

30 JAN 1961

பழுப்பு நிலக்கரிச் சுரங்கத் தொழிலாளர் சங்கம் LIGNITE MINES LABOUR UNION

Certificate No. 1803.

NEYVELI.

A. I. T. U. C. யுடன் இணைக்கப்பட்டது.



நெய்வேலி.

R# 6/1/23

தேதி 27 Jan., 1961

To The Deputy General Manager (DGM),
Neyveli Lignite Corporation, Ltd.,
Neyveli.

Sub: Industrial Relations - Dismissal of Shri S. Subbiah, semi-
skilled worker, for placing a placard of the Union -
Violation of Code of Discipline.

Sir,

I am obliged to forward to you the copy of the resolution passed at the meeting of the Executive Committee held on 22.1.61 for favour of your information.

The Code of Discipline in Industry, though it is a voluntary one, the management of the Corporation has bound by it as it had agreed to it and has incorporated its principle in clause 51 of the Standing Orders of the Company. But, unfortunately, only the letter is accepted and the spirit of the Code is not implemented in practice. This reality was seen in many instances of day to day problems of minor grievances, such as leave, transfers, increments, promotions, working hours, lay-off, etc. If at all anything is insisted of the Code, it has happened only in the sense of "one way traffic". The subordinate Higher Grade Employees have not, it seems, studied the Code of Discipline and other Labour legislation is dealing with labour, but only the Cl.46, 47 of the Standing Orders of the Company.

In the case of Shri S. Subbiah, who is dismissed in Civil No. IV, the point at issue is whether trade union democracy and the civic rights of the workers are at stake. In an area, where public sector industries are growing and the residential areas are owned by the State undertakings, it is possible that townships would spring up and expand as against the private land-lords. But, because the residential areas belong to the State, it should not be mistaken for a military camp of the Defence department of the State and curb all civic rights which are the fundamental rights conferred on the citizens by the Constitution. If at all the Company do not like to have in service any unsocial element, it can proceed against such elements only through the process of law and it cannot take the law into its own hand and punish before it is proved in a court of law. The standing Orders of the Company can be invoked only for the Industrial Establishments and not for the residential places.

Code of Discipline

Besides this, Part IX, para(ii) does allow any demonstration which is peaceful. But the attitude of apathy shown by the officials of the Corporation for mere placing of placard is not understood by us. This, in our opinion, is nothing but a challenge to the trade union democracy. The Union will uphold this right which is fundamental to the last drop of blood of its members. Victimization, if resorted to would not be helpful for the cooperation of workers in industries and the psychological effect would be different from what it ought to have been. ~~We fully agree with the spirit contained in the circular sent down to all Higher Grade employees under [unclear] dated 4.12.1958 by [unclear] but the officers at the lower levels are not adhering to it and pay scant respect to the Codes and laws relating to labour.~~

I hope it would be appropriate at this juncture to reiterate the words of our revered Prime Minister Shri Jawahar Lal Nehru at the National Productivity Council on 16.12.60:

LIGNITE MINERS' LABOUR UNION

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35

"The vast reservoir of talent in the community should be opened up for promoting industrialisation and mere 'cleverness at the top' will not help unless this power at the base is unleashed..... Although there was some inherent conflict between capital and labour, the different pulls of these two interests should not be allowed to injure the interests of the community and of production. Technology was independent of 'isms', and, technologically speaking, there was much in common between Russia and the United States. An engineer was an engineer whatever may be the political ideology of his country.....A deliberate attempt was necessary not only to introduce modern technique in a factory but a modern way of thinking among those who manage it. A man successful in a factory in the material sense may still be wrapped up in things of no relevance to modern ways that workers' participation in industry was inevitable. Not only did it produce good results but it was good psychologically." (Hindu dated 17.12.60)

Here is an extract from official report issued after a sample study of the condition of workers in some of the departments under the Rourkela Steel Project:

"....Inadequate implementation and enforcement of labour laws, awards and agreements was one of the reasons for industrial strike in Rourkela in the recent past. It observed a joint consultative machinery, which could effectively reduce industrial unrest, had not been created and it was high time Hindustan Steel Limited realised that labour is not a commodity but a factor of industrial production... The Managements ~~attitude~~ apathetic attitude towards the State conciliation machinery and the lack of interest shown during the course of the proceedings in matters of resolution of conflicts, have resulted in the failure of almost all the conciliation proceedings so far undertaken. Instead of satisfying the workers' urge for self-expression leading to industrial peace, a sense of frustration and an absence of confidence have been created in the State conciliation machinery... Since the expansion of the public sector envisages increasingly greater responsibility for the worker and when it is desired that conditions of work in public undertakings are expected to set an example for private sector, administrators handling such undertakings have to be specially watchful of labour interests." (Hindu dated 5.8.60)

Therefore, it is hoped that, taking into consideration of all the above, the Management would meet justice to the workers affected by reinstating them in service and pave way for cooperation and peace in the Project.

Yours faithfully,
A. Shunmugam
 GENERAL SECRETARY.

Copy to: The Managing Director, N.L.C., Ltd. Neyveli.
 The Deputy General Manager (T&W), N.L.C., Ltd., Neyveli.
 The Superintending Engineer(C), N.L.C. Ltd., Neyveli.

பழுப்பு நிலக்கரிச் சுரங்கத் தொழிலாளர் சங்கம்
LIGNITE MINES LABOUR UNION

Certificate No. 1803.

NEYVELI. A. I. T. U. C. யுடன் இணைக்கப்பட்டது.



நெய்வேலி.

தேதி 19

Copy of the resolution passed at the
Executive Committee Meeting of the
Lignite Mines Labour Union, Neyveli
held on 22 - 1 - '61.

The Executive Committee have considered the situation obtaining in Civil Division IV in cooperation to the other departments in the Corporation and have come to the conclusion that some of the Higher Grade Employees have resorted to unfair practices and victimisation against the workers for legitimate trade union activities of this Union, just because our Union members were not submitting themselves to the selfish ends of those employees in Civil Division IV.

The dismissal of Shri S. Subbiah, semi-skilled worker is a glaring example, for he is dismissed from service by the Executive Engineer, Civil Div. IV on a suspected action that he has placed a placard of our Union, which, according to the Executive Engineer of Civil Div. IV, has tended to bring disrepute to the Corporation or its workmen. Not only this, but, in furtherance to this dismissal three more workers are under suspension on some vague charges that they have threatened one Asst. Engineer.

Formerly, since July, '60, in the same Division, the same Higher Grade Employees have been continuously adopting an attitude of apathy towards the members of our Union by way of marking absent while present, intimidating to draw money on false muster rolls, abetting to pick quarrel and to create a scene of violence with the help of some corrupt workers, intimidating to get false petitions that our Union members demanded bribes from contractors and to give evidence on coercion, etc. A memo. (No. 195 dated 10.7.60) by Shri S. Seshadassan, Section Officer, asking Shri S. Marayankesary to go duty day and night, because he did not submit to wrongful exaction of work, for he was given domestic work of looking after cattle, is an example of want respect shown to labour legislations.

The Committee is obliged to state that the Union, as a responsible working class organisation, is not less interested than any patriotic people sur of our country in the speedy execution of this project so that poverty and unemployment is wiped out completely through industrialisation; and also pass on to socialistic society. But at the same time, as a class organisation, this Committee is also obliged to bring to the kind attention of the authorities of the Corporation, that our Union cannot sit quiet and watch the want respect shown to the labour legislations and the utter disregard shown to the Code of Discipline in Industries adopted at the 16th Indian Labour conference and that it cannot tolerate suppression of legitimate trade union activities and trade union democracy. The Committee is of the view that the Executive Engineer of Civil Div. IV has by-passed the cannons of law and has mistaken the residential area, i.e., the Township, for a military barrack and has invoked the Standing Orders of the Company before proving a misconduct in a court of law; and therefore, it constitute a challenge to trade union democracy. But, still, the Committee, having faith in the conciliatory attitude of the higher authorities of the Corporation, would restrain itself and request the Management of the Corporation that the policy of victimisation and victimisation of members of L.M.L.U. be dropped and that the dismissed worker, Shri S. Subbiah be reinstated and that the orders of suspension on three other workers be rescinded, so that better labour relations are promoted in the project.

பழுப்பு நிலக்கரிச் சுரங்கத் தொழிலாளர் சங்கம் LIGNITE MINES LABOUR UNION

NEYVELI.

(Affiliated to A. I. T. U. C. & W. F. T. U.)

Register No. 1803.

நெய்வேலி.

தேதி 15-11-'61. 19

To
THE COMMISSIONER OF LABOUR,
CHENNAI,
MADRAS.

Dear Sir,

SUB: Annual General Body Meeting - Election of Office-bearers of the Lignite Mines Labour Union - For the year 1961-'62.
* * * * *

I have the honour to forward herewith the List of Office-bearers and members of the Executive Committee elected for the year 1961-'62 at the Annual General Body Meeting of our Union held on Sunday the 12th November '61 under the presidency of Sri C. Govindarajan, Vice-President of our Union.

Sr. No.	Title of Office	Name	Occupation and address.
1	Honry. President	Shri F. Ram murthy M.P.	15, Periana Maistry MADRAS.
2.	President	" C. Govindarajan	Old Post-Office Street, Neyveli-2.
3.	Vice-Presidents	" M. Abanessar	G1. Attendant, Special Mines 26th Block, NEYVELI.
4.	-do-	" Ambalavanan	DW20 Operator, Mines, 17th Block, NEYVELI-2
5.	General Secretary	" K. Thiruvengadam	Lignite Mines Labour Union NEYVELI-2.
6.	Asst. Secretaries	" T. Kasim than	Turner, Workshop 26th Block NEYVELI-2.
7.	-do-	S. R. Subramaniam	Fitter, B.W. Yard, Veppankurchi, NEYVELI-2.
8.	-do-	" A. Murugesan	Skilled Labour, Thermal Station, Thandavankuppam.
9.	Treasurer	" P. Rengasamy	Compressor Operator 18th Block, NEYVELI
10.	Exe. Committee Members.	" Shri M. Paulraj	D.W. 20 Operator, Mines, 17th Block, Neyveli-1.
11.	-do-	" G. Maimullah Bhai	Operator, Mines, 24th Block, Neyveli-1
12.	-do-	" Y. Arka M. K. Appasamy	Helper Pumps & Pump Motor Dr. NEYVELI-
13.	-do-	" A. Thirugnanam	Pumps & Pump Motors Mins, R.L.C. Ltd.,

Contd.....2

Sl. No.	Title Of Office.	Name	Occupation & Address.
14.	Exe. Committee Member	Shri A. Francis	Pumps & Pump Motors Dn. N.L.C.Ltd. NEYVELI
15.	-do-	" A.S. Govindarajan	-do-
16.	-do-	" S. Venkatasubramanian	-do-
17.	-do-	" M.V. Raju	Electrical Fitter B.W.S. Yard 17th Block -Neyveli-1
18.	-do-	" Balasubbarayulu	Belt Conveyor Yard N.L.C.Ltd.
19.	-do-	" E.J. George	Welder, Workshop N.L.C.Ltd.,
20.	-do-	" K. Ruthorapathi	Mixer Operator, Civil Hollow Block, N.L.C.Ltd.
21.	-do-	" G. Subramanian	Maistry, Hollow Block N.L.C.Ltd.,
22.	-do-	" Venu	Maistry Hollow Block N.L.C.Ltd.,
23.	-do-	" N.V. Baskaran	Maistry, B.C.C. Yard Civil Branch N.L.C.Ltd.,
24.	-do-	" P.M. Venu Naidu	Euclid Operator Civil Dn. III N.L.C.Ltd.,
25.	-do-	" Joseph	Thermal Station, N.L.C.Ltd.,
26.	.do.	" I. Veerappan	Maistry, Civil Fertilizer N.L.C.Ltd.,
27.	.do.	" C.R. Mani	Helper, Elec. Section.
28.	.do.	" K. Srinivasan	Unskilled Labour, P.M. Yard N.L.C.Ltd.,
29.	.do.	" Muthukrishnan	Helper, Elec. Section, N.L.C. Ltd.,
30.	.do.	A. Subbiah	Crawler Yard. N.L.C.Ltd.,
31.	.do.	" Ramakrishnan	Claywashing Plant, N.L.C.Ltd.,
32.	.do.	" Kutti Asari	-do-
33.	.do.	" M. Sandappan	Crane Operator, Heavy Lift Yard. N.L.C.Ltd.,
34.	.do.	" Mohan	Civil Section, Thermal Station N.L.C.Ltd.,

Please acknowledge the receipt of this letter.

Yours faithfully,

S. Raghavan

GENERAL SECRETARY?

Copy to: Regional Labour Commissioner (Central) Hunters Road, MADRAS-7
 Managing Director, N.L.C.Ltd., NEYVELI-1.
 Deputy General Managers (Estt. & Genl.) & (Tech. & Works) N.L.C.Ltd.
 District Collector, South Arcot, Cuddalore N.T.
 Superintendent of Police, South Arcot, Cuddalore N.T.
 Post-Master, NEYVELI-2.
 General Secretary, A.I.T.U.C.
 General Secretary, T.N.T.U.C.

Keyvell,
27.12.60.

G/1/116.

To The Executive Engineer (C),
Civil Division IV,
Keyvell Lignite Corporation, Ltd., Keyvell.

Sir,

Sub: Disciplinary action against Sharvashri T. Veerappan and
S. Subbiah.

It is understood that disciplinary proceedings are instituted against Sharvashri T. Veerappan and S. Subbiah of your Division under sub-clauses xviii and xxvi of clause 16 of Standing Orders for an alleged charge of spreading false rumour, etc.

We would like to bring to your kind notice that fixing up a placard near vegetarian canteen in Block No. 25 in the Township was done by our Union and not by those two workers. It was done by the Union and the responsibility lies on the executives of our Union. Those two workers have nothing to do with the fixing up of placard.

In our letter No. G/1/110 dated 20.12.60 addressed to you we have brought to your kind attention of our apprehension of violence by one Muthaiah. Then on 22.12.60 the same Muthaiah has beaten Shri A. Govindarajan once at workspot at rest time and again at reading room in 25th Block in the New Township at about 5.30 p.m. Only after hearing the incidents, we placed the placard and made reports to the Security Out Post in 25th Block in B/S and also to the Superintending Engineer (C) immediately. A copy of our report to S(C) under No. G/1/112 dated 22.12.60 is also sent to you.

Instead of taking action against the culprit, instituting disciplinary proceedings against some others who have no connection with such things, could not be understood by us. Victimising our Union members has become the order of the day in the Civil Div. IV.

In August, 60 Shri Subbiah was charge-sheeted against and punished by reducing his grade. Then in Nov., 7 workers were transferred, without orders at the first instance, to La. VII and on our interference, orders were passed. Again Shri S. Kannan was transferred to work in 5th Block where there was no lorry convenience and was marked absent for late coming for several days. Thus he lost his earnings of nine days in two weeks. Then on our interference he was allowed half-an-hour time to reach the workspot and to leave the site half-an-hour earlier to catch the transport. Then on 22.12.60 it was withdrawn. Then on our interference before the S.S.(C), the original arrangement was restored. Shri T. Veerappan and Shri A. Arumugham were called upon to explain for the remarks in confidential reports. All these provocations are springing from the side of officers in the Division. One P. Narayanasamy was asked to do work in the day time as others and to do watchman's work in night with the specific order that his family should not live with him at the site.

Even though we heard lot of complaints about under-hand dealings and immorality which are social causes, motives, etc., we did not take up such things. We are interested only the well-being of the workers as a trade union, functioning constitutionally.

Regarding the fixing up of placards, we would like to inform you, that on 23.12.60 the placard was removed by the security force in 25th Block. On representation to the Dy. Security Officer it was got back and placed as advised by him on the other side of road (just opposite to the canteen). Then on the night 26.12.60 it was not found there. Then unexpectedly, when we happened to meet the Dy. Security Officer, he told us not to place such placards as would point a particular persons. The same was told to us the Superintending Engineer (C) and we agreed to it. Though we were about to place another one, we restrained ourselves, as some of our representations were heard and actions taken by the Superintending Engineer (C) on 26.12.60.

But, at the same time we find two workers being suspended for reasons not connected with them.

There, we are compelled to say that provocations come from officers of Civil En.IV and that it would not be conducive to better labour relations in the Corporation.

So, we request you that charges now framed against Shri T. Veepappan and S. Subbiah may be dropped as they have not got any connection with the fixing up of placards, and that the orders of suspension be rescinded.

Yours faithfully,

Sd.K.Thiruvengadam
Asst. Secretary.

for GENERAL SECRETARY.

Copy to

By. General Manager (M&C), N.L.C., Ltd., Neyveli.
By. General Manager (T&W), N.L.C., Ltd., Neyveli.
By. Security Officer, N.L.C., Ltd., Neyveli.
Superintending Engineer (Civil), N.L.C., Ltd., Neyveli.