

1483.1
ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION:

CAMP: SHIP HOTEL;
FREERE ROAD, BOMBAY:1:

14th January, 1963.

TO ALL ZONAL & DIVISIONAL UNITS:-

Dear Comrades,

Re:- Negotiations on the Charter of Demands.

We are most happy to announce that the patient efforts of the Negotiating Committee in securing maximum benefits to the employees in relation to their various demands, spread over a prolonged and trying period of about 32 days, has at long last borne positive fruits. We have now been officially intimated by the Corporation authorities that the Finance Ministry has accorded its approval to the final points of agreement reached between our Negotiating Committee and the Corporation on 2nd Jan., 1963, in respect of our Charter of Demands and that the Corporation would expedite the final process of signing the agreement with our Negotiating Committee. In other words it is now certain that the Corporation will be immediately implementing the terms of the agreement with ^{out} any hitch whatsoever.

It is not the claim of the Negotiating Committee that the agreement in sight is a ^{very} comprehensive one. Even normal times and normal facilities of trade union activity it would have been definitely possible to wrest further gains for the employees from the Corporation. But it is well known that the Negotiating Committee had to pursue the negotiations over the Charter of Demands in special circumstances both inside and outside our industry. Outside, our nation faced an emergency unequalled in its history in the shape of a ruthless aggression by the Chinese on our northern frontiers, in which a responsible trade union organisation like ours could not have acted in any other way than we did in putting the all-pervading interests of our country above our personal interests and needs and therefore forthwith withdrawing our agitation on the Charter of Demands which was gaining great momentum at the time when our Prime Minister harkand the nation for national efforts and sacrifices in the month of October last. Inside the industry, our Negotiating Committee was left all alone to face the brunt of the tremendous responsibility of safeguarding the genuine interests of the employees under the stresses of the prevailing delicate times. Thus, its bargaining strength completely circumvented by the state of things obtaining in our country and industry, it has been indeed an up-hill task for the Negotiating Committee to wrest even small concessions from the authorities to its point of view over the various demands of the employees. Certainly, therefore, we will not be blameworthy of self-praise when we state that the agreement over the Charter of Demands which will be signed with the Corporation will be such of which any trade union organisation can be proud of in the present situation.

Thus, ~~xxx~~ talking in terms of total out lay for the Corporation over this settlement, the figure has been appreciably increased for Rs.65 Lacs, as it stood in relation to the initial offers of the Corporation as given out in the month of June, 1962, to Rs.1.66 crores in terms of the final agreement. Again it has been the endeavour of the Negotiating Committee to see that the benefits of the agreement would reach all the categories and also the maximum numbers of the employees in view of the present limited agreement. Yet the most important aspect that we would commend for the appreciation of our Units is that apart from good monetary relief that will reach each and every employee, certain basic principles of a wage formulation will have been established in our industry in terms of this agreement. Some of these basic features are - a base year for the consolidation of the basic wage, automatic neutralisation of increase in the cost of living, introduction of relief of House Rent, etc. We therefore express our confidence here that the rank and file of our membership will take a positive view of the achievements of the Negotiating Committee and hail the agreement as our organisational victory in view of our perspective explained herein above.

We now reproduce, herebelow, the full details of the final terms of agreement for the benefit of our Units:-

ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION,

Camp: Bombay.
Date: 23/1/1963.

TO ALL ZONAL & DIVISIONAL UNITS:

Dear Comrades,

Re: Memorandum of Settlement.

We have great pleasure in confirming the telegraphic communication sent today to all Zonal and Divisional Units intimating the conclusion of the anxiously-awaited Agreement at Bombay today. We also have deep pleasure in enclosing herewith a copy of the Memorandum of Settlement dated 23/1/1963 between the Life Insurance Corporation of India and the All India Insurance Employees' Association. The Agreement has been signed with the AIIEA alone. On our request, the authorities have agreed to implement the terms of the agreement at a very early date and necessary administrative directives, we are assured, are under way. In order to obviate any possible difficulty in implementing the new scales of pay, D.A. and other allowances, fully worked-out charts are being provided to all offices to indicate as to how the emoluments of the employees would be refixed under various heads.

While clause XII of the Settlement stipulates that the "Settlement shall be implemented only after necessary changes" in the Staff Regulations and the Standardisation Order, 1957 are "sanctioned and made", in order to overcome the difficulty of the time-lag that may be involved in fulfilling the formalities, the amount due to the employees as arrears of back pay from 1st January 1962 will be released on-Account on filling the form appended below. As soon as the formalities are completed (Gazette, etc.), these terms become a part of the terms and conditions of service, become a part of the Staff Regulations and the salary as fixed on the basis of the new terms will be paid month after month as regular and normal wages. The on-Account payment is only an interim arrangement which has been agreed upon to make the fruits of the settlement available to the employees as early as possible. Necessary administrative instructions will follow from the Central Office and the copies of the receipt form will be made available to the employees.

The authorities have also agreed to discuss, sometime in the third quarter of the year, some issues of the Staff Regulations, and a letter to that effect will be issued to our President shortly. The same will be circulated in due course.

In the matter of exercising option for those who are now in their erstwhile insurers' grades, the authorities have agreed to allow three months time so that such employees had enough time to take appropriate decisions. The authorities have also agreed to extend the benefit of these terms to those who died or retired, resigned or retrenched since 1st January 1962.

We would request you to make copies of the Settlement available to the Branch Units within your Division along with copies of this circular.

We would like to reiterate that the Agreement is a landmark in our onward march and will certainly be hailed by the employees as a great victory. It embodies the fruits of efforts the employees have been making since the submission of the Charter of Demands in 1960 and is a vindication of the correctness of our methods in espousing our cause. The Settlement strengthens the hope and faith of the LIC employees for collective welfare and a happy future of abundance for thousands of employees and their families.

With greetings,

Yours comradely,

Saroj Chaudhuri

General Secretary.

(Form of receipt for on-Account payment.)

RECEIVED from the Life Insurance Corporation of India on-account and subject to all necessary adjustments a sum of Rs. _____ in implementation of the revised terms and conditions of service as set out in the Memorandum of Settlement dated the 23rd January 1963 between the Corporation and the All India Insurance Employees' Association pending revision of the Corporation's Staff Regulations, 1960, the Life Insurance Corporation (Alteration of Remuneration and other Terms and Conditions of Service of Employees) Order 1957 and the Corporation's Provident Fund No.1 Rules, which said revised terms and conditions of service are agreeable to me and are binding upon me.

MEMORANDUM OF SETTLEMENT.

(Under Sections 2(p) and 18(1) of The Industrial Disputes Act, 1947 and Rule 58 of the Industrial (Central) Disputes Rules, 1957.)

Names of Parties:

Representing Employer: Shri D.S. Mehta,
Executive Director(Personnel),
Life Insurance Corporation of India,
Central Office, Bombay.

Representing Workmen: (1) Shri Rajni Patel, President,)
the All India Insurance)
Employees' Association.)
(2) Shri Saroj Chaudhuri, Gen.) Camp
Secretary, the All India) Bombay.
Insurance Employees')
Association.)

:Short recital of the case:

In terms of Clause (4) of the Agreement, dated the 16th August 1961, between the Life Insurance Corporation of India of the one part and (i) the All India Insurance Employees' Association, and (ii) The All India Life Insurance Employees' Association on behalf of all the respective members of the said two Associations of the other part, it was provided that: "The Corporation will start discussions with the above employees' associations for a general review of the salary scales, dearness allowance and other service conditions of all Class III and Class IV staff including the suggestion for a merger of the part of D.A., in basic salary sometime early in 1962". Discussions were accordingly held during the period April to December 1962, intermittently. After considerable discussions and negotiations between the Life Insurance Corporation of India and the All India Insurance Employees' Association on behalf of all its members, the said two parties do hereby agree to a settlement as per terms following:

:Terms of Settlement:I. Scales of Pay:

(i) Sweepers & Cleaners	77-2-83-3-131-4-135-5-145 (22 yrs)
(ii) Sepoys, Chaprasis, Hamals, etc.) Head Peons, Liftmen & Watchmen) Daftaries)	82-2-88-3-136-4-140-5-150 (22 yrs)
(iii) Drivers	120-3-135-4-155-5-170 (13 years)
(iv) Record Clerks	110-4-130-5-165-EB-5-185-6-227-8-251(26 yrs.)
(v) Assistants	130-5-155-6-167-8-207-10-257-12-281-EB-12-305-15-350-20-370 (25 years)
(vi) Stenographers	145-10-215-12-275-EB-15-350-20-370(18 yrs.)
(vii) Higher Grade Assistants	190-10-260-EB-15-440-20-480 (21 years)
(viii) Superintendents	250-20-550-25-575 (16 years).

Note: There will be no distinction between "transferred" employees and those who entered the service of the Corporation on or after 1/9/1956 in regard to the maximum of their scales of pay.

II. Fitting-in:

- i) Stage to stage. Fully worked out charts for all grades would be provided.
- ii) No change in the date of normal grade increment except as per Staff Regulations, 1960.

III. Dearness Allowance:

The present D.A., and Ad hoc D.A., shall be replaced as under:-

With effect from 1st January, 1962, the D.A., corresponding to the cost of living index 126 (1949 = 100) shall be 26% of the basic salary for Class IV employees and 19.5% of the basic salary for Class III employees.

In the manner provided hereinafter, the D.A., shall be linked to the All India Working Class Consumers Price Index taking 1949 = 100. The final index figures as published in the Indian Labour Journal shall be the index figures which will be taken for the purpose of calculation of Dearness Allowance. Neutralisation of the rise in the cost of living shall be 100% in the case of Class IV employees and 75% in the case of Class III employees.

For every 10 points rise or fall taken on an average during a continuous period of 12 months, the D.A., shall, with effect from the 1st of the month following such period of 12 months, stand automatically increased or decreased as the case may be by 10% of the basic salary in the case of Class IV employees and by 7½% of the basic salary in the case of Class III employees.

Notes: i) Basic salary shall include special Pay where the same is paid.

ii) "Additional D.A." in those cases where the same is paid at present shall continue to be paid in addition to the D.A. as set out above.

IV. House Rent Allowance:

The house rent allowance shall be as follows:-

<u>Basic Salary including Special pay.</u> Rs.	<u>HRA per month</u> Rs.
up to 100	8.00
101 to 227	10.00
228 to 320	12.50
321 and above	15.00

V. Functional Allowance:

The functional allowance in respect of the following categories of employees in the Assistants grades shall be as follows:-

- a) Receiving & Paying Cashiers
 - b) Typists
 - c) Telephone Operators
 - d) Addressing Machine & Punch Card Operators
 - e) Comptometer Operators
 - f) Projectionists receiving an allowance
-)Rs.15 per month.

VI. Hill Allowance:

The hill allowance shall be as follows:-

For all hill stations of 4000 feet and more above sea level, the hill allowance shall be 15% of the basic salary subject to a minimum of Rs.20, and maximum of Rs.75 provided, however, that the amount of hill allowance currently paid shall stand protected till a stage is reached when the allowance as per the revised scale exceeds the current allowance.

VII. Provident Fund & Gratuity:

For the purpose of contributions to the Provident Fund and payment of gratuity the basic pay including the special pay shall be 75% of the revised pay in case of Class IV employees, 85% in respect of Class III employees other than Superintendents and 90% in the case of Superintendents, provided that contributions to Provident Fund and amount of gratuity shall be at no stage less than what the same would have been had the respective grades not been revised.

VIII. Bonus:

(i) No profit sharing bonus shall be paid. However, the Corporation may, subject to such directions as the Central Government may issue from time to time, grant any other kind of bonus to its Class III and Class IV employees.

(ii) An annual cash bonus will be paid to the employees in the clerical, supervisory and subordinate grades, in respect of the 5 years period from 1st January 1962 to 31st December 1966 at the rate of $1\frac{1}{2}$ months' basic salary of the employee as at 31st December of the year to which the bonus relates.

(iii) Bonus will be payable to those employees in supervisory clerical and subordinate grades who were on the permanent staff of the Corporation on the 31st December of the year to which the bonus relates and who had completed 12 months' service as on that date.

(iv) Notwithstanding what is stated in the previous para, a proportionately reduced bonus shall be paid to employees who died or retired or were retrenched from service during the year and also to those who joined during any year and had completed six months' service on 31st December of that year.

(v) Any employee who joined on the first working day of January in any year will be taken to have completed one year of service and any employee who joined in any subsequent month up to the first working day of July in any year will be taken to have completed six months of service during the year.

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(vi) For the purpose of calculation of the amount of bonus, Special Pay will be treated as part of basic salary.

(vii) A proportionate bonus will be paid to those employees who have been transferred from the Development to the Administrative side or the Administrative side to the Development side and in such case service on the Administrative side only will be counted for the purpose of payment of bonus. Provided, however, that service on the Development side will be taken into account for the purpose of determining the minimum period of service of six months.

(viii) In the case of such employees who were on Extraordinary leave for a month or more during the year for which bonus is paid, the period of such extraordinary leave shall be deducted and such employees shall be entitled to only the proportionate bonus for the proportionate part of the year excluding the period of extraordinary leave.

IX. Term Assurance:

The Term Assurance Scheme, providing the following benefits, will continue as hithertofore:

- i) The initial insurance cover under the Scheme will be Rs.3000/- (Rupees three thousand) in the case of supervisory and clerical staff and Rs.1500 (Rupees one thousand and five hundred) in the case of subordinate staff.
- ii) The Insurance cover will thereafter be increased by Rs.1000 (Rupees one thousand) in the case of supervisory and clerical staff and by Rs.500 (Rupees five hundred) in the case of subordinate staff at the end of every 5 years in service till it reaches the maximum of Rs.8000 (Rupees eight thousand) in the case of supervisory and clerical staff and Rs.4000 (Rupees four thousand) in the case of subordinate staff, provided that in the case of members of the subordinate staff who were confirmed employees on 1/9/1956 and who had completed the age of 30 years as on 1/1/1957, but had not completed 45 years on that date, the amount of initial cover will be Rs.2000 (Rupees two thousand).
- (iii) In the case of those employees in the supervisory and clerical grades who were confirmed employees on 1/9/1956 and who, as on 1/1/1957, had completed the age of 30 years but had not completed 45 years on that date, the amount of initial cover would be Rs.4000 (Rupees four thousand).
- (iv) The amount of insurance cover mentioned above will be payable only in case of death of the employee while in the service of the Corporation.
- v) The Insurance cover of an employee under the Scheme will automatically terminate if his employment in the Corporation terminates.
- vi) On the death of an employee, the amount of insurance cover will be paid to the same person who is entitled to receive gratuity in terms of the Gratuity Rules of the Corporation.

X. Option for Employees who have opted for grades of erstwhile Insurers:

Employees governed under the old grades of their erstwhile Insurers will be allowed the option of coming over to the revised grades of the Corporation effective from 1st January 1962. The fitting-in of such employees shall be as under:-

They shall be fitted-in in the Corporation's scales (as at 1/9/1956) as if they had not opted out for the old grades of their erstwhile Insurers, and their salaries shall be notionally fixed in the said grades of the Corporation as at 31st December 1961. Thereafter they shall be fitted in on a stage to stage basis in the revised grades effective from 1st January, 1962, in the same manner as other employees who had not opted out for the old grades of their erstwhile Insurers.

The option now exercised shall be final.

XI. Period of Settlement:

Five years from 1st January, 1962.

XII. Except as above all other service conditions of Class III and Class IV employees not covered by the above terms of settlement shall be in terms of the Staff Regulations 1960 and the Life Insurance Corporation (Alteration of Remuneration and other Terms and Conditions of Service of Employees) Order 1957 as amended up to date.

XIII. This settlement shall be implemented only after the necessary changes in the Life Insurance Corporation Staff Regulations 1960, the Life Insurance Corporation (Alteration of Remuneration and other Terms and Conditions of Service of Employees) Order, 1957, and the Life Insurance Corporation Provident Fund No.1 Rules are sanctioned and made. Thereafter these terms will be implemented with retrospective effect from 1st January 1962 only in respect of the items covered above and none else; for example, payments on account of Overtime and other payments not covered by the above items will not be reopened and recalculated.

XIV. In addition to the employees in Classes III and IV who are in the service of the Corporation, and subject as regards Bonus and Term Assurance to the provisions of Clauses VIII and IX hereof, these terms shall also be implemented in respect of employees in Classes III and IV who died or resigned or retired or were retrenched from service after 31st December 1961, except those whose services were terminated as a result of disciplinary action.

IN WITNESS WHEREOF this Memorandum of Settlement and five duplicates thereof have been signed on behalf of the Life Insurance Corporation of India by its Executive Director (Personnel) and for and on behalf of the members of the All India Insurance Employees' Association by its President and the General Secretary the day and the year hereunder written.

Dated at Bombay this 23rd day of January One thousand, Nine Hundred and Sixty three.

WITNESSES:

Signature of Parties.

Sd. J.T. Ranadive
LIC, Bombay.

Sd. R. Ghosh
L.I.C., Delhi.

Sd. Pradip Ranjan Paul
Calcutta.

Sd. D.S. Mehta
(D.S. MEHTA)
Executive Director (Personnel)
Life Insurance Corporation of
India, Central Office, Bombay.

Sd. Rajni Patel) All
(RAJNI PATEL)) India
President.) Insur-
) ance
Sd. Saroj Chaudhuri) Employ-
(SAROJ CHAUDHURI)) ees'
General Secretary.) Associa-
) tion.

A copy each to:

(i) Conciliation Officer (Central)II, (ii) P.L.C. Bombay, (iii) C.L.C. New Delhi, (iv) Sec. Labour Dept., Govt. of India, New Delhi.

Certified to be true copy..

Saroj Chaudhuri
(Saroj Chaudhuri)
Gen. Secretary,
All India Inscé. Empl. Association.

.c.o.o.

CITY EDITION

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(किंमत १३ नये पैसे)

जीपला

ग्राईप वॉटर

व बालामृत

मुलांना निरोगी व सशक्त
बनविणारी अुत्तम औषधी.

जीपला - मुंबई १२



३५ हजार आयुर्विमा नोकरांना दीड महिन्याच्या पगाराएवढा बोनस मिळणार वेतनश्रेणी, महागाई भत्त्यांत वाढ; युनियनशी पंचवार्षिक करार

(आमच्या प्रतिनिधीकडून)
आयुर्विमा कॉर्पोरेशन व अ. भा. इन्शुरन्स एम्प्लॉईज युनियन यांच्या मध्ये गेला सव्वा महिना चालू असलेल्या वाटाघाटी यशस्वी झाल्या असून कर्मचाऱ्यांच्या मागण्याबाबत पांच वर्षांचा करार झाला आहे. या करारा-नुसार आयुर्विमा कॉर्पोरेशनच्या कर्मचाऱ्यांना नवीन वाढीव वेतनश्रेणी, जादा महागाई भत्ता, घरभाडे व अन्य सवलती मिळणार आहेत. त्याखेरीज दीड महिन्याच्या पगाराएवढा बोनसही मिळणार आहे. एकूण ३५ हजार नोकरांना याचा लाभ मिळणार आहे.

या कराराच्या मसुद्याला केंद्रीय सर-कारच्या अथेलात्याने संमति दिली असून येत्या सोमवारी अगर मंगळवारी उभय-पक्षांकडून कराराच्या मसुद्यावर सहा होतील व नंतर त्याबाबतची घोषणा होण्याची शक्यता आहे असे खात्रीलायक-रीत्या कळते.

वाटाघाटी
आयुर्विमा कॉर्पोरेशनचे अध्यक्ष श्री. वी. के. कौल व आयुर्विमा नोकरवर्ग मध्यस्थेचे अध्यक्ष श्री. रजनी पटेल यांनी माग बाबत वाटाघाटीत प्रामुख्याने भाग घेतला त्याखेरीज सरचिटणीस श्री. सरोज चौधरी श्री. पी. पी. पानील, गणजीत घोष आर. जे. घुमे, श्री. घाणे-कर, एम. यु. सप्रे व इतर विभागांतील पदाधिकारी यांनीही वाटाघाटीत भाग घेतला गेल्या वर्षी १२ डिसेंबर रोजी आयुर्विमा कर्मचाऱ्यांच्या मागण्यांच्या मसुद्याबाबत प्रत्यक्ष बोलणी सुरू झाली. व २ जानेवारी १९६३ रोजी या मागण्यां बाबत स्थूलमानाने समझौता झाला. त्यानंतर तपशीलाबाबत बोलणी होऊन

मुंबई, शनिवार :—
उभयपक्षांस ममत्त होईल असा कराराचा मसुदा नुकताच तयार करण्यात आला. या मसुद्यावर पुढील आठवड्यांत सोमवारी अगर मंगळवारी सहा होतील असे समजते.

कराराचा फायदा
कराराच्या मसुद्यानुसार आयुर्विमा कॉर्पोरेशनच्या भारतातील एकूण ३५ हजार कर्मचाऱ्यांना नवीन वेतनश्रेणीचा फायदा मिळेल ही नवीन वेतनश्रेणी एक जानेवारी १९६२ सालापासून लागू केली जाईल. या नव्या वेतनश्रेणीत महागाई भत्त्याचा बराचसा भाग विलीन करण्यात आला असून घर-भाडे व इतर सवलती मिळणार आहेत.

सध्या आयुर्विमा कर्मचाऱ्यांच्या पगाराचा वार्षिक आंकडा ८.६ कोटी रुपये आहे. त्यामध्ये नवीन वेतनश्रेणी लागू होणार असल्यामुळे एक कोटी पचास

लक्ष रुपयांपर्यंत वाढ होईल असा अंदाज आहे.

नवीन वेतनश्रेणीमुळे कारकुनास प्रत्येकी किमान २० व कमाल ७३ रुपये दरमहा वाढ मिळणार असून चवथ्या श्रेणीच्या नोकरवर्गास प्रत्येकी किमान १७ रुपये व कमाल ३४ रुपये फायदा मिळणार आहे. त्याखेरीज घरभाडे म्हणून दहा रुपयांपासून पंधरा रुपयांपर्यंत जादा रक्कम प्रत्येकाच्या पदरी पडेल.

आयुर्विमा कारकुनांच्या बाबतीत सुधारलेले मूळवेतन दरमहा १६५ रुपये ठरविण्यात आले आहे. सध्या प्रत्येक कारकुनास दरमहा मूळवेतन १४५ मिळते. तसेच चौथ्या वर्गाच्या नोकरांसाठी दरमहा मूळ वेतन रु. १११.५० ठरविण्यात आले आहे. सध्या या नोकरवर्गास ९५ रुपये वेतन मिळते. या नव्या वेतनश्रेणीत महागाई भत्त्याचा काही भाग विलीन करण्यात आला आहे त्याखेरीज अखिल भारतीय जीवन निर्देशांक १२६ पैक्षां अधिक गेल्यास प्रत्येक दहा अंशामार्गे साडेसात टक्के जादा महागाई भत्ता देण्यात येणार आहे ह्या महागाई भत्त्याचा फायदा कारकुनवर्गास मिळणार आहे. चवथ्या श्रेणीच्या नोकरवर्गास दहा अंशाइतकाच जादा महागाई भत्ता मिळणार आहे.

स्वागत होणार
मध्यांची आणीबाणीची परिस्थिती लक्षात घेऊन कर्मचाऱ्यांच्या संवदनेने समझौत्याचा व सहकार्यांचा दृष्टिकोन ठेवूनच या वाटाघाटी केल्या. त्यामुळे या वाटाघाटी यशस्वी ठरल्या आहेत. नवीन श्रेणीमुळे बहुतेक सर्व कारकून वर्गास फायदा मिळणार असल्याने नव्या वेतनश्रेणीचे सर्वांकडून समाधानकारक स्वागत केले जाईल असे समजते.

New scales, back pay for LIC men under new pact

By A Staff Reporter

About 35,000 employees of the Life Insurance Corporation will get an immediate annual monetary benefit of Rs. 1.66 crores as additional wages, besides bonus and allowances, with retrospective effect from January 1, 1962.

ENGAGEMENTS

Bombay Municipal Corporation: Meeting, 3 p.m.

The Press Guild of India: Reception to East European Press delegation, Hotel Waldorf, 5-45 p.m.

Swami Vivekananda Birth Centenary Celebrations: Public meeting, Madhavbaug, C.P. Tank, 6 p.m.

Communist Party of India: Shri S.G. Sardesai to speak on "Problems of Leninism Today," Dalvi Building, Parel, 6-30 p.m.

Swatantra Party: Public meeting to be addressed by Shri K. M. Munsli on the China issue, K.C. College Hall, 6-30 p.m.

Bharathi Kala Manram: Tamil drama "Neethin Nizhal" by Shivaji Ganesan and his troupe, Cosmopolitan Sports Club grounds, Matunga, 8 p.m.

RADIO

MONDAY, JANUARY 21

BOMBAY A: (288.5 m)

0730 Dattaram Parwatkar (Sarang); 0815 Hafeez Ahmed Khan (Khayal); 1100 Kamgaransathi (Light Music); 1250 Madhur Geet; 1310 Sugam Sangeet; 1345 Western Music; 1830 Vatsala Nadkarni (Khayal); 1930 S. G. Talkar (Khayal); 1945 Allah Rakha (Tabla); 2140 Week in Sports (Weekly Sports Review in English); 2200 How Much Do You Know? (Talk in English); 2235 Dance Band.

BOMBAY B: (545.5 m)

0745 S. G. Talvarkar (Khayal); 0850 Allah Rakha (Tabla); 1200 Sugam Sangeet; 1230 S. G. Talvarkar (Khayal); 1300 Sugam Sangeet; 1400 Allaha Rakha (Tabla); 1415 Vatsala Nadkarni (Khayal); 1730 Geet Mallika; 2015 Programme in Konkani; 2100 G. G. Kharadkar (Violin); 2200 Hafeez Ahmed Khan (Khayal).

POONA: (384.6 m)

0715 M. G. Gokhale (Khayal); 0815 N. B. Londhe (Vocal); 1350 N. B. Londhe (Sugam Sangeet); 1800 Llyas Khan (Sitar); 1830 M. G. Gokhale (Khayal); 2130 Swami Vivekananda (Marathi Version of the feature in English); 2215 Shastreyya Sangeet.

The present offer to the All-India Insurance Employees' Association is over twice the previous figure of Rs. 65 lakhs originally offered by the Corporation.

The employees in various wage categories will get an increase in their monthly pay packets from Rs. 20 to Rs. 100. The fitments will be made by stages, according to a five-year agreement to be signed soon.

The agreement provides for 1-1/2 months basic salary, including special pay as bonus to the staff. Term assurance benefit and other clauses of the bonus agreement will continue.

The LIC has also agreed to link the dearness allowance with the cost of living index which will be 126 (1949=100).

This means that 26 per cent of the D.A. of Class IV and 19.5 per cent D.A. of Class III employees will be merged in the basic salary.

This will also result in neutralising the rise in the cost of living by 100 p.c. in case of Class IV and 75 per cent in the case of Class III employees.

NEW PAY SCALES

The revised pay scales will be as follows: Class IV Sweepers: Rs. 77-2-83-3-131-4-135-5-145. Peons: Rs. 82-2-88-3-136-4-140-5-150. Drivers: Rs. 120-3-135-4-155-5-170. Class III R.C.: Rs. 110-4-130-5-165-EB-5-185-6-227-8-251. Assistants and Typists: Rs. 130-5-155-6-167-8-191-EB -8-207-10-257-12-281 EB -12-305-15-350-20-370. Stenographers: Rs. 145-10-215-EB -12-275-15-350-20-370. Higher Grade Assts.: Rs. 190-10-260-EB 15-440-20-480. Superintendents: Rs. 250-20-550-25-575.

The Machine and Functional allowance paid to typists, telephone operators etc., will be enhanced from Rs. 10 to Rs. 15. The House Rent Allowance agreed to is: Rs. 8—Upto a basic salary of Rs. 100, Rs. 10—for Rs. 101 to 227. Rs. 12.50—for Rs. 228 to Rs. 320 and Rs. 15—for Rs. 321 and above.

A spokesman of the All-India Insurance Employees' Association which concluded the fruitful negotiations with the LIC, said that their trade union was proud of such a settlement in the present situation.

ALL INDIA INSURANCE EMPLOYEES ASSOCIATION

About Ourselves

THE All India Insurance Employees' Association (AIIEA) is the premier organisation of the insurance employees of India having been founded in 1951. It has a primary membership of about 34,000 coming from both life and general sectors of the insurance industry.

The Fifth General Conference of AIIEA will take place at Nagpur from 17th to 20th December, 1963. Our organisation had submitted a Charter of Demands to the LIC authorities in 1960 and through sustained movement for over two and half years it was possible to come to a bipartite settlement early this year securing overall 25% rise in pay packets, consolidation of a larger part of dearness in basic wage and getting D.A. linked with the cost of living index. Commitment on negotiations regarding amenities, such as, medical benefit, housing etc. within the year 1963 could also be secured. In the General Insurance sector our Association and its affiliated units were able to secure substantial rise in pay scales and other benefits for a large number of employees through agreements or awards.

The activities of our Association are not confined within narrow limits. We are proud to recall the response of the insurance employees to the call of the nation in the emergency situation created by Chinese attack on our border. We gave money, blood and our men.

Our organisation has also taken active interest in the cultural, recreational and other activities of the employees and have taken initiative in forming sports and recreation clubs, cooperative societies, holiday home and the like. 'INSURANCE WORKER', the journal of the Association, has completed six years of its existence in December, 1963.

It has always been our earnest endeavour to render best possible services to the policy-holders and we have suggested for adoption of various steps and measures to the management for the purpose many of which, unfortunately, have not been implemented.

The successes we have been able to achieve so far have not removed our problems. One of the major tasks facing us is the

complete nationalisation of the general insurance business and ensuring security of service of general insurance employees. In the LIC we face the issue of securing amenities to the employees where there is none yet worth mentioning. The Staff Regulations of LIC also contain many provisions negating the civil and fundamental rights guaranteed by Indian Constitution. Our efforts to make the authorities agree to suitable amendments have so far failed and we have to exercise ourselves more towards having progressive Staff Regulations. Our Association took active part in the movement against Compulsory Deposit Scheme, Additional Surcharge, high taxation and high prices of all commodities of daily use, and also endeavoured to bring about coordination in movement on these demands by different middle class trade union organisations.

It has always been our endeavour to see that the LIC functions to subserve the best interests of the nation as a whole and invests its funds solely in State-Plan projects. Time and again we have urged upon the Government for so reorienting the policy of the LIC. We are glad our suggestions regarding investments have been corroborated by Parliament's Estimate Committee. We shall continue our endeavour to make LIC one of the best institutions in the public sector, dedicated to the interest of the nation.

Our Fifth General Conference at Nagpur would naturally review the activities of the past four years, assess the successes and failures and draw lessons therefrom. We shall have to chart our programme for the future activities which while protecting the interests of the insurance employees, shall also serve the interest of the industry and the nation at large. The problems and worries of the wage-earning people of the country will also come up for the consideration of the Conference and seek suitable response which, we are sure, will be readily forthcoming from the collective wisdom of the assemblage.

In this hard but rewarding tasks we seek the help and guidance of all friends and well-wishers.

November 25, 1963
24, Chittaranjan Avenue (Top Floor)
Calcutta-12

Saroj Chaudhuri
General Secretary

1939-4

ALL INDIA INSURANCE EMPLOYEES' ASSOCIATION

Camp: Bombay.
Date: 24/1/63.PRESS RELEASE.

An agreement was concluded at Bombay on the 23rd January between the Life Insurance Corporation of India and the All India Insurance Employees' Association. The agreement is the result of prolonged negotiations carried out intermittently between April, 1962 and December, 1962. As a result of the agreement the minimum total salary of employees in the various categories will be as under:

				<u>Actual rise.</u>
Sweepers & Cleaners	Rs.105.02	as against	Rs.90.00	Rs.15.02
Peons Charvasis, etc.	111.32	"	95.00	16.32
Record Clerks	141.45	"	125.00	16.35
Drivers	161.20	"	140.00	21.20
Clerical Assistants	165.35	"	145.00	20.35
Stenographers	183.27	"	160.00	23.27
Higher Grade Assistants	237.05	"	215.00	22.05
Superintendents	311.25	"	280.00	31.25

D.A. will be paid at the rate of 26% of basic salary for subordinate employees and 19.5% of other employees. For every rise of 10 points in the Consumer living index over 126 points (1949 = 100) over a period of 12 months, the D.A. will increase by 10% of basic pay for subordinate staff and 7.5% for clerical and supervisory staff. Annual Cash Bonus of 1 month's salary and Term Assurance in case of death while in service. House rent allowance will be provided at the following rate.

Rs. 8.00 up to Rs.100/- basic.
10.00 from Rs.101 to 227.
12.50 " 228 to 320.
15.00 " 321 and above.

Functional allowance to employees handling various types of machines (such as typists, Comptometer operators, Telephone operators, etc.) has been increased from Rs.10/- to Rs.15/- per month.

The grades have been revised by merging Rs.50/- (approximately) of the present D.A. in the grades. All the benefits arising out of the agreement are equally applicable to all employees all over India and the benefits will have retrospective effect from 1st January 1962.

The A.I.I.E.A. which represents 31,048 employees entered into the agreement on behalf of its members and the employees have hailed the terms as a big advance, particularly because of the prevailing difficulties.

The minimum and maximum monthly increase in the case of Class III and Class IV employees is as under:-

Class III	-	Rs.20/-	-	Rs.78/-
Class IV	-	15.02	-	32/-

The yearly increase in the salary, after submission of Charter ^{in 1960} is as under:-

Interim Ad-hoc Settlement, 1961	--	Rs.67 lacs.
Present Settlement	--	166 lacs.
		<u>Rs.233 lacs.</u>

The LIC's total wage bill will be about Rs.8,25,00,000 and the average wage rise over 20%.

The current membership of the Association is 31,048 as against total strength of employees, 34,700.

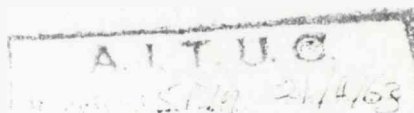
P.P. Patil
(P.P. Patil)
Joint Secretary.

Northern Zone Insurance Employees' Association

(H. Q. NEW DELHI)

Lakshmi Insurance Building,
Asaf Ali Road,

New Delhi 20th February, 1963.



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

Dear Friend,

Re:- Merger Convention of the
General Insurance Employees.

You will be pleased to know that a Convention of the Employees working in the General insurance companies in Delhi, Punjab, Rajasthan, Himachal Pradesh and Jammu & Kashmir has been called on 9th and 10th of March, 1963. In this Convention a Union for the General insurance employees will be formed and the existing companywise Unions have been requested to merge their existing Unions with the new body after it is registered. The Open Session will be held in the New Delhi Town Hall on 9-3-1963 at 3.0 P.M. The Delegate Session will be held on the day following.

I am to request that you will be good enough to attend this Open Conference; in the alternative depute your representative to speak to the Insurance employees and inspire them by your experience and views. I hope you will not disappoint us.

Please be good enough to drop a word in confirmation.

With greetings,

Yours Fraternally,

(D. C. Gupta)
Convenor.

(Secretary Private Sector).

sent to Ramen
21-2-63

INSURANCE CORPORATION EMPLOYEES' UNION

COIMBATORE DIVISION

(AFFILIATED TO SOUTH ZONE INSURANCE EMPLOYEES' FEDERATION)

10/1, COX STREET, COIMBATORE-1

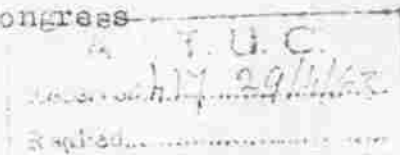
(REGD. NO 2225)

ALL COMMUNICATIONS TO BE
ADDRESSED TO THE SECRETARY

Date

The General Secretary,
All India Trade Union Congress
NEW DELHI

25th April 63



To open cut here

Dear Comrade,

Re: OUR ANNUAL CONFERENCE

We have great pleasure in informing you that the 7th Annual Conference of our Divisional Union is to be held on 4th & 5th May 1963 at the President Hall, Avanashi Road, Coimbatore. There is a special significance for this conference, as we are meeting at a time when our Nation faces a crisis. As a responsible Trade Union in the Insurance Industry, we feel that we have a greater role to play in defending our Nation's honour and prestige.

It is our earnest desire to hold this Conference in a larger scale since this is the first Conference after our major achievements on the charter of Demands. This conference-- will also analyse every aspect of the Industrial Truce Resolution and the part played by the Labour in implementing the same in its best form, inspite of the hurdles that stood in the way. We would, therefore, request you to give us your valuable suggestions and advice in this regard. We may also request you to send your delegates to attend our Conference. If, however, this is not possible, we shall thank you, if you could send your messages of Greetings, which will greatly enthuse us.

With greetings,

Yours fraternally,

A.R. Kalyanasundaram

(A.R. KALYANASUNDARAM)
Secretary.

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अन्तर्देशीय पत्र
INLAND LETTER

NO ENCLOSURES ALLOWED



Com. S.A. Dange,
General Secretary,
All India Trade Union Congress,
4, Ashok Road,
NEW DELHI

S. Thandekar
R.K.

First fold here

Third fold here

Sender's name and address:
Insurance Corporation Employees' Union
COIMBATORE DIVISION
10/1, COX STREET
COIMBATORE - I

HAVE YOU
HEALTH SEAT

Second fold here

1483.7
Amalendra

DIVISIONAL INSURANCE EMPLOYEES' ASSOCIATION

Regd. No. 4670

JALPAIGURI

(Affiliated to A. I. I. E. A. through E. Z. I. E. A.)

President :

Sri Kumud Ranjan Ghose

General Secretary :

Sri Amalendra Munshi

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

Address : Sri. Kumud R. Ghose

New Town
JALPAIGURI

Date The 17th May, 1963.



Dear Sir,

We take much pleasure in informing you that the 7th Annual General Conference of D.I.E.A., Jalpaiguri, is going to be held on 8th and 9th June/63 at Jalpaiguri.

In the back-ground of National Emergency and the need for strengthening National Defence and Development efforts, the increase in direct and indirect taxes was not completely unexpected. But it is really painful that this year an all time record of indirect taxation has given a stunning blow to the common people, thereby further depressing the already depressed standard of living, particularly of middle class people of fixed income group. We, the L.I.C. employees, fear that the gains recently achieved through a negotiated bipartite settlement on charter of demands with L.I.C. are sure to be completely wiped out by the taxes added with undaunted and uninterrupted upward rise in prices of all essential commodities.

As you are aware, we have been persistently insisting upon our Authorities to amend certain undemocratic clauses of our Service Rules in a manner which justifies the right of an individual to afford an honest opinion and exercise elementary democratic rights whatsoever, but unfortunately the same has been made more retrograde innature, not to speak of making it democratic and progressive. We need your valued opinion in the matter.

The All India Insurance Employees Association, of which we are a Divisional Unit, ever since the inception of the Life Ins. Corpon. of India, has been demanding recognition as the sole bargaining agent of the Employees of the Corporation, not because we represent more than 90% of the total employees in the Industry throughout India and the L.I.C. Authorities conduct negotiations with us, but from the point of view of establishing harmonious relation between the employees and Authorities. Exclusive recognition fosters, encourages and promotes healthy collectivism which is the only alternative to infinite interference with the individual. We trust, our view point will receive your sympathetic support.

We are, no doubt, aware that we are pledged to work for the success and triumph of the public sector, to give our best to the Policyholders and thereby materially help the cause of the public sector of which we are a proud part. One Union in one Industry is the avowed principle of Government of India itself and we are simply demanding acceptance of the same in Insurance Industry.

Our Conference will therefore feel encouraged and greatly enthused if you kindly grace the Conference with your kind presence and in case of your preoccupations, may we request you to kindly favour us with your value comments, suggestions and advice.

Yours faithfully,

GENERAL SECRETARY.

1983.8
INSURANCE EMPLOYEES' ASSOCIATION

PATNA DIVISION

(Regd. No. 869)

PRESIDENT:

Sm. RAM DULARI SINHA, M. A.
M. P.

VICE-PRESIDENT:

Sri. K. P. SINGH.

GENERAL SECRETARY:

Sri. R. K. Bose
C/o Life Insurance Corporation of India,
Laxmi Building,
Fraser Road, Patna-1.

Date: _____ 196

11 Jul 1963

To
The President,
A. J. T. U. C.
New Delhi

Dear Sir,

Re: Compulsory Deposit Scheme.

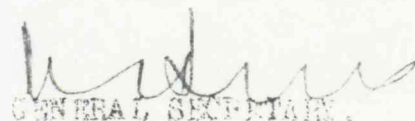
The Compulsory Deposit Scheme has been a very severe imposition on the people of the lower and the middle income groups particularly when the burden of indirect and direct taxations has been heavier upon them than ever before as a result of the latest budget proposals of both Union and the State Governments for 1963-64. Moreover, the ever increasing prices of almost all essential commodities have also brought the standard of living much below even the mere subsistence level and indebtedness of the workers and the employees is also increasing as the days pass by.

Under the circumstances the above said Compulsory Deposit Scheme could not but evoke a strong resentment of the members of our Association too which is reflected clearly in the resolution adopted in the 7th Annual General Conference of our Association enclosed herewith.

Sir, pincered between the unprecedented heavy taxes on the one hand and the rising prices of essential commodities on the other the economic conditions of the fixed income group, workers and employees of our country are precariously appalling. We would, therefore, request you to defer the implementation of the Scheme till the economic distress of the workers and employees eases at least to some extent by price control and other suitable measures.

Thanking you,

Yours faithfully,


GENERAL SECRETARY.

Encl: one.

Tuk.
157

EMPLOYEES' STATE INSURANCE CORPORATION STATE UNION
(Registered & Recognised)

101, Chickabally,
Hyderabad-20.
Dated 6/8/1963.

Received 2133 10/63

Dear Sir,


It is with great pleasure I have to inform you that the 3rd Annual Conference of our Union will be held on the 8th August 1963 at Hyderabad. At this Conference, the members of the Union working in the offices of the Employees' State Insurance Corporation situated throughout Andhra Pradesh Region will meet and discuss the various problems confronting not only to them but also to the 80,000 Insured Workers of Andhra Pradesh covered under this scheme.

A befitting message from a Veteran Trade Union Leader like you who has done yeoman service to the Trade Union Movement, will inspire and guide us in our deliberations. So I would request you to kindly send me an inspiring message to be read at the Conference at your

2

earliest convenience.

Yours faithfully,


(A.R. MENON) 6/5/62
GENERAL SECRETARY

To

Shri S.A. Dange,
General Secretary,
All India Trade Union Congress,
NEW DELHI.

August 10, 1963.

Shri K.R. Menon,
General Secretary,
101, Chickadpally,
Hyderabad-20.

Dear Comrade,

Reference your invitation to Com. Dange to send a message to the 3rd Annual Conference of your Union, I regret that due to his pre-occupations it is not possible for Com. Dange to send you the same.

However, on behalf of AITUC, may I take this opportunity to extend our warm fraternal greetings to your conference and through it to all your members?

The Employees' State Insurance has been won by years of struggle by the Indian Working class. However there still remains many defects and lacuna in the Act itself and in the administration of the Act further difficulties are encountered by the workers. Your members, as important agents of administration of this act, which vitally concerns workers, will no doubt deliberate upon this aspect also and we are sure, that based upon the intimate knowledge that you have of the working and the Act, your conference will be able to put forward concrete suggestions for better administration.

Your conference is meeting at a vital moment in the history of India's working class movement. On the one side there are rising prices, taxes on the poor and denial of trade union rights. On the other reactionaries are mounting a huge offensive on vital national policies like non-alignment, self-sufficiency in defence, planned development and democratic institutions.

We are sure that apart from the problems immediately facing your members, your conference will deliberate upon these wider issues also and will help in unifying the workers in meeting the offensive both on its living and working conditions and on the nationally accepted policies.

Once again we wish your conference all success.

With greetings,

Yours fraternally,


(Satish Loomba)
Secretary.

EMPLOYEES' STATE INSURANCE CORPORATION
 EMPLOYEES' UNION, BOMBAY REGION.
 (RECOGNISED.)

REGISTERED UNDER INDIAN TRADE UNIONS
 ACT, 1926. REGISTRATION NO. 2920

27, MILITARY SQUARE LANE,
 FORT, BOMBAY. 1.

REF. NO.

DATED 22nd Aug., 1963.

To
 The All India Trade Union Congress
 55, Erindivan Road,
 Bombay. 11. 2572 3/19/63

Dear Friend,

I have pleasure to inform you that the Second Annual Conference of the All India Employees' State Insurance Corporation Employees' Federation is going to be held in Bombay on 13th, 14th and 15th September, 1963. The All India Employees' State Insurance Corporation Employees' Federation is the only organization, which is recognized by the Corporation and the Government of India and about 13 Regional Unions in the various States which are also recognized by the Corporation are affiliated to it.

As you are aware the Employees' State Insurance Corporation is the Pioneer Social Security organization set up by the Government of India under Ministry of Labour and Employment for the benefit of the much neglected Industrial Labour in this country. With a modest start in 1952 in Delhi & Kanpur covering only 1,2 Lakh of industrial workers, the organization has today grown progressively and render service to about 33 lakhs of beneficiaries through 151 centers in the country. The Scheme besides providing various cash and medical benefits to the beneficiaries of the scheme also now provides medical benefits to the families of the Insured Persons. It is hardly necessary to emphasise the importance of the role played by the employees, in rendering the maximum efficient services to the industrial workers on whose shoulders mainly rests the progress of the country.

Now, on the eve of the inaugural function of the Convention on 13.9.63 we propose to bring out a Souvenir to commemorate the occasion which is likely to be graced by the presence of the Union Labour Minister Shri G.L. Nanda. We would like the Souvenir to contain the views of the various interests represented in the Scheme as also the view of eminent scholars in the field of social security. I have, therefore, to request you to kindly contribute an article to the above Souvenir on the Scheme and its functions in our mother land.

We shall be highly obliged for a favourable reply by the end of this month.

Thanking you,

Yours faithfully,

(GEORGE THOMAS)
 GENERAL SECRETARY

9 Sept 1963

EXPRESS DELIVERY

General Secretary,
Eastern Zone Insurance Employees Association,
C/o Shri Amalendra Munshi,
LIC of India,
Divisional Office,
JALPAIGURI, W. Bengal

Dear Comrade,

We are glad to know from your letter of 2 Sept that your 7th Annual General Conference is being held in Jalpaiguri. On behalf of the AITUC, we wish your conference success in further strengthening your organisation and the capacity for united action.

The insurance employees and the AIIEA deserve all congratulations for the recent collective agreement reached with the LIC providing for larger emoluments for the employees. The rising prices, the CDS and the high taxes are however reducing to nought whatever gain the workers and employees are making in the matter of higher wages. These problems have therefore of necessity to be tackled on a national plane and with all unions acting in unity. The recent Bombay action is a pointer. We hope the conference would these questions and would come to fruitful conclusions.

With warm greetings,

Yours fraternally,

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

XXXXXXX
XXXXXXX

5 Jhandewalan,
XXXXXXXXXXXXX

No. 110/K/63
9 September 1963

To

Com. Daulal Gupta,
President,
Indore Division,
Insurance Employees Association,
Indore.

Dear Comrade,

Thanks very much for your kind invitation to attend the Conference on 14th & 15th September. As you are aware that immediately after the Great March on 13th September we are all busy in Delhi in various meetings on subsequent days. That makes it impossible for us to leave the station.

We wish your Conference success and are pretty sure that the burning issues of taxes, rising prices, Compulsory Deposit Scheme and the question regarding nationalisation of Banks, Oil, Export-Import trade to raise funds for defence and economic development of the country, which is the demand of entire working class and the people of India will definitely find a place of discussion in the deliberations of the conference. Your conference immediately after the presentation of the Great Petition signed by over 10 million of toiling masses with above demands will definitely force the issue that each and every one especially among the working class has to continue this battle and utilise our organisation for the purpose. Your sectional demands will be easier to achieve if on the national plane the power of employers is curbed. Convey my warmest greetings to the delegates assembled there.

Yours fraternally,

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

- INDORE DIVISION
INSURANCE EMPLOYEES' ASSOCIATION, INDORE

*Cordially invites you to attend its 7th Annual
General Conference to be held on the 14th & 15th
SEPT, 1963, at MAHARASHTRA BRAHMAN SABHA, JAGDIBAI
INDORE (programme overleaf) and greet the
occasion.*

50, Gautampera.
INDORE.

DAULAL GUPTA
President

14-9-63	Open Session	5.00 p. m.	onwards
15-9-63	Delegate Session	11.00 a. m.	onwards
16-9-63	General meeting	5.30 p. m.	

(Chandra Niwas)

RESOLUTION ON "COMPULSORY DEPOSIT SCHEME"

This 7th Annual General Conference of Insurance Employees' Association Patna Division, held on 24th June 1953 at Patna places on record its strong resentment against the Compulsory Deposit Scheme ~~conting~~ as it does to the salaried employees and workers of the Country in the face of unprecedently heavy taxations on the one hand and ever increasingly rising prices of essential commodities on the other.

In the opinion of the Conference the Compulsory Deposit Scheme is not only a negation of the wage policy for which the Trade Union movements in the country have hitherto been fighting but, the elements of coercion and compulsion that the said Scheme is inherent with, also flagrantly encroaches upon the workers' democratic right of utilising their earnings in accordance with their free choice. The tax structure of the Government has already caused a sharp cut in the real wages of the Wage earners and the standard of living of the working people has already gone down below the bare subsistence level. In making up the deficit in the family budget the individual indebtedness of every worker and employee of the Fixed income group is mounting high every day.

This Meeting, therefore, urges upon the Government to reconsider the entire issue taking into view the appalling economic condition of the workers and employees in the circumstances described above and also urges upon the Government to defer the implementation of the Scheme till the economic distress of the working people eases at least to some extent by price controls, equitable distribution of the commodities within accessible prices and such other suitable governmental measures.

Sd/- R.K. Bose,
GENERAL SECRETARY.



Sd/- K.P. Singh,
PRESIDENT OF THE MEETING.