

From

U. U. Singh
Gen. Secy., A.C.E. Rajanah Limestone
Quarries, Hazarwan Min,
Jharkhand.

The Secretary, A.I.T.O.C.,
New Delhi.

The 29th Oct, 1958.

Dear Sir,

I would like to invite your

attention to the issue of registration of
two unions under the provisions
of the Indian Trade Unions Act, 1926

By the 31st July 57

We had duly applied to the Registrar
of Trade Unions, Bihar, Patna for the
Registration of two unions, viz,

- ① The A.C.E. Rajanah Limestone Quarries
Hazarwan Min, Jharkhand, and
- ② The Chakras Cement Hazarwan Min
Jharkhand and

although these
was nothing wrong with the applications
they were kept pending for a long time
in spite of several registered A.D. and
telegraphic reminders to the Registrar
and when we found that the Registrar
was dead asleep on the matter,
we were compelled to move the
Hon'ble Patna High Court under Article

226 of the Constitution of India for
the issue of a writ of
Mandamus

... manding Registrar of T.V. to perform
his duties to move into the matter
& do the registration according to law.
At the hearing stage of this case they
could not say anything except
that the - strike often comes to place
but does not see our labor
Committee's. Prior to the hearing
the Inspector of Trade Union had been
& Company to verify the signatures
of the 7 or 8 workmen who had
signed the applications. At that time
Employers had tried to use the
those records but could not succeed.
The application was ultimately
decided in our favour and the
judgment has been published in
all the Law Journals of India viz
A.I.R., ILR, LLJ 1959 Page 458

see next page

Page 3. (Contd) [vide HR Form 1/88

in all the law journals [vide HR Form 1/88
August issue) LLJ 1958 page 458]

thereafter she submitted the H.C. was passed thereafter
 on 14th April, 1958 and the 2nd week of May the
 on the 26th May 1958 the
 the Inspector of Trade Union
 asked us to show the
 produce before him the
 following papers viz membership
 applications, membership
 registers, minutes, fees and
 admission fees and
 annual subscription
 etc. and we submitted before
 him at Patna all the
 above documents of the two
 unions except the account
 book saying that the
 unions had come we not
 one year old accounts according
 to law he had no right
 to see the accounts
 at that stage according to

In regard to the Chauhara
Cement Hazdon Union he
had also asked me to
change the name of this
Union because there was
already a registered
and Union known as
"The Chauhara Cement works
Union" and the name of
our Hazdon Union was
much similar to that
of the other one and
this being so we added
the prefix to the word A.C.C.
before the name of our
Union making it "A.C.C.
Chauhara Cement Hazdon
Union" and we submitted
before him a resolution
of the members concerned
requesting that Registrar
should apply the name of A.C.C.
to the document

But in spite of all the
compliance ^{received} of law by us

we found that ^{SA}
registered letters for
the ^{said} ~~ins~~ ^{ins} ~~pre~~ ^{pre} ~~tr~~ ^{tr} ~~in~~ ⁱⁿ

the 7th Oct, 1988 stating
that the Registrar had
rejected our application

on the 25/9/88 on the
ground that our application

was not in accordance
with the provisions of
the T. V. Act 1926.

We have are just going
to prefer an appeal before
the District Judge Pak

~~the~~ u/s 11 of the T. V. Act, 1926.

It will be seen that
although we paid fee for
a fee of Rs. 5/- for the application

the Registrar of Trade Marks
never wrote any single
word to us of the
summed up

According to the I. N. V. Act
 1926 the said inspection
 is not at all an
 authority and the
 Govt of Bihar are not
 competent to add anything
 this piece of the Central
 Act.

We could have gone to
 the H.C. again under the
 Contempt of Courts Act
 for his disobeying the
 mandamus commanding
 him to perform his
 duties in the matter
 of registration but
 we did not do so
 because (1) there was
 another remedy open
 by way of appeal (2) ~~there~~ it was of
 no use going to courts
 when the executive authorities

were not paying any heed
to the Constitution of India
in matters of ordinances
issued by H.C.

I request you kindly
to bring these facts
to the Parliament
showing as to how
the labour laws are
not functioning in
Bihar in favour of
the workmen and
the other necessary
action as you deem
fit and proper
Awaiting to hear

Yours
with greetings
yours sincerely
A. Dasgupta

Reps to the letter of
Shri. Mehta on the subject

1.1.51

From
Sri K. K. Saha
Gen. Secy, A. C. C. Rajaula Limestone
Quarries Hazdoor Union Rajshawan
P. O. JHINKPANI, Singhbhum, (Bihar).

To

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

The 29th Oct, 1958.

Dear Comrade,

We deem it necessary
to bring ^{it} to your notice that ^{even} employees
~~of the States~~ of H like M/s. Associated
Cement Companies, Ltd have not
~~passed~~ ~~State~~ any standing order for
their industrial establishment, to wit,
the Rajaula Limestone Quarries, at
Jhinkpani in the district of Singhbhum
in the State of Bihar under
the Industrial Employment (Standing
Orders) Act 1947. This fact came up
before the Industrial Tribunal Bihar
in a case between Chailasse Cement
works and their workmen and
the Tribunal in its judgment
has come to a finding that
the above establishment works
without any standing order
& anomalous position may
arise in dealing with the workmen

31 OCT 1958

in matters of misconduct ~~and~~
[Wade LLJ 1957 Page 372]
and inspite of this warning
given by the Honble Tribunal
the above Management has
not paid any attention
forward complying with this
provision of law.

There is a lacuna
in the law itself because
there is no penal provision
prescribed in the law
if the employees do not
get their standing orders
certified by the appropriate
authority.

This ~~was~~ is the position
in this establishment. In July
1957 ~~last year~~ the Management
charge sheeted me of our
members for alleged Trade
Union activity during fifteen
hours of ~~my~~ ^{when we} member

in reply to the above charge sheet wrote "your goodself has no jurisdiction to charge" - sheet ^(a worker under the Mines Act) ~~was~~ under a Standing order of different establishment. The Manager of the Factory got annoyed and summarily dismissed the workman. This workman is Mr. Rameshwar Kudada who is also one of the Vice presidents of our Union. We immediately wrote to the Regional Labour Commissioner, Dhanbad and also to the Conciliation Officer, (Central), 401, Asansol. At this the Conciliation Officer wrote that he was coming to intervene but when he came to Ghinapani on 30th Aug, 1957 the Manager, (it is said, made him go back without allowing him to see us and affe

his return ^y back to his H.Q.
he wrote to us that
he went back because
~~we~~ ~~Union~~ of he could not
locate ^{our} the Union Office. ~~As~~
~~you know that we~~
~~Union's office is located~~
~~at the [unclear] and~~
~~there are [unclear]~~
~~at [unclear] in Bihar~~
It was only for the sake
of peace otherwise he could
have asked the Postmaster
whose post office is very
close to the Headquarters
office. Afterward he
further informed us
that since the Labour
officer, Chauraha (Bihar
Govt) was also a
conciliation officer so he
went well into the
matters.

On this issue of alleged
 dismissal of Com. Ramish
 -war Kadada, we write
 several times to the
 Assistant Labour Commissioner
 Bihar East, Lalwar
 Office, Chhisa (Both
 are Conciliation Offices
 for the purpose of Conciliation
 in quarries connected
 with Cement industries
 - recently made by a
 modification vide Central
 Labour Code) but unfortunately
 they are not doing anything
 in the least for the
 welfare. This power of
 law is being for the
 sake of expediency but
~~the~~ in fact we find
 that it is being abused
 only for the purpose

making collusive agreements
 with Company's Union
 hurriedly only to flout
 the provisions of the
 Industrial Disputes Act, 1947
 So that if we press any
 of our demand by resorting
 to strike then the
 Management will find
 it easy to dismiss
 us unless the
 Govt will be able to
 prosecute us (v/s. 26 & 27
 of the Industrial Disputes
 Act, 1947).

Our Counsel say that
 any victimisation of
 workmen in the absence
 of proper standing order
 will not be tenable
 in law but unfortunately

our Govt. will not
send our case of
victimization to Tribunal
etc. This is the
way how we are
being deprived of our
~~being deprived~~ of our
right to justice in
this area.

In this connection we
would like to point out that
on the 23rd Aug, 1957 there
was a lightning strike in
the above establishment and
it was only called off when
the C.L.C., Govt. Ministry of Labour
and Employment intervened in
the dispute and an agreement
was arrived at between
the Management and workers
before the C.L.C. At that
time also we had raised

the issue of the Management
not having proper standing orders.
It is unfortunate that
even after elapse of such
a long time the C.L.C
has not been able to
enforce a proper standing
order in the above establish-
ment and could not
do anything in the matter
of alleged dismissal
of Mr. Rameshwar
Kadada.

I would like to
request you kindly
to please take up the
case of Mr. Rameshwar
Kadada with the Central
Govt. who control the
cases arising under the
Mines Act and Quarries
Act (1952)

with meetings

yours fraternally

W. S. S. S.

Gen. Secretary



always

report

at

was

about

that

16 DEC 1958

Chaibasa Cement Mazdoor Union

P. O. JHINKPANI, DISTRICT SINGHBHUM.

(Affiliated to A.I.T.U.C. & All India Cement Workers Federation).

President : BARIN DEY

Gl. Secretary : K. K. SINHA

'RAJBHAWAN'

Dated, the 5th December, 1958.

No. .

To

The Chairman,
Cement Wage Board, C/O Industrial Court, Bombay-1.

W

Dear Sir,

We beg to enclose herewith a copy of the letter addressed to two of the investigators who have come here for the purpose of collecting some important evidence for wage consideration by the Cement Wage Board. We regret to say that these two officers have even refused to take any letters from us on peon books. The letter which we are enclosing herewith will ~~itself~~ speak about itself.

As the method adopted by them looks very suspicious, we are herewith sending you the protest of the Cement Mazdoors and request you kindly to send them direction to hold inquiries in open places and not in closed doors as they are doing with the Management and Company's Union shutting off the entire Cement Mazdoors from witnessing their inquiry. We also request that this Mazdoor Union may also be allowed to witness the proceedings.

We deem it necessary to submit that we could not submit our replies to the questionnaire as the leading officers of this Mazdoor Union were undergoing incarceration due to their alleged participation in the peaceful strike of Tisco workers on the 12 May, 58 and also due to cases arising out of last year's 10 days peaceful strike in the local quarries of the A.C.C. at Rajanka. But as we are affiliated to the All India Cement Workers Federation, we endorse the replies submitted on behalf of the said Federation.

Regarding our status we further deem it necessary ~~to submit~~ to submit before you that due to manoeuvring of the Management and other interested parties, we have not as yet been able to get registration of our Mazdoor Unions. We have however won a mandamus Case from the Patna High Court commanding the Registrar of Trade Unions to do the needful (Vide: L.L.J Oct 58 issue which is akin to the judgment given in our case -A.C.C. Rajanka Limestone Quarries' Mazdoor Union at Jhinkpani are ~~also~~ also affiliated to the AITUC & A.I.C.W.F)

We hope you would kindly allow us representation in the matter.

Edl Hussain

18 DEC 1958

Chaibasa Cement Mazdoor Union

P. O. JHINKPANI, DISTRICT SINGHBHUM.

President : BARIN DEY (Affiliated to A.I.TUC & All India Cement Workers Federation)
Gl. Secretary : K. K. SINHA 'RAJBHAWAN'

Dated, the 2nd December, 1958.

No. CCF/WB/331.

To

Shri H.S. Desai, Investigator, Cement Wage Board,
&
Shri A.P. Bamerdekar, Investigator, Cement Wage Board,
Camp: Chaibasa Cement Works, P.O. JHINKPANI, Singhbhum.

Dear Sirs,

We are glad to find that the Cement Wage Board have sent you to this place for collecting statistical information regarding prices of foodstuffs consumed by the workmen from shops in the locality and nearby places where workmen reside and also to take sample budget of workmen's family which may form as an important piece of evidence for wage consideration.

Yesterday in the morning the General Secretary of our Union as the representative of the majority of the workers employed in this Cement Industry of the locality approached you and offered our Union's co-operation in your investigation but unfortunately you expressed your unwillingness to allow our co-operation as we are unregistered Union and not recognised by the Management of the Chaibasa Cement Works. You also refused to take statements of the workmen in their respective departments where other workmen could see your proceedings. We are informed that you are holding your inquiry in camera where ~~only~~ statements of workers selected by the Management are taken. In doing so you do not know whether the Management has sent you really the same workman or workmen whose ticket numbers you gave them. In doing so you are collecting false and fabricated statements as it is reported that the Company's officers and Company's Union people have trained specially a few stooges of the Management and bringing before you. It would really be unfortunate if the Hon'ble members of the Cement Board are made to rely on such informations collected in such manner.

We are further quite at a loss to find the attitude adopted by you towards our Mazdoor Union ~~and~~ in general and the workers as well. You are interviewing only Company's trained men in the Company's office in presence of their officers who just watch whether the man deposing before you was doing according to their instructions or not.

It is also reported to us that when our Mazdoor Union's officer

(P.T.O. Page2)

18-1-3
-1 FEB 1959

Banbury St 29-1-59.

Dear Comrade K. G.,

I am sending herewith a copy of the memorandum to the Comrade on the question of fresh nomination for the Central wage board for cement industry: the envelopes mentioned therein ~~are~~ I am not sending as we don't have any left. - this should have been sent to you earlier but ~~it was not sent~~ was not sent by cable over here. So I am sending the same today.

By now we have received only acknowledgement letter from the Comrade's secretary.

From Banbury I had been to some of our works in the South and had discussion with the unions on organisational matters. I will send the detail

30 JAN 1959

report afterward.

with regard to the Federation
now ~~there are all unions~~ is
that all but two of the unions
are affiliated to the A.F. of L.
and even those ^{two} unions which
are not affiliated can be
made to join A.F. of L. without
any difficulty.

I have collected membership
figures of our unions from
the unions in the South and
the membership of these four
unions on 31-3-58 comes
to more than 5000. I will
be sending you a detailed
statement in this connection
showing the membership of
our various unions as on
31st March 58.

I am also sending you some other
circulars of our Federation. I hope
the matter on Bonus question
is won as the company have
dropped the idea of reducing
the Bonus to 2 1/4 months and
now will pay 3 months usual
Bonus, as they are paying for
the last five years. This
was due to ~~the~~ our
agitation for the last one
month.

Please do ~~write~~ ~~an~~ ~~for~~
an article ~~by~~ from Ray Bahadur
on cement. If he wants any
more information let us know
so that we can send the same.
I am here upto 2nd and will be
going to Dhule to attend some work on my

even on the basis of our members
 in the unions which are affiliated
 with the AITUC - we are in
 a position to claim a representation
 on the Cement Wage Board. Our
 federation will have no
 objection if the AITUC is
 given representation on the
 wage board instead of our
 federation.

If the Govt. wants
 to nominate some M.P. on
 the wage Board in place
 of Shri Samrat Dave, then
 we can suggest the name
 of Com. Raj Bahadur
 Sam. because his name
 is and ~~is~~ is the
 needful.

way to Porbandar. —

About the General Provincial
T.V. Conference as suggested by
me the Centre should send
Cam. Dange at least for
a day to inaugurate the
Conference. — I will talk to
Cam. Dange when he
comes here on 1st But
you please arrange it
if it is not finally
decided here only.

about Please let me know
~~what~~ ~~the~~ ~~action~~ ~~you~~ ~~have~~ ~~done~~ ~~with~~
on an memorandum and
other things covered in the
letter at the following

address ..

c/o Communist Party
Prarthna Samaj,
Raukhad, Ahmedabad.

I will be staying in Ahmed
abad ~~at~~ for few
days.

With greetings,
Yours sincerely
P. G. Anand.

THE ALL INDIA CEMENT WORKERS' FEDERATION

Ganpat Nivas,
Zaoba's Oart,
Thakurdwar,
Bombay-2.

29th/January, 1959.

CEMENT WORKERS' APPEAL TO THE
SHAREHOLDERS OF THE ASSOCIATED
CEMENT COMPANIES LIMITED
GATHERED AT THE TWENTYSECOND
ANNUAL GENERAL MEETING.

Gentlemen:

We take this opportunity to invite your kind attention to the following few points and request you to press for the claims of the employees of the Company who are the real producers of profit.

To begin with we would like to introduce ourselves. Our Federation is the federal organisation of the employees of the Associated Cement Companies Ltd., as well as other Cement Companies having affiliated units in most of the factories, quarries, branches and offices of the A.C.C., and we command the support of a large majority of workmen in A.C.C. and general substantial following among non-Union members also.

You might be aware that your Company in the last two years have signed 3 year agreements with the employees of ten cement factories. No doubt the Company have revised the grades with slight increments and a token house rent allowance of Rs.2/- per month under this Agreement. But you must also know that under these agreements the lowest paid worker in A.C.C. factory will be getting the maximum basic wage of Rs.1.50 nP per day or Rs.39/- per month. You must also know and be proud of the fact that in all our factories, offices, etc., your employees have a long record of sincere service with the Company, many of them having put in 20 to 30 years or even more of service without much of labour troubles like strikes, etc. We hope you will appreciate the same. Under these circumstances, the wage scales as revised and fixed by the Company are much below the needs, aspirations and expectations and also the capacity of the Company to pay and the same do not compare favourably with concerns of similar standing. With the ever growing prosperity of the A.C.C., the employees also should have had their rightful share in it and that is denied to them.

The Company has not been fair enough to compensate the workers by way of reasonable bonus to make good the gap between the actual wages and fair wages. On the contrary the Company has on its record many cases of litigations delaying the benefits under many Awards which has resulted in a continuous discontent and frustration in the employees. You will also appreciate, in the above background, that there is wide disparity between the wages paid to the Managerial staff and the rest of the employees. HOUSING FACILITIES are still not provided to the majority of workers in the factories. Moreover, not a single quarter has been provided to employees working

P.T.O.

in places like Bombay and some Works situated in the towns. We will not bother you with all the details of our grievances against the Company but restrict only to the following points where you can help us.

The Company can make good the injustice meted out to workers in wages and other facilities by paying them voluntarily 4 months' wages instead of the usual 3 months out of the provision they have made for bonus in their Balance Sheet for the year 1957-58. What the Company will have to do is to accept the principles laid down by the Industrial Tribunals of Mr. Meher and Mr. Naik in their respective Awards that "bonus need not be paid to the highly paid and well kept managerial staff". However, the Company instead of implementing the said Awards have preferred to go in appeal before the Labour Appellate Tribunal and Supreme Court. The matter before the Supreme Court is coming up for hearing to-day.

While concluding we request you to adopt a recommendatory, if not mandatory, resolution directing the A.C.C. Management to give more bonus, HOUSING FACILITIES and better service conditions.

With greetings,

Yours truly,
For THE ALL INDIA CEMENT WORKERS' FEDERATION,

G.G. DHARADHAR
(General Secretary)

ALL INDIA CEMENT WORKERS' FEDERATION

Ganpat Nivas,
Zaoba's Oart,
Thakurdwar,
B o m b a y . 2 .

14th Jan. 1959.

To

All affiliated Unions:

Fresh nomination on the Central Wage
Board for Cement Industry in place
of Shri Somnath P. Dave.

Dear Friends,

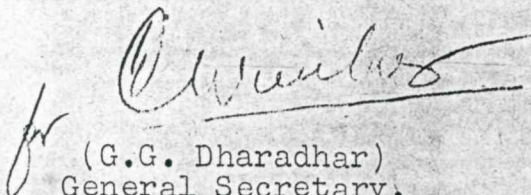
Please find herewith a copy of representation made to the Minister for Labour, Shri Gulzarilal Nanda on the above subject, which speaks for itself. The enclosures mentioned therein are already with you.

Kindly explain the contents of this memorandum to the workers and members of your Union and pass a resolution at your earliest but not later than 30th January 1959 and forward it to Shri Gulzarilal Nanda with a copy to the Federation. Please also send us the membership figure of your Union as per the last returns i.e. as on 31st March 1958.

As the matter is very urgent and of great importance we hope you will act upon it with the seriousness and urgency which it deserves.

With greetings,

Yours fraternally,


(G.G. Dharadhar)
General Secretary.

ALL INDIA CEMENT WORKERS' FEDERATION

Ganpat Nivas,
Zaoba's Oart,
Thakurdwar,
B o m b a y . 2 .

14th Jan. 1959.

Shri Gulzarilal Nanda,
Hon'ble Minister for Labour,
Government of India,
New Delhi.

Sir,

Fresh nomination of workers'
representative on the Central
Wage Board for Cement Industry
in place of late Shri Somnath
P. Dave, M. P.

As you are already aware the Central Wage Board for Cement Industry had fixed up its public sitting from 5th to 9th January 1959 at Bombay but could not carry out the programme due to the sudden and sad demise of Shri Somnath P. Dave, workers' representative on the said Wage Board. The Wage Board, therefore, has adjourned its public sittings to 23rd Feb. 1959. We are not sure whether the vacancy caused by the death of Shri Somnath P. Dave will be filled up before that time by the Government. However, since the Wage Board has fixed up the date, it seems that they might be hoping to have a fresh nominee on the Board before that date. As it is, the matter is very urgent and hence its representation.

While making a fresh representation we invite your kind attention to the various resolutions forwarded to the Ministry of Labour by the Union affiliated to our Federation, the letter dated 30th April 1958 addressed to you by the Associated Cement Staff Union, Bombay, with enclosures, letter dated 30th June 1958 by the All India Cement Workers' Federation and replies received by us from the Ministry of Labour, Government of India through the Deputy Secretary, Mr. V.R. Antani vide his letters Nos. WB-6(12) dated 31st July 1958 and WB-6(12) dated 12th May 1958. For your ready reference we are sending herewith copies of the abovedocuments.

In this connection we submit that the verification of the membership strength of the different Central Organisations done by the Government on the basis of 1956 membership is quite out-dated. Moreover, the verification procedure also has been newly laid down by the 15th Indian Labour Conference and the Government is carrying on the verification of the membership as on 31st March 1958 according to the new procedure. By now you will be in possession of the present strength of our Federation in which the A.I.T.U.C. Unions as well as non-A.I.T.U.C. Unions are also affiliated and as such from the view point of Trade Federations, our Federation is the most representative Workers' Organisation in the Cement Industry having a membership of 18,000 as on 31st March 1958. Since then some new Unions have also applied for affiliation and we have already received applications from Khalari Workers' Union (Bihar), Chaibasa Cement Workers' Union (Bihar), and Chaibasa Quarry Workers' Union (Bihar) and as such the membership is nearing 20,000.

P.T.O.

We have, therefore, once again to request you that while making a fresh nomination on the Wage Board for Cement Industry in place of late Shri Somnath P. Dave, the workers' representative should be selected from our Federation. It will be appreciated that as the most representative Organisation of the cement workers our Federation can claim both the seats on the Cement Wage Board but that would require the reconstitution of the Wage Board and as such we are not asking the Government to reconstitute the Board in whole but asking for the nomination of a new representative, which is to be made in place of late Shri Dave, from our Federation. This will do justice to our Federation, however, belated it may be and the Cement Wage Board will acquire the true representative character of all the interests in the Industry.

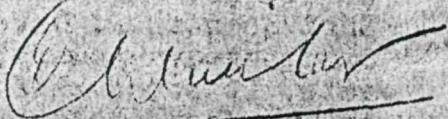
Now itself we propose the following panel of names from which our representative should be selected and nominated:

- 1) Shri Satyanarayana Reddy, President,
All India Cement Workers' Federation.
- 2) Shri G.G. Dharadar, General Secretary,
All India Cement Workers' Federation.

We hope that you will pay personal attention to our request in the true national interest and do justice to our Federation which has long been denied to it.

Encls:

Yours faithfully,


for (G.G. Dharadar)
General Secretary.

Copy forwarded to:-

- 1) Pandit Jawaharlal Nehru,
Prime Minister,
New Delhi.
- 2) Indian National Trade Union Congress,
New Delhi.
- 3) All India Trade Union Congress,
New Delhi.
- 4) Hind Mazdoor Sabha, New Delhi.
- 5) The Chairman,
Central Wage Board for Cement Industry,
Bombay.

ALL IN DIA CEMENT WORKERS' FEDERATION

Ganpat Nivas,
Zaoba's Oart,
Thakurdwar,
B o m b a y . 2 .

14th Jan. 1958.

To

All affiliated Unions

Comrades,

Sub: B o n u s .

By now you are already aware that the Board of Directors of the A.C.C. Management has provided Rs.43 lakhs in the Balance Sheet for bonus for the year 1957-58. This proposal of the Board of Directors will be placed before the Annual General Meeting of the Company sometimes in the last week of January 1959, and you will come to know about the actual quantum of bonus that we are going to be paid by the Company for the said year by that time. According to our calculations if the above amount is to be paid as bonus the quantum of bonus for the year will be reduced by about **20%** [i.e. 2.4 months]

It appears from the analysis of the Balance Sheet for the year 1957-58, the Company has made over all progress in respect of production, gross profit, stock, expansion, etc. The gross profit has gone upto 1.90 crores from 1.81 crores. The Managing Agents' Commission has gone upto 41 lakhs from 36 lakhs and provision for taxation has gone up to 3.09 crores from 2.86 crores. In spite of this the A.C.C. Management have come out with a proposal to cut our bonus and as such in the background of over all prosperity of the Company we have to fight back this attack on our legitimate bonus.

As you are already aware the bonus of three months paid by the Company in the last 4 or 5 years was totally inadequate compared to the profits of the Company and we have made claims for extra bonus for the past years. Not only that we have won one month's extra bonus for the year 1953-54 from the Bombay Industrial Tribunal and the matter is now lying before the Supreme Court to be heard on 15th January 1959.

The Federation takes this opportunity to address the thousands of A.C.C. workers by whose sweat and blood the A.C.C. is prospering, to prepare for an all India struggle against the proposed cut in bonus. The Federation Executive will be meeting to consider the situation just after the Annual Meeting of the Company is over and will chalk out a detailed programme for this struggle. In the meanwhile the Federation appeals to you to expose this game of the Company and give it widest possible publicity through all available means.

In light of the above you will realise the necessity of close co-ordination between the different Unions of A.C.C. workers and pay serious attention to our earlier proposal of formation of an All India Organisation of the A.C.C. workers.

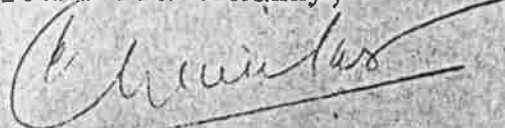
...P.T.O.

30 JAN 1959

However, there should be no confusion that the proposed organisation of the A.C.C. employees is not going to be a rival body to the Federation but will be a part of the All India Cement Workers' Federation.

With greetings,

Yours fraternally,



for (G.G. Dharadhar)
General Secretary.

P.S. Enclosed please find copies of an earlier circular issued by the Associated Cement Staff Union, Bombay.

23 FEB 1959

Resi: Telephone No: 34559 .

101 - Jawaharnagar, (Chikkedpally)
Hyderabad Dn., Andhra Pradesh .

February 21st, 1959 .

To

Shri N. S. Mankiker ,
Chief Adviser Factories ,
Ministry of Labour, Government of India ,
Office of the Chief Adviser Factories, NEW DELHI .

Subject: 2nd meeting of the Central Tripartite (Technical) Committee
for drawing up tripartite agreement on working conditions
in cement industry .

Dear Sir ,

Kindly refer to your office letter No: 24 (10)/59-CAF. II., dated
19th February, 1959 .

Shahabad, which is centrally located and attached with the ACC Central
workshop, will be most suitable place for holding such a meeting .


For any ~~reason~~ reason if Bihar has been selected for convening this
meeting, I am of the view that it would be held, in that case, at Chiabasa .

Sindri being one of the smallest units which uses the refuse of Fertilisers
Factory as its raw material would not be a suitable place for a meeting
of this nature which has draw up tripartite agreement concerning all the
Departments or wings of the cement Industry . Crushing and other sections
would be altogether different in this unit than other factories .

If it is conveniently possible, please hold the meeting in the last week
of April or in the 1st week of May, 1959 .

I hope you will agree with my suggestions .

Yours faithfully ,


N. Satyanarayana Reddy ,
President ,
All-India Cement Workers' Federation .

ccs :

1. Shri G. G. Dharadhar, General Secretary , All-India Cement
Workers' Federation, Bombay ; &
2. Shri S. A. Dange, M.P., General Secretary, All-India Trade
Union Congress, 4. Ashoka Road, New Delhi . ,

for information and necessary action .

22 FEB 1959

291
29A
Government of India
Ministry of Labour & Employment

...
OFFICE OF THE CHIEF ADVISER FACTORIES

No.24(10)/59-CAF.II

Dated New Delhi, the 19 FEB 1959

From

Shri N.S. Mankiker, B.Sc., B.E., A.M.I.E.,
Chief Adviser Factories.

To

Shri Satyanarayana Reddy,
General Secretary,
All India Cement Workers Federation,
101 Chikkadpally,
Hyderabad.(Dn)

Sub:- 2nd meeting of the Central Tripartite (Technical)
Committee for drawing up tripartite agreement on
working conditions in the cement industry.

Sir,

It is proposed to hold the second meeting of the
Central Tripartite (Technical) Committee at Sindri during
the period from the 20th to 21st April 1959.

I shall be grateful if you would kindly let me know
before 28.2.59 whether it will be convenient to you to
attend the meeting at Sindri on the above dates. The
Chief Inspector of Factories, Bihar, has kindly agreed to
make arrangements for residential accommodation and for
holding the meeting at Sindri. The Agenda ~~in Memorandum~~ Papers.
in connection with the meeting will be sent to you
separately.

Yours faithfully,

S.R. Bhise

(S.R.BHISE)

for Chief Adviser Factories

- Copy to (1) Shri G.G. Dharadhar,
General Secretary,
Associated Cement Staff Union,
Queens Road, Bombay,
for action in case Shri Satyanarayana Reddy
is not able to attend.
- (2) The General Secretary,
All India Trade Union Congress,
R.D. Trust Building,
55, Girgaum Road,
Bombay-4
- (3) The General Secretary,
All India Trade Union Congress,
1-C/15 Rohtak Road,
Delhi-5

20 FEB 1959

Andhra Cement Company Employees' Union

Established 1942 - Registered No. 208

Affiliated to: ALL INDIA TRADE UNION CONGRESS & ALL INDIA CEMENT WORKERS' FEDERATION

President:

K. V. A. NARASIMHA RAJU

General Secretary:

S. V. SUBBARAJU

Kedareswara Peta,
BUCKINGHAMPET P. O.
VIJAYAWADA

Dated 18-2-59.

291

To
The Regional Labour Commissioner,
Government of India,
Madras.

Sir,

Subject:- Trade Unions Affiliation Information furnished.

Reference:- Your No. M 155 (1)/59. Dated 14-2-59.

-----0-----

I wish to inform to you that our Union was affiliated to All India Trade Union Congress in the year 1943. Ever since we were not given any certificate to that effect. I am addressing the Secretary A.I.T.U.C. for sending a certificate immediately to enable me to send a copy of it to you.

MT
File

Yours faithfully,

(Signed) S.V. Subbaraju.
General Secretary.

Copy to the Secretary A.I.T.U.C. with a copy of the reference received from the Regional Labour Commissioner (Central) Madras for your information. Please send the certificate at once. The affiliation fee according to the last year's (ie) Membership as stood by 31.5.58, 1187 is calculated and sent by M.O. separately.
2. The Trade Union record from January have not been received. The subscription for above also is remitted by M.O.

Yours faithfully,
For ANDHRA CEMENT CO. EMPLOYEES' UNION

S. V. Subbaraju
Secretary.

Immediate
Registered Post A. D.

Government of India
Ministry of Labour & Employment
Office of the Regional Labour Commissioner(C)

No.M.155(1)X/59

Madras, 7 Dated: 14-2-59.

To

The Secretary,
Andhra Cement Factory Employees Union,
Vijayawada.

Sir,

Sub:- Trade Unions - affiliation requested.

.....

I request you to please let me know the affiliation of your Union to any of the four Central Trade Union Organisations Viz. INTUC, AITUC, HMS and UTUC. If the union is not affiliated to any Central Trade Union Organisation, the same may please be stated.

2. In case it is affiliated to one of the organisations I request you to send an attested copy of the affiliation certificate, of the union.
3. This may kindly be treated as immediate and your reply sent by return of post.

Yours faithfully,

(S) * * * *

Regional Labour Commissioner

/ True Copy

S. V. Subrahmanyam
Off. Secretary
18.2.59

18 FEB 1959

CENTRAL P.W.D. WORKERS' UNION

(Registered & Recognised by the Govt. of India)

CENTRAL OFFICE

President : S. Easwara Iyer, M.P.

General Secretary : N.N. Manna

Ref. No. WUC/ VCT/ 1648-57

Phone : 48799
Chhai Tooti, Paharganj,
NEW DELHI-1.

16 FEB 1959 19

The Chief Engineer,
Central P.W.D.,
New Delhi.

Sub:- Cancellation of Section 4A of the Central Civil Services
(Conduct) Rules, 1957.

Dear Sir,

I write to draw your attention to Section 4A of the
Central Civil Services(Conduct) Rules, which states as under:-

"No Government servant shall participate in any
demonstration or strike in connection with any matter
pertaining to the conditions of Service."

This section is in violation of the Code of Discipline
in Industry to which the Government of India is a party.
According to the Code of Discipline, the Unions should not
to permit demonstrations which are not peaceful. Thus
demonstrations have been accepted as recognised trade union
activity.

Further, Sections 22, 23 and 24 of the Industrial Disputes
Act have laid the general principles of prohibition of strikes
and lock-outs and have defined illegal strikes and lock-outs.
There can, therefore, be no ban on strikes, which are not
illegal.

It is, therefore, requested that Section 4A of the Central
Civil Services(Conduct) Rules, which are against the Code of
Discipline and not in keeping with the provisions of the Industrial
Disputes Act, which are applicable on the workcharged and other
industrial workers of the Central P.W.D., should be cancelled.

Yours faithfully,

Sd/-

(N.N. Manna)
GENERAL SECRETARY.

Copy to:-

1. The Secretary to the Government of India,
Ministry of Works, Housing and Supply,
Government of India,
New Delhi.
2. The Secretary to the Government of India, Ministry of
Labour, New Delhi with the request to take up the matter
as a violation by the Government of India of the Code of
Discipline.
3. The General Secretary, All India Trade Union Congress,
4, Ashoka Road, New Delhi.

N.N. Manna
GENERAL SECRETARY.

12 MAR 1959

GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT
OFFICE OF THE CHIEF ADVISER FACTORIES & Employment

No. 24(10)/59-CAF.II

Dated New Delhi, the 10th March, 9

291
Dear Shri Satyanarayana Reddy,

Will you please refer to your letter dated the 21st February 1959. Your proposal for holding the Second Meeting of the Central Tripartite (Technical) Committee for drawing up tripartite agreement on working conditions in cement industry at Chaibasa was considered, but as it was thought that it would be difficult to arrange for accommodation of Members of the Committee at Chaibasa, Sindri would be a better place where hostel facilities exist. The Chief Inspector of Factories, Bihar, has, however, made a proposal that the meeting may be held at Ranchi and that he will make all the arrangements for accommodation and for transport to the factories at Chaibasa and Khalari. We feel that this will be the best arrangement. Almost all the members have agreed to attend the meeting on the dates previously indicated i.e., on the 20th and 21st April 1959, and we are not quite sure whether they would be free in the last week of April or in the first week of May 1959. Further, May is a very hot month not quite comfortable for journeys to Chaibasa and Khalari. I therefore hope that you will make it convenient to attend the meeting on the 20th and 21st April 1959. As soon as we hear from the Chief Inspector of Factories, Bihar, that arrangement for accommodation etc., can be made at Ranchi, we shall confirm the venue of the meeting.

With personal regards,

Yours sincerely,

S. R. Bhise
(S.R. BHISE)

Shri N. Satyanarayana Reddy,
President, All-India Cement Workers' Federation,
101 - Jawaharnagar (Chikkedpally),
Hyderabad. (Dn.) Andhra Pradesh.

p.t.o.

March 5, 1959

The Manager,
M/s. Dalmia Dadri Cement Ltd.,
Charkhi-Dadri.

Dear Sir,

We are in receipt of a copy of a letter dated March 2, 1959 addressed to you by the General Secretary of the Cement Factory Workers Union, Charkhi-Dadri. The Union has also addressed a separate letter to us alleging discriminatory treatment by the management to the members and leaders of the Union. It is their allegation that this discriminatory treatment on your part is due to the fact that the union is affiliated to the AITUC.

I would like to point out that any discriminatory treatment and unfair labour practice would be in clear contravention of the Code of Discipline. I would therefore ask you to remove the grievances of the union in this regard.

Yours faithfully,

Satish Loomba

(Satish Loomba)
Secretary

Copy to: General Secretary,
Cement Factory Workers Union,
Charkhi-Dadri.

CEMENT FACTORY WORKERS UNION

4 MAR 1959

(Registered No. 44)

CHARKHI DADRI
(PUNJAB)

No./CFWU./25/59

Date March 3, 1959.

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

Dear Sir,

We beg to bring it to your notice that we got our union affiliated with the A.I.T.U.C. group on 10th December, 1958. Since the time of its affiliation with A.I.T.U.C. group, we are ~~being~~ unnecessarily being harrassed by the management of Dalmia Dadri Cement Ltd., Charkhi Dadri, and our General Secretary, President and other active as well as ordinary members are being charge sheeted on false complaints or without any complaints. They are denied facilities which are generally provided to other factory workers. The management is very much prejudiced and this is all because we are affiliated to your group.

We, therefore, request you to kindly take up this matter with the management seriously and take necessary action in the matter so that we are not unnecessarily harassed.

Assuring you of our best co-operation at all times.

Yours faithfully,
for CEMENT FACTORY WORKERS UNION,


General Secretary.

CEMENT FACTORY WORKERS UNION

(Registered No. 44)

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

CHARKHI DADRI
(PUNJAB)

No./CFWU
/24/59.

Date March 2, 1959.

The Manager,
Dalmia Dadri Cement Ltd.,
CHARKHI DADRI.

Dear Sir,

We are in receipt of your letter No. DD/M/193 of February 28, 1959 and have noted the contents.

We shall thank you to send us a copy of the complaint submitted to you by Mr. O.P. Sharma, Foreman against our General Secretary Shri Sukhdev Nara in.

We fail to understand as to how you have arrived at a decision without making an enquiry that the complaint filed by us against Mr. O.P. Sharma and others is incorrect. Have you made an enquiry in this connection? If so, kindly let us know the date and send us a copy of your enquiry.

We may mention here that you are supporting the supervisory staff and are harassing our workmen simply because our union is affiliated to the A.I.T.U.C. group and you have totally relied on the complaint of Mr. O.P. Sharma without conducting an enquiry. We hereby demand that an enquiry be held with regard to our complaint and the guilty person should be punished whether he is a supervisor or our member.

Your remarks regarding dealing the 'workmen' severely is quite prejudiced. You have ignored to write intentionally that the supervisory staff, if found guilty, ~~severely~~ should also be dealt with severely. There should be at all no distinction between a supervisor and a workman. The management is certainly responsible if any quarrel takes place due to its weak management during working hours.

Yours faithfully,
for CEMENT FACTORY WORKERS UNION,

cc: A.I.T.U.C., Punjab Branch,
Jullundur.

cc: Mr. Dange, General Secretary,
All India Trade Union Congress,
4, Abhok Road, New Delhi, for necessary
action into the matter as our members are
being harassed for nothing because we are
affiliated to A.I.T.U.C. Group.

21 MAR 1959

No.24(10)/59-CAF.II
GOVERNMENT OF INDIA
Ministry of Labour & Employment

OFFICE OF THE CHIEF ADVISER FACTORIES

Dated New Delhi, the 20th March 1959

FROM

Shri T.S. Manikar, B.Sc., B.E., A.M.I.E.,
Chief Adviser Factories.

TO

REGISTERED POST

Shri N. Satyanarayana Reddy,
President, All-India Cement Workers Federation,
101 Jawaharnagar (Chikkedpally),
Hyderabad Dn. (Andhra Pradesh)

Sub:- 2nd meeting of the Central Tripartite (Technical)
Committee for drawing up tripartite agreement on
working conditions in the cement industry.

Sir,

Will you please refer to this office letter No. 24(10)/59-CAF.II dated the 19th February 1959 regarding holding of the above-mentioned meeting on the 20th and 21st April 1959 at Sindri? Some members of the Committee have written to say that A.C.C.'s factory at Sindri is not of a representative type and they have suggested that the meeting be held at Ranchi so that factories at Chaibasa (Jhinkpani) and Khalari could also be visited by the members of the Committee. It has therefore been decided to hold the meeting at Ranchi from the 20th to 21st April 1959 and if necessary to extend it for a day or two to enable the members of the Committee to visit the two cement factories at Chaibasa and Khalari. Arrangements for accommodation etc., are being made by Shri Singh, Chief Inspector of Factories, Bihar, Ranchi. It is requested that receipt of this letter may please be acknowledged.

Yours faithfully,

S R Bhise

(S.R. BHISE)

for Chief Adviser Factories

Copy (by ordinary post) to

(1) Shri G.G. Dharadhar,
General Secretary,
All India Cement Workers Federation,
Queens Road,
Bazbay-1.

(2) Shri S.A. Dango, M.P.,
General Secretary,
All India Trade Union Congress,
4 Ashoka Road,
New Delhi.

111 APR 1953

2911

No. Fac.217(1)-Vol.II.
GOVERNMENT OF INDIA
MINISTRY OF LABOUR & EMPLOYMENT.

From

Shri P. D. Gaiha,
Under Secretary to the Government of India.

To

The Governments of
(1) Bombay, (2) Madras, (3) Andhra Pradesh,
(4) Bihar, (5) Madhya Pradesh, (6) Orissa,
(7) Uttar Pradesh, (8) Rajasthan, (9) Mysore,
(10) Kerala.

Dated New Delhi, the

Subject:- The Central Tripartite (Technical) Committee for drawing up Tripartite Agreement on Working Conditions in the Cement Industry.

Sir,

I am directed to invite reference to this Ministry's letter No. Fac. 217(1), dated the 17th February 1956, conveying Government's decision to constitute a Central Tripartite (Technical) Committee referred to above composed of three members from the employers and three members from the workers with the Chief Adviser Factories as Chairman. Out of the three representatives of the employers the services of members (1) Shri R. N. Roy of the Dalmia Cement (Dharat) Ltd., New Delhi, from the and (2) Shri N. C. Maitra of the Sone Valley Portland Cement Co., Ltd., Jalpa (Bihar), are now not available to the Committee as the former is keeping indifferent health and the latter has since left the services of the Company. In the circumstance, it has been decided to replace them respectively by

- (1) Shri D. N. Sud, Representative Orissa Cement Ltd., Rajgangpur, Distt. Sundargarh, and
- (2) Shri L. T. Mirchandani, Works Manager, Sone Valley Portland Cement Co. Ltd., Jalpa (Bihar).

2. As regards the workers' representatives on the Committee I am to inform you that the Hind Mazdoor Sabha, Bombay have now nominated Shri Radhakant Jha, General Secretary, Rohtas Industries Mazdoor Sangh, P.O. Dalmianagar, Distt. Shahabad (Bihar) as their representative in place of Shri Mahabir Prasad Sinha. The other two representatives remain the same, viz. Shri Chandu Lal Shah and Shri Satyarayana Reddy representing respectively the Indian National Trade Union Congress and the All India Trade Union Congress.

I am also to state that at the first meeting of the Committee there was a suggestion from the workers' representatives that the Chief Inspector Factories, Andhra Pradesh may also be co-opted as a member of the Committee as there are a number of cement factories in that State. Accordingly, it has been decided to co-opt him as a member of the Committee.

The Chairman of the Committee has separately addressed the members of the Committee in respect of the dates to be fixed

for calling the next meeting of the Committee.

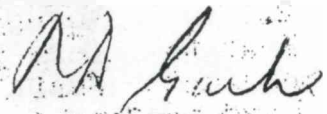
Yours faithfully,



(P. D. Gaiha)
Under Secretary.

Copy forwarded to:-

- (i) The State Governments (other than those to whom the letter is addressed).
- (ii) The Associated Cement Companies, Ltd., No. 1, Queens Road, Bombay-1.
- (iii) The Dalmia Cement (Bharat) Ltd., Scindia House, New Delhi.
- (iv) Messrs. Sone Valloy Portland Cement Co., Ltd., Jalpa (Bihar).
- (v) The General Secretary,
The Indian National Trade Union Congress,
17, Queensway, New Delhi.
- (vi) The General Secretary,
Hind Mazdoor Sabha,
Servants of India Society House,
Sandhurst Road, Bombay.
- (vii) The General Secretary,
The All India Trade Union Congress,
1-C/15, Rohtak Road, Delhi-5.
- (viii) Messrs Orissa Cement Ltd.,
Rajgangpur, Distt. Sundargarh (Orissa).



(P. D. Gaiha)
Under Secretary.

Copy forwarded to the Chief Adviser Factories, for information, with reference to his letter No. 24(10)/59-CAF.II, dated the 20th February 1959.



(P. D. Gaiha)
Under Secretary.

Copy to:-

LC Section.

Research Division.

k.s.
d.a.nil.
6.4.59

18-7-59

THE P. W. D. WORKERS' UNION
(Affiliated to All-India Trade Union Congress)

President, Com. Habeebur Rahman.

Dehri-on-Sone (Shahabad)
The 5th June, 1959.

To the Executive Engineer, Mech. Div., Dehri

Dear Sir,

Re: Strike Notice.

In suppression of the previous strike notice dated the 26th May, 1959, we hereby serve upon you a fresh strike notice with a revised charter of demands unanimously passed in the workers' general body meeting held in the evening today for your sympathetic consideration and acceptance.

We regret to say that there are certain demands which the Govt. have accepted but have either not implemented them or have implemented partially in spite of the fact that years have elapsed. The workers have, on their own part, sufficiently exhibited an exemplary sense of ~~patience~~ patience and forbearance while on the other hand the Govt. have proved completely indifferent towards them. Requests and persuasions coupled with conciliatory and constitutional course have proved patience breaking method for the workers, and, it is completely the result of sheer desperation driven by the attitude and action of the Govt. that the workers have been forced to take this last course of strike - a legitimate course which they have been all along trying to avoid.

It is, therefore, earnestly requested that in view of the most modest nature of the demands you will be kind to accept them and in certain cases implement them before the commencement of strike to enable the workers continue their work peacefully. We, however, make it clear to you that in the event of no satisfactory settlement of the demands the workers will go on strike on any day after 14 days from the date of the receipt of this Strike Notice.

Thanking you and hoping that you will make your best efforts to meet the demands. On workers' side, let me assure you, they will never lag behind in stretching their hands of co-operation.

Habibullah
Secretary.

Yours faithfully,

M. 27/1/1
(M. Sattar)
Vice-President.

Encl: Charter of revised demands.

cc: to the Executive Engineer, Mech, Dehri.
cc: to the S.D.O., Head Workers, Sub-Dn., Dehri,
cc: to the S.D.O., Mechanical Sub-Dn., Dehri,
cc: to the Supdtg. Engineer, Sone Circle & Tubewells, Arrah.
cc: to the Chief Engineer, Irrigation, Govt. of Bihar, Patna.
cc: to the Labour Officer, Arrah.
cc: to the Asstt. Labour Commissioner, Patna.
cc: to the Commissioner of Labour, Bihar, Patna.
cc: to the General Secretary, Bihar State Committee, All-India Trade Union Congress, Langertoli, Patna.
cc: to the General Secretary, All-India Trade Union Congress, 4, Ashok Road, New Delhi.

Encl: Copy of Charter of Demands.

P.W.D. WORKERS' UNION, DEHRI
(Affiliated to All-India Trade Union Congress)

Charter of Demands.

1. As per last settlement retirement benefits (Gratuity) at the rate of 15 days gross wages for every year of service was to be paid to the persons made to retire in 1957, but still remains unimplemented.
2. The minimum total pay of an unskilled worker in P.W.D. Workshop and those employed at the Anicuts and Mechanical Tube-wells etc. should be raised to Rs.55/- from Rs.45/- per month.
3. The existing Scales of pay of the workers be revised to a higher level to compare favourably with the region.
4. The pay and grade of the workers should be determined according to the nature of work done and wherever there is any anomaly noticed that should be removed.
5. The daily rated labour who have completed atleast two years service (245 days to be counted for a year) should be promoted to the category of Work Charged in order ~~to~~ of merit of their dates of appointment.
6. As per last settlement workers were to be promoted to the category of Work Charged but the said term of settlement has not yet been implemented. The workers so entitled should be immediately promoted in terms of demand No.4.
7. The vacancies caused by the retirement of eight persons in January, 1958 should be filled up by promotions to the deserving employees and in the vacancies at the lowest rung of the ladder fresh appointments be made.
8. Uniforms should be supplied to the workers immediately according to the terms of the settlement.
9. The functioning of Works Committee should be properly and regularly conducted.
10. All the proceedings in case of Buchuli Sharma and action taken should be withdrawn and he be treated as a regular employee.
11. Settlement regarding the availability of fuel at cheap and concessional rate remains unimplemented. Steps be immediately taken to supply every month reasonable quantity of fuel to the workers.
12. Agreement regarding 30 quarters to be built up immediately remains unimplemented in full as 15 quarters only have been constructed.
13. Out of 110 persons only 65 have been made permanent but the Union has been always demanding the permanency of the rest.
14. Arrears accruing out of unpaid D.A., T.A. and Medical Allowances and increments of some workers still remains unpaid despite agreement reached already.
15. Workers out on field duties should be provided with the following facilities:-
 - i) Umbrellas or Rain Coats, ii) Cycle allowance as per Govt. rules.
16. The Mechanical S.D.O., Dehri Division, should be transferred.
17. Permanent employees be given all the facilities provided under the rules and other legislations.
18. Overtime wage should be paid along with the monthly wage and its scope be extended to cover up the workers outside the Workshop as well.
19. Amenities of Soda & Soap are not supplied regularly as per settlement.
20. As per last settlement unprincipled promotions to "Work Charged" ranks have not been correct yet.
21. The working hours of the Watch & Ward personnel (Warders, Darbans, etc.) must not exceed more than 8 hours a day. For extra work overtime be paid.
22. Standing Orders for the workers should be framed in accordance with the provisions of the Standing Orders Employment Act.

Secretary

27. 2 1957
(Sattar)
Vice-President.

The Cement Employees' Union - Delhi

Dear Friend,

We are holding our 5th Annual Session on Saturday, the 25th July, 1959 at 2-00 P.M. at Maharashtra Bhawan, opposite Paharganj Police Station, New Delhi.

We would be grateful if you kindly grace the occasion with your presence & greet the conference.

With greetings,

Yours fraternally
Saran Singh Bah.
General Secretary.

PROGRAMME

- | | |
|--|---|
| 1. Welcome Speech. | 5. Variety Entertainment. |
| 2. Inaugural Speech. | 6. Concluding Speech by the President of the Meeting. |
| 3. Messages and Greetings. | 7. Any other item with the permission of the Chair. |
| 4. Adoption of General Secretary's Report. | 8. Refreshment. |

Address: -

Saran Singh Bali,

2156A, Vijay Nagar Extension,

Delhi 9.

THE CEMENT EMPLOYEES UNION, DELHI.
5TH ANNUAL REPORT

Report of the General Secretary for the year 1958-59 as
passed by the Managing Committee.

Dear Comrades,

It is my privilege to welcome you all to the 5th Annual Function of the Cement Employees Union, Delhi, on behalf of the Managing Committee.

We all got an opportunity to-day to assemble here, as in the past, to review and assess our activities that we have performed during the year 1958-59. As a matter of fact we meet to make a critical survey of our own functioning.

The out going Managing Committee was entrusted with a herculean task to have a stewardship of the Union for one year. I am glad that the Managing Committee has performed its duty and responsibility to its best and acted in conformity with the circumstances. It has done nothing which has lessened the prestige of the Union. We had to pass through an ordeal time and there were many difficult tasks before us, but every thing was triumphed over by full co-operation and assistance of all of you. It is only through your co-operation and confidence placed in us that we have been able to achieve and march forward.

I cannot say whether we worked with perfection. No-body is perfect. As human beings we might have erred. Weaknesses and faults are always there. To avoid all that we consulted you off and on. It was through your active support and co-operation and the confidence that you put in us that we have been able to reach at this stage. Thus, I can safely say that we all equally and jointly share the responsibility, though our's might be little bit greater, in things done wrongly or rightly. We do invite criticism through which we assess our weaknesses. But I would request the critics to be more healthy in criticism.

Our Union has come on the Trade Union firmament five years ago. It has worked shoulder to shoulder with other sister unions in promoting and supporting the cause of workers. Our union has played a very important role in Delhi Trade Union movements and activities. Besides other things our union has donated liberally to other unions for supporting the cause of workers. Our support has always been without caste, creed or distinction because all the workers are one and the same class. We celebrated the May Day as did the other unions in Delhi. We were able to help our comrades in their struggle.

The current year has been more or less peaceful. Organisationally we have made further advance. Our membership has increased to the maximum at present. Our members are united in their out-look both towards the company and the Union. Where our members have stood up to safeguard their own rights and privileges they have never ignored the interests of the Company. The Company's interest was always been given a priority. We are disciplined soldiers and only through discipline we can carry the day. Comrades are particularly requested to maintain absolute discipline both in the office and the Union.

RECOGNITION OF THE UNION

Our Union was recognised by the Management on 25th August, 1958. But I am reluctant to say that the recognition of our Union has been a mere eyewash. The Management has seldom extended the hand of co-operation even in replying to Union's letters. Thus our Union has not been able to enjoy all those benefits and privileges which a recognised Union enjoys. The Union has watched the events very calmly and patiently. Such a forbearance on the part of the Union should not be taken as a preamble to the weakness of the workers. Such an attitude on the part of the Management is not conducive to develop good cordial relations between the employer and the employees.

DEARNESS ALLOWANCE.

This is a common and evident fact that the prices of the commodities are rising. Particularly the working class is groaning under the heavy cost of living. The profits have increased but the wages are constant. The result is that the working class is suffering greatly. Thus there is a great hue and cry through out the country, particularly from the working class, that there should be an increase in the dearness allowance. A demand for an increase in the dearness allowance was made from our Union to the A.C.C. Management. This thing should be borne in mind by all of you that the rate of Dearness Allowance allowed by the A.C.C. is at its lowest ebb as compared to other concerns of the same repute and stability. It is with great regret to note that the management has not cared to listen to our genuine and rightful demand. This shows how deliberately the management keeps mum over the issue and tries to delay the demand.

Such tactics and methods cannot but create momentum in /mentthe growing discontent/ of the staff. It is hoped that the dawn of civilisation would soon spread over the A.C.C. Management and would realize the crux of the situation and enhance the rate of dearness allowance. Such an enhancement would give relief to the employees and help in arresting the growing elements of agitation.

This thing should also be brought to the notice of my comrades that we as the workers who can hardly make both ends meet get no such allowances which are paid to the highly paid managerial staff such as :- The children Education Allowance, House Allowance etc. How great a disparity and differentiation exists between the Managerial staff and we as the workers. This thing you have to ponder over. The Union made a demand for these allowances but there was no reply from the Management side.

IMPLEMENTATION OF THE AGREEMENT.

Our agreement was signed in March, 1957. Since then there are some of the clauses which have not so far been implemented. Out of the clauses, one relating to the reservation of 50% of the vacancies arising in 'A' grade clerks for promotion from 'B' grade clerks has not so far been implemented. Even if the clause relating to the Medical Aid has been enforced yet that too not according to the true spirit of the agreement. The pointed attention of the Management was drawn to it but to no effect. The Union wants to settle the issue through negotiations but there is no response from the Management side. Despite our protests every thing fell flat on the Management.

STRUGGLE FOR THE BONUS FOR THE YEAR 1957-58.

This is a well known fact that the A.C.C. used to pay their customary bonus equalent to three months basic salary as the Bonus to their employees. The workers were optimistic over the increase in quantum of Bonus as it was strongly felt by the workers that the rate of Bonus paid to them is not sufficient reward of their labour out of the Company's increasing profits. Thus each year there used to be a demand of 6 to 7 months bonus from the workers. But it was to great surprise of the workers when the Company announced its decision to pay the Bonus at the rate of one-fifth of the total basic salary or wages during the Company's year ended 31st July, 1958. Naturally, soon after the announcement of such an ex-parte and arbitrary decision of the management a wave of agitation, resentment and discontentment ran over the workers throughout the Cement Industrial World in the country. Thus there was a wide spread agitation against this cut in the Bonus. Strong protests were lodged, representations were made, demonstrations were held every where. At some of the Works the quantum of bonus thus declared was refused to be accepted, although they accepted under protest afterwards under the Federations instructions

Our Union was Pioneer in championing the issue of bonus and made a demand for 7 months bonus as rightful and genuine. In the first instance our Union decided not to accept the bonus. However under the directive of the Federation with which this Union is affiliated, the bonus was accepted under protest without prejudice to the demand of 7 months bonus.

I would like to add for the information of my comrades that the Bonus has been defined as the cash payment made in addition to wages as a stimulus to extra effort on the part of labour. The full bench of the Allahabad High Court in deciding bonus cases 1954 observed:-

"There can be no doubt however that in modern times 'Bonus' is clearly regarded as deferred wages payable to employees which may be claimed by them as of right under the terms of employment. In the conditions under which modern industries function " 'Bonus' has now come to be recognized as a right of employees which they can claim from their employers under certain circumstances.

The granting of bonus is not an act of charity but is to be regarded in some measure as a right of workers to share in the profits of the Company. The Article (43) of the Constitution enunciates another Directive Principle to the effect that the State shall endeavour to secure by suitable legislation or economic organization or in any other way, to all workers, agricultural, industrial or to others, work, a living wage and conditions of work ensuring decent standard of life. It follows as a necessary corollary from these Directive Principles that, where labour and Capital contribute to the profits of industry worker should get a reasonable share of the profits. For this reason though bonus is a cash payment to the labour in addition to wages, it is no longer considered an ex-gratia payment.

Thus it will be observed that it is the duty of the worker to get his rights protected. Then our union agitated for such an arbitrary cut and tried to settle the matter through negotiations and other peaceful means. But the management refused to accept the demand of 7 months bonus as well as to open the negotiations. To press the demand of bonus, Bonus Week was also observed. Under these circumstances there was no alternatives left but to refer the issue to the conciliation office for its settlement. The first hearing of the case was held on 15.6.1959.

ATTITUDE OF THE MANAGEMENT.

It is with deep regret to observe that our management has not even been courteous enough to extend their hand of co-operation to the union. There are so many instances where the management has acted in a unwarranted and undesirable way with the members of the staff. Their behaviour has been objectionable in their dealings every now and then.

There is no politeness and sweetness in the talks of the managerial staff. On very petty and trifle matters the members of the staff are being harassed and maltreated. They forget that the cordial relations are necessary for the industrial peace.

Our management must look around and take lesson from such examples as Rajkumar Testile Mills, Indore where the labour has been granted the right to participate in the industrial management. The joint council of management has been created which consists of 12 members six of whom are from employers' representatives and six of workers. Mr. Gulzarilal Nanda, Union Labour Minister, while inaugurating the scheme of labour participation in the management of the Industry, congratulated the authorities for giving a lead to the country in this respect. He emphasised that labour participation in the management of industries was essential. A judgement of the Supreme Court upheld the minimum wages Act as a law in confirmity with the directive contained in the constitution and said that it was open to the legislature to tell the employer he must treat his employees as human beings. He must pay his employees wages which would ensure to the minimum living standard. If he cannot do this in this country he cannot carry on a business which deprive the employees of those minimum rights.

Moreover our members of the union are met with a differential treatment. If promotions are given or new vacancies are filled the persons of their taste and liking are being preferred. It is very unfortunate that while making fresh recruitments or giving promotions no regard is shown to our unions representation. As a result of such policy the senior members of the staff are deprived of their rights and they are not promoted to the existing or created vacancies. This policy has added flame to the fire. If voice is raised against this gross injustice the management finds it a cry in the wilderness.

The members are chargesheeted on flimsy and unfounded grounds. Some members who are holding responsible posts of the union have been threatened with charge sheets. Even members who are medically advised for light works are deliberately given odd duties. This all goes to tell that the behaviour of the management is brimful of antilabour practices and is condemnable under the canons of justice. If such a state of affairs continue then the existance of cordial relations is doubtful about which the union is very anxious to develop.

UNITY

United we stand, devided we fall. This is a common fact which everybody knows. But I want to emphasis here that if we want to guard ourselves from the onslaughts of the management and want that our union should have a voice with the company, our first and foremost duty and responsibility is to strengthen our union with the strength of unity. It is only the strength of the unity of the workers that they can fight dauntlessly against the omanipotent force.

The poor worker is best with many problems. Even the present day laws of the Govt. are not in his favour. Therefore, he has to resort to his own strength. Dear Comrades you have been in the foregoing facts how our management plays with our sentiments and with our honour. Now I would ask you how long we have to face this state of affairs. I am sure every body must prepare for the future struggle with which the union has to go ahead. I must thank the members of the union for their full co-operation at every beck and call with sincerity and honesty.

Now we have to march forward collectively and jointly. Task ahead is great. Let us take a solemn pledge that we shall not rest till the things are best. We have to take great lesson from our past.

During the period under review our union had 11 Managing Committee meetings and 12 General Boday Meetings in course of which free and frank views were exchanged by the members.

I must express my thanks to the Local Trade Union Organisations for their co-operation which we received from time to time. I would very much like to make a special mention of the creditable and valuable services rendered by Mr. I.S. Gupta a well known trade unionist, who is also the President of our union. Under his guidance and leadership we have gained much. We are also grateful to other Trade Union Leaders like M/s. H.L. Parvana, H.L. Puri, Y.D. Sharma.

Worthy Comrades, in the end I make a fervent appeal to you all to raise our union upto the heights yet to be achieved so that we may be able to serve best the interest of our members and the working class as a whole. Statement of accounts duly audited for the year 1958-59 is enclosed herewith.

CEMENT EMPLOYEES UNIONZINDABAD
CEMENT EMPLOYEES UNITYZINDABAD
WORKERS UNITYZINDABAD

Saran Singh
(SARAN SINGH)
GENERAL SECRETARY.

Encl. Statement of Account.

Dated 19.6.59.

THE CEMENT EMPLOYEES UNION, DELHI

Statement of Receipts & Expenses for the year 1958-59 (from 1.4.58 to 31.3.1959)

<u>Receipts.</u>		<u>Expenses.</u>	
Opening Balance as on 1.4.58:-		Amount payable to Mr.B.M.S.Bhatnagar (paid)	25.00
Cash in hand	74.53	Amount due from Bootasingh written off.	55.00
With Pb.National Bank Ltd.	<u>1981.12</u>	Donations paid to other Unions & Federation.	70.00
	2055.65	Postage Expenses during the year.	48.32
Postage Advanced (Stamps).	10.00	Honoraium paid to Ex. President.	40.00
Amount due from Boota Singh.	<u>55.00</u>	General Expenses.	63.37
	2120.65	Expenses on meetings & May Day etc.	381.82
Subscriptions recd. from members.	896.68	Travelling Expenses.	265.11
Donations recd. from members.	13.00	Closing Balance:-	
Admission Fee from new commers.	6.00	Cash in hand.	12.53
Interest allowed by Bank.	54.67	With Punjab National Bank.	2123.29
		With Despatcher for Postage etc.	<u>6.56</u>
			2142.38
Total	<u>3091.00</u>	Total	<u>3091.00</u>
	=====		=====

AUDITORS CERTIFICATE

We hereby certify that the above Balance Sheet has been properly drawn up and exhibits the true and correct picture of the accounts of the Union for the year ended 31.3.1959 and hereby confirm that we have obtained full explanations and informations regarding the accounts under our audit, which we confirm to be in order. We also certify that non of us had any excess over the operations of the Unions accounts during the years under audit.

Saran Singh
Saran Singh Bali
(General Secretary).

A. Pershad
Ajit Pershad
(Member Auditor)

Bijay Singh
• Bijay Singh
(Member Auditor)

Rattan Chand
Rattan Chand
(Treasurer)

RB

291

July 18, 1959

Com. N.K.Upadhaya,
President,
Bagalkot Cement Co. Wrkers Union,
Bagalkot, BIJAPUR,
Mysore State.

Dear Comrade,

Your postcard dated July 14, 1959.

We are sorry, we do not have any readily available i
available information about the living
conditions of workers in cement industry
in various states. As far as formulation
of the demands are concerned you can take
the help of the AICWF memorandus submitted
to the Cement Wage Board.

We are, however, writing to Com.P.D.
Gandhi, Joint Secretary, All-India Cement
Workers Federation, C/o ~~Bagalkot Cement~~ ~~and~~
~~Cement Workers Union, Bagalkot, Bijapur,~~ to give you
the required information. You also write
to him, he may be able to help.

K.G. Sriwastava
Shriwastava
Barbinder

With greetings,

Yours fraternally,

K.G.
18/7/59
(K.G.Sriwastava)
Secretary

27 JUL 1959

रोड एण्ड बिल्डिंग कामगार यूनियन

मार्फत—मज़दूर सभा, इतवारा रोड, भोपाल.

ROAD & BUILDING WORKERS UNION

C/o MAZDOOR SABHA.

ITWARA,

BHOPAL 23-7-1959

No. 000/B/101.

- To, Hon'ble
The/Labour Minister,
Govt. of India,
New Delhi.
2. The Hon'ble Minister,
For Commerce and Industries,
Govt. of India,
New Delhi.

Sub:- Un-human Treatment, and non-payment of wages etc.,
to the workers engaged in Building Work, in H.E.L.

Respected Sir,

About 7000 labourers are engaged in the construction work of Heavy Electricals Ltd., Bhopal. These workers mostly, are working with the Contractors. I wish to draw your kind attention towards the conditions and problems of these workers :-

- i. These workers are generally imported from Khandesh, Rajasthan and Southern India.
- ii. These workers have no houses here and so have to stay in the huts, which are made of 'Tuttas' of Bamboe. In these rainy days it is very difficult to live in these huts.
- iii. The main contractors have given the contracts to petty contractors at their own will and in the Rules of contract they have no place and as such they are not responsible for any thing and also the Govt. has nothing to do with them and have no responsibility for the acts of these petty contractors.
- iv. These petty contractors do not pay the wages to the workers and many times runaway taking the money of the wages while the work gets completed. The Main Contractor refuses to pay money by saying that he has not engaged

रोड एण्ड बिल्डिंग कामगार यूनियन

मार्फत—मज़दूर सभा, इतवारा रोड, भोपाल.

ROAD & BUILDING WORKERS UNION

C/o MAZDOOR SABHA,

ITWARA,

No _____

BHOPAL _____ 19

-2-

them. The factory officials also feel the same. And in this condition the workers remain without food and work. There is no labour-officer here of the centre to listen the grievances and save the interests of the workers. In this way the contractors are exploiting the workers and making heavy profits.

v. No payment is done for the Overtime work, and weekly Holidays are not given. The accidents occur daily but no compensation is paid to the workers.

vi. No arrangement of first aid is made by ~~the~~ many of the Contractors.

vii. No medical facility is provided for the workers.

viii. Dirty water is supplied to the workers in the area.

These are some of the difficulties which the workers are facing while engaged in Nation Building work.

From these facts your Honour will understand that Jungle Law prevails in here and contractors are free to exploit the workers.

Therefore I request you to kindly look into these grievances and order the Contractors to supply Tin Shades for the Residence, Filtered water, First aid & Medical Aid, and other facilities to the workers. I also request you to make such legal arrangements that the Main-Contractors may feel their responsibility and look that the workers engaged in their Contract Work are paid full wages and other dues. If that is not done by the Contractors then they should be made responsible for the acts of their petty contractors and the dues of the workers be paid from their Bills by the Govt. Authorities. I also request you to kindly appoint a Labour Officer here of the Centre to look after the Grievances and Welfare of the Workers

I hope that your good-self will take immediate decision in this case and pass orders accordingly.

Thanking you,

Yours Faithfully,

(DR. W.M. LUTHER)

(Dr) W.M. Luther

Copy to A.S.T.C. Delhi.

CEMENT FACTORY WORKERS UNION

(Registered No. 441)

CHARKHI DADRI
(PUNJAB)

No./CFWU 76/59

Date July 31, 1959.
Aug. 3

The Editor,
Trade Union Record,
4, Ashoka Road,
NEW DELHI.

Dear Sir,

We enclose herewith copy of the agreement dated 2nd July, 1959, arrived at between our union and the management of Dalmia Dadri Cement Ltd., with regard to certain matters of disputes. We would request you to kindly publish it in your Trade Union Record, as we are members of your federation (A.I.T.U.C.).

Thanking you,

Yours faithfully,
for CEMENT FACTORY WORKERS UNION,


General Secretary.

Encl: copy of
Agreement.

*Ask. Bales. Dalmia
copy of agreement, D.I. etc
sent to the management
through the union.*

*M
11/11*

8. That a copy of thos agreement be sent to the Labour Inspector-cum-Conciliation Officer, Bhiwani, Labour Officer, Bhiwani, and Labour Commissioner, Punjab, Ambala, before whom certain disputes regarding permanency (without prejudice to the dispute of Shri Budh Singh, Electrician) and non-implementation of agreements and awards(excluding Award given on 8.5.59) are pending with a request to drop any further proceedings in the matter as per agreement mutually arrived at as above.

9. List of workers covered by this agreement is attached.

for CEMENT FACTORY WORKERS UNION for DALMIA DADRI CEMENT L

Sd/- Shanker Lal	Sd/- Sukhdev Narain	Sd/- R.L.Agarwal
	Srivastava.	
for President.	Gen. Secretary	Manager.

Sd/- Het Ram
Sd/- Murari Lal Misra
Sd/- Ram Singh
Sd/- Sarwan Singh
Sd/- Daffedar Singh
Sd/- Rulia Ram
Sd/- Kharak Singh
Sd/- Y.D. Sharma
Sd/- Matu Ram Verma.

THE CEMENT EMPLOYEES' UNION

(Registration No. 380)

Telephone : 24952

Our Ref. No. _____

2/36A, Vijaynagar

KATRA SHAHENSHAH

Chandani Chowk

Extension Delhi-9.

Delhi-6 27th July

1959

The Editor,

Trade Union Record,
NEW DELHI

Dear Sir,

I shall feel obliged if you kindly publish the proceedings of the Annual Function of The Cement Employees Union, Delhi in the columns of your esteemed Paper to support the Workers cause.

The deliberations of the 5th Annual Function of the Cement Employees Union, Delhi started on Saturday the 25th July 1959 at 3 P.M. in Maharashtra Bhawan, Paharganj, New Delhi. The Hall was full to the capacity. Many prominent Trade Union Leaders and leading Unions of Delhi participated wherein speeches were made. Main emphasis was laid on the strength of the Workers unity which is need of the hour.

Amongst the messages of good wishes which were received included the messages from the All India Trade Union Congress and Dy. Speaker of the Lok Sabha.

Then the General Secretary's report was adopted and passed by the House unanimously.

The General Secretary noted with regret that the Management of The Associated Cement Companies has declined the accede to the Unions rightful and genuine demands including the Bonus for 1957-58. Whenever the Union has raised the voice against the injustice of not meeting their demands the Management has found it a cry in the wilderness.

The speakers made a fervent appeal to the Workers to unite together and made a united stand for ameliorating the conditions of the Workers. The representatives who attended the function from various organisations from Delhi assured their support to the said Union in their struggle to better the conditions of the Workers.

Yours faithfully,

Saran Singh
(GENERAL SECRETARY)

18, JUL 1959

Andhra Cement Company Employees' Union

Established 1942 - Registered No. 208

Affiliated to: ALL INDIA TRADE UNION CONGRESS & ALL INDIA CEMENT WORKERS' FEDERATION

President: *J. Satyanarayana*

~~K. V. A. NARASIMHA-RAJU~~

General Secretary:

S. V. SUBBA RAJU

Kedareswara Peta,

BUCKINGHAMPET P. O.

VIJAYAWADA

D/ 16--7--'59.

To

The General Secretary,
All India Trade Union Congress,
NEW-DELHI.

Sir,

Sub;- Second session of Industrial Committee
on Cement. Hyderabad--March, 1954.
Regarding abolition of contract system.

...

A Copy of the report of the Sub-Committee appointed by the above committee regarding abolition of contract system is required for production before the Industrial Tribunal.

The Management of Andhra Cement Company, Limited has again introduced contract system in Loading and unloading Raw-Materials connected with Manufacturing process. Hence the above report is required for production before the Industrial Tribunal, Hyderabad in connection with the retrenchment of workers both at the Factory and Mines. Hence I request that a copy of the report may kindly be supplied to me if it is available with you or secure it and send it to me at an early date.

Thanking you,

Yours faithfully,

For ANDHRA CEMENT CO., EMPLOYEES' UNION

S. V. Subba Raju
General Secretary.

VIJAYAWADA,
D/16--7--'59. |

*Laminated
- the material
is of G. L. P. P.
18/7/59*

July 22, 1959

The General Secretary,
The Cement Employees' Union,
Delhi.

Dear friend,

Thank you very much for the invitation to attend the 5th Annual Session of the Cement Employees' Union on July 25. I regret to inform you that it would not be possible for me to attend the conference due to other pressing preoccupations.

I have great pleasure to greet your conference on behalf of the All-India Trade Union Congress and convey my best wishes for further successes in the struggle for improving the standard of living and working conditions of the Cement Employees in Delhi.

Yours fraternally,

K.G. Sriwastava
(K.G. Sriwastava)
Secretary

શ્રી. ગોવિંદર સાહેબ.
સો. સો. સો. લો.
સામેનર લાકુશ પોરબંદર.

(25/1)

બાબત:- તા-૧૦-૯-૫૯ ની શાખની નોટીસ શીફ્ટ ચોઈન સંગે.

ચોઈ સાહેબ.

શાખના ઉપરોક્ત નોટીસ ના જવાબમાં શાખ ઉરવા દારેલા ફરિયાદીને કોઈ માહિતી શોધા ઉરવાના શાખના નીચે સામે શાખને વિરોધ દર્શાવતો પત્ર તા-૧૭-૯-૫૯ ના રોજ શાખને શાખના તરફથી મોકુલવામાં આવેલ છે જેની શાખે નોંધ લીધી જ હતી.

શાખનો મોકુર નોટીસ સંબંધે વિચારણા ઉરવામાટે શાખના મુખ્યમંત્રી ની આજ્ઞા સામાન્ય સલાહ તા-૧૭-૯-૫૯ ના રોજ મળી હતી, આ સલાહને સામે નો મોકુર નોટીસનો ગંભીરતા પૂર્વક નોંધ લઈને મુખ્ય વિચારણાને સંતો શોઈ શાખના આજ્ઞાને કોઈ કંપનીનો ઉરવા દારેલા ફરિયાદીને કામદારોની સંખ્યામાં કામદારોને ઉરવામાં મગલુ ગોરવાજી, શાંચાણી, અને ગોરકામદેસરનું છે. અને તેમાં કંપની નોટીસમાં જણાવ્યા મુજબ ના ફરિયાદી ઉરવાનો મોતાનો હિસાબ પડતો મુકીને માલ સો શોઈ ઉરવાની નોટીસ પાછી ન ખોરી તો કામદાર સંગઠનના નોટીસની સામે સલામતના આજ્ઞાના સાધનાં મુજબ શાખને કામદારોના મુખ્ય મંત્રીનો સલાહ મળીને કંપની નોટીસ પાછી ન ખોરી ત્યાં મુકી સાંત અને શરિયાત રીતે મોકુર પડત શાખને, અને તે મુજબ મુનિમનની આ સામાન્ય સલાહ કામદારોને શાખને હોવા મુકી લાગુ લેવાનો શારિયાત શાખનો ઉરવા પરમાર ઉરેલ છે. જે ઠરાવની વડલ આ પત્રમાં સામે સામેલ છે.

શાખે શાખે શાખને ફરી અને વાપત શાખની નોટીસને પરિણામે કામદારો માં ઉમાયેલો રોષની લાગણી અને વ્યાપક બળતા અસંતોષ માંથી જન્મનારી ગંભીર સંજોગોને અસંતોષ નિવારી શકાય તેવા માટે શાખની નોટીસ પાછી ખોરી લેવા માં શાખને ઉરેલ છે. જ્યાં મુકી શાખની નોટીસ અમકી હવે કામદારોના માં ઉર નોંધાય રહી છે, ત્યાં મુકી વારાદારોની પ્રતિબંધ ઉરેલ લાવવા અસંતોષ જણાય છે. શોઈ સૌ પ્રથમ નોટીસ પાછી ખોરી લઈને શાખના મુનિમન સામે વારાદારોની પ્રતિબંધ પલાવવા માટે કંપની પદેલ ઉરેલ તો તેને અમાર મુનિમન શાખ કારે પરંતુ ત્યાં મુકી નોટીસ પાછી ન ખોરી ત્યાં મુકી વારાદારો ઉરવાનું સહન થતા તે શાખ સામે મુકી રહી.

વધુમાં કામદારો ના વિરોધને અવગણીને નોટીસમાં જણાવ્યા મુજબ ફરિયાદી ઉરવાનું કોઈ માહિતી શોઈ ઉરવાનું કોઈ પણ મગલુ શાખના તરફથી લાવવામાં આવશે તો શાખને સંપૂર્ણ તપકીતથી તેનો મુકી લેવા ઉરવાની આજ્ઞા ઉરજ પડશે અને તેમાંથી નીમળતાં લખામ પરિણામોની જવાબદારી શાખને રહેશે.

શાખનો વિરોધ.

શ્રી. ગોવિંદર
સો. સો. સો. લો.
સામેનર લાકુશ પોરબંદર

બાંડાણ તા. ૧૬.૯.૧૯૭૦ ની સુવિનયનની સામાજિક સંભાળાઈવાળી વડવા

નામના સંભાળાઈ.

- ૧ ડામ્પરી કુમારજીવર કોઈલેલર (સેડમ) મુંબઈ
- ૨ આસા. કુમારજીવર કોઈલેલર એન્ડ કંચાલા મેગન ડાઈરીસર રાજકોટ.
- ૩ મજુર પ્રધાન મુંબઈ રાજ્ય મુંબઈ. } ૧૯. સૌરાષ્ટ્ર વડવા રાજકોટ
- ૪ ડીવાઈઝનલ કુમારજીવર રાજકોટ. } ૨. ત્રાંશા. રાજકોટ
- ૫ ડામ્પરી કુમારજીવર પોરબંદર.
- ૬ કુમારજીવર સોરઠ ડાઈરીસર વડવા.
- ૭ મજુર પ્રધાન વ્યુટિલી.
- ૮ એ.આ.સી. કોઈલેલર મુંબઈ
- ૯ બી.ડી. હેસ પાંડે વિરોધી સંભાળાઈના નેતા મુંબઈ ધારાસભા મુંબઈ
- ૧૦ ડીવર્સ મુંબઈ રાજ્ય વિદ્યાની સભા રાજકોટ.
- ૧૧ વડવાના પાર્ટીકી સેમ પો. વ્યુટિલી
- ૧૨ સોલિડેટીયા કોઈલેલર મુંબઈ કુમારજીવર વડવા.
- ૧૩ મજુર પ્રધાન કોઈલેલર મુંબઈ રાજ્ય વડવા.
- ૧૪ મજુર પ્રધાન વડવા ધારાસભા પોરબંદર
- ૧૫ માલદેવજી કોઈલેલર ધારાસભા પોરબંદર
- ૧૬ બી.ડી. ધારાસભા મુંબઈ કોઈલેલર પોરબંદર.
- ૧૭ જમ સુભાષી રામી નામના સંભાળાઈના નેતા સિંચાણ વડવા વ્યુટિલી.
- ૧૮ સોલિડેટીયા સંભાળાઈના નેતા કોઈલેલર મુંબઈ.

सीमेंट एम्प्लॉयज युनियन

रज. नां. २३४६

सरदार वल्लभभाई पटेल रोड,

पारधर, ता.

१९५

ला-१६-८-५८ नां रोज एलेनो सीमेंट एम्प्लॉयज

युनियननी एक पारस सामान्य सल्लागी कराय.

पारधर सीमेंट वर्कस शी.सी.सी.सी.पारधर
 लाईवो सीमेंट वर्कसना डायटारो जेग ला-१०-८-५८ ना
 रोज "गो सीमेंट" भांवा "वाईट सीमेंट" गुं फ्राईड्युन वाडुकरवा
 नाडुकरवा मोरी संख्या भां माळसोने शोखाडुकरवा पडरो
 तेमज प्रथम लवडुडु कर माळसोने छुटा डुकरवा पडरो, तेवा
 जेवोरीस आपवाभां आपलेच तेनी रोजेव एम्प्लॉय
 युनियनना सल्लागी आ पारस सामान्य सल्लागी गंती
 रताया नोंचलेचे.

उंभनीनी आ नोरीसना परिणामे पारधरना
 रोजेव डायटारोने लडुडुरो ना पारधरगां दाडुलोदेवा-
 नी मेनेजमेन्टनी दमडी ते परिणामे डायटारोभां
 रोजेवनी शोषनी लागली आते लमायुं लवता जता
 शसंतोषभांवा गंतीर शौधोगीक उगंडो उलो पडो,
 आते आते परोणामे शाली पडनारी डायटारोनी लडुडु
 भांवा उत्पादनने गंतीर दडुडु भोसरी तेमज सभगुं
 राहेरनी प्रगत तेनी शसद भोंसरो तेम का रतना -
 भावेची

आंधी आ रतना युनियनना लगाम रतया
 ने तेमज लगाम रोजेव डायटारोने उंभनीना आपगवा
 सागे छेवट खुदा मडुगताया लडीलेवानो आदेशआपेचे
 आते प्रथम पगलां तसो नोसो डायटारो लडुडुलगाव-
 लाणी सभाल डुवेचे.

—: डायटारो :-

1. ला-१७-८-५८ ना रोज रोजेव वर्कसनी आरीस
 सागे देयावो भोषला तेमज साल हिसरा भां नोरी-
 स पाली भोसनी लेवाना माळली कर ती नोरीवा
 मेनेजमेन्ट आपली

सीमेन्ट अम्प्लोईज युनीयन

रज. नां. २३४६

सरदार वल्लभभाई पटेल रोड,

धारवांडर, ता. _____ १६५

२. उपर जी मुक्त दरम्याव जे जोरोस पाधी न प्रोथाय तो ता. १५-६-५६ वा ता. ३०-६-५६ मुधा उपती जी अग्रेसर सामे सतत देखावो कोरवा.
३. शहरना अन्व डिप्टरने लेभन नागरिकी ने सामेन्ट वर्करनी आ जोरोस वा डिप्टरने पता अन्वयाय सामे जगृत करवा, अने साक्षर लोकमत उलयवा शहरमां सज्जासो करवा.
४. आ प्रते नेनेजमेन्टने मजदारी तेनी वरुने मजुर पालाना अन्वारी अधीकारीयो, लागता पळगत प्रधानो, धारासल्यो, लागुसलाना सेवो अगुगठ्य नागरिकी, डिप्टर संगवून अने अन्वारीने मोडुलवा.

For favour of publication.

The Andhra Cement Co. Workers' Strike enters 11th Day.

In connection with the above strike public meetings were held in two centres at Vijayawada, at Satyanarayana-puram and Krishnalanka at 8-00 PM on 29-3-1959, under the Presidentships of Sri Siripurapu Koteswararao, Municipal Councillor and Sri Yella Sesharao, M.A., L.L.B., Advocate respectively. Sri K.L.Narasimham M.P., addressed the meeting and supported the cause of the workers and explained about the growing need of cement in the country and said that the present retrenchment was unwarranted. He criticized the action of the management in not agreeing to the proposal of the workers to abide by the findings of a Tripartite Committee as to the necessity of the proposed retrenchment. He exhorted the public to support the strike and extend all possible help to the striking workers. He suggested that Government should take over the industry in the interests of the well being of the nation if the management continues their obstinate policy and keep the factory closed. He assured on behalf of A.P.T.U.C. help from the Workers' Unions in every nook and corner of Andhra Pradesh.

Sri Sri K.V.A.N. Raju President, Sri G.V.Subbaraju and Sri M.S.R.Krishna Rao, Secretary and Asst. Secretary respectively of the union explained the circumstances under which the workers were forced to go on strike by the highly provocative and unwarranted action of the management by such a large scale retrenchment and appealed to the Public to support their just cause and bring pressure on the Government to settle the dispute immediately.

Sri Joeyabhatla Satyanarayana of Andhra Pradesh Trade Union Congress criticized the action of the management in retrenching such a large number of workers without even consulting the recognized union. He cited the recent utterances of Prime Minister Nehru at Alwar in the light of which the present action of the management proved to be anti-national. He exhorted the public to take up the issue as their own and bring pressure on the Government to see that the management withdraws the illegal and unjust retrenchment immediately failing which the Government should take over and run the industry themselves in the interests of the nation.

Sri M.V.Bhadram and Sri M.V.N.Kapardi of A.P.T.U.C. also addressed the meeting and supported the just cause of the workers and criticized the action of the management. They appealed to the Public to extend their cooperation and help in making the strike a success.

Sri Siripurapu Koteswararao in his presidential speech deplored the action of management in retrenching such a large number of workers while the industry was in a flourishing condition and in their not consulting the union which had very good record of maintaining cordial relations with the management. He appealed to the public to support this struggle irrespective of their political leanings. He also appealed to all associations in the City such as Chamber of Commerce and Industries, Merchants' Associations, Lawyers' and Medical Associations and all other bodies representing the 2½ lacs population of Vijayawada to extend their whole hearted support to the workers and put in their weight and see that the dispute is settled without further delay.

The following resolution was unanimously passed at both the meetings:

"This meeting condemns the action of the management of the Andhra Cement Co. Ltd., Vijayawada, in suddenly provoking the workers to strike by unjustly retrenching 314 workers, while the company is earning profits in Lacs of rupees and while cement is in good demand for Projects and other Building Schemes etc., in the country and requests the Government of Andhra Pradesh to intervene and ~~make~~ see that the retrenchment and the strike are withdrawn immediately."

The meetings before commencing proceedings passed unanimously the following condolence resolution over the demise of Sri Kala Venkatarao, Revenue Minister of Andhra Pradesh:

" This meeting expressed its deep sorrow at the sudden and premature death of Sri Kala Venkatarao, the respected Congress leader and REVENUE Minister, Andhra Pradesh and conveys its heart-felt condolences to the bereaved family."

To
The Editor
"Trade Union Record"
New Delhi

1st April, 1959.

A P P E A L.

The following are the facts and circumstances leading to the strike by 1,300 employees of the Andhra Cement Co., Ltd., Vijayawada.

The Andhra Cement Co., Ltd., which was established in 1937 with a capital of Rs.15 lakhs and production capacity of 100 tons a day has grown to the present stature with the capital of Rs.75 lakhs and production capacity of 600 tons a day.

Although the production has grown 6 times the labour force has increased about 2½ times only.

Although the capital required for a factory with 600 tons capacity should be Rs. 2 crores according to the present standards, this company is working with a capital of only Rs.75 lakhs. As a result of this low capital the factory is not working on modern lines with modernized equipment and the methods adopted for production are primitive and out-dated thus necessitating employment of the present compliment of labour force, which is not higher when compared with that of the neighbouring factory which is a highly mechenized one.

The company has all along been producing good quality cement more than its rated capacity and is earning profits and declaring devidends to share-holders at 10%. If the profits are not higher than what they are it is entirely due to the blunders and wastages committed by the management themselves.

The Employees' Union has been established in 1942 and is the only representative union for all employees of the Company including staff both at the factory at Vijayawada and at the lime stone mines at Nadikude. All differences between the management and the employees are being settled amicably by negotiations all these years and the relations between the management and the union have been very cordial.

Recently after prolonged discussions an agreement has been reached revising the scales of certain categories of workers. The Wage Board appointed by the Government of India for enquiring into the wage structure in the cement industry in the country and for fixing norms is finalizing its decisions very shortly and it is quite likely that the present wages in the factory which are very low will have to be raised.

The management have suddenly changed their ways and in order to undo the effects of the agreement and the likely decisions of the Wage Board have started a slogan that the labour force at the factory and at the mines is in excess of what is required. Although there is no reason for reducing the number of workers they have suddenly issued retrenchment notices to 77 workers at the factory and 165 workers at the mines to take effect from 14th and 16th March respectively without even intimating the union about their action before hand. They did not even observe the requirements of the Industrial Disputes Act and its rules while retrenching the above workers. The union by a resolution on 16. 3. '59 requested the management to reconsider the matter and informed them that they would be compelled to go on strike from 7. 4. '59 if the retrenchment notices are

not withdrawn. The management not only did not care to reply to the union's request but also sent away on 18.3.'59 another 71 permanent workers some of whom have put in as much as 16 years' service without assigning any reasons for such retrenchment but simply saying that they are surplus. Thereupon the workers, who were greatly agitated by this highly provocative action of the management having no other alternative decided to go on strike from 20.3.'59 and intimated the management. Still there was no response from the management and the workers stayed away from 20.3.'59.

The Labour Officer in his efforts for conciliation called both the parties. The union held that the present retrenchment was unwarranted and informed the Labour Officer and the Asst. Labour Commissioner that the workers are prepared to call off the strike provided the retrenchment notices are withdrawn and the question of necessity for retrenchment be discussed by a committee consisting of the representatives of the union and the management and a person agreeable to both parties. The management should not have any objection to this proposal if their intentions are not malafide.

The strike is continuing peacefully. Today is the 13th day of strike.

Cement industry is a vital nation-building industry as cement is badly needed for the great Multipurpose Projects, Housing and Road building programmes and industries. It is not true that there is slump in cement industry. It is absurd to argue that there is less demand for cement and that it is necessary to curtail production. Due to mismanagement and improper marketing organisation there might have been some set back for a short while; but this is only a temporary feature. During this period the workers were given away all their eligible leave and some were even laid off and the situation was thus tided over. The so called slump has now passed off and there is good demand for cement and in fact the company was not able to cope with the demand for cement since the last two months.

It would be noteworthy that the cement requirements of the South Zone--Andhra Pradesh, Madras, Kerala and Mysore is placed at 19 lakh tons for this year and the combined production of all the cement factories in the Zone is less than 14 lakh tons. Further more demands for cement from Orissa, West Bengal and Bhilai Steel Works in Madhya Pradesh are also met from this company.

It is unfortunate that the management have adopted this suicidal policy of closing such a nationally important industry putting the nation to heavy loss. The Government have failed to make the management realize their duty to the country and withdraw the retrenchment notices.

We appeal to one and all who are interested in the development of our nation on the lines indicated in the Second Five Year Plan and the various statutes made in the interests of the industries and labour and the various Tripartite Agreements to support our cause and help us in all possible ways, and bring pressure on Government to intervene in the matter and settle the dispute without delay.

Sd. S.V. Subba Raju,
GENERAL SECRETARY.

28 MAR 1959

THE ANDHRA CEMENT COMPANY EMPLOYEES' UNION,

VIJAYAWADA-2,
(Andhra Pradesh)

A P P E A L.

24.3.59

314 WORKERS RETRENCHED.

1,300 Workers on strike from midnight of 19-3-'59.

Andhra Cement Company Limited was established in 1937 with a share capital of Rs.15,00,000/-. A plant with a capacity of 100 tons per day came into production in 1939. In 1946 they increased the capital by another Rs.40,00,000/- and expanded the plant by another 200 tons per day which came into operation in the year 1951. The factory has been manufacturing cement of very good quality producing over and above its rated capacity. The Company has grown financially from strength to strength and has been declaring good Dividends to its Share-holders, which is now at 10% every year. As the necessity of cement for projects and other constructions has grown, the Government gave licences for construction of new factories, and along with that, this factory also was given licence to construct a new plant with a further capacity of 300 tons. The Company with an additional capital of Rs.20,00,000/- constructed a third plant which came into operation in 1957. Now the Company is working with a total capital of Rs.75,00,000/- and the capacity of the Plant is 3,00,000 tons per year.

The capital required for a factory of this capacity according to the present standards in India is Rs.2,00,00,000. This shows that this factory is not working on modern lines with the modernised equipment, and the methods adopted for production by the Company are primitive and out-dated. Moreover the lay-out of the Factory is very congested without providing sufficient accommodation for Railway Sidings and storage of raw materials etc. As a result of these factors, the man-power now engaged by the Company, both at the Factory and at the Mines is very essential.

The Management previously retrenched 160 workers in the Mines in 1953, and 56 workers in the Factory in 1955 and they had to take them back, because they could not run the industry without the retrenched.

This Union, established in 1942 is the only Workers' Organisation, representing all the employees of the Company both at the Factory and at the Mines, which is recognised and maintaining good relations with the Management. Upto now all issues are being settled amicably through negotiations between the Union and the Management.

The Management abolished the Contract system through an Agreement in the Factory and at the Mines. Recently, the Management after prolonged discussions entered into an Agreement with the Union, enhancing the wages and providing leave facilities for certain categories. Now the question of wage revision in the Cement Industry is before the Wage Board appointed by the Government of India and they are going to finalise their decisions shortly.

Now to our surprise the Management changed their attitude and suddenly retrenched 314 workers with effect

....p.t.c....

from 16th and 18th March 1959. This is aimed at undoing the effects of the recent Agreement and the expected decisions of the Wage Board. Regarding this large scale re-trenchment, the Management did not care to inform or discuss with the Union and retrenched the first batch of 243 workers. When the Union requested the Management to re-consider the matter, they came out with a further retrenchment of 71 permanent workers who have put in service upto 16 years, and provoked the workers for the strike. The workers having no other alternative commenced the strike from the midnight of 19th March 1959.

The Management while effecting this retrenchment violated the decisions of the 15th Indian Labour Conference. According to these decisions the Management had to discuss with the Union about this problem which they never did. Similarly not even a single worker should be retrenched even if Rationalisation is introduced in any Industry, but this Management retrenched 314, even without introducing any changes in the machinery etc. The Management again introduced Contract system in the Factory and at the Mines, violating the terms of the previous Agreement. In addition to all these things, the procedure laid down in the Industrial Disputes Act while retrenching workers is also violated. Reasons for retrenchment were not given, the seniority list was not put on Notice Boards 7 days before the date of retrenchment, and the principle 'last come first go' is not observed.

This industry is a Nation Building Industry, and in the Second Five Year Plan, it has a very important role to play. Further at a time when the Nation is said to be progressing towards Socialism, and when the Second Five Year Plan is aimed at industrialisation and reduction of unemployment in the country, the action of the Management is a violation of the aspirations of the whole Nation; and the 1,300 workers including ~~staff~~, ~~excepting the Manager and Engineers~~ of this Industry are left with no alternative except ~~fighting against~~ the policies of this Management. The strike is very peaceful and is going on even without picketing.

Therefore we appeal to one and all who are interested in the development of our Nation on the lines indicated in the Second Five Year Plan and, the various statutes made in the interest of the Industries and Labour and the various Tripartite Agreements, to support our cause and help us in all possible ways.

(S.V. SUBBA RAJU)
GENERAL SECRETARY.

A. C. C. ON WAR PATH

The Associated Cement Co.(ACC), it appears has decided to provide the workers for a trial of strength on the issue of bonus just when the Central Wage Board for Cement is on its job.

Out of a total number of 28 cement factories in the country, ACC alone runs 14, employing a labour complement of 31,000 as against 35,000 of the total labour employed in cement manufacture.

For the last seven years, ACC has been paying bonus equivalent to one-fourth of the ^{an}annual wages of a worker. And in 1953-54, the Tribunal awarded an extra one month bonus against which the Company went in appeal to the Supreme Court.

The cement industry in general and the ACC in particular have been expanding tremendously with their profits swelling every year. The paid up capital of ACC has increased from Rs.1056 lakhs in 1950-51 to Rs.1581 lakhs in 1956-57. Their Mancherial unit has gone into production in 1958. Their cement output has increased from 18.75 lakh tons in 1950-51 to 29 lakh tons in 1956-57.

The ACC is notorious in appropriating huge amounts in the name of so many reserves and even paying tax-free dividend shares. They have, for example, reserve fund, plant reinstatement reserve, capital reserve, development reserve, investment depreciation reserve, deferred taxation reserve, gratuity reserve and over and above this, provision for depreciation.

In fact, the All-India Cement Workers' Federation contends that in the name of repairs charged on depreciation they have actually modernised without deploying their development reserves.

It should be noted that in the year 1956-57, the total amount under reserve fund, plant reinstatement reserve, capital reserve, development reserve, investment depreciation reserve, deferred taxation reserve and provision for depreciation amounted to Rs.1056.53 lakhs over and above a premium on shares that stood at Rs.61.42 lakhs. Whereas the total for salaries and wages was Rs.225.40 lakhs and the bonus (3 months' wages or one-fourth of the annual

wage) worked out to be only Rs.50.40 lakhs. Compare it with the dividend that amounted to Rs.135,51 lakhs.

Rs.275 lakhs for 21,000 employees and Rs.135,51 lakhs to the shareholders and Rs.36 lakhs to the Managing Agents; such is the economics of ACC. And the misappropriation in the name of various reserves is all for future socialism.

And now they come forward and say that they will pay only one-fifth bonus instead of the usual one-fourth of the annual wage.

Both the All-India Cement Workers' Federation (Independent) and Indian National Cement Workers' Federation (INTUC) have rejected this.

The All-India Cement Workers' Federation has decided to boycott this bonus. A delegation of the Federation is to meet the Union Labour Minister to seek a peaceful solution to the problem. Let us hope that Shri Nanda will intervene. Better sense will prevail on the ACC and trouble would not be invited by the employers.

CEMENT WAGE BOARD & WORKERS' DEMANDS

But the game of the ACC seems to be deeper. They propose, probably, to have a rehearsal battle exactly when the Central Wage Board for cement is deliberating on a wage structure for 4h2 d2m2n4 1o3k23w in ou3 down43y. This is only part of a cold-war meant to unnerve the Wages Board and see that it does not go far enough.

It was in April 1958 that the Central Wage Board for Cement Industry was constituted. The Wage Board has since received replies to the Questionnaire issued by it and stage is for detailed examination of the claims set out now set out in the various memoranda and replies.

The bonus offensive has been timed with this stage in the work of the Wage Board.

To this Wage Board have been submitted memoranda by the two Cement Workers' Federations - the 18,000-strong All-India Cement Workers' Federation (Independent) and the Indian National Cement Workers' Federation (INTUC).

Both the Federations have stuck to their conclusion that the cement industry knows no "crisis" and is a continually expanding and increasingly paying industry. Here, therefore, the basic wage should be "fair wage" as defined by the Fair Wages Committee. The All-India Cement Workers' Federation rejects the plea that revised wages in cement industry could not be conditioned by and determined in the light of the irrational and abnormally low wages in other industries.

While both the Federations demand "fair wages", the INTUC Federation has not worked out the actual figures and the differentials between the Minimum Wage, the Fair Wage and the Living Wage. The All-India Cement Workers' Federation (AICWF) has worked out the figures and the differentials on the basis of Fifteenth Labour Conference recommendations and the Fair Wages Committee Report. According to them, the Fair Wage should be 50 per cent more than the Minimum Wage and the Living Wage should be 50 per cent more than the Fair Wage. The Minimum Wage, need based as it ought to be, works out, according to the AICWF, to Rs.40 on 1939 prices (Base:100). The Fair Wage would, therefore, be Rs.60 in 1939. The same at 350 cost of living index would be Rs.220.

The AICWF has demanded that the wage be fixed at cost of living index No.350 and the D.A. be granted for the rise above this number to fully neutralise the rise at the rate of Rs.4 for every 10 points rise or 40 NP per point.

The INTUC Federation wants that the wages be calculated on the prices prevailing between January and March, 1957, 50 per cent of the D.A. be merged with the wage and D.A. in future should be linked to the cost of living index obtaining in the nearest centre and the rise should be fully compensated.

As regards categorisation of workers, both the Federations are opposed to the existing plethora of grades that works only to the disadvantage of the worker, as he is top-graded soon and promoted to higher grade only according to the whims and likings

of the employers.

But in working out the details, they differ again. The AICWF wants four categories: (1) un-skilled, (2) semi-skilled, (3) skilled and clerical, and (4) highly skilled and supervisory.

The INTUC Federation wants only unskilled semi-skilled and skilled categories. The clericals they categorise separately demanding that they be fixed at 80 per cent more than the unskilled.

The INTUC Federation wants the differentials in the wages of these categories to be worked out jointly and do not offer any concrete suggestion. But they are firm that the ratio between the salary of a worker and that of an officer should not be more than 1 : 10.

The AICWF wants that the semi-skilled should be fixed at 50 per cent more than the unskilled. The skilled and clericals should draw double the basic wages of the unskilled and the highly skilled and the supervisory staff should be fixed at three times the wage on which an unskilled is fixed.

The AICWF has also demanded an incremental wage structure so arranged that the worker starting with fair wage reaches the living wage within next 10 years.

Both the Federations have demanded equal wages for equal work and have opposed paying less to women workers.

Both have opposed price rates and demanded time scales. But the AICWF has firmly opposed this not only on the ground that it leads to intensified exploitation, exhaustion and ill-health but also because the nature of cement industry is such that group output could be calculated and not the individual share in it.

On the other hand, the INTUC Federation having argued against piece-rate system has slipped into conceding that "if felt necessary" it could be introduced with certain safe-guards.

On the question of the consuming units in a standard worker family the AICWF has elaborated argued that fixation of 3 consumption units is unjust. Quoting various sources, the AICWF has shown that nowhere in the family constituted of 3 consumption units. It

ranges from 3.6 to 5.9. A fair average would, therefore, be of about 4 consumption units constituting a standard workers' family.

As regards paying capacity, the AICWF memorandum exposes the various appropriations and insists that bonus should be linked up not with net profits but with gross profits arrived at after adding to net profits the following:

" (1) All the payments made during the year for past liabilities such as bonus, wage arrears, retrenchment compensation, provident fund dues, tax liabilities for previous years;

(2) Bonus provisions, expenditure on machinery and other repairs, repairs to buildings;

(3) Depreciation provided for;

(4) Taxation provided for;

(5) Cost of assets written off and prospecting expenses; and

(6) Such other items as would not be properly items of expenditure or items belonging to revenue account." (AICWF memorandum, page 21)

The INTUC Federation wants the gross profits to be calculated by adding taxation and depreciation appropriations to the net profits.

The AICWF demands that one-fifth of the total gross profits calculated according to its suggestion should be distributed as bonus to employees drawing a salary upto Rs.750/- ; one-third of the remainder should go as dividend to shareholders and two-third should be earmarked for depreciation and taxation, etc.

The AICWF is opposed to the company paying the tax on dividends and distributing tax-free dividends. It is also opposed to the various reserve appropriations resorted to only to denude the net profits.

It is a paradox that the Wage Board must solve, that the profits in cement industry are highest while the wages paid are the lowest.

According to the statistics published by the Indian Labour Gazette (January 1959 - page 521), the percentage share of workers' earnings in net value of factory output in 1953 has been 62.42 in textiles, 53.05 in general and electrical engineering, 35.64 in iron and steel, 30.26 in paper and paper products, 29.47 in jute, 28.73 in sugar and only 23.31 in cement.

The average annual earnings of a cement worker in 1956 were Rs.1206 while it was Rs.1598 in ship building, Rs.1501 in rubber products, Rs.1487 in basic metals and Rs.1244 in textiles.

The prosperity and the well being of the industry and the worker are moving in the opposite direction.

Such is the situation when the cement workers have to move unitedly to achieve their demands through the Wage Board.

But the Government itself is discriminating against the AICWF to sow dissensions. This body, claiming 18000 paid membership - the majority - is denied representation on the Wage Board.

The two Federations have submitted two memoranda. And both of them, however much they agree on principles seem to differ in certain details.

Could it not be possible for the leaders of both the Federations to come together and either submit a joint supplementary memorandum or take united stand before the Wage Board? Will the INTUC Federation agree to this?

However, it is now for the AICWF, the unions and the rank and file cement worker to bring about united mobilisations for tangible results out of the Wage Board deliberations.

(March 21)

 the net profits.
 It is a paradox that the Wage Board must reduce the profits in cement industry and highest while the wages are the lowest.

WHEREAS certain demands and disputes are pending before the Labour Inspector-cum-Conciliation Officer and Labour Officer, Bhiwani, between the management of Messrs. Dalmia Dadri Cement Ltd., Charkhi Dadri, and its workmen represented by CEMENT FACTORY WORKERS UNION, and whereas it is considered expedient to create more cordial relations between the management and its workers, it is hereby mutually agreed this 2nd day of July, 1959:-

1. (i) That workers, viz. helpers, mazdoors and coolies etc. who have been working in shifts on regular posts in the factory because of extension plant and whose services are not less than 6 months on any one post on 1-7-1959 are hereby appointed permanent with effect from that date, (i.e. 1-7-1959). They will get Rs. 30/- (~~Rupees thirty~~) basic and Rs. 35/- (~~Rupees thirtyfive~~) D.A. = Rs. 65/- per month from 1-7-1959.

(ii) On the implementation of the Award of the State Industrial Tribunal, Punjab, Jullundur published on 8-5-1959, these workers will also be entitled to increased D.A. from 1-7-1959.

(iii) These workers will be entitled to leave, provident fund, bonus and gratuity as per prevailing rules and regulations applicable to permanent workers already in Company's service.

2. That the crusher mazdoors whose services are not less than 6 months on this post on 1-7-1959 will also get Rs. 65/- per month as per clause (1)(i) above. They will continue to be employed till such time the winches or some other mechanical means are introduced. On installation of winches or such mechanism, their services will be terminated without notice. On the day there is less or no work on the crusher, these workers will be employed for work elsewhere in the factory. If they refuse to work elsewhere they will lose lien on the job and will be treated as absent without leave for that day. They will not be put on the job of loading cement or unloading coal.

3. That workers working on the Light Railway whose services are not less than 6 months on any one post on 1-7-1959 will also get Rs. 65/- per month as per clause 1(i) above from 1-7-1959. Their services will be terminated as in the case of crusher mazdoors, when the work on the main railway track and main line lying to Kaliawas and other allied work is finished.

4. That the workers who are working in packing and whose services are not less than 6 months as Packer on 1-7-1959 are hereby appointed permanent on basic wage of Rs. 30/- p.m. They will get further acting allowance @ Rs. 7/8/- per month besides Dust Allowance.

5. Workers as per clause 2, 3 and 4 above will be governed as per clause 1(ii) above on implementation of the Award. They will be entitled to leave and provident fund as per rules of the Company.

6. That with ~~afaf~~ effect from 1-7-1959 casual workers will be paid Rs. 1.87 MP. per day for the days they work.

7. That fitters, welders, turners, electricians, wiremen, black-smiths, masons, carpenters, tippler helpers, attendants, oilmen, compressor drivers, crane drivers, khalasis and draughtsman etc. who were working in erection and are coming in shifts on regular posts for not less than 6 months continuously have already accepted their grades in writing will be put in grades accepted by them on permanent basis with effect from 1-7-1959. They will be entitled to leave, provident fund, bonus and gratuity as per rules of the Company.

CRUSHER: 15

Dilsukh
Siria
Jai Karan
Laxmi Narain
Sirta II
Hari Chand
Ram Nath
Dharam Singh
Lila
Durga
Sheoram
Jug Lal
Banwari I
Man Singh
Mool Chand

MILL HOUSE: 27

Bhola Ram
Sheo Nath
Arjun Singh
Kishan Lal
Bhagwana
Prahald
Balbir
Ram Prasad
Jag Ram
Raja Ram
Sheo Lal
Kundan
Rulia Ram
Sardara
Chandgi Ram
Munshi Ram
Siri Kishan
Laxmi Chand
Gaje Singh
Avtar Singh
Jaswant Singh
Ram Singh
Mesu
Ram Chander
Om Prakash
Rattan
Phul Singh

KILN 64

Duli Chand
Balbir
Kanshi Ram
Chuni Lal
Bhushan Lal
Raghbir
Shiv Lal
Dhan Singh
Bodh Raj
Ram Singh
Jamna Ram
Krishna Prasad
Shiv Narain
Prabhu Dayal
Ram Chand
Ranjit Singh
Hira Singh
Chhaju
Tuhi Ram
Adu
Krishna
Rameshwar
Chhotu
Asha Ram
Birbel
Sumer Singh
Raghbir
Sita Ram
Umreo Singh
Lal Chand
Bhim Singh
Lal Chand
Babu Lal
Shiv Lal
Lal Bahadur
Duli Chand
Rama Nand
Ranpat
Banwari
Sadhu Singh
Ram Niwas
Balbir II
Jai Lal
Om Prakash

KILN SECTION: 20

Chander II
Rup Ram
Govind Ram
Daya Nand
Hira
Mangey III
Mangey I
Nandoo Ram
Ram Prasad
Hem Chand
Bakhtawar
Raja Ram
Manohar
Rameshwar
Jot Ram
Sugan Chand
Chander
Balbir I
Sultan
Jita Ram

PACKING DEPARTMENT: 7

Bhola Ram
Dulip
Ramphal
Sunder Lal
Matadin
Surajbhan
Bhagwana

GANGMEN: 7

Rup Chand
Jugti Ram
Rawan
Babu Lal
Bishamber
Om Prakash
Mai Ram

ELECT: DEPTT: 22

Ravi Dutt
Sushil Kumar
Attar Singh
Chakraverti
Ghansham Prasad
Bhan
Sarjiwan
Ram Krishna
Mahabir Prasad
Bajey
Gorkha
Partap
Dhan Singh
Charan Singh
Arjun Dev
Hari Singh
Laxmi Narain
Diwan
Matu
Parmanand
Bholu Ram
V.P. Mittal
(Draughtsman)

KHALASIS & COOLIES: 24

Amar Singh
Avtar Singh
Baksish Singh
Chet Singh
Dharam Singh
Gurdial Singh
Hazara Singh
Jaswant Singh
Mangal Singh
Mangtu
Pritam Singh
Piyare Singh
Shera
Teja Singh
Pal Singh
Faqir Singh
Ajit Singh
Joginder Singh
Gyan Singh
Nachhetar Singh
Banwari
Matadin
Chhitar
Sher Singh

WORKSHOP: 15 x 16 x 25

Sher Singh
Dhan Singh
Nand Lal
Ram Singh
Bajrang Lal
Raj Kumar
Mahesh Chandra
Bihari Lal
Salam-Uddin
Inder
Om Prakash
Amar Singh
Siri Chand
Dariayo
Bhulley

WORKSHOP: 16

Hardeva
Bachan Singh
Inder
Moji Ram
Nobat
Sis Ram
Kundan
Rameshwar
(Canteen)
Ram Kumar
Surta (Pio)

राजस्थान पी० डब्ल्यू० डी० वर्कर्स फेडरेशन का ऐलान

मांगे मंजूर नहीं हुई तो राजस्थान का पी. डब्ल्यू. डी. व बागात मजदूर

१० नवम्बर सन् ५९ से हड़ताल करेगा

राजस्थान में पी. डब्ल्यू. डी. व बागात मजदूरों की बड़ी ही दयनीय दशा है, अन्य विभागों के मुकाबले उन्हें सब से कम (यहां तक कि चपरासी से भी कम) वेतन मिलता है, प्रोविडेंट फंड या पेंशन की सुविधा नहीं, और सबसे बड़ी खराबी की बात तो यह है कि नोकरी का ही कोई भरोसा नहीं है। जीन्दगी भर नोकरी करते रहने पर भी परमानेंट नहीं, जब चाहें नोकरी से अलग कर दिये जाने का खतरा सिर पर सवार रहता है।

राजस्थान सरकार ने १८ जनवरी सन् ५८ को फेडरेशन से एक समझौता किया उसके अनुसार सर्विस कोड, व ग्रेड फिक्स का कार्य अधिक से अधिक ६ माह में हो जाना चाहिये था, किन्तु उस समझौते को पोने दो वर्ष होने आये इस सम्बन्ध में नाम मात्र का कार्य भी नहीं हुआ, फेडरेशन सरकार के इस रवैया से यह महसूस करता है कि सरकार पी० डब्ल्यू० डी० मजदूरों को अपेक्षित सुविधायें देने में भी आना कानी कर रही है और समझौते का पालन करने में असफल रही है। सरकार को एक आदर्श एम्प्लायर होना चाहिये, संविधान और जनतंत्र की रक्षा के लिये अपने बनाये हुये कानून व किये गये समझौतों का पालन करने व कराने में सबसे पहला कर्तव्य सरकार का है। एक और श्रम सलाहकार मंडल और उद्योग अनुशासन संहिता द्वारा मजदूरों को नये नये सबक दिये जाते हैं, दूसरी तरफ मजदूरों को अपने वाजिब हक नहीं मिलते, कोई सुनवाई नहीं होती, मनमानी छंटनी द्वारा सैकड़ों मजदूरों को घर भेज दिया जाता है। अतः मजदूर होकर और कोई रास्ता न देखकर फेडरेशन ने अपने वार्षिक अधिवेशन में १६,१७ मई को जोधपुर में फैसला लिया कि एक माह में फेडरेशन की मांगों के सम्बन्ध में फैसला नहीं किया गया तो फेडरेशन हड़ताल का फैसला करेगा, एक माह में भी कुछ कार्यवाही न होने पर हड़ताल बेल्ट लिया गया ६६ प्रतिशत मजदूरों ने हड़ताल के पक्ष में राय दी, ११ व १२ सितम्बर को उदयपुर में फेडरेशन की जनरल कौंसिल ने १० नवम्बर से आम हड़ताल करने का फैसला लिया।

फेडरेशन की मांगे बहुत ज्यादा या अनुचित नहीं हैं, समय को देखते हुये वे कम से कम व बुनियादी मांगे हैं। प्राइवेट कारखानों वाले बहुत पहिले से ही इनसे कहीं अधिक सुविधायें दे रहे हैं, दूसरे विभागों में खुद सरकार ने इन सुविधाओं को लागू कर दिया है सरकार को तो एक आदर्श मालिक होना चाहिये पर यह होना तो दूर रहा सरकार अपने बनाये हुये कानूनों पर खुद ही अमल नहीं कर रही है और पी० डब्ल्यू० डी० व बागात मजदूरों के साथ सौतेला व्यवहार कर रही है, फेडरेशन की मांगे सिर्फ इतनी ही हैं कि इन मजदूरों के साथ भी अन्य विभागों के मजदूरों के समान व्यवहार हो।

फेडरेशन मानता है कि योजना काल में हड़ताल करना देश के हित में नहीं है, और फेडरेशन की बराबर यही कोशिश रही है कि किसी भी तरह समझौते द्वारा मामला सुलभ जावे और हड़ताल का कदम नहीं उठाना पड़े। लेकिन जब राजस्थान सरकार ने फेडरेशन द्वारा किये गये समझौते के सारे प्रयत्न टुकरा दिये तब ही फेडरेशन को हड़ताल का कदम उठाने को मजबूर होना पड़ा। हम जनता से फैसला चाहते हैं कि आज देश का अर्थ कौन कर रहा है, पी० डब्ल्यू० डी० का मजदूर जो तीन साल से अपनी न्यायोचित व कम से कम मांगों के लिये परेशान हो रहा है, जिन्होंने समझौते द्वारा मामले को सुलभाने की कोशिश में कोई कसर बाकी नहीं रखी, कि जिन्हें और कोई चारा न रहने पर मजबूर होकर हड़ताल का नोटिस देना पड़ा और जो आज चार माह पहले से सरकार को सचेत कर रहा है कि सरकार को सुबुद्धि आये और वह समझौते का मार्ग अपनाये, या राजस्थान सरकार के पी० डब्ल्यू० डी० मिनिस्टर एवं विभागीय अधिकारी जो गरीब मजदूरों की बुनियादी मांगों के सम्बन्ध में तीन साल से कानों में तेल डाले बैठे, हैं

फेडरेशन की मांगे

सर्विस कन्डीशन सम्बन्धी

१- अ: जिन मजदूरों को २ साल पी० डब्ल्यू० डी० वी० एंड० आर० व हार्टी कलचर में काम करते हो गया उन्हें परमानेंट कर्मचारी माना जाय और सरकार के अन्य परमानेंट कर्मचारियों की भांति १-४-५७ से समुचित ग्रेड में नल बिजली कर्मचारियों की भांति फिक्स किये जाएं। इस सम्बन्ध में जो वेतन फर्क आदि के एरियर हो ३ माह की अवधि में दिलाए जायें।

व: विलीनिकृत राज्य के कर्मचारियों को जिनको स्पेशल स्टाफ के नाम से कहा जाता है को परमानेंट कर्मचारी मान लिया गया है किन्तु अभी तक उनका फिक्सेशन नहीं किया गया अतः उनका २ माह की अवधि में फिक्सेशन करके एरियर दिलाए जायें।

स: मजदूरों के लिए सर्विस कोड बनाने का निर्णय सरकार ने १८-१-५८ के फैसले में किया था किन्तु अभी तक इस सम्बन्ध में कोई सक्रिय कदम नहीं उठाया गया। और समझौता का दिया गया ६ माह का समय भी समाप्त हो गया-अतः अब फौरन सर्विस कोड बनाया जावे जिसको बनाने वाली कमेटी और ग्रेड को फिक्स करने वाली कमेटी में फेडरेशन का नुमाइन्दा पूर्ववत् लिया जाय किन्तु उपर लिखि दोनों मांगे १ अ - व की कार्यान्विति कोड के निर्माण का बिना इंतजार किए हुए कर दी जावे।

२- केन्द्रीय वेतन कमीशन के वेतन के जो लाभ पी० डब्ल्यू० डी० वी० - एंड० आर० व हार्टी कलचर मजदूरों को प्राप्त होवे शीघ्रता शीघ्र दिए जायें।

३- पंचवर्षिय योजना के दौरान में छंटनी होना आश्चर्य जनक है फेडरेशन का विश्वास है कि विभाग को वास्तव में छंटनी की कोई योजनाफाइल आवश्यकता नहीं जो छंटनी की जा रही है। वह कानून और नियमों की अवहेलना करके की जाती है। अतः यह कतई बन्द होना चाहिए। पी० डब्ल्यू० डी० वी० एंड० आर० व हार्टी कलचर के समस्त मजदूरों को प्रोवीडेन्ट फंड की सुविधा तत्काल दी जाय जिसकी व्यवस्था नल बिजली कर्मचारियों की भांति हों।

५- पी० डब्ल्यू० डी० - वी० एंड० हार्टी कलचर के वे सब मजदूर जो फेडरेशन की कार्यकारिणी की मिटिंग में भाग लेने के लिए पदाधिकारी अथवा सदस्य की हैसियत से जायें उन्हें नल-बिजली कर्मचारियों की भांति १६ दिन प्रति वर्ष के हिसाब से विशेष सवैतनिक छुट्टियां दी जायें।

वेतन व एलाउन्स सम्बन्धी

१- पी० डब्ल्यू० डी० - वी० एंड० आर० व हार्टी कलचर के समस्त मजदूरों को बिना लिंग व वर्ग के भेद से न्यूनतम वेतन ६० रुपया वेतन दिया जावे।

२- प्रत्येक गैंग कर्मचारी को चाहे वह किसी श्रेणी का हो ६ रु० साइकिल एलाउन्स दिया जावे और बरसात में बरसाती दी जाय।

३- पी० डब्ल्यू० डी० एंड० आर० व हार्टी कलचर मजदूरों को सरकार की ओर से तीन तरक्कियां ५ - ५ रु० की दी गई, किन्तु कई स्थानों पर यह तरक्कियां टेम्प्रेरी व परमानेंट करके कहीं पर डेली पेड व मंथली पेड का भेद करके और कई स्थानों पर अन्य कोई न कोई कारण बता कर कई मजदूरों को अभी नहीं दी गई। विभाग की ओर से श्री चीफ इंजनीयर के आदेशों के यह तरक्कियां कई लोग पाने से मंहरूम रह गए। अतः सारी तरक्कियां बिना किसी भेद भाव के सब मजदूरों को दी जायें। और तब तक के एरियर दिलाए जायें।

४- हार्टीकलचर विभाग बागात में राजस्थान सरकार के नोटिफिकेशन नं० एफ १६, २२ लेव ५२ ता० १६ फरवरी ५३ के मुताबिक (१) मजदूर पुरुष का और १४ आ० स्त्री मजदूर को मिलना चाहिए था किन्तु इस नोटिफिकेशन का पालन सन् १६५६ तक नहीं किया गया जिसमे मजदूरों को तनखा व ५२ साप्ताहिक छुट्टियां वर्ष के हिसाब से नुकसान हुआ। उपरोक्त न्यूनतम वेतन में ही तीन तरक्कियां जोड़ कर मजदूरों को मौजूदा तनखा कायम करनी चाहिए थी लेकिन इस विभाग में आज भी मजदूरों को ३७ रु० व ४० रु० माहवार मिल रहे हैं। १८-१-५८ के एग्रीमेंट में उन्हें न्यूनतम व छुट्टियों की सुविधा देर से मिलने