

I may also remind you that once and only once the AITUC was given representation at the Sugar Tripartite held to discuss the Wage Board recommendations and their implementation and that too only one seat. But afterwards when the INTUC leader, Sri Kashi Nath Pandey, M.P. strogly protested over our representation, the "mistake" was rectified and we were not given representation in any other Conference or Committee though the membership of the AITUC in Sugar Industry will come to round about 7,000.

We are prepared to discuss this matter at your convenience and convince you of our claim, if you so like.

Hoping to hear from you at an early date.

With Best Regards,

Sincerely Yours,

*RAsey 6/9*  
( Ram Asrey )

GENERAL SECRETARY.

*me  
114*

Mazdoor Sabha Bhawan,  
Gwaltoli,  
Kanpur.

Ref. No. 969/62

Dated 30.9.62

Com. Anand Agnihotri,  
Secretary,  
U.P. Trade Union Congress,  
MEERUT.

138

3622 3/10/62

Dear Comrade,

Please find enclosed the relevant portion of Sampurnanand Award regarding Wage Board implementation dispute for Modinagar Textiles.

Compared with the wage-slips of the relevant month or period, this will give some idea of the dispute that is reported to have been settled at Modinagar on the employers' assurance of 'no victimisation'.

We are sending the copies of this to Saharanpur and Dehradun textile unions affiliated to the AITUC to study the same and consider if that could be asked to be implemented in these centres also.

We are also instructing them to contact Regional Office if they need any help and guidance in planning their work in relation to the wage board recommendations.

Our view is that the way Saharanpur struggle has been wasted, this Award may provide us with an opportunity to renew the agitation demanding arbitration afresh or if considered proper for the implementation of the same in the above two centres.

Please do the needful.

2. We are also in receipt of a Hunger-strike notice from Saharanpur Engineering. Earlier when they had sent a copy of their Charter of Demands we had suggested to them to make certain amendments and concretisation of the same. They did not respond to that of our letter and now this notice we had met the Labour Commissioner, U.P. in this connection and asked for his intervention. Citing proceedings of the Indian Labour Conference, its 20th Session he expressed his inability to do anything till the threat existed. We told him that the Union was taking resort to this step when their earlier approaches were not responded to. After this he has promised to ask for a report from the ALC, Meerut. Kindly contact him if the Union of the concern desires so.

With Greetings,

Comradely Yours,

( Ram Asrey )  
GENERAL SECRETARY.

Copy to . Cloth Mill Karmachari Union, Saharanpur.  
Textile Mazdoor Union, Dehradun.  
✓ All India Trade Union Congress, for information.

( Ram Asrey )



MODINAGAR AWARD BY DR. SAMPURNANAND.

The U.P. Government vide its Notification No. 219-TWB/36-A - 10(TWB)-61, dated May 31, 1961 published an Arbitration Agreement between the Management of Messrs. Modi Spinning & Weaving Mills, Modinagar and Modi Spinning & Weaving Mills Karmachari Union, Modinagar on the matter of splitting of consolidated wages into basic wage and dearness allowance with a view to implement the recommendations of the TWB in paragraphs 103, 105, 107, 109 and also 112 in the matter of classification of clerks.

Dr Sampurnanand's Award has been published in the U.P. Gazette, dated August 24, 1962 as Government Notification No. 106/TWB)/XXXVI-A - 10(TWB) - 61, dated August 24, 1962. The Award is in terms of an agreement arrived at between the parties mentioned in the notification dated May 31, 1961.

The parties to the dispute have arrived at a settlement and have mutually agreed to work out the basic wage and dearness allowance as under :

i. The following will be the total minimum monthly pay packet for a worker in the said Mills :

- Rs 27 minimum basic wage
- Rs 40 dearness allowance
- Rs 10 wage Board increase

Total Rs 77 per month.

ii. The differentials of all the designations in the factory have been prepared separately and agreed on the above-mentioned basis and are attached herewith as Annexure I, II and IV.

iii. As the amount of dearness allowance mutually agreed upon is Rs 40 per month, it has been further decided to amalgamate 75 per cent of it i.e. Rs 30 with the basic wage and the remaining 25 per cent i.e. 10 will remain fluctuating with the cost of living index for the month of June, 1961. The percentage of rise and fall in this amount will be in the same proportion as the percentage of rise and fall in the cost of living index of the month of June 1961. As there is no living cost of index officially available for District Meerut in the State of Uttar Pradesh, so the parties have agreed that till the time that a cost of living index is prepared for Meerut District, the cost of living index figure of Kanpur for the month of June 1961 will be treated as the base for fluctuating dearness allowance. In future the earnings of the workers will be shown as under on wage cards :

A. Basic Wage and merged dearness allowance (Rs 27 plus Rs 30 equal to Rs 57).

B. Personal Wage, if any ( vide lists of differentials )

C. Flat increase allowed by the Wage Board. ( Rs 8 from January 1, 1960 and Rs 2 from January 1 1962 equal to total Rs 10)

D. Variable dearness allowance ( Rs 10 )

iv. If as a result of the implementation of agreed differentials a worker does not get any increase over his present wage or becomes entitled to an amount less than Rs 2 per month after taking into consideration the flat increase of Rs 8 and Rs 2 recommended by the Wage Board, the management has agreed as a special case to allow a flat increase of Rs 2 per month over and above the amount allowed in the above clauses. This amount will be considered as their personal wage to be adjusted in any future increase in fluctuating dearness allowance or any other increase at any time.

The below are given clarifications to the above:

The fluctuating portion of the dearfood allowance i.e. Rs 10 has been linked to the cost of living index number for Kanpur for the month of June, 1961 which stood at the figure of 474. It will rise or fall from Rs 10 in the same percentage as the rise or fall percentage of the cost of living index figures on 474. For purposes of supposing if the cost of living index rises from 474 to 500 the increase is approximately 5.5 per cent over Rs 10 i.e. 55 np and the total dear food allowance payable will be Rs 10.55 np.

The above are relevant portion of the Award for the understanding of the situation and partial gains that have been made in non-Kanpur textile sector.

The Unions outside Kanpur and Modinagar should study these points and discuss them in their unions with a view to getting the same pattern accepted in their mills, if considered appropriate.

Annexure  
A

## मालिकों के दलालों को यूनियन से निकाल बाहर करो

### मेटल इंजीनियरिंग के मजदूरों से अपील

महोदय,

आज आप अपनी यूनियन के पदाधिकारियों का चुनाव करने जा रहे हैं। चुनाव में निम्नलिखित तथ्य आप ध्यान में रखें।

१—काशी आयरन फाउण्ड्री के मजदूरों के साठ हजार रुपये की डिग्री में एक भी पैसा नहीं मिला, सभी मजदूर निकाले गये तथा उन्हें एक पैसा मजबूत नहीं दिलाया गया जब कि यूनियन के नेता प्रीतीश विश्वास को अरबों रुपये के कारखाने के मालिक श्री दुर्गाबाबू से दो सौ रुपया महीना मिलता है। प्रीतीश विश्वास व उनके दुमछत्ते से रमाकान्त शर्मा को अकसर रमाकान्त की मोटर में घूमते व उनके साथ खाते पीते तथा उनके घर पर देखा जा सकता है।

२—मेहरा सिस्टर गिन के मालिक श्री लाटू बाबू से प्रीतीश विश्वास व रमाकान्त शर्मा की दोस्ती सभी जानते हैं।

वहाँ की यूनियन प्रीतीश बाबू के कामों के कारण आज जनसंघ जैसी मजदूर विरोधी पार्टी के हाथ में चली गई। इसी कारखाने में एक और मजदूरों का हड़ताल चल रही थी और दूसरी और कारखाने का मालिक प्रीतीश बाबू के घर साड़ियों के तोहफे भेजा रहा था। यह परिणाम है मजदूरों के मसीहा बनने वाले कानूनी के ज्ञाता प्रीतीश विश्वास का।

३—होटल डी-पेरी के मजदूरों के मुकदमे में श्री प्रीतीश द्वारा मालिक से, पांच सौ रुपया घूस लेने की बात पंचनिष्ठा के सामने आई जो मुकदमे की गवाही में दलील है।

४—तेलमिल के मालिकों के संगठन से और से श्री प्रीतीश को माहवार रुपये मिलते हैं जिसका नामक अदा करने में तेलमिल यूनियन को हमेशा के लिए उन्होंने खतम कर दिया।

५—मजदूरों के पैसे में शराबखोरी और मालिकों से पैसा लेकर मजदूरों



# दुनिया के मजदूरों एक हो

मजदूर दोस्तों,

हमारे जिले में नये उद्योग खुलने की वजह से मजदूरों की संख्या दिनों दिन बढ़ती जा रही है उसीके साथ ही जिले के मजदूर आन्दोलन के सामने नयी २ समस्या खड़ी होती जा रही है। एक ओर नये उद्योगों का खुलना और नये मजदूरों का बढ़ना दूसरी ओर पुराने छोटे २ गृह-उद्योगों में हालत गिरते जाना और वहाँ के मजदूरों की स्थिति का कमजोर होना, आज हमारे जिले में उद्योग की एक विशेष हालत है जिसका असर मजदूर आन्दोलन पर पड़ना स्वाभाविक है। नये मजदूरों के नौकरी की शर्तों से लेकर वेतनक्रम और दूसरी समस्याएँ और पुराने उद्योगों में इतनी मंहगी बढ़ने और जीवनयापन का खर्च बढ़ने के बाद भी दस पन्द्रह साल पुराना ही वेतनक्रम रहने तथा आमतौर पर मजदूरों को बीनस न मिलने की समस्याएँ हमारे जिले में मजदूर आन्दोलन की मुख्य समस्याएँ हैं। इसके अलावे मालिकों के हमले, रोज की कटनी छटनी आदि बढ़ती जा रही है। इस प्रकार आज हमारे जिले के मजदूर आन्दोलन के समस्त समस्याएँ जितनी विकट रूप में आ रही हैं इसके लिये संगठित और आपसी एके पर आधारित मजदूर संगठनों एवं आन्दोलन का नितान्त अभाव तथा मजदूर आन्दोलन में स्वार्थी तथा अवसरवादी तत्वों का रहना वास्तव में मजदूर आन्दोलन का गला घोटने वाला है।

इन्हीं स्थितियों का अन्त करने और मजदूर आन्दोलन को सही दिशा एवं सही नेतृत्व देकर व्यापक एके के आधार पर संगठित करने की गरज से २४ जुलाई मंगलवार की शाम ११ बजे बनारस जिले की यूनियनों का एक केन्द्रिय कार्यालय तेलिया बाग त्रिमोहानी पर खोला जायेगा। तमाम मजदूर भाइयों से अपील है कि अधिक से अधिक संख्या में कार्यालय के उद्घाटन के अवसर पर इकट्ठा होकर मजदूर आन्दोलन में नयी जिन्दगी लाने के प्रयास में सहयोग दें।

निवेदक—

हरगोद सिंह  
मिठाई लाल  
जवाहर लाल  
भोला बोल  
विश्वनाथ सरदार  
गोबरधन  
मोती लाल  
भगत सिंह

सत्यनारायण तिवारी  
रुस्तम सैदिन  
राधेशमश्रु तिवारी  
विशेश्वर मुखर्जी  
वैजनाथ सिंह  
वैजनाथ प्रसाद  
नन्द कुमार भटनागर  
द्वारका प्रसाद सिंह

रसायन प्रेस, वाराणसी।

यूनियनों का केन्द्रीय कार्यालय—एक घोषा !  
 सिलाई मजदूर यूनियन के अध्यक्ष  
 श्री नन्दकुमार भटनागर का स्फुट्टीकरण !  
 मेरे नाम से पर्चा गलत निकाला गया है ।

भाईयो

सर्वश्री हरगोद सिंह, मिठाईलाल, जवाहरलाल, रुस्तम सैटिन आदि के नाम से एक लाल पर्चा जिसके ऊपर—“दुनिया के मजदूरों एक हो” लिखा है तथा जो रसायन प्रेस, वाराणसी में छपा है, मैंने देखा। उसमें अपीलकर्त्ताओं में मेरा नाम भी है जब कि मैंने कोई ऐसे पर्चे के प्रकाशनार्थ स्वीकृति नहीं दी और न हस्ताक्षर किया है। मैं पर्चे के तथ्य से भी विरोध रखता हूँ क्योंकि हमारी यूनियन ने निर्णय कर अपना कार्यालय लहुरावीर पर—रखने का निर्णय कर रखा है। ऐसी स्थिति में मेरे नाम का प्रयोग वास्तव में यूनियन के निर्णय का विरोध होता है जिससे हमारी यूनियन में फूट डालना ही होगा। हस्ताक्षर कर्त्ताओं में से सर्वश्री हरगोद सिंह व मिठाईलाल जो सिल्क मिल्स मजदूर यूनियन व बनारस काटन एण्ड रोलिङ्ग मिल्स मजदूर संघ के क्रमशः सभापति व मन्त्री थे, वे यूनियन अपना हिसाब न दाखिल करने के कारण ट्रेड यूनियन के रजिस्ट्रार द्वारा अप्रमाणित कर दी गई हैं। इसी प्रकार श्री रुस्तम सैटिन एवं राधेरमण तिवारी भी पी० डब्लू० डी० वर्कर्स यूनियन के सभापति व मन्त्री थे और यह यूनियन भी अपना हिसाब किताब दाखिल न कर सकने के कारण रजिस्ट्रार द्वारा अप्रमाणित कर दी गई। अन्य आवेदनकर्त्ताओं जैसे भोला बोस, विश्वनाथ सरदार, जवाहरलाल व सत्यनारायण तिवारी आदि का कोई सम्बन्ध आमतौर पर किसी यूनियन के साथ नहीं है। कुछ लोग बगैर यूनियनों की राय के अपनी ओर से एक यूनियनों का कार्यालय (केन्द्र) खोलने का निर्णय कर लिये हैं। जब कि उनकी यूनियन अपना कार्य अलग कार्यालय द्वारा सुचारु रूप से कर रही हैं। मसलन श्री गोबर्धन, मोतीलाल, एवं द्वारका प्रसाद सिंह, बनारस इन्डोनियरिङ्ग व मेटल मजदूर संघ एवं बनारस बिजली घर मजदूर संघ के कथित नेता हैं पर उसके कोई प्रमुख या पूर्ण अधिकारी नहीं हैं। इन यूनियनों के कार्यालय व कार्यक्षेत्र निश्चित हैं पर इस प्रकार की कार्यवाही वास्तव में उन यूनियनों के कार्य के समानान्तर अपनी प्रतिष्ठा बनाने एवं उनमें फूट डालने का प्रयास है।

उक्त पर्चे में “मजदूर आन्दोलन को सही दिशा एवं सही नेतृत्व” देने का “कर्त्तव्य” अपने सर पर लिया गया अर्थात् उक्त पर्चे के निवेदक ही सही नेतृत्व एवं दिशा देने के ठीकेदार बनकर अपनी व्यक्तिगत प्रतिष्ठा को स्थापित करने का प्रयास किये हैं। निवेदक सभी अपने को (अपनी राय को) एक विशेष दृष्टिकोण से काम करने वाले कहते हैं। ऐसी स्थिति में यह निवेदन वास्तव में अन्य राय रखने वाले नेतृत्व में चलनेवाली यूनियनों को काटने या हटाने की स्पष्ट चेष्टा है। यह कार्य अखिल भारतीय ट्रेड यूनियन कांग्रेस की नीति के भी विरुद्ध है। वास्तव में यह कोशिश यूनियनों के बगैर यूनियनों का केन्द्र बनाना अर्थात् यूनियनों के मुकाबले अपने को खड़ा करने का प्रयास है। हम इसे गलत समझते हैं। यही कारण है कि मैंने आवश्यक समझा कि अपनी राय दे दूँ।

यूनियनों के बीच आपसी एका के द्वारा ही मजदूरवर्ग का एका कायम होगा और सङ्गठन के द्वारा कार्य करना ही मजदूर वर्गीय समझदारी है। इसके विपरीत कार्य करनेवाले “मजदूरवर्ग” के नाम की आड़ लेकर मजदूरों के हितों के विरुद्ध, एक दुश्मन का कार्य करते हैं।

निवेदक :—

नन्दकुमार भटनागर

अध्यक्ष—सिलाई मजदूर यूनियन, वाराणसी ।

शुभ्रा प्रेस जङ्गमबाड़ी, वाराणसी फोन : ४२५५

Oct. 11, 1962

Com. Ram Asrey,  
General Secretary, UP TUC

Dear Com. Ram Asrey,

Your letter dated July 16, regarding the question of affiliation of Laxmi Ratan Mazdoor Sabha. The letter of the Laxmi Ratan Mazdoor Sabha (LRMS) seems to convey that as a result of an award of the Bareilly Labour Court, the SMMS of Kanpur cannot undertake individual disputes and therefore the LRMS had to come into being. I do not understand this position at all. An industrial union covering all the units in the textile industry in Kanpur ~~in~~ ipso facto has the right to deal with individual disputes. The only convention that I have seen so far is - which has been accepted by the tripartite - that in the case of an industrial union, if a unit union shows 50% membership in a given unit, it can deal with individual disputes of its own members only but not the disputes of the general character of wages, etc. But this is only a convention and there is no provision in law for such a position.

Where is the legal provision that the LRMS will not deal with the question of wages and other matters? It is only its general opinion that they may not taken up. At this rate, all the mills will have their separate unions saying that they are establishing them for individual disputes and the SMMS will completely disintegrate.

There is the reference to the Bareilly Labour Court in the letter of the LRMS. Does that refer to a mill in Bareilly? Or what? So I do not understand the position unless you explain it in details. In any case, my first reaction is not to encourage mill-wise unions though they may take the position of having no competition with the SMMS as such. So I am not at present able to agree with you that their clarification makes a case for our accepting their affiliation.

With greetings,

Yours fraternally,

(S. A. DANGE)  
General Secretary



region

In this we have started working since last two years. At the beginning we have only 3 or 4 unions directly affiliated to us, but there was no coordination amongst them. Now we have 25 unions directly affiliated to us and in 2 or 3 unions in which our supporters are working but are not yet affiliated to us.

On 17th June a meeting was held under the Presidentship of Comrade Ambika Bajpai, Vice President of U.P. Trade Union Congress. In that meeting 30 representatives from 18 unions were present.

The meeting started with the report placed by Com Anand Agnihotri, Secretary U.P. Trade Union Congress and at present responsible for the work at the regional office. He stated the difficulties that are being faced by the office under these conditions the Regional Office should continue or not. After Com Anand Agnihotri's report comrades representing different unions of different industries placed their reports. During discussion of reports from different unions sharp criticism was made of Com Ghanshyam's manner in which he withdrew from Meerut and it was commonly felt that his going from Meerut has harmed the cause of developing work here. Criticism was also made about the functioning of the Regional Office.

The Sugar Unions affiliated to us generally have done good work except in Jaswant Sugar Mill, Meerut and Sugar Mill at Khatouli. In Jaswant Sugar Mill and Straw Board Mill we have suffered a notable setback. The reason of this setback being that after struggle last year for the implementation of Sugar Wage Board recommendations in Straw Board Mill, we did not consolidate our position and allowed the disruptionists to issue cheap slogans and thus disrupt the work. We are however slowly winning back our old position but hard work and better coordination is needed.

In Ghaziabad region there is only one union affiliated to us that is Jute Mill Union. At present there is a lockout going on in Ghaziabad Jute Factory for the last two months. Near about 200 workmen are affected by this lockout. A notable feature in this region is that we have extended our work in Engineering Industry. The Union is not yet affiliated to us but practically this union is in our leadership.

In Dehradun we have extended our work in Textile Mill.

The notable deterioration of our position for the last one year is at Saharanpur. Fierce struggle inside the CPI contributed much towards this. The textile union that led last year worker's struggle for revision of wages and DA under the slogan of implementation of Textile Wage Board recommendations is now in doldrums. The agreement of the last year after such prolonged and the workers do not know as to what happened to the sacrifices made last year. The Municipal workers Union has been deregistered due to the nonsubmission of Annual Return. The position of other unions are also not good.

In whole discussion comrades were of view that despite shortcomings the existence of Regional Office has helped them a lot and it should continue to functioned with better coordination .

After the discussion com Ram Asrey summed up and following decisions were taken for future work in this region .

1. A committee should be ~~take~~ set up for the coordination and strengthening of work~~work~~ of the Regional Office. The following seven comrades should be responsible for this work.

Com S.C. Dutta- Dheradun

Com Raj Kumar Vhora - Saharampur

Com Ambika Bajpai - Shamli

Com R. N. Upadhaya - Mansoorpur

Com Jagat Prakash - Ghaziabad

Com K. N. Bhatt - Bulandhsair

Com Anand Agnihottri - Meerut (Convenor)

2. Com R. N. Upadhaya should devote his attention to Khatouli struggle on behalf of Regional Office.
3. In the back ground of the Government Anti Labour and INTUC policy it was decided that unions should lay more emphasis on evolving common mass movement in the region rather than depending on case work . It was also decided that should a demonstration before the Asstt Labour Commissioner Office .
4. The case work should also be strengthened and Com Anand Agnihottri should devote more time in this respect.
5. The unions decided to pay following amount for the ~~functioning~~ functioning of the Regional Office besides AITUC affiliation fee and special levy to ~~state~~ State TUC.

चीनी आक्रमण से उत्पन्न आपत्कालीन परिस्थिति में यूनियन के काम

प्रिय साथी !

हमारे देश और परती पर चीनी आक्रमण से उत्पन्न आपत्कालीन स्थिति में ट्रेड यूनियनों के कर्तव्य पर महान् जिम्मेदारी आ गयी है। हमारी फाँड़ों में हथियार लेकर देश की रक्षा कर रही हैं - पंजाबों के पीछे उत्पादन के मोर्चे पर मजदूरों को मशानों पर जुट कर काम करना है और सुरक्षा तथा देश की जनता की आवश्यकताओं को पूरी तरह से जुटाना है।

ट्रेड यूनियन कांग्रेस से सम्बन्धित और उनके प्रभाव में काम करने वाली बचपने यूनियनों से सुरक्षा फण्ड के लिये मजदूरों से एक एक दिन का तनख्वाह दिलाने का काम किया है। हमें इस काम को जारी रखना है और पुर्नोद्दी से करना है।

आल इन्डिया ट्रेड यूनियन कांग्रेस के प्रधान मंत्री का० डोगे द्वारा भेजा गया सरकूलर आपके पास पहुँच गया होगा या जल्दी की पहुँच जायगा। सरकूलर में देश के प्रधान मंत्री पं० नेहरू की राय के नाम पहली अपील का जिक्र करते हुये का० डोगे ने कहा है कि जहाँ हमें हड़ताल नहीं करनी है, वही चीजों के दाम बढ़ाने वाले समाज विरोधी तत्वों के प्रति भा सतर्क रहना है।

दिल्ली में हाल ही में <sup>हुये</sup> त्रिदलीय सम्मेलन के अवसर पर मालिकों, आइ० एन० टी० यू० सी० तथा हिन्द मजदूर सभा के प्रतिनिधियों ने ए० आइ० टी० यू० सी० को अलग करने की माँग की थी। लेकिन वे असफल रहे। इनका उद्देश्य साफ है - ए० आइ० टी० यू० सी० को बदनाम करना, यह कह कर कि हम सुरक्षा के पक्ष में नहीं हैं, हमारे विरुद्ध सरकार, मालिकों तथा मजदूरों को हम पर हमला करने के लिये उमाड़ना।

हमें इन हरकतों से सहकना नहीं है। हम अपने कर्तव्य पर डटे रहें और आइ० एन० टी० यू० सी० तथा हिन्द मजदूर सभा के दोस्तों से अपील करेंगे कि यह समय आपसी थूका-फजीहत का नहीं है और हमें देश की सुरक्षा के समान उद्देश्य पर एक रहना चाहिये।

त्रिदलीय सम्मेलन में स्वीकृत प्रस्ताव भी आपके हाथों में है। आवश्यक है कि सभी विचारों की यूनियनें मिल कर एक समान नीति पर काम करेंगे, नहीं तो मालिकान उसे मजदूरों को हैरान करने के लिये इस्तेमाल कर सकते हैं।

यूनियनों के नेताओं, हमारे संगठनकर्ताओं को इस समय <sup>बहुत</sup> जिम्मेदारी  
क्रमशः पेज न०---दो



निपानी है। हमारे विरोधी हमें अनेक तरह से उभारने का कोशिश करेंगे - लेकिन उनके इस व्यवहार का उत्तर यही है कि हम सही नारों को लेकर सभी मजदूरों का रुका नीचे से बनाएं। हड़तालों से सम्बन्धित सभी मामलों पर फिर से सोच विचार करना चाहिए। नयी नीति की रोशनी में हड़ताल - नोटिस आदि मुलतवी कर देनी चाहिए। देश और मजदूरों की तरफ मालिकों का रवैया कैसा है, उसे हमें परखना चाहिए। लेकिन हर हालत में तोड़ - फोड़ के विरुद्ध चौतरफा सचेत रहना है और उसका मुकाबला करना है।

देश भक्ति तथा देश की रक्षा, मोचों पर फौजों तथा पंक्तियों के पीछे देश की जनता के लिये उत्पादन, स्वार्थी हितों के विरुद्ध मेहनतकश जनता के हितों की रक्षा <sup>इत</sup> क्रिसूत्री बुनियादों पर यदि हम नीचे से रुकता का निर्माण करने में सफल हुये तो अपना कर्तव्य पूरा कर सकेंगे।

देश, मेहनतकश जनता, आर्थिक विकास, समाजवाद और मानवता की शान्ति के लिये परिस्थिति बहुत ही कठिन है, लेकिन हमें विश्वास है कि विजय हमारी, हमारे देश और हमारी जनता की होगी !

हम अपने प्रदेश के पैमाने पर सरकार तथा श्रम-विभाग के अधिकारियों से मौजूदा परिस्थिति में, त्रिदलीय सम्मेलन की सिफारिशों के आधार पर उत्पादन बढ़ाने, फगड़े मिटाने तथा संरक्षण मशीनरी को और अधिक गतिशील बनाने के प्रयत्न कर रहे हैं। आपसे हमारा आर्थिक है कि ऊपर बतायी गई रोशनी में केन्द्रीय कार्यालय से नियमित सम्पर्क स्थापित करें, हमें शीघ्र रिपोर्ट भेजे और बतायें कि हम आपको किस प्रकार सहायता कर सकते हैं।

समाजवाद !!

आपका साथी:

(163) 41  
१ राम आसरे १  
प्रधान मंत्री

123

Dec 13, 1962

Dear Com.Samir,

I have the letter from Com.Ghanshyam re. tripartite committee meeting on industrial truce at Lucknow.

Let us know if representatives of other TU centres spoke there and if Com.Ghanshyam when he tried to speak was not allowed by the Chairman.

Also UPTUC should take up the issue with the UP Labour Minister re. the resolution detailing how it goes back on the Industrial Truce resolution of the centre. If there is any contradiction, it should be specifically pointed out. Send a copy to us.

On hearing on these two points, we shall take it up at the central level also.

With greetings,

Yours fraternally,

*Me. 12x11*

(K.G.Sriwastava)



OFFICE OF THE U.P. TRADE UNION CONGRESS, 12/17 GHAATOLI  
KANPUR

Reg. No. 1043/62

Dated December 5, 1962

The Secretary  
All India Trade Union Congress  
New Delhi.

A. I. T. U. C.
Received 7331 11/12/62
Replied.....

Dear Comrade,

U.P. Government called a Tripartite Conference to consider the Role of the Trade Unions and the Industry in National Emergency at Lucknow on the 4th day of December '62. I have come to know from reliable sources that the Finance Ministry refused to sanction any money for the Tripartite Conference and hence it was thought proper by the Government to call the meeting of the Evaluation Board and extend the invitation to some and call it by the name of the Tripartite Conference.

You are aware of the composition of the Board here. There are 6 representatives of the employers, 3 of the INTUC, and 1 member each from the AIWS, HMS and the UTUC besides the chairman who happens to be the Labour Minister and Secretary who is the Labour Commissioner. Besides the above members of the Board the invitations were extended to 21 employers representatives of the Private Sector, and 8 of the State Undertakings, 16 to the INTUC, 3 to the HMS, 2 Independents (Ex-Congress M.L.A's), No special invitees called from the AIWS or HMS. Our participation was there as a member of the Board. Even then it was objected to by INTUC and HMS and they threatened a walkout but the Government did not do it but did not allow me to speak in the Conference and I am of the opinion that it was in accordance with the assurance given by the Government to the INTUC and the HMS.

This conference has passed a separate resolution for strengthening peace and industrial Relation and ratified the resolution of Nov, 3, In my opinion the resolution passed by the Conference goes a step back from Nov. 3, Resolution in so far as it gives option to the employers to agree for arbitration in cases of dismissal, discharge, victimisation and retrenchment while the Central resolution of Nov. 3 only goes to give option to the parties in respect of selection of the Arbitrator in such cases. We are going to seek clarification in this respect and you may move the Government at your end.

This conference further adopted a resolution regarding steps to be taken by labour and industry to contribute to war efforts. The following decisions have been taken:

1. Industry should make maximum use of the plant capacity which may be lying idle.
2. Incidental and fractional causes should not be allowed to interfere with efficiency in production.
3. Labour should contribute at least 25% of their bonus towards the purchase of war bonds.

Labour Minister has been authorised to appoint a committee to go into the question of production targets in industries according to defence requirements, to find out ways and means to bring the factories to their full capacity which are lying idle and to find out and check the incidental and fractional causes which go to interfere



OFFICE OF THE U.P. TRADE UNION CONGRESS, 12/17 GHALTOLI  
KANPUR

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