

Indian Labour Fund.

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June, 1926.

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**The
Indian Labour Journal**

Official organ. of the B. N. Railway
Indian Labour Union.

EDITOR—V. V. GIRI.

Bar-at-Law.

Vol. III

June 1926.

No. 9

“Millions of Newspapers definitely hostile to Labour circulate everyday, because they are bought by the working men who have not yet acquired the habit of spending their money on a friend instead of an enemy.”

J. R. CLYNES M. P.
*Lord Privy Seal and Ex Leader
of the House of Commons.*

realise that you should give preference to Labour Journals.
vs, fight for your cause and exist to vindicate your rights.

Join Labour Journal which wants more readers,

(a) Referring to the Resolutions 29 & 30 of the last session of the All-India Trade Union Congress, this Convention expresses its deep regret at the unwillingness of the Government of India to carry out the amended resolution passed by the Legislative Assembly without division on the 5th February, 1925 for an enquiry into the grievances of the railway subordinate employees and at the attitude adopted by the Hon'ble Member for commerce and railways towards appeal preferred by aggrieved railway employees, ignoring the fundamental rules and principles laid down for the protection of public servants against unjust treatment by officials of Government and Agents of Companies working state railways on behalf of the Government of India, and urges the Legislative Assembly to insist upon the enquiry being made publicly;

(b) This Convention recommends that Rai Sheb Chandrika Prasad and Mr. V. V. Giri be appointed as members of the Enquiry Committee referred to in (a) above as representatives of railwaymen.

The Government of India may also be reminded that a consolidated statement relating to the grievances of the Indian Railwaymen was presented to the members of the assembly and Government of India at Delhi under the joint signatures of the President of the All India Trade Union Congress and the Railwaymen's convention respectively.

The statement showed how racial discrimination is rampant on the railways with respect to appointment and pay, promotion, leave, accommodation retrenchment fines, hours of work dismissals, medical relief etc. etc. Further the representatives of Railway Unions such as the B. N. Ry. and M. S. M. Railway & E. I Railway also came over to Delhi and presented their statements. In the facts of these uncontroverted facts we are surprised that Sir Charles refused the demands of the Railway men for the formation of an enquiry committee. We take it that the Govt. of India feels shy and nervous over an unquestionably reasonable demand of the Railway men themselves reason being that vagaries practised in the name of justice, in relation to the Railway administration in India would be exposed to the world in all its nakedness. We are happy to state here that the Railway men could convince the assembly of the grievances existing and railway men ought to feel grateful to the representatives who fought with the Government successfully piloted resolution for the immediate formation of the enquiry committee in spite of the vehement opposition on behalf of the Government.

It lies with the railwaymen to press their demands by standing by their Unions in their thousands and thus refute the false accusations of Sir Charles made against them. We fully trust that railway men all over India will do this to the occasion in their own

Brief Statement of Grievances of Subordinate Employees on Bengal Nagpur Railway.

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The following statement of a few of the grievances of the Indian Staff serving the B. N. Ry. has been drawn up for the consideration of the Company's Administration.

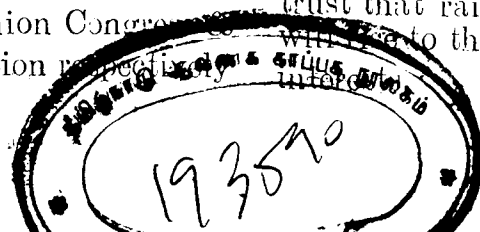
I. METHODS OF RECRUITMENT.

The recruitment of staff on the B. N. Ry. is made with differential treatment and in the majority of the cases the better posts carrying higher prospects are given to Europeans and Anglo-Indians without testing the real merits of the candidates. For instance an Indian to become an Asstt. Station Master must first pass the Government Telegraph Examination and serve as a Signaller for a considerable time. After passing that examination he is promoted to that post on a minimum pay of Rs. 40/- per mensem with annual increments of Rs 4/-, rising to a maximum of Rs. 70 at an VIII class station. But an Anglo-Indian Guard without telegraphic qualifications, passing the same Asstt. Station Master's examination, is posted at a bigger station on a

starting pay of Rs. 230 with periodical increments of Rs. 10/ rising up to Rs. 320/- per month.

II. PUNISHMENTS INCLUDING FINES AND REMOVAL FROM SERVICE

The conditions in this respect are very deplorable. Fines inflicted are heavy. Ordinarily they absorb a man's one full day's wages, leaving nothing for the subsistence of the employee or his family for the day, although a full day's work is exacted from him on the day the fault is found. In a majority of the cases no explanation is obtained in writing allowing the victim to defend himself. These punishments are in a majority of cases meted out by the District Officers on the recommendation of the subordinate supervising staff without instituting any personal enquiries on the spot in presence of the offender, with the result that in several cases the subordinate supervising staff with vindictive motives on account of private grudges put the staff in trouble even for a slight fault which might have been over-looked.



Representations from the Union, in cases of punishments prove of little avail and the usual reply is received that the superior officers are satisfied with the decision of their subordinates. With this remark details of the circumstances necessitating the punishments are also denied for the satisfaction of the party concerned. Cases have also come to notice of the Union where carelessness in work has been met by assaults by European or Anglo-Indian Supervisors and their actions have been upheld by officers. To regularise punishments rules should be framed classifying the nature of offences and their penalties. For all punishments written charges should be given to the employee and his explanation in writing obtained and on this, nature of punishment inflicted should be recorded and a certified copy thereof given to the party. Personal enquiries should be made by the District Officer before arriving at a decision and such enquiries should be held in presence of the complainant and the defendant. The evidence should be committed to writing for future record.

II. (a) FINES.

Fines realized from the staff are credited to 'Fine Fund'. A very small proportion of this fund goes to really charitable purposes but the major

portion is spent for enjoyments such as dances etc. of the European Staff.

II. (b) DISMISSALS.

Cases of dismissals have become of late a common practice on Railways, even for an ordinary fault. The men are left to the mercy of their superiors and no consideration is given to the long and faithful service rendered by the employee. The consequence of such a heavy punishment is that the employee loses not only his means of livelihood but he is deprived of all the bonus on his provident fund subscriptions at his credit. This rule is very hard and should be rescinded. Cases have occurred where Joint enquiries have been refused by the authorities even when the inappropriateness of the punishments has been clearly shown. In cases of European Staff ill-treating Indian employees, the punishment inflicted, if any, is carefully reserved or concealed from the employees to maintain prestige of Europeans. In cases of European Staff found guilty of offences against Indian Staff, it should be incumbent on the District Officer to notify clearly the nature of punishment inflicted which should not be deviated from the course followed in cases of punishments inflicted on Indians. For instance if an Indian employee could be dismissed for a

certain fault, a European, irrespective of his position in the service and grade, should also receive the same treatment for a similar offence committed by him. It should not be left to the sweet will of an individual officer to discharge an employee with a month's notice without giving him reasons for his discharge. This is especially unjust when a man has put in a long service. When the Union upholds the cause of such employees the authorities pronounce that the man was incompetent. It is surprising how a man who was competent for many years could suddenly become incompetent. Under these circumstances it is necessary that the fines inflicted should be very rigidly regulated and all cases of dismissals should be enquired into jointly, giving a chance to the employee to produce his witnesses, if any, before arriving at a final decision.

III. HOURS OF WORK.

The duty hours fixed for the Traffic staff are not uniform on each District. On some Districts 8 hours duty is fixed while on others 12 hours, regardless of the importance of the section and the train service. The Station Staff especially Assistant Station Masters, Signallers, Tranship Shed clerks and others required for night duty have to remain 12 hours at the station. In the case of Assistant Station Masters night

duty continues for several years. Complaints in this connection have been numerous from the poor sufferers but without any effect. A typical case which occurred at Khurda Road was published in the Journal of the Union for the month of November 1924.

Staff working with the running of engines and at certain stations are required to be on duty continuously for long hours, say at times 12 to 16 hours. To obviate this overwork either relieving staff should be doubled or more Engine sheds opened at closer distance.

IV. HOLIDAYS.

All Sundays, half Saturdays and other Gazetted holidays of the Province under the negotiable Instruments Act, are granted to the clerical staff unconnected with the Running of trains. None of the Gazetted holidays are granted to the Traffic Station staff and this coupled with the 12 hours night duty makes the lot of this staff very hard. All the holidays granted by the Local Government of the Province do not find place in the Company's Calendar. This should be included and staff allowed such holidays as are necessary according to their religious convictions.

IV (a) WORKSHOP HOLIDAYS.

The Daily rated workshop staff are debarred from the enjoyment of Sun

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EUROPEANS & ANGLO-INDIANS.			DESIGNATION.	INDIANS		
...	...	...	Station Masters Class V (11 places)	100	5	160
...	...	...	do. VI (18 places)	85	5	120
...	...	...	do. VII (33 places)	60	5	100
...	...	...	do. (all the rest of the Station VIII)	52	4	80
230	10	320	Asstt. Station Masters Class I (8 places)	None.		
110	10	250	do. II (3 places)	None.		
90	5	120	do. III (15 places)	80	5	120
				Only few for Indians		
...	...	...	do. IV (22 places)	60	5	100
...	...	...	do. V (51 places)	50	5	85
...	...	...	do. VI (all the rest of the Stations)	40	4	70
...	...	...	Sub-Asstt. Station Masters	30	4	60
400	20	500	Yard Masters special class at selected places	None.		
300	15	400	Yard Masters Class I (5 places)	...	None.	
250	10	330	Asstt. Yard Masters (8 places)	...	None.	
DESIGNATION.			EUROPEANS & ANGLO-INDIANS.	INDIANS.		
District Inspectors (8 places)	...	280	20	500	None	
Traffic Inspectors T. T. Ry.	...	280	15	400	None	
Traffic Inspectors (9 places)	...	250	10	350	Two	
Train Inspectors	...	230	10	320	None	
Commercial Inspectors (4 places)	...	250	10	350	None	
Head Train Controller	...	400	20	500	None	
Train Controller Class I (16 places)	...	230	10	320	None	
do Class II	...	100	5	160	Very few places are given to Indians	
Train Controller clerks	...	60	5	100	Do.	
Yard Masters Special Class	...	400	20	500	None	
do Class I (5 places)	...	300	15	400	None	
Asstt. Yard Masters (8 places)	...	250	10	330	None	
Yard Foreman Class special (10 places)	...	120	10	200	Very few places are given to Indians	
Yard Foreman Class I	...	...	...	100	5	130
do Class II	...	...	...	50	5	100
Shunting Masters Class I	...	...	...	35	5	75
do Class II	...	...	...	30	4	50
Head Number Takers Class I	...	...	...	90	5	120
do Class II	...	...	...	60	5	90
Asst. Head Number Takers	...	...	...	54	4	70
Number Takers	...	...	...	30	4	60
Station clerks class I	...	...	...	80	5	120
do class II	...	...	...	28	4	80

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DESIGNATION.	EUROPEAN & ANGLO-INDIANS.			INDIAN		
Asstt. Station clerks	...	...	...	28	4	60
Head coaching clerks	...	...	...	90	5	150
Coaching clerks class I	...	...	...	80	5	110
do. class II	...	...	...	50	4	80
Asstt. Coaching clerks	...	...	...	30	4	60
Head parcel clerks	...	...	...	80	5	110
Parcel clerks	...	...	...	50	4	80
Asstt. Parcel clerks	...	...	...	30	4	60
Head goods clerks	...	...	...	90	5	150
Goods clerks class I	...	...	...	80	5	110
do. class II	...	...	...	50	4	80
Asstt. Goods clerks	...	...	...	40	4	70
Shed clerks	...	...	...	30	4	60
Head Tranship clerks	...	...	...	80	5	110
do. class II	...	...	...	50	4	80
Head Weight Bridge clerks class I	...	...	...	90	5	120
do. class II	...	...	...	60	4	90
Asstt. Head Weight Bridge clerks	...	...	...	40	4	70
Weight Bridge clerks	...	...	...	28	4	60
Telegraph Inspectors	...	400	20	500	None.	
Inspecting Signallers	...	...	...	140	10	200
Head Signallers class I	...	...	...	110	5	160
do. class II	...	...	...	75	5	115
Asstt. Head signaller	...	...	...	60	5	90
Signallers class I	...	...	...	40	4	76
do. class II	...	...	...	30	4	60
Relieving clerk class I	...	...	...	40	4	70
do. class II	...	...	...	30	4	60
Cabin Asstt. Station Masters class I	...	...	...	60	5	100
do. class II	...	...	...	40	4	70
Cabin Jamadars class I	...	...	...	30	4	50
Platform Jamadars	...	...	...	20	4	40
Shunting Jamadar class I	...	...	...	22	1	32
do. class II	...	...	...	18	1	25
Point Locking Jamadars class I	...	...	...	20	1	30
do. class II	...	...	...	18	1	25
Engine Jamadars class I	...	...	...	18	1	25
do. class II	...	...	...	15	1	20
Cabin Leverman	...	...	...	15	1	20
Jamadars class III	...	...	...	14	1	18
Shunting Porters class I	...	...	...	15	1	20
do. class II	...	...	...	14	1½	18

DESIGNATION.	EUROPEAN & ANGLO-INDIANS.	INDIANS
Pointsman class I		13 1½ 18
do. II		11 1½ 15
do. III		11 1½ 14
do. IV		10 1½ 13

Chowkidars, Sweepers, Mules, Watermen, Hamals, Weigh Bridge Khallasis, Spragmen, Cotter plamen, Empty Wagon checkers, Wagon door fasteners, Points cleaners, Badge runners, Signalmen, Porters, Telegraph Peons, Telephone Peons, Trollymen, Box carriers Bhistie, Old label removers.

class I	....	11 1½ 15
class II	....	10 1½ 13
class III	....	9 1½ 11
class IV	....	9 1½ 11
Menials "Boys"	....	6 1½ 8
Head Chowkidars class I	....	25 1 30
do. II	....	16 1 20
Gatemen class I	....	10 1½ 14
do. II	....	8 1½ 11
Railway dak sorters	....	15 1 25
Seal checkers	....	15 1 25
Asst. Seal checkers	....	12 1½ 16
Crane Muccadams	....	20 1 30
Travelling Tranship Hamals	....	15 1½ 20
Lampmen (Masals, class I	....	15 1½ 19
do. class II	....	10 1½ 14

EUROPEANS & ANGLO INDIANS.	INDIANS.
80 5 120 Asst. Head Ticket collectors	60 5 85
40 4 80 Ticket collectors	30 4 60
N. B.—Ticket collectors after passing the guard's examination will get an increase of Rs. 10 in the case of European and Anglo Indians but only Rs. 4 in the case of an Indian.	
150 10 200 Guards class I	None.
85 10 180 do II	..
95 do III	10 5 90
do IV	28 4 80
	other Districts.
Brakesmen.	12 1 18
Tranship gaurds	40 4 80
Signallers class I	40 4 76
do II	30 4 60

SIGNALLERS.

Paid telegraph candidates have to pass the Line clear examination and also an examination in the treatment of paid and service messages before they leave the training class. And they are then eligible for appointments as Signallers on Rs. 30/- if there are vacancies. Their salaries are raised to Rs. 34/- after 12 months approved service and to Rs. 38/- after another 12 months approved service. After this no further increment is granted till they have passed the Asst. Station Master's examination for which they are not trained. The barring of increment of the latter condition of passing A. S. M's examination is unreasonable and serious discontent is felt by this class of employees on the line.

On other Railways there is no compulsion on Signallers for passing the A.S.M's examination and it is left to their option. If they desire to appear for the A. S. M's examination, they are allowed to do so, otherwise their annual increments are granted in their grades only. Signallers execute the service agreement from as 'Signallers' and therefore it is quite unjust to stop their increments on conditions unconnected with their work. If a Signaller is not willing to work as an A.S.M. he should not be forced to pass the examination for A.S.M's post, and his increment should not be stopped on that ground. Those who afterwards undergo the training for the A.S.M's examination of their own accord may be selected. This is a hard rule as some who are constitutionally better fitted only for Signallers have to wait for years together simply because they do not wish to accept the A.S.M's posts and thus qualify themselves for same.

The following is the scale of pay for Signallers on other Railways.—

E. B. Railway.—'A' class	Rs. 30	4	70
'B' class	75	5	115
'C' class	120	10	170

There is no hard and fast rule regarding the training of A. S. M's Signallers who desire to be A. S. M's appear at the Train passing, and coaching of goods examinations held from time to time.

There is no bar for signallers who do not qualify in the Train passing, coaching or goods examinations.

E. I. Ry.—If a Signaller is willing to appear in the A.S.M's examination he is examined by an officer deputed for the purpose. There is no

compulsion on Signallers to pass the A. S. M's examination, nor is their promotion blocked in any way. Their grade increase is always open to them in the capacity of signallers.

The following are the grades of Signallers on the E. I. Ry: -

Class	'A'	30	2	38
	'B'	40	2	52
"	'C'	60	3	75
"	'D'	78	3	90
"	'E'	100	5	140

LOCO RUNNING STAFF SCALES OF PAY AND ANNUAL GRADE INCREASES.

European & Anglo- Indian.				Designation.	Indian,				
Year					Year				
I	II	III	IV		I	II	III	IV	V
		<i>Nil</i>		Engine Khusi	13	15	16	...	...
60	65	...	...	„ App. Firemen	...	...	...	...	...
80	95	110	...	„ Firemen	20	21	22	24	...
...	...	...	...	Asstt. Shunter	27	29	...	...	..
130	150	...	...	Shunter	32	36	40	...	...
165	180	195	210	Driver II class goods	42	46	50	51	58
220	240	260	...	Driver I class goods	65	71	78	84	91
280	...	...	...	Passenger	100	...	...	...	...
300	...	...	...	Mail	...	...	...	...	...

N. B.—No Indian Driver is allowed to run Mail or Passenger trains on the main line. Overtime for work more than 208 hours in any month is paid to them according to their rates of pay. The grades of the European and Anglo-Indian Running Staff were revised thrice since November 1919 whereas the third revision was not extended to the Indian Running Staff.

SCALES OF PAY OF TRAIN EXAMINING STAFF.

European & Anglo-Indian,			Designation	Indian		
Minimum	Yearly	Maximum		Minimum	Yearly	Maximum
350	25	400	Chief Train Examiner	160	15	199
				200	20	220
160	15	199	Train Examiner	190	5	100
200	20	300		101	10	140
70	5	109	Asstt. Train Examiner	45	4	70
101	10	140		71	5	80
50	5	60	Pro. Asstt. Train Examiner	28	3	40

Europeans and Anglo-Indians

Rs. 420	Head Fitters
Rs. 300	Asstt. Head Fitter
Rs. 420	Dist. Boiler Maker
Rs. 250	Asst. Dist. Boiler Maker

Indians

Rs. 130	
...	
...	
...	

SCALE OF PAY OF SHOP BOUND APPRENTICES.

European & Anglo-Indians

		Indians.	
		'A' grade	'B' grade
Rs. 38 P. M.	I year	Rs. 20 P. M.	Rs. 11 P. M.
Rs. 40 "	II "	Rs. 22 "	Rs. 12 "
Rs. 45 "	III "	Rs. 25 "	Rs. 14 "
Rs. 52 "	IV "	Rs. 29 "	Rs. 17 "
Rs. 65 "	V "	Rs. 33 "	Rs. 20 "

European and Anglo-Indian apprentices will be entertained on a starting salary of Rs. 120 and Indian 'A' grade apprentices on Rs. 45 P. M. after completion of apprenticeship.

N.B.—Good conduct bonus after completion of apprentice course will be given as shown below:—

European and Anglo-Indian apprentices 200 plus 100 in all 300.

'A' grade Indian apprentices. No Bonus.

'B' grade Indian apprentices 15 plus 15 in all Rs. 30.

SHED APPRENTICES.

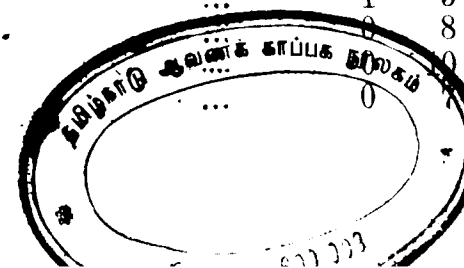
European & Anglo-Indians

Year					Indians				
Year					Year				
I	II	III	IV	V	I	II	III	IV	V
Rs. 40	45	50	55	60	Rs. 11	12	14	17	20

GRADES OF WORKMEN IN LOCO DEPARTMENT.

The following are the rates of daily wages of skilled, semiskilled and unskilled employed in the Locomotive, Carriage and Wagon shops of the B. N. Ry:

	MINIMUM			MAXIMUM		
Boiler Maker	...	0	10	0	2	14
Beltman	...	0	10	0	1	8
Brass Finisher	...	0	10	0	2	8
Caner	...	0	8	0	1	8
Carpenter	...	0	10	0	2	14
Coach Maker	...	0	10	0	2	14
Cabinet Maker	...	1	3	0	2	14
Carriage Finisher	...	1	3	0	2	14
Core Maker	...	0	8	0	1	8
Crane man	...	0	0	0	1	6
Cleaners	...	0	0	0	0	10



	MINIMUM			MAXIMUM		
Cooly	0	6	0	0	9	0
Cooly female	0	4	0	0	7	0
Designer	2	8	0	3	8	0
Driver crane	0	10	0	2	0	0
Driver Hammer	0	9	0	0	15	0
Driver pump	0	11	0	1	0	0
Despatcher	0	10	0	1	12	0
Die Sinker	0	10	0	2	14	0
Drop Stamper	0	10	0	2	0	0
Erector	0	10	0	2	14	0
Fitter engine	0	10	0	2	14	0
Fitter Carr: and Wagon	0	10	0	2	8	0
Fettler	0	10	0	1	2	0
Fireman	0	11	0	1	4	0
Forgeman	0	10	0	2	14	0
Furnaceman	0	12	0	1	8	0
Grinder	0	8	0	2	0	0
Lifter	0	10	0	0	14	0
Liner	1	3	0	2	14	0
Machineman	0	10	3	2	8	0
Machineman wood	0	9	0	2	4	0
Mason	0	11	0	1	12	0
Metal carrier	0	10	0	0	14	0
Moulder	0	10	0	2	14	0
Mochi	0	10	0	1	8	0
Machineman Brass	0	10	0	2	4	0
Number Taker	0	10	0	1	6	0
Operator Acetylene	0	10	0	2	14	0
Oiler	0	8	0	1	0	0
Pattern cleaner	0	8	0	0	12	0
Pattern Maker	0	10	0	2	14	0
Painter	0	9	0	2	0	0
Polisher	0	9	0	2	0	0
Pointsman	0	8	0	0	12	0
Ratchetman	0	9	0	1	0	0
Rivetter	0	10	0	1	14	0
Rivet Boy	0	6	0	0	10	0
Rigger	0	8	0	2	0	0
Striker	0	10	0	0	14	0
Scaler	0	6	0	1	0	0
Sawyer	0	9	0	2	4	0
Shunting Jamadar	0	10	0	1	8	0
Storeman	1	4	0	2	0	0

	MINIMUM			MAXIMUM		
Smith black	0	10	0	2	14	0
Smith Angle	1	3	0	2	14	0
Smith copper	0	10	0	2	14	0
Smith tin	0	9	0	2	4	0
Smith Spring	0	10	0	2	8	0
Shop Boy	0	5	0	0	10	0
Turner	0	10	0	2	14	0
Turner wood	0	9	0	2	4	0
Trimmer	0	10	0	2	8	0
Turner Brass	0	10	0	2	8	0
Tailor	0	8	0	1	12	0
Writer	1	3	0	2	14	0
Yard Gunner	0	12	0	1	8	0
Maistries	100	0	0	100	0	0

The workmen on the B. N. Ry. Loco Department drawing Re. 1 and over are granted an increment of 3/- yearly and those below Re. 1 an increment of 1/- only. The mistries are granted increments at the rate of Rs. 5 annually

MENIAL STAFF

The pay for the menial staff is very scanty. The minimum being Rs. 10 and 14 for a Pointsman and Jamadar respectively rising to Rs. 16 and 18. The minimum should be raised to not less than Rs. 25 for the Pointsman and Rs. 13 for a Jamadar just to give them a living wage.

CLERICAL GRADES.

The following are the grades for the clerical staff

A grade	28	4	0
B grade.	64	4	0
C grade	85	5	11
D grade	120	10	150
E grade	160	10	200
E Special grade	210	10	250

70% of the staff are in the 'A' grade, 20% in the 'B' and only 10% in 'C', 'D', 'E', and Especial grades.

VIII. RACIAL DISCRIMINATION EVEN IN MATTERS OF LEAVE TO INDIAN STAFF.

The following statement will show the description, duration and nature of leave admissible to the Indian employees on the B. N. Ry., compared with the E.I., G. I. P., B. B. & C. I., E. B., N. W. R., M. & S. M. & S. I. Rys., for the European, Anglo-Indian and Indian Staff:—

Railway	Nature of leave	Europeans.	Anglo-Indians and Indians.
B. N. Ry	Furlough on half pay	Admissable after 7 years active service upto 18 months at a time if due. subject to $\frac{1}{4}$ of total service	Not admissable
...	Furlough on full pay	Admissable to the extent of 4 months at a time, if due	do
...	Furlough combined (both full & half pay)	Admissable to the extent of 18 months in all	do
...	Sick leave on full pay	Admissable after 6 months service on medical certificates to the extent of 60 days in a year	do
...	Sick leave on half pay	Admissable after 6 months service on medical certificates to the extent of 2 months in a year under Agent's special sanction	Admissable on medical certificates upto 2 months in a year after 6 months service which period is not to be exceeded without Agent's special sanction
...	Casual leave on full pay	Admissable after 6 months service to the extent of 14 days in a year	Not admissable.
...	Privilege leave ordinary	Admissable after 6 months service to the extent of 1 month after 11 months service	do
...	Privilege leave cumulative	Admissable to the extent of 4 months at a time in all cases but upto 6 months from 4th August, 1914, to 31 December 1921	do
...	Privilege leave combined (both full and half pay)	Admissable to the extent of 18 months at a time either privilege or furlough on half pay or full salary or both or privilege leave with special leave on half pay.	do
...	Special leave on urgent private affairs half pay.	Admissable to the extent of 6 months at a time and when combined with privilege leave it can be given upto a maximum of 16 months.	do
...	Leave on urgent private affairs. Full pay	Not admissable.	Admissable after 6 months service to the extent of 1 month in 12 months active service
...	Cumulative full pay	Not admissible	Admissable to the extent of 4 months if due

* The Engine Khallas and other staff classed as menials are not allowed more than a month's leave in year either on full pay or half pay or both together and this is not cumulative.

E. I. Ry.—The system of leave is governed by Fundamental Leave Rules and Civil service regulations.

E. B. Ry.—All the Indian Staff in the superior establishment are entitled to leave on medical certificate upto 2 months on half pay or one month on full pay in a year. Such leave is accumulated. All the Indian Staff in the inferior regular establishment such as Peons etc., are entitled to one month leave on full pay on private affairs and 60 days leave on half pay on medical certificate in a calendar year, provided no extra expenditure is incurred to State. This leave is not allowed to accumulate. Menials staff viz. gangmen and other work staff in the permanent establishment are only entitled to 15 days casual leave on full pay after completion of one year approved service and one month leave without pay in a Calendar year. The latter is accumulated upto 3 months.

S.I. Ry.—All subordinate employees are allowed sick leave on full pay for 30 days and on half pay for 60 days, casual leave for 14 days and one month's privilege leave with full pay which can be accumulated. Menials are eligible for 30 days sick leave on half pay and those who have put in more than 15 years service are allowed like subordinates 14 days casual leave

with full pay in the year and those of less than 15 years service are allowed 10 days casual leave only.

VIII (a) CASUAL LEAVE.

B. N. Ry :—Casual leave is not granted to any of the Indian Staff on the B. N. Ry. This kind of leave is indispensably necessary to all the employees in any service and all the state-managed as well as Company-managed big Railways in India do allow this privilege to their Indian employees. In reply to a representation the Agent of the B. N. Ry. stated that the Government of India are contemplating a revision of the leave rules and so he would not be able to deal with the points until the result of the said revision is promulgated. The Secretary, Railway Board, was approached in this respect and a reply from him is still awaited in spite of repeated letters and reminders from this Union.

VIII (b) SICK LEAVE ON HALF PAY.

Sick leave on half pay to skilled and semi-skilled Indians working in the Carriage and Engine Sheds on regular establishments as Turners, Fitters, Boiler Makers, Carpenters, Smith &c., is not granted by the authorities even on production of medical unfit and fit certificate from

the Company's Doctor, although in the case of others such as Firemen, Shunters, Train Examiners, clerks &c., such leave is granted without waiting for any special recommendation and in the case of European and Anglo-Indian staff employed in the Engine sheds as Head Fitters, Assistant Head Fitters, Head Boiler Makers, and Assts. This rule is not applied but it is applied only in the case of Indian Staff. Indians will be very grateful if this restriction is removed and they are treated alike. The leave rules on the subject are quite clear and no exception is laid down for any class of employees. Under the leave rules cases of absence on account of duly certified sickness of non-Europeans can be dealt with by the Head of the Department. Engine Khalasis and office peons were hitherto getting sick leave on half pay for 2 months in a year in addition to one month's leave with pay, but they are now denied this and the total period of leave admissible to them in a year is restricted to only one month whether on full or half pay or both combined, and they are denied the privilege of accumulating leave as per rules. On a reference from the Union, the Agent of the Railway states that this class of employees do not require more leave. Unfortunately the Agent has overlooked the needs of these people.

VIII LEAVE PRIVILEGE SICK AND CASUAL Etc.,

(c) PRIVILEGE LEAVE.

Numerous complaints are being received by the Union from men not getting their privilege leave due when such leave is required on emergent family affairs because relieving hands are not available. This is no fault of the men. The Railway should provide an adequate number of relieving staff. In the Traffic Department such leave is granted according to the turn of an employee in order of a series of names entered in an unauthorised register specially maintained for the purpose. This procedure defeats the objects for which a man requires leave and cases have happened where men had to leave the service to attend to their urgent private affairs because leave was refused. In other cases leave was offered when the necessity for the leave had passed. It is therefore necessary that leave when due should be granted upon application and the "Turn Register" abolished. Much difficulty is experienced by the staff standing in urgent need of leave due to them so much so that some of them have not been spared to attend to their marriage at appointed time and suffered heavy pecuniary loss. According to the Hindu custom the date fixed for a marriage if changed the parties

should wait for another auspicious day at times for months together or sometimes even for a year. Such postponements put the parties to a great pecuniary loss and in some cases the engagements fail.

It also so happens that if an

employee after proceeding on leave, accidentally falls ill and submits a medical certificate requesting an extension. In such cases the whole period of absence is treated as leave without pay. This goes very hard with the staff as no one courts sickness.

VIII (d) LEAVE PREPARATORY TO RETIREMENT.

LENGTH OF SERVICE	EUROPEANS	NON EUROPEANS
Between 21 & 25 years ...	12 months combined leave ...	9 months combined leave
Over 26 years ...	18 " " " " " " " " " " " "	12 " " " " " " " " " " " "

Many of the Running Staff have complained that their heavy and onerous duties, at times without timely meals and sleep for a major portion of their service, have rendered them quite unfit for further service, affecting their eye-sight to see signals due to defective vision. In such cases they were hitherto allowed to retire with due leave preparatory to retirement, but of late restrictions have been imposed upon them and they are deprived of this privilege. Defective vision cannot be classified as one brought about by the employees but is due to circumstances connected with their duties over which they have no control. It is therefore necessary that the restriction should be withdrawn and in such cases they should be allowed the same privileges to retire as before. On a representation made from the Executive (Central) Council of the Union, the Agent of the Railway

enquired the specific case which has given rise to this representation. Some cases have already reached the Central Office of the Union and the undersigned after making enquiries into the validity of the complaints from the staff represented their cases but no consideration seems to have been shown yet.

IX GRIEVANCES OF TRAIN EXAMINING STAFF

1. Junior L. A. T's are working as Supervisors and the seniors are made to work under them

2. The juniors have been provided with quarters whereas the seniors are homeless

3. Quarters are not provided to many who have to attend to their duty from a long distance

4. More quarters are required for the Train Examining Staff according to grade and pay.

5. The L. A. T's are asked to work from 12 to 18 hours at one stretch now and then.

6. Overtime allowance is not granted for working over 8 hours

7. Uniform clothings are not supplied to menials and the supervising Train Examining Staff as is done on the G. I. P. Railway and in the Traffic Departments of the B. N. Railway as in the case of menials and the guards. This should be done

8. Water proof clothing should be supplied to Carriage and Wagon Train subordinates such as, Coupling Jamadars, Porters and Vac. Fitters, similar to Shunting Jamadars and Locking Jamadars in the Traffic Department of the B. N. Railway. Water proofs supplied to the Train Examining Supervising Staff should be of a stout black parmatta as they have to remain long hours out and the present water proof supplied is not strong enough to prevent rain penetrating in, thereby moistening clothes which cannot be changed every now and then.

9. Hand lamps should be provided to both the menials and supervising Train Examining Staff, as is done in the Traffic Department of the B. N. Railway.

10. Similar to guards and Shunting Masters on the B. N. Railway, watches for keeping time should be supplied to the supervising Train Examining Staff free of cost.

11. Reward for regular attendance should be granted to all menials of the Carriage and Wagon Department similar to that granted to menials in the Traffic Department.

12. The Carriage menial Staff who are drawing Rs. 10 to Rs. 13 per mensem and have to pay from Rs. 2 to Rs. 3 per mensem for private houses for want of Railway quarters should be either provided with Railway quarters or allowed house rent in lieu thereof.

13. After reaching the maximum pay of the Chief Train Examiners grade, higher promotions to the grade of Carriage and Wagon Inspectors should be given to Indians.

14. Five extra L. A. T's and 2 L. E. T's be kept spare at big stations like Khargpur and 3 L. A. T's and one L. E. T. at other Train Examining Stations in order to relieve L. A. T's and L. E. T's in cases of absence on privilege or sick leave similar to Relieving clerks, A. S. M's and Signallers in the Traffic Department.

X. REGULAR ATTENDANCE BONUS.

A reward of Re. 1/- P.M. is granted to Shunting Jamadars; Point locking Jamadars, Engine Jamadars, cabin Levermen, and Pointsmen and a reward of 8 annas is allowed to all other classes of Jamadars (except Brigade, Cabin and Platform Jamadar) shunting Porters, Pointsmen, and Travelling Tranship Hamals monthly. These rewards are only paid provided the following conditions are fulfilled.

- (a) That a man does not absent himself from duty without permission or without being certified as sick and unfit for duty.
- (b) That a man carries out his duties in a proper manner and does not cause damage to vehicles or accidents of any kind.

But similar rewards are not granted to Loco and carriage menial Staff in all districts.

XI. OVERTIME ALLOWANCE.

The workshop staff and Running Staff are paid overtime allowance for duty performed over and above the fixed time of 7½ and 8 hours respectively whereas the Station and clerical staff are denied this allowance. Arrangements be made to reduce heavy work for clerical staff by increasing the Strength of Staff.

XII. RELIEVING ALLOWANCE.

Relieving menial staff of the Traffic Department while on duty at other stations are not granted any daily allowance as in the case of relieving clerical staff. This should be allowed.

XIII. TRAVELLING ALLOWANCE

Travelling allowance of out-stations which was previously granted to the Mistries, Carpenters, Painters, Blacksmith and Fitters etc. of the Engineering Department has recently been stopped. This tells seriously on the poorly paid staff who have to remain out of Head Quarters and cannot return home for meals for hours together either for want of connecting trains or for the nature of work requiring their attendance till late hours and at times for a day or so. Road side stations are mostly situated in hilly tracts where no provisions can be had and therefore the staff are obliged to spend extra money to purchase and carry with them raw food from their Head Quarters station which they could not have saved otherwise. If such allowance are not granted to P. W. I's and other supervising staff, it does not justify their withholding from the menial staff as the former are decently paid and are equipped with their tiffin carriers. It is therefore necessary that Travelling allowance for work away five miles

from Home Station should be continued as before. This is one of the bitter grievances of the lower paid staff of the Engineering Department requiring immediate redress

FREE PASSES ON HOME AND FOREIGN RAILWAYS.

Peon and other menial staff on fixed pay and workshop coolies on daily rate in the Loco Carriage and Electric Departments of this Railway, are disallowed privilege passes for their dependent widowed mothers, sisters, daughters, fathers or minor brothers. These relatives are ordered to be sent for medical examination for the purposes of certificates that they are actually incapable of earning their own livelihood. This restriction in the case of female dependants of an employee is objectionable and is not provided for in the pass rules. Similary passes applied for dependant family members, temporarily living in their country home for private affairs or for want of sufficient accommodation in the quarters provided by the Company, are not granted on the plea that had they been dependent they would not have been living separate from the employee. All these objections are waived and passes issued, if in the first instance the employee visits the pass clerk or others connected with the issue of passes. To remove this abuse of

power the rules regarding family passes may be re-cast in view of the joint family system prevailing in India.

XIV. (a) BAZAR PASSES FOR PROVISIONS.

Complaints have also been received from Traffic Station Masters to the effect that only one card pass is supplied to be used by about half a dozen stations for Bazar supplies. It is not quite possible for this pass to be conveniently used by every one of the men at the station and thus the party who receives the pass first enjoys the benefit thereof for any particular bazar while others remain in waiting for their chance for days together. Stations where these conditions exist, may be provided with separate card passes to do away with the difficulty experienced

INSUFFICIENT ACCOMMODATION AND WANT OF QUARTERS.

The quarters specially of Nos 1 & 2 types provided for the staff at Khargpur (skilled and unskilled labourers, menials and clerks as well) are insanitary & incommodious. There are about 18,000 men employed at Khargpur but about 6,000 quarters are built. The remaining 12,000 men have to live in the outskirts and suburbs. The quarters provided in the Railway Colony types 1 and 2 which measure about 12' x 8' and 16' x 10' respectively with a

height of 9' are very insanitary. The roof and the walls are made of expanded metal merely plastered over. The floor is kutcha. There is no proper ventilation, and the rooms are so dark that even in the day time lamp light is required to see inside. Doors provided are of iron plate. These quarters become hot like a furnace in summer and therefore occupants feel difficult to remain inside the rooms during the day. Type No. 1 has neither court yard nor compound nor a urinal or a latrine. The occupants are not generally allowed to raise kutcha sheds in front to remain during holidays. Besides these inconvenience the number of quarters provided is very short and many of the employees have to wait for years together for their turn to get one. Allotment of quarters is left in the hands of a subordinate official, which has given rise to many complaints from the staff. The officer or subordinate under whom the men work should have the allotment of quarters in his hand, if the quarters be allotted in his department or office as the case may be. Besides this, arrangements may be made to maintain a register of seniority of staff on the basis of his appointment irrespective of his application for quarters. This will prevent corruption and malpractices in the allotment of quarters. Clerical staff and mechanics should be provided with better type of quarters to start with.

At road side stations of the Traffic Department, the quarters provided are comparatively less than the number of staff who have to live out of the station limits, thereby causing inconvenience to Company's work. The accommodation provided in these quarters is insufficient. In many quarters kitchen rooms are without a chimney to let out smoke, thereby causing suffocation to the occupants through smoke. At some places the occupants are obliged to stable cattle inside the veranadah making the place more uncleanly as they are not allowed it to erect sheds even at their own cost. To accommodate the cattle, it would be well to provide a common stable in a convenient place where the men may keep their cattle. It is necessary that the area of the rooms of these quarters should be extended, pucca drains built to carry away refuse water, some sort of sheds provided outside for cattle and the surroundings occasionally cleaned to keep the site sanitary. The allotment of quarters to the Traffic Staff at Kharkpur is peculiar and no one can claim any particular type according to his grade etc. On a representation from the Union, the Agent declines to give out his policy in allotting quarters to Railway employees. The present discomforts and inconveniences of the employees and their family call for remedial measures. According to the

Hindu custom joint families live in the same quarters with the employee and as such it is essential that quarters should be built with bigger accommodation.

XVI MEDICAL RELIEF.

Medical relief is inadequate and especially at a place like Kharagpur one more Dispensary is required for the Traffic people living in the New Settlement, as the present dispensaries are far off at a distance of more than a mile from each other. Medical attendance on the families of the employees should also be free. In cases of employee living alone and falling sick and unable to walk to the hospital for treatment, a message of his sickness to the officer under whom he is serving should be accepted pending production of the usual medical certificates. Cases have come to light where medical certificates granted by Doctors attached to Government dispensaries and by retired Railway Doctors practising in the vicinity, have not been honoured by the Railway authorities on the ground that the employees concerned ought to have resorted to the Railway Dispensary where one is available. No reasons are adduced for this hard and fast rule. The matter was referred to the Agent, B. N. Railway but he declines to interfere with the recommendations made by the District Officers. There have also been cases where an employee

residing alone at a road side station reported sick and after submitting the necessary medical certificate applied to his officer for granting leave to proceed to his native place where he could be better treated and looked after but receiving no response within a reasonable time and being in immediate need of help, left the station, duly intimating his Station Master and the District Officer, with the result that he was treated as an absconder and dismissed from the service. In such cases it is necessary that the Railway authorities should accept medical certificates granted by Government or Private Registered Doctors and to issue instructions to their Doctors to countersign such certificates when produced and permit an employee living alone at his station of duty, to leave Head Quarters when he so desires in case of serious illness when he cannot nurse himself. In the rare cases, where such dismissed employees have been reinstated as new hands thereby losing their bonus, past services, privileges of leave, passes etc. This is very unsatisfactory. Such reinstatements should be given the privileges of continuous service.

XVI (a) ZENANA HOSPITAL.

A Zenana hospital at Kharagpur is indispensably necessary to treat the families of Railway employees as male Doctors cannot be fully conversant

with the woman's nature and also women feel shy to appear before men for internal diagnosis. Representation from the union to this end has not elicited sympathy from the B. N. Railway administration.

XVII EDUCATIONAL FACILITIES.

At least one school of middle English Standard is required at each important station on the line and one more at Kharagpur. The present Indian High School should be made a II grade college immediately. For the facilities of the children of employees working at small road side stations where schools are not available to educate their children, at least a school of middle English Standard with a Boarding House attached thereto should be built as early as possible at the nearest Head Quarter station. There being no other source for educating the children at places where there are no schools thousands of young children remain uneducated throughout their life and the parents are helpless to see with their own eyes the destiny of their young generation. Since the B. N. Ry. has fixed the Standard of Matriculation even for the Telegraph training class, it is most important that greater facilities should be afforded to the employees to train their children to that standard in Railway schools. The Railway employees who pass their lives on the Railway aspire that their relatives and children may follow the same path

and therefore valuable help from the Railway authorities is most important. At Kharagpur greatest difficulty is experienced in getting the admission since the classes are always full. It is therefore necessary that more facilities should be provided.

XVIII RESERVATION OF APPOINTMENTS EXCLUSIVELY FOR EUROPEAN AND ANGLO INDIAN COMMUNITIES.

There are certain appointments even in the ministerial grades hitherto filled creditably by Indians, have of late been reserved for Europeans and Anglo-Indians e.g. Chief clerks in District Commercial Officer &c. &c.

PROMOTIONS TO HIGHER GRADES.

This is not considered on the merits of employees such as educational qualifications, experience, length of past service, but in a majority of cases promotion is bestowed otherwise. When the Union represented such cases, the replies usually received were that these appointments are made by selection. What sort of selection it is and on what basis such selections are made the authorities do not satisfy the Union but say that it is a matter for the administration. If the authorities reconsider their decision in these cases much of the restlessness amongst the staff would be removed. In illustration the case of appointment of men to controllers class II without the least experience of station and train working

is cited. In the opinion of the Union appointments of such unqualified men as Controllers are dangerous to safety of public life and property. According to classification of stations into 8 classes the maximum pay fixed at the 8th class station is Rs. 80 for a Station Master and Rs. 70 for an A. S. M. Their increments after reaching the maximum will cease till they are promoted to higher grades which are not within their easy reach and they have to wait till their retirement, if at all, they are selected for a better chance.

XIX GENERAL.

1 The racial distinction should be removed and all high grade posts now reserved for Europeans and Anglo-Indians should be freely thrown open to deserving Indian Staff.

2 Before appointing Europeans or Anglo-Indians in any higher grade, a competitive examination should be invited through Gazette notification in which the Indian Staff who wish to stand the competitive test, should be permitted to appear and on passing the examination should be given the higher post and the grade pay now reserved for Europeans and Anglo-Indians.

3 Stations where one Station Master and two A. S. M's are provided should have the following arrangements of duty.

Station Master 10 to 18 hours.
1st A. S. M. 18 to 2 A. M.
2nd A. S. M. 2 to 10 A. M.
This duty should be changed every Sunday as a man works from 2 to 10 hours in one week and from 18 hours to 2 A. M. in other week and so

on. This system is to be observed at stations where the nature of traffic does not justify the posting of three A.S.M's so as to admit of 8 hours duty each.

At stations where there is only one A. S. M. two should be provided and duties arranged at 8 hours shift as stated above.

In addition to 12 hours night duty A. S. M's have also to help the Station Master in the booking of Passengers during the day thus he gets no rest and therefore 8 hours duty needs consideration immediately in their own interest and in the interest of public service and safety of property.

XX SECURITY OF SERVICES.

Any time, if the employer so wishes, he can discharge a man of whatever long service behind him by giving him a month's notice without assigning reasons for his action. There is a condition to this effect in the form of agreement which the employee is obliged to sign at the time of his entertainment. This the applicants are forced to accept due to the unemployment conditions prevailing in the country. To improve this state of affairs this clause in the agreement requires modifications and the employees should have a right to appeal to the Home Board of the Railway. To consider into the grievances of the staff an enquiry committee should be sanctioned at once.

CAMP DELHI 22nd February 1926
PRAM CHANDRA RAO
General Secretary,
BENGAL NAGPUR RY,
Indian Labour Union,
Executive (Central) Council.

X-9002, 223
N26-3-9

The Union's Ten Commandments.

—:o:—

- 1 Pay your subscriptions regularly remembering that your duty to the Union only begins and not ends with the payment.
- 2 Avoid becoming a defaulter.
- 3 In thought, word and deed be loyal to your Union and its office bearers. It is an evil bird that fouls its own nest.
- 4 Take every opportunity of enhancing the reputation of the Union and increasing its membership. Every non-member is an opponent to your Union, even though he bewails his hardship and hopes for your success.
- 5 Remember that you do not pay your Office-bearers, who work for you in their spare time therefore assist them in every way. Bear in mind that failure of one officer to discharge his duty does not justify neglect on your part.
- 6 Inform your Officers of any new rulings that come to your knowledge.
- 7 Perform your Official duties conscientiously and diligently; interest and pride in your work becomes the enthusiastic unionist.
- 8 Make the Union a real part of your life, talk of it, discuss it and if you have any suggestion for improving it do not fail to make them known.
- 9 Remember that you are legion in number and just conceive what your united efforts can achieve for you.
- 10 Remember that the loyalty of each Railwayman towards the cause of the Union means victory to all.

(Adopted from the South African Postal and Telegraph Herald)

Indian Labour Union Death Benefit Fund.

Join the Union Death Benefit Fund without any further delay. Apply to your Branch Secretary for necessary forms and information.

Truth about Death Benefit Fund

The uncertainty of life is proverbially true. The strongest and healthiest man may be stricken down in a moment by accident or disease. This uncertainty of life should be a strong inducement to provide against evil day. To do this is a moral and social as well as religious duty.

—“Smiles.”

If a man does not provide for his children, if he does not provide for all who are dependent upon him and if he has not that vision of conditions to come and that care for the days that have not yet dawned then he has not opened his eyes to any adequate conception of human life.

—President Wilson

Bengal Nagpur Railway Indian Labour Union.

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