

ANDHRA PRADESH
I. L. T. D. COMPANY WORKERS' UNION

Registered (No. 1868) & Recognised

VIJAYAWADA - 3

Ref. No.

D/ 12. 5. 1962

To

Cousade K. G. Srinatchana,
Secy. ATTUC

298

Dear Cousade,

I am sending a brief report of the I.L.T.D. Co. Workers union Conference and the resolution to the ATTUC. As I do not have more number of copies, Please request the Editor, T.V. Record to make use of the same copy of the report for an insertion in the T.V. Record, on my behalf.

Yours faithfully
Sathyanarayana
gl. Secy.

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Co-operative Credit Societies.

" 1. The management of the I.L.T.D. Co., has shown some inclination some time back to encourage the workers' Co-operative Credit Societies, but now the workers feel discouraged as the help promised to those societies is being delayed. Therefore this Conference requests the Management to immediately increase the loan to Anaparty Society in view of the increase in Membership, ^{and} to give donations and advance loans to Parchoor and Chilakalurpet societies who are registered."

Local Demands of the workers in the Depots.

" 2. As some of the following local demands are of an urgent nature, this conference requests the Management to fulfill them without any further delay, as they have been already represented locally by the Branch Committees ~~xxxx~~ of our union to the Management.

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"(a) Chilakaluripet ^{construction} constitution of an additional leaf handling Shed, in order not to discharge the workers, when there is sufficient work at Chilakalurpet-- Engagement of either the eight workers with a Break of service in 1950 or their nominees.

"(b) Tadikonda:- Retention of Women workers as long as there is ~~at~~ sufficient work without being discharged with the plea that contract gang is not working satisfactorily.

"(c) Tangutur:- Retention of the workers without being discharged with the plea~~x~~ that equipment is not sufficient-- Engagement of 13 male workers discharged. Women Maistries to be given designations -- Uniform and shoes to be given to those who spray D.D.T. in godowns.

"(d) Mangalagiri:- Engagement of 3 piece rate workers Somaiah, Ramaiah and Subba Rao who are not engaged in the name of insufficient work, as the piece rate workers are not able to co-opup with the work, inspite of working till 9 or 10 in the nights at present.

"(e) Guntur:- Giving Hanumayya's Godown work to Guntur Depot workers -- Payment of an additional rate of 3 Nps., per case and 2 nps., per bale, which are to be taken to Godowns outside the premises -- Conversion of Baledar Maistries as General workers -- Line Maistries to be given special allowance-- The Assistants in M.V.R. shop at Guntur, to be given Designations and special scale.

"(f) Gollapudi:- As the work is mounting day by day engagement of all the workers -- Seasonal Markers to be converted as General Workers of their service group -- Canteen Assistant Mangiah to be Designated and given a Special scale.

"(g) Anaparti:- Workers with chronic diseases like Diabities to be given immediate treatment - Lady Doctor to work for eight hours - Ambulance Van to be arranged.

"Works Committees to meet regularly -- A school to be set up for workers children - No delays in payment of Gratuity -- Canteen Assistants and these working as Carpenters to be given Designations - Sri Katakam Ramaswamy to be fixed up as a permanent watchman."

"3. The Management at the time of last Agreement promised that there shall be no closure of Depots, and no reduction of workmen and the working days during the period of this Agreement. These promises were being repeated even after the commencement of this season. But the practice has been different in the last season and this season also and it is going to be completely different in the next season.

"During the last season and in this Season some male workers have not at all been engaged and they have become victims of full scale unemployment. Even under such circumstances the management does not like to appoint these unemployed workers even at the Buying points and in the new Godowns, where entirely new workers are engaged. The number of working days especially in this Season have been drastically reduced in some depots which amounts to nothing but unemployment because some hundreds of workmen were offered only about ~~then~~ days work. I

"In the next season some Depots are going to be closed. This is mainly due to the changes adopted in the method of purchasing. These methods are creating an impression that the Company wants to reduce the number of workers gradually and finally close the Depots and Purchase tobacco from other Dealers.

"On account of the changes adopted in methods of working, big disparity has been created in the number of working days between one Depot and the other, one depot works for only

28 days, where as another Depot works for about 5 to 6 months, in the name of Buying Depots and Non-buying Depots. Similarly in one and the same Depot hundreds of workers including those that have put in more than 15 years of service work for only a few weeks (3 to 4 weeks) where as others work for 2 to 5 months, in the name of Juniors and Seniors.

"The Management is also adopting different methods of approach in solving problems, and ~~are~~ maintaining different standards of work loads in different Depots.

"Unlike in the Northern District, there are a number of Blue Prints in each Depot in the Southern District, which give rise to a number of problems.

"In the name of Different Blue Prints, the Junior most workers with a service of even two or three years in the category of Grading are engaged earlier and discharged latter, working for about 4 or 5 weeks, in the Season, whereas Stemmers with a service of about 20 years or more, suffer for want of work and finally may get work for about 10 or 15 days in a season, at the mercy of the officials, in the name of not having enough Stemming orders. Similar is the case among the male workers in the name of Piece rate workers and Daily rate workers etc., All these things are creating an impression that the Management favours certain Depots, and certain workers in each Depot, because they are not rectified even on a representation by the Union.

"Therefore this conference feels that the methods being adopted by the Management have created sufficient dissatisfaction among the workers and apprehends that this state of affairs may lead to breach of Industrial peace, and as such requests the Management to fulfill the following demands.

"1. The disparity in the number of working days between one depot and the other shall have to be minimised, without closing down any depot, and a minimum number of working days has to be ~~fix~~ fixed.

" 2. Nobody shall be kept out of employment in the name of not having enough work. The disparity in the number of working days between Seniors and Juniors in each depot should be minimised because seniority can be considered only for the purposes of engagement, discharge, and promotion.

" 3. There should be only two Blue Prints, one for males and another for Females in the Southern District also.

" 4. The standards of work should be uniform in all the depots.

" 5. Contract works and piece rates should be abolished.

" 6. Company workers should be engaged at the Buying points and at the Godowns occupied by the Company for rent.


" 7. Graded Tobacco should not be purchased either from Master Farms or from ~~the~~ other Dealers.

" 8. Retention allowance should be given to Seasonal workers during non-season.

" 9. The Method of paying the Maistries from the earnings of the piece rate workers should be abolished.

" 4 "We are surprised to see a Notification in the Gazette, exempting the I.L.T.D. Co., from the Minimum wages Act, on a demand by the Management. As either the Management, or the Government never consulted the Recognised Union in the industry, this conference deploras the attitude of both the Management and the Andhra Pradesh Government, and Authorises the General Secretary to take necessary steps to get the exemption orders cancelled".

Yours faithfully,


General Secretary.

ANDHRA PRADESH I. L. T. D. Co., WORKERS' UNION

Registered (No. 1868) & Recognised

PURNANANDAMPET : : VIJAYAWADA-2

Ref. No.

Date 12.5.1962

REPORT OF THE 6th ANNUAL CONFERENCE.

The 6th Annual Conference of the Andhra Pradesh I.L.T.D. Co., (Indian Leaf Tobacco Development Company) Workers union was held on 5th and 6th of May, 1962 at Chilakalurpet in Guntur District, a big centre for Tobacco Industry in Andhra Pradesh in India, Sri K.L. Narasimham, Parliament Member, and the President of the Union Presiding. The conference was inaugurated by Sri V. Srikrishna, member, State Legislature. The Conference was attended by 255 delegates representing about 23000 workers in the Company in various districts of the State, out of whom 50 are women.

GREETINGS.

The Honourable State Minister for Labour Sri B.V. Guruswamy sent his greetings wishing the conference success. The Secretary ^{International} of the Food and Tobacco Mr. Eligio Biagioni, from Sophia (Bulgaria) on behalf of the 12 million workers in the industry sent greetings wishing success in the struggle for the welfare of workers, peace, and International Solidarity of workers. Mrs. Elizaveeta Gugina, President of the Central Committee of the Food and Tobacco Industry workers union of the U.S.S.R. sent warm Fraternal greetings wishing every success in the work of the conference, and the strengthening of friendship between the people of India and the Soviet Union in the Common Struggle for World Peace.

Mr. Lalev, the President of the Central Committee of the Trade Union for the workers of Light and Food Industries of Bulgaria, sent greetings wishing the conference and the struggle for the rights of Tobacco Workers, success. The Peru (S. America) Federation of Labour also sent greetings wishing the conference success.

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The Area Personnel Manager of the I.L.T.D. Company, sent greetings wishing the conference success, and the Personnel Manager Sri K. Lakshminarayana greeted the Conference in person. The conference expressed gratitude for the greetings. The Union flag was hoisted by Sri G.S.R. Anajaneyulu one of the Secretaries of the Union. The Conference at the outset expressed regret for the Demise of Sri Ajaykumar Ghesh, the leader of the working class party and Sri A. Kaleswara Rao, great Patriot and ex-speaker of the Andhra Pradesh Legislature Assembly.

Sri V. Srikrishna in his inaugural address explained how the un-employment in the country, and the cost of living are growing day by day, condemned the attitude of the Government in not trying to check them, and appealed to the working class to take lead in unifying the people for fighting against the Social evils.

He also bitterly criticised the warmongering attitude of the American Government who re-started the Atomic tests, while talks are going on for disarmament and said a very strong and united movement has to be built in favour of disarmament in our country, to avert another world war.

The President in his opening remarks explained the antiworking class policies of the Government, and sufferings of the working class under the Indian and Foreign Monopolists. He said in detail about the difficulties being faced by the Seasonal Tobacco Workers working only for about 2 months in an year and to fight against all these evils is to build strong unity among working class, without giving room for I.N.T.U.C. people to disrupt the unity.

SECRETARY'S REPORT.

The General Secretary Sri J. Satyanarayana in his report gave an account of the activities of the Union,

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explained the problems solved, and presented the remaining problems ^{for} a solution by the conference. The report dealt at length on the problem of under employment and un-employment of the Seasonal Tobacco workers in the Industry, and said, it is a part and parcel of the General un-employment problem in the country, which has to be fought with unity of all sections of toilers.

The General Secretary expressed satisfaction at the returning of more candidates representing working class to the State Legislature, as well to the Central Parliament from the Andhra Pradesh. The report expressed gratitude to the A.I.T.U.C., to which this union is affiliated, for giving an opportunity for the General Secretary of this Union to attend the Historical 5th Congress of the World Federation of Trade Unions held in Moscow in December, 1961, and the 5th Congress of the Bulgarian Trade Unions in Sofia, in the last week of November, 1961. The reinstatement of the vitimised General Secretary of the All India Tobacco Workers Federation, Sri Akhileswara Prasad was also hailed in the Report.

The report has been discussed thoroughly. The leaders of delegations from each Branch Participated in the discussion and expressed their opinion along with their experiences, and after the discussion the report and the accounts of the Union were adopted by the conference.

(Then the resolutions were adopted unanimously by the conference and they are given separately)

The following office bearers were unanimously elected by the Conference.

President:- Sri K.L. Narasimham, M.P.

General Secretary:- Sri J. Satyanarayana.

Treasurer:- Sri S. Anjaneyulu.

Vice-Presidents- Sri G.S. Balagidos,
" G. Seethayya.
" R.C. Venglah.
" B. Lakshmayya.
Srimathi Chinnamma.

Secretaries:- Sri M. Narasimha Rao,
" T. Subba Rao.
" K. Mallayalingam
" G.S.R. Anjaneyulu.
" T. Venkateswarlu.

PROCESSION AND PUBLIC MEETING.

A huge procession consisting of 5000 ~~work~~ Tobacco workers, out of whom 4500 are women, uttering slogans "down with unemployment and under employment" "Control the prices" "Success for the Disarmament talks" "Long live World Peace" "Long live A.I.T.U.C. and W.F.T.U" etc., went round the important streets of the Town. At the end a public meeting was held in Swatantra Maidan with Sri A. Anjaneyulu in the chair. Sri V. Sri Krishna, Sri K.L. Narasimham, Sri Balagidos, Sri Ch. Vandanam addressed the gathering.

RESOLUTIONS.

Disarmament.

"While talks are going on for a complete Disarmament at Geneva, as a step for averting another World War, to assure the progress of the Mankind, the American Government restarted the tests of Atomic Weapons, which amounts to expressing its desire for another World War. Therefore this conference expresses its grave concern at the tests conducted by America and requests the Government of India to take immediate steps for the successful conclusion of Geneva Talks for Disarmament."

Soaring Prices.

" The prices of necessities of life are soaring very high day by day making the living conditions of ordinary man unbearable. In spite of it both the employees and the Government do not accept a rise in wages in proportion to the rise in prices, nor do the Governments control the prices. Therefore this conference requests the Government at the State level

as well at the centre, to take necessary steps to control the prices of necessities of life".

UNEMPLOYMENT.

"The number of unemployed both educated, and uneducated is increasing day by day. Similar is the case of partly employed who on an average earn four to five annas a day. This is a special feature in Andhra Pradesh, because this state is industrially backward, and as such thousands of workers are employed in Seasonal Industries, suffer very much. Therefore this conference request the Government to industrialise Andhra Pradesh utilising its rich and abundant Natural resources, and to enforce the land reforms properly, which help to solve the unemployment problem".

ELECTRICITY CUT.

"While the people of Andhra Pradesh are suffering very much due to unemployment and under employment, the cut in Electricity is ^{an} ~~one~~ additional blow to the people in the state, because it increases unemployment and under employment and curtails the production of National income. Therefore this conference request the Government of Andhra Pradesh to take immediate steps to increase the production and supply of electricity."

MINIMUM WAGES.

"The Minimum wages for Tobacco Workers were fixed ^{and} enforced by the Andhra Pradesh Government from 2. 3. 1961. In spite of it a good number of Tobacco Employers in certain places are not paying their workers these minimum wages.

Therefore this conference condemns the attitude of the officials responsible for this state of affairs, and request the Government to take immediate measures for getting the minimum wages implemented by all the employers in all the places in the State".

LEAVE WITH WAGES.

"A number of Tobacco employees in various places of our State are not allowing workers to enjoy the benefit of leave with wages according to factories Act. It is surprising that the officers concerned do not take any action to see that the workers enjoy this privilege. Therefore this conference request the Government to take necessary steps to see that all Tobacco Workers enjoy this leave with wages".

EMPLOYEES PROVIDENT FUND ACT.

"The Seasonal Tobacco Workers do not enjoy the Benefit of Provident Fund, as the Employees Provident Fund Act does not apply to this Industry. But the Seasonal workers in Sugar, Rubber, Turpentine, Rosin, Indigo, industries are having this benefit, as the Act is applied to these Industries. This conference, therefore request the Government of India to extend this Act to Tobacco Industry also, so that about one lakh of Tobacco workers in Andhra Pradesh get Benefited".

MATERNITY BENEFIT ACT.

"The largest number of women (about fifty thousand) workers are employed by the Tobacco Industry which is of a Seasonal nature in Andhra Pradesh. These women workers do not enjoy the benefits of the Maternity Benefit Act, as they cannot even dream of working for 240 days, as has been laid down in the Act, as a condition for enjoying this benefit. Therefore this conference request the Government to amend the Maternity Benefit Act in such a way that the women workers in the Seasonal Industries like Tobacco, shall be able to get the benefits under this Act".

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