

REGD. NO. M-2127

The
INDIAN LABOUR JOURNAL

Official organ of the B-N Railway

Indian Labour Union

EDITOR—V. V. GIRI, Bar-at-Law.

4-MAR 1927

Vol. 4**DECEMBER 1926****No. 3**

"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.

Therefore, realise that you should give preference to Labour Journals. They voice your views, fight for your cause and exist to vindicate your rights.

Patronise the Indian Labour Journal which wants more readers.

The Asha Press, Berhampur.

2
X: 9-2, N26
N26-4.3
193665

BUSINESS NOTIC.

All communications and articles intended for publication in the Indian Labour Journal must be accompanied by the name and address of the writer, not necessarily for publication, but as a guarantee of good faith. Correspondents are requested to write legibly on one side of the paper only. The rejected contributions cannot be returned, unless a stamped and addressed envelope is enclosed for the purpose.

RATES OF SUBSCRIPTIONS.

Yearly, in advance Rs. 2-0-0 at Khargpur
 „ „ Per V. P. P. Rs. 2-4-0, Single copy 3 As.

All literary communications such as contributions, reports of events, etc, should be sent to Mr. V. V. Giri, Bar-at-law, Editor, the Indian Labour Journal, Berhampur, B. N. Ry. (Ganjam District)

Business communications of every kind such as subscriptions, advertisements, complaints, changes of address etc, should be addressed to the General Secretary, B. N. Ry. Indian Labour Union, Khargpur.

NOTICE TO SUBSCRIBERS.

The attention of the arrear subscribers is drawn to the fact that their subscriptions expired with September 1926 number. The Indian Labour Journal commenced its fourth year from October 1926. Present as well as all other intending subscribers are therefore requested to send by money order Rs. 2. as subscription for the year ending September 1927 to the undersigned. Present subscribers wishing to discontinue the Journal should at once intimate their intention to the effect, failing which the Journal will be sent to them per V. P. P. for Rs. 2-4-0 per annum. Readers are requested to see that no expense is unnecessarily incurred for V. P. charges if they do not wish to subscribe to the Journal.

P. Ramchandra Rao;
 General Secretary
 B. N. Ry. I. L. Union, Khargpur.

The Union's Ten Commandments

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.

"Blest be the hands that to toil aid
 The great world's ceaseless need"

THE INDIAN LABOUR JOURNAL

DECEMBER 1926

Agent's Circular

The Agent's circular dated 5th January 1927 and issued as standing Order No. 13 under the heading 'Welfare of the Staff' is indeed very interesting and we take it that it has been issued after much deliberation and with sincere intentions. We are glad that the Agent appreciates that it is a fact that individuals on the B. N. Ry have personal grievances and find difficulty in bringing them to the notice of the higher authorities for consideration and is desirable to remove this reasonable cause for complaint. We are indeed gratified to find that the B. N. Ry Indian Labour Union the accredited representative of Railway Labour, has at last through years of constitutional agitation and steady representation have made the administration realise that the path they were treading in the case of punishments such as dismissals of the staff was neither just nor desirable and that an employee should not be deprived of his bread without full and proper enquiry. We ourselves showed the unwisdom of the policy from time to time in the columns of this Journal.

While we are glad at the realisation of hard facts relating to this matter by the administration, we must at the outset state that the suggestions chalked out in this curious circular instead of allaying the discontent prevailing amongst the employees in this respect will aggravate the situation not desirable in the interests of both the employer and the employee. We will not be false prophets if we state that the same plight which overtook the Khargpur Workshop Committee (now fortunately defunct) after having raised such a huge storm resulting in the formation of the Enquiry Committee which fully exposed the vagaries of that body will overtake the proposed District Committees.

It must not be forgotten that these pretentious official or quasi-official bodies formed at the instance of the administration intentionally or otherwise are notorious in their tendency to break popular organisations which can alone satisfactorily answer the needs of the employees by authoritative representations. We assert that the newly

read the Annual Report in which all the achievements by the Union were elaborately put in along with other interesting and important details.

When Pandit Kasinath Muttu proposed that the Annual Report be adopted and Hakeem Nazir Mohamed supported it, Mr. R. Misra of C.M. E's Drawing Office sent a slip to the President asking him to score out the para in which the reference of communal ill-feelings was mentioned. The President then made the people understand that facts could never be ignored, and put the matter to vote. A majority of people demanded the retention of the para, while a few voices were heard opposing the same. Again the President rose to a point of order and for full satisfaction, the matter was for the second time put to vote, and carried by a majority of votes. Some people tried to create disturbance which was however calmed by the President with a demand for discipline. The Railway Officials took leave at this time after having appreciated the Report & thanked the Union Officials. Then the adoption of the Annual Report of the Secretary was put to vote and passed. The following main points in the report deserve attention.

1. Altogether 32 different meetings of the Union were held during the year.

2. The Union Office is being managed by twelve paid hands along with six Honorary office bearers.

3. Finance—Receipts Rs. 10069-2-3
Expenditure Rs. 3752-9-5. Remittances to Central Council Rs. 2500.

4. Balance in hand on 31st March 1926 Rs. 3816-8-10.

The Record of enrolment of members.

1921-22	8230
1922-23	3003
1923-24	1815
1924-25	3188
1925-26	8842

During the year under review six arbitrations were held with successful results. 255 complaint cases were entertained by the Union out of which 86 were successful, 28 unsuccessful and 141 cases are pending disposal.

General representations on various grievances of the staff were made in the interest of the employees. The following important personages visited the Branch during the year.

Mahatma M. K. Gandhi
Rev. C. F. Andrews
Sri N. M. Joshi, M. L. A

Major Graham Pole, Member of Parliament of the British Labour Party.

Sri Sivaram of New India Staff, Madras

The secretary read the audited abstract of accounts for the year 1925-26 ending March 1925. Proposed by Babu S. C. Mitra and seconded by Mr. D. N. Sarcar, that the abstract of accounts be passed. (carried unanimously).

Election then took place.

An organising Committee consisting of eighty representatives of different departments and an executive

committee of the following 50 members including the office bearers and members incharge were constituted for the year 1926.

1. Vice Presidents— Mr. B. N. Sarcar, Machine shop
2. Munshi Abdul Kader of Erecting shop
3. Branch Secretary—Mr. W. V. R. Naidu of C.M.E's Office
Asst. Secretaries:—
4. Representation Dept. M. K. Sitaramaiah do
5. Accts. & enrolment Dept. Mr. D. N. Sarcar of do A/cs Br.
6. Office Dept. Munshi Abdul Kader, C. M. E's Drawing Branch
7. Organisation Dept.— Mr. R. N. Santra, Head Clerk, Fitting shop
8. Propaganda & Publication Dept. Mr. Ramnarayan Singh, Car. & Wagon Dept.
9. Investigation Dept. Mr. D. N. Sarma, Time Office
10. Hony. Treasurer, Mr. P. S. N. Rao of C. M. E's Drawing Branch
11. Hony. Auditor, Mr. K. Suryanarayana of Station Committee Office

EXECUTIVE MEMBERS INCHARGE

12. Loco. Car. & Wagon Dept:—Mr. Jagannadham Patnaik
13. " " Stores:— Mr. P. K. Das
14. Traffic:— Mr. G. V. Somayajulu
15. Engineering:— Mr. H. S. Santra
16. Electric:— Mr. S. C. Mitra
17. Loco Head Offices:— Mr. J. N. Banerji
18. Miscellaneous Depts., Carriage Shed, Loco Shed, Medical, Station Committee etc.:— Mr. R. C. Chakravorthy

EXECUTIVE COMMITTEE MEMBERS.

19. Pandit Kasinath Muttu C. M. E's Office A/cs Branch
20. Mr. T. P. Chowdry M. S. C. do
21. " P. R. Rao do
22. " Sailesh Chandra Chakravorthy B. A. do
23. " B. K. Biswas C. M. E's Office, Drawing Branch
24. " U. Ramachandra Prashad C. M. E's Office, General Branch
25. " Ch. Jogarao do
26. " Suryanarayana T. No. 248 (Foundry Shop)
27. " Nagendranath Chatterjee, Head clerk, Blacksmith shop

proposed scheme will in no way improve matters.

We have not been surprised at the large number of protests we have been receiving against the Agent's circular to form the so-called District Committees which will be dominated by the 'tin gods' of the administration. On the other hand we expected that a general circular will be issued to all departments similar to the one sent by the Chief Mechanical Engineer in respect of Loco Department throughout the line giving instructions regarding the procedure to be adopted in case of contemplated dismissals. We do hope that the Agent will not fail to understand the popular ideas and sentiments of the employees and the natural distrust in any quasi-official body even

when constituted of representatives of the employees 'so called' who will after all be compelled to accede to the wishes of the heads of the District whoever they might be.

We respectfully protest against the serious situation that is being created by the Administration though we do not doubt the sincere motives and intentions of Mr. Greenham. But these intentions when put into practice by lesser lights will be more honoured in the breach than in the observance and there lies the trouble.

We do hope and trust that wiser counsels will prevail and the administration will realise that when the employees desire bread they should not be given stone.

"Blest be the hands that to toil aid
The great World's ceaseless need"

THE INDIAN LABOUR JOURNAL

DECEMBER 1926

Proceedings of the 5th Annual General Meeting of

The B. N. Ry Indian Labour Union, Khargpur Branch
for the year 1925-26 held on Friday, the 16th April 1926 at 6 p.m.

:-

V. V. Giri, Bar-at-law, President of the Union Presided at the meeting.
About 8000 Railway employees of the District including the following Officials of the Railway as well as of the Union were present at the meeting.

Mr. A. L. Rhind, Works Manager, Carr: Deptt.
" H. W. Croxford, Ag. Asst. Loco Officer.
" W. C. Henderson, Foreman, Carr. Shops
Prof. W. V. V. B. Ramalingam B.A.L.T., Vice President, Central Council.
Pandit Kasinath Muttu, Vice President, Central Council.
Mr. B. Dandapani Pantulu
" P. R. Rao, Generally Secretary, Central Council.
" V. R. Kalappa, Vice President, Shalimar Branch Union and others.

The meeting commenced with a prayer song sung by Master Durgiah and party of Sri Krishna Bala Bhakta Samaj, B.N.Rly., Khargpur. The Chairman opened the proceedings with a short speech thanking the Railway Officers for having graced the occasion with their presence and sympathising with the Labour Cause, and announced that the Khargpur Branch Union has

ushered into the 6th year of its existence. He then proposed that the proceedings of the last Annual General Meeting, which has been printed and circulated at large be confirmed.

CARRIED UNANIMOUSLY

He then asked the Branch Secretary to read his report. Mr. W. V. R. Naidu, the Branch Secretary, then

28. Mr. Mohd. Azam T. No. 1209, Blacksmith shop
29. „ Idoorkhan, T. No. 2177 Machine shop
30. „ Sonoolall, T. N. 2676, Fitting shop
31. „ Gurudutt Singh of Millwright shop
32. „ Narendrasingi, Erecting shop
33. „ Sadgope, T. No. 4160 do
34. „ Noor Mohd. T. No 5025 Boiler shop
35. „ Bachan Lall, T. No. 6011, Coppersmith shop
36. „ Brijlall of do
37. „ Ramgolam Misra, Yard Foreman staff
38. „ Hakeem Nazir Mohd., T. N. 7100, Wheel shop
39. „ T. Narainswamy Raju, Assembly Stores.
40. „ Abdul Hafiz, Saw mill shop
41. „ D. N. Mazumdar, Head clerk, Carr. shop
42. „ Shaik Hyder, T. N. 10763, Carr. shop
43. „ Mohd. Ibrahim, T. No. 13396 Paint shop
44. „ Abdul Rahiman, T. No. 1440 Trimming shop
45. „ Rambabu, T. No. 11876 Wagon shop
46. „ Idoorkhan, T. No. 16024 do
47. „ D. V. Sitaramswamy L. E. D's Office
48. „ Bakaram, T. Y. S., Traffic yard
49. „ B. Satyarao, Loco shed
50. „ Daroga, Engineering workshop

PASSED UNANIMOUSLY

The following resolutions were then moved and passed unanimously.

1. Pandit Kasinath Muttu then proposed the confirmation of the Executive Committee's resolution sanctioning an honorarium of Rs. 100 per mensem to the Branch Secretary Mr. W. V. R. Naidu and an advance of Rs. 1000 towards the said honorarium in appreciation of his services rendered to the Union for the last 5 years in terms of the Rule [d] on page 13 of the Memorandum of the Association.

Seconded by Mr. S. C. Mitra

Supported by Mr. B. N. Sircar

Carried unanimously with acclamations from the audience.

2. Mr. D. N. Sircar proposed that this meeting congratulates Mr. P. R. Rao, the General Secretary of the B.N.Ry Indian Labour Union, Kharagpur for his efforts in compiling, printing and publishing a brief statement of grievances of the subordinate employees on the B. N. Ry for the information of the Administration with a view to give them their due consideration, and supports all the grievances embodied therein and trusts that the authorities concerned will do their

best in alleviating the same and thus earn the gratitude of their employees in general.

Seconded by Mr. R.N. Santra.

Carried unanimously.

Then the question of holidays was brought to the notice of the meeting. The Secretary said that since the reduction of the workshop holidays in pursuance of the suggestions of the workshop committee members, a great discontent prevails amongst the fixed paid staff of workshops as well as General Stores. The different committees of workshop daily rated staff also pressed the Union authorities and the Administration on many occasions to keep the workshops closed on many festival days, on the ground of religious susceptibilities. Therefore he asked the audience to consider the subject and give their opinion on the

subject if the present system be continued or the same be reverted to old system.

After a great discussion the masses arrived at the conclusion that the Holidays should remain as they were before the reduction, and that the administration should be requested to grant 12 holidays with pay and that those fourteen holidays which are given with pay should be converted into casual leave to the workmen, who will be at liberty to take leave at one time in a month in their emergency.

The meeting then dissolved with vote of thanks to the Chair.

(Sd) V. V. Giri
Chairman

ANNUAL REPORT OF THE B. N. Ry, Indian Labour Union, Kharagpur Branch, FOR THE YEAR ENDING 31ST MARCH 1926

I have the honour to place before you on behalf of the B. N. Ry Indian Labour Union Executive Branch Council, Kharagpur this report on the working of the Union during the year 1925-26. Our Union has stepped now into the 6th year of its existence and in spite of considerable obstacles in the efficient way of our working, we are proud to have waded through the boiling waters

with achievements unheard of before in our Union—nay, in the Unions in the whole of India.

2. THE EXECUTIVE

The affairs of the Union were conducted as in previous years by the following office bearers:—

1. Mr. W. V. R. Naidu—Secretary

2. Mr. Abdul Kader—Asst. Secretary
3. „ D. N. Sharma do
4. „ R. N. Santra do
5. „ P.S.N. Row—Hony. Treasurer
6. „ K. S. Narain—Hony. Auditor

In all 13 ordinary Committee meetings, 3 Emergent Committee meetings, 1 Extra-ordinary General meeting, and 15 Mass meetings were held during the year against 10 Ordinary, 3 Extra-ordinary General meetings, and 3 informal meetings last year. The attendance in the mass meetings and the Extra-ordinary General meetings was at an average 6000 employees and great enthusiasm and success prevailed on each occasion.

The questions discussed in these mass meetings were mainly directed towards the abolition of the Workshop Committee and the removal of some of the members attached thereto and working against the interests of the staff in general, with selfish motives.

3 ESTABLISHMENT AND OFFICE

Owing to the enormous increase in the office work we have had to increase the office staff to cope with the work.

Altogether 12 paid hands were engaged during the year for the office as well as for organization work.

The office was removed from No. 3 type in the Railway settlement to Mahabir's Building at Kharida, for want of good accommodation in the former place. We keenly feel the want of a spacious building for the office and therefore the Central

Council is being asked to settle the terms of constructing a joint building with the Agent, finally, or otherwise to permit the Branch to construct its own building at Kharida, which, the Executive Committee of the Branch is prepared to undertake with its own cost, without which the work of the Branch is being severely hampered.

FINANCE

Balance on 1st April 1925 Rs.1743-9-3
Receipts during the year Rs. 8325-9-0

Expenditure exclusive-
ly for the Branch } Rs.3510-12-8

Expenditure debitable
to Central } Rs. 241-12-9

Remittances to Central
Executive Council to-
wards Branch Contri-
bution. } Rs. 2500-0-0

Balance on 31st March 1926 Rs.3816-8-10
(For balance sheet see Appendix A).

4. ORGANISATION

The work of organization during the year was very successful. Paid organisers were engaged for the time as well as Kharagpur proper and during the month of December 1925, a large number of organisers were deputed at the workshop gates for the enlistment of members and the result was beyond our expectations.

Moreover, a Labour Week was organised from 7-11-25 to 15-11-25 and 21 Mass meetings were held in the Town of Kharagpur in different localities viz- Khareeda, Peerababa, Gualipara, Sini Phatak, Kalaikunda, New

Settlement, Old settlement, Traffic settlement and Loco shed Quarters, which gave an impetus to the Labour Organisation.

In these meetings the employees were generally educated on the Labour principles and devotion to their duty, great emphasis being laid on the need of honest and efficient work and loyalty to their employers and the Union.

GROWTH

The record of enrolment of members this year surpassed all previous figures as per details given below:—

1921-22—8230

1922-23 - 3003

1923-24—1815

1924-25—3188

1925-26—8842

ARBITRATION.

This year, unfortunately the seed of communal frictions sprung up in the Kharagpur settlement, one between

Hindus and Muslims and the other between Madrasses and Bengalees in the Traffic Settlements.

The Union was invited to intervene and we held unity conferences on two occasions with successful results.

The Union also endeavoured its best in avoiding serious results at Kharagpur which threatened the employees owing to the actions of certain mischief-mongers who are enemies both to the country and to the authorities and are busily engaged in sowing seeds of discord between Hindus and Mohamedans in the name of the country, religion and so on.

Besides these two important arbitrations, the following men's cases were also settled by the Union arbitration.

1. Somulu, T. No.4289, Erecting shop
2. Ramulu, T. No. 18822, shop No 40
3. Suri, T. No. 10393
4. M. Apparao, T. No. 1970.

INDIVIDUAL CASE

During the year under review 255 cases were entertained by the Union out of which 86 successful, 28 unsuccessful and 141 are still pending under disposal, vide statement given below:—

Nature of case dealt with by the Union.	INDIVIDUAL COMPLAINT CASES.			Pending.
	No. of cases dealt.	No. of cases successful	No. of cases unsuccessful	
Arbitration	4	4	—	—
Assult	4	1	—	3
Accident or injured on duty	5	1	—	4
Allowance	1	1	—	—

Nature of case dealt with by the Union	No. of cases dealt.	No. of cases successful	No. of cases unsuccessful	Pending.
Condonation of service	3	—	—	3
Dismissal	81	40	16	25
Employment.	13	7	—	6
Fine	6	1	1	4
Grade.	22	3	1	18
Gratuity	22	3	—	19
Gazetted Holidays.	2	2	—	nil
Ill-treatment	2	1	1	"
Increment	4	1	2	1
Leave	9	3	3	3
Loan	5	—	—	5
Provident Fund & Bonus	2	1	—	1
Pass	21	3	1	17
Piece work	1	—	—	1
Payment	2	1	—	1
Quarter	20	8	1	1
Quarrel	4	2	—	2
Retrenchment	2	1	1	nil
Reduction in pay and Grade etc.	6	1	—	5
Retirement	1	—	1	—
Suspension	1	1	—	—
Settlement of dues	3	—	—	3
Transfer	10	1	—	9
	255	86	28	141

GENERAL GRIEVANCES.

Nature of case dealt with by the Union	No. of cases dealt	No. of cases successful	No. of cases unsuccessful	Pending.
Repairs to water tap	2	2	—	—
Erection of Pandal, for the Moharam,	1	1	—	—
Sanitation arrangements in Ward No. IV,	1	1	—	—

Nature of case dealt with by the Union.	No. of cases dealt	No. of cases successful	No. of cases unsuccessful	Pending
Workshop employees payment.	1	1	—	—
Wagon shop men working piece work bench	1	—	1	—
Sanction of one hour leave to the wagon shop men to attend workshop Hospital	1	1	—	—
12 hours night duties	1	—	—	1
Grievances of Signallers	1	—	—	1
Grievances of General Stores Dept.	1	—	—	1
	10	6	1	3

GENERAL REPRESENTATIONS

(1) Old quarters Type Nos. 1 to 4

As regards the proposed improvement to these quarters both the Executive Officer of the Station Committee, Kharagpur and the District Engineer, Kharagpur, were interviewed and impressed with the utmost necessity of carrying out the suggested alterations at once. Both of them agreed with proposals made by the Union and promised to take the work on hand soon after the estimates forwarded to the Agent had been sanctioned. But to our utter disappointment, nothing has come to light as yet and the delay in undertaking the work is causing great sufferings to the employees. The Union hopes that the authorities would very soon start the reconstruction of these quarters and remove the

longfelt wants of the poor sufferers.

It is unnecessary to reiterate that the old quarters specially of 1 & 2 type are quite unfit for human habitation and in the summer season, tremendous heat of the Sun compels the occupants to quit the rooms and take shelter in thatched huts temporarily erected at their own cost. The description of these quarters will simply shudder a man and therefore it would suffice to say that there are only 2 holes provided for the air to get in, besides many other inconveniences.

The following are the proposed additions and alterations to Types No. 1 to 4 suggested by the Union and to which the authorities have agreed.

Type No 1. The area in front of the rooms to be enclosed by a compound wall with doors

2. Flooring of the room and the court yard to be cemented.
3. The drains in front of the houses to be widened for a free use of the brush.
4. Providing a pipe drain at the eaves near the roof to drain away rain water to the end of each block.

Type No 2.

1. Extension of the compound enclosure by 10 feet and to do away with the unauthorised structure.
2. Extension of the verandah and its ceiling in a line with the kitchen.
3. Cementing the flooring of the room, kitchen verandah and the court yard.
4. Sloping the flooring of the latrine and cementing it so as to drain off freely urine and foul water.
5. Providing a double leaf doorway to the kitchen.
6. Providing a pipe drain at the eaves near the roof to drain away rain water to the ends of each block.
7. The drains in front of the Units to be widened for a free use of the brush.

Type No. 3

1. Extension of the front and back verandahs and the roofing in line with the room and kitchen.

2. Providing jaffrey doors to the front and back verandahs.
3. Providing a pipe drain at the eaves near the roof to drain away water to the ends of each block.

Type No. 4

1. Extension of the front verandah in a line with the store room.
2. Providing jaffrey doors to both the front and back verandahs.
3. Providing jaffrey with shutter doors in the back and also a tin sheet lean to the jaffrey door.

CONVERSION OF DAILY RATE SYSTEM INTO A MONTHLY ONE.

The question of conversion of the daily rate into a monthly one in the case of Kharagpur Workshops workmen was again raised this year and referred to the Agent but it is to be regretted that the authorities have turned a deaf ear to this legitimate and long-standing grievance of the thousands of workmen.

The Agent was requested by our Central Council to grant a deputation to wait on him to discuss on this subject, which was sanctioned by the Agent in his letter No. 9862 dated the 30th April 1925 and our President has been requested to arrange for it as early as possible, and we hope that something good will come out.

It would, however, not be inopportune to reproduce herein an article on the subject published in our Journal for the month of January 1926, which runs as follows:—

The system of daily pay on the Indian Railways was adopted originally for workmen, Time Keepers, Draftsmen etc., temporarily engaged for work chargeable to individual estimates i.e. for workmen who were to be discharged on completion of the work.

The same system was extended to workmen regularly employed on continuous work of repairs and upkeep of rolling stock, engines etc., in the Railway Workshops.

During recent years the permanency of employment of men in the Railway workshops has been recognised by the grant of gratuities and small allowances of leave with pay, while certain classes of the men, such as, Chargemen, Maistries, Draftsmen, Timekeepers etc., have been placed on the regular establishment on monthly pay. Now, side by side there are both systems of daily pay and monthly pay in force on the Indian Railways for men doing the same work.

They are practically members of the same service and enjoy alike many of the privileges, the main exceptions being in the conditions and extent of leave and provident fund.

Whatever distinctions might be in force on individual Railways, authorities will no doubt recognise the fact that the men who continuously spend

long periods of their life on Railway work, whether it be on special estimates or on continuous repairs and upkeep, are members of the permanent establishment and as such, their claims to the full privileges of Railway service should be recognised.

The distinctions might, however, be reserved for men engaged purely for temporary work but there is no object in depriving the larger body of workers who have put in a certain period of probation and have been allotted a continuous post in the permanent workshop or on the line.

The change advocated cannot but improve the service rendered to the Railway Administration. The prospects of leave, provident fund, passes and gratuity have already made railway service popular among the working classes, and if these privileges are extended alike to members of the service generally, it cannot but increase the popularity and efficiency of the service. The extension is desirable in the interests of both the men and the Railway Administration. The sauce for the gander must be the sauce for the goose. Justice requires equal privileges for all classes of men doing the same work under the same conditions.

The condition that a privilege allowed to a few cannot be allowed to the mass body of workers is wrong in principle, as it denies a justice. In their ignorance the men have put up with the injustice in the past but the consciousness which has naturally arisen among the working classes de-

mands even justice to all. The men, who are at present denied the privileges claim only what is their just due.

An argument is often put forward that men on daily pay are better off, because they get overtime pay which is disallowed to monthly paid staff. This argument is fallacious and the men who claim equal privileges have no desire to gain any undue advantages.

As a rule no body should be put to extra or additional work, whether one is on daily pay or on monthly pay because excessive work is injurious to one's health and one will not earn extra money at the cost of one's health.

There need be no apprehension with regard to the quality or quantity of the out-turn, for one's pay will always depend upon the value of his work, whether the pay is on the monthly or daily rate. The question is not one of the rate of pay but that of the privileges attached at present to the two classes of the same service. The present discrimination is unreasonable and should therefore be removed. A contented servant who is a good workman will always strive for efficiency and do his best to prove himself more and more useful and thereby win higher positions for himself.

Men who are real workers seek this justice for the sake of justice and good name of the Administration, so that it may attract best talents and best skill for the grossing requirements of the Railway service.

INCREASE OF WAGES IN ALL GRADES OF SERVICE.

This subject was moved in the mass meeting dated the 4th June 1925, which was graced by the presence of Rev. C. F. Andrews and the following resolution was unanimously passed.

Resolution No. 4. "Resolved that the increment of wages in all grades of services available for workmen should be granted by Railway Authorities soon after the workmen have completed two years in any one grade, instead of overlooking their claims for years together for want of insufficient provision of vacancies in upper grades."

A copy of this resolution was forwarded to the Chief Mechanical Engineer, Khargpur under this office No. C/1/2086 dated 5-6-25 but it is to be regretted that the matter stands still as before, and the grievances of the staff in this respect are pouring in the Union Office and the replies given by the Officers concerned have not exceeded the limit of "No vacancy". It is hoped, therefore, that the Administration will be pleased to create sufficient vacancies in the upper grades and promote the deserving hands whose grades have been barred for over 2 years and thus remove a good deal of discontent among the employees.

REDUCTION IN THE PIECE WORK SCHEDULE RATES.

This matter was also taken up in the mass meeting dated the 4th June 1925 and the following resolution was passed:

Resolution No. 5:—Resolved that this mass meeting respectfully protests against the action of the Railway authorities in reducing the scheduled rate of articles manufactured by piece workers and in not paying them in full for the total out-turn during the month and requests the authorities to restore the original scheduled rates and to pay to the piece workers the full amount for the work done during the month, instead of paying them by instalments in the following months.

INCREASE OF OVERTIME ALLOWANCE TO WORKMEN.

This question was also discussed in the mass meeting held on the 4th June 1925 and the following resolution was passed.

Resolution No. 6:—Resolved that the authorities should take immediate steps to adequately increase payments to over-time workers at one and half times their ordinary rate for all over-time work done by them.

This has not received the consideration of the authorities as yet and we hope that the administration will pay its due consideration to this as early as possible.

ABOLITION OR RECONSTITUTION OF WORKSHOP COMMITTEE.

This question was vehemently raised on more than one occasion in mass meetings of the Branch, and on the 4th June 1925 it was discussed in a mass meeting which was also graced by the presence of Rev. C. F. Andrews and the following resolution was unanimously passed.

"Resolved that the Chief Mechanical Engineer, Khargpur, be respectfully reminded of the proceedings of the mass meeting of the Khargpur Branch Union held on the 15th March 1925 and the Annual General Meeting of the 17th May 1925 and requested to abolish the workshop committee, as at present constituted, which has been found by its members to be detrimental to their interests and further demands that pending that step, the summary dismissal of one of the present workshop committee members, Pragdutt Tewary from service, in view of his objectionable conduct while discharging his duties as workshop committee member."

All these resolutions unanimously passed by a large gathering of all sorts of employees received no consideration at the hands of the authorities until after a joint enquiry was granted on 12-2-26 to look into the pros & cons of the complaints lodged by the Union about a majority of unwarranted dismissal cases brought on the innocent employees by a few members of the workshop committee.

who indulged in creating and reporting cases to gain their own motives.

As a result of this enquiry, in which the following cases were brought forward by the Union, the results were more favourable as per details given below and out of the 3 workshop committee members against whom the Union had been rightly complain-

ing from a long time, Pragdutt Tewary was dismissed and the other two named Pandit Jagatram and Puttoolal were transferred from Khargpur to other districts.

The following 43 cases were investigated into and findings arrived at in each of the cases, vide proceedings enclosed.

LIST OF CASES ENQUIRED INTO IN DETAIL, EVIDENCE RECORDED THEREOF AND FINDINGS GIVEN IN RESPECT OF EACH:—

Particulars	Results
1 Falsification of piece work bills case resulting in the dismissal of 12 men in the new wagon shops.	10 men re-instated
2 Foundry shop 4 men's dismissal case	All re-instated
3 Mistry Jawahirmall's case, T. No. 2912	Re-instated
4 Mistry Gurbogsing's case, " 2513	Successful
5 Kadharbeg, " 3298	Original orders confirmed
6 Ganesia, " 3885	Reinstated
& Baldev, " 3325	
7 Kedari, " 3626	do
8 Ramsi, " 2379	do
and Chainoo, " 6064	
9 Satyanarayana Misser, " 4211	do
10 Poddu, " 1942	do
11 Appalaswamy, " 9795	do
12 Kishanlall Mistry, " 1093	Successful
13 Abdul Hayi, " 13446	Reinstated
14 Marjadia widow Mistry of Beharilal of wagon shop,	Successful
15 Ramkrishno Das, T. No. 5620	Reinstated
16 Tatayya, " 113	Original orders confirmed
17 Balgovind, " 3069	do
18 Shamsirbeg, " 2849	Pending
19 Babukhan, " 7056	Successful
20 Gurumurty	do
21 Jagannatham, " 4364	do
22 Venkanah, " 10931	Reinstated

Particulars	Results
23 Ranganakulu, " 2896	No action
and Kuppaswamy, " 13419	
24 Mistry Deen Mohd., T. No. 11358	Unsuccessful
25 Gulam Mohamed, " 1667	do
26 Malikram, " 16758	Re-engaged

CASES DEALT AS SUMMARY DISPOSAL

27 Mistry Ashu Debey,	of New wagon shop	Recommended to allow withdrawal of his resignation.
28 Jaggarow,	T. No. 3545	Recommended re-engagement from 1st April 1926 and transfer of his quarter to his brother's name Apparow, T.No.3072
29 Sitaramswamy, and Somulu	" 7126 " 4969	Reinstated
30 B. Swamy,	" 119	L. S. W's orders upheld
31 2nd Clerk Inaitullah of Erecting shop.		do
32 Abdul Kareem	" 2959	do
33 Govind Naidu,	" 3644	L. S. W's orders upheld
34 Mutyalu,	" 3293	Recommended for giving his quarters back
35 Rudriah,	" 3397	L. S. W's orders upheld
36 Bahuram,	" 7490	do
37 Mohd. Ali,	" 16167	do
38 Shaik Rahiman,	" 16400	Re-engaged
39 Shaik Rabbani,	" 18479	Recommended L.S.W for re-engagement
40 Hussain Shareef,	" 11528	Case transmitted to W.I.O. for giving the man his quarters back
41 Bhagwati, Clerk,	C. M. E's Office,	L. S. W's order upheld
42 Samuel	T. No. 10272	Recommended that he be given his quarter back
43 Bala,	" 1214	L. S. W's orders upheld
44 Santkumar,	" 3243	do

Simultaneously, the Chief Mechanical Engineer dealt with the question of abolition or reconstitution of the Workshop Committee and quarters and the following orders were issued:—

BENGAL NAGPUR RY. Co. LTD.
(Incorporated in England.)

No. 2981/11/5911.

Office of the Chief Mechanical
Engineer,
Khargpur, 11th. February 1926.

To

The General Secretary,
Indian Labour Union,
KHARGPUR.

Dear Sir,

Arising out of representations and my notes of discussions held from time to time with Mr. Giri and representatives of the workmen, certain matters have been under examination with a view to adjusting specific complaints mentioned in connection with (A) questions relating to quarters, and (B) the functions of the workshop Committee.

The results of this examination are given hereunder for your information:—

A. REGARDING QUARTERS:—

Note (i). The House Inspectors to be under the Executive Officer.

ACTION:—The alteration is being arranged so far as this Department is concerned, between the Departmental Officers and the Executive Officer.

Note:—(ii). Waiting list of applicants for qrs. to be based generally on length of service.

ACTION:—The whole question of the allotment and distribution of quar-

ters is under revision at the present time, and all Departments have been referred to.

This proposal will be dealt with amongst other details in the revised arrangements when the latter are framed.

Note (iii). The system of giving the informer the quarters from which a person informed against has been evicted leads to bad results.

ACTION:—The practice referred to appears to be open to abuse. This also will be referred to the new authority for the allotment and distribution of quarters.

B. REGARDING THE WORKSHOP COMMITTEE:—

Note (iv.) The Workshop Committee is not intended to interfere with matters outside the workshops.

ACTION:—Instructions to make this clear have already been brought into force.

Note [v] [a]. The election of Workshop Committee members to be preferably by show of hands in the presence of a responsible officer.

[b]. If there is a responsible official of the Indian Labour Union present at the election of the Workshop Committee members, the Indian Labour Union will undertake to refer or to leave to the Workshop Committee all complaints which, being of a local or individual nature, lie properly with-

in the province of the Workshop Committee to settle direct with Management.

[c] The functions of the Workshop Committee to be clearly defined and differentiated from those of the Labour Union.

ACTION:—(a) & (b) Have been discussed with the Superintendent of Workshops, and agreed to. Details of the Election Rules, the formation of an Election Board, and definitions to cover the eligibility of candidates for election, will be framed accordingly, by the Superintendent of Workshops, who in view of item (b) above, is authorised to consult with the General Secretary and if necessary with other officials of the Indian Labour Union in dealing with this matter.

[c] The status and functions of the Workshop Committee have been reviewed and revised, to define clearly the scope and limits of the Committee's work and objects.

STATUS & FUNCTIONS OF THE WORKSHOP COMMITTEE

(Revised, February 1926)

I. STATUS:—The Workshop Committee is a consulting body for the assistance of the Workshop Management with a view to the prompt and equitable settlement of individual complaints or localised workshop disputes.

II. FUNCTIONS:—It will bring to the direct notice of the Workshop Management matters causing hardship

or annoyance to the staff in the course of their employment in the Workshops and will assist as far as possible in smoothing out such matters with the least possible delay.

III. COMPOSITION:—The Workshop Committee will consist of a limited number of workmen elected by their fellow-workmen under approved election rules, to represent the different shops employed in the workshops.

IV. USES:—The management will utilise the Workshop Committee to endeavour to secure a correct understanding of the employee's point of view and on the other hand to convey to employees if and when required, a correct explanation of any orders or action that may be necessary in the interests of discipline, efficiency and output.

V. POWERS:—The Workshop Committee has no executive powers; it is concerned only with matters pertaining to workers in the shops and not with matters outside the workshop boundaries. Except in its purely consulting capacity in cases of alleged hardship or dispute, it has nothing whatever to do with the engagement, promotion, reduction, discharge, or dismissal of staff; and it has no authority to interfere with the management of the workshops.

Yours truly,
[Sd] H. L. Gole
Chief Mechanical Engineer

C. M. E'S FINAL ORDERS ON THE ROBERTSON ENQUIRY COMMITTEE REPORT

Arising out of the findings of the Special Committee, the following orders are passed on the individual cases investigated:—

(1.) Wagon shop cases:—

Ticket No. 11868 Ramloo
 " 11860 Ramkaran Paul
 " 11779 Ellejah
 " 11861 Solapuri
 " 11386 Ramaiah
 " 11491 Amannah
 " 11876 Ram Babu
 " 11368 Radhey

(a) Held not responsible, being illiterate.

(b) To be taken back into service, but not appointed to any post requiring ability to read or write.

(c) In view of (a) above the charge of fraud is not sustained. Their absence therefore will be treated as suspension converted into leave on full pay.

T. No. 11383 Satyanarayana:—

Proved to have connived at fraud. Dismissal confirmed.

Mr. Agacy:—

Found responsible for slack working

L. S. W's orders stand good.

Maistry Harnam Singh:—

Found guilty of gross carelessness in checking wagon numbers.

L. S. W's orders stand good.

Clerk Raju:—

Found guilty of gross carelessness and in the opinion of the Committee was in collusion with parties who carried out frauds.

L. S. W's orders stand good.

(2) Foundry shop cases:—

Ticket Nos. 248, 213, 129 and 400:—

L. S. W cancelled dismissal notices of Nos. 213 and 129.

The Committee considers that dismissal notices should be cancelled in the cases of Nos. 248 and 400 also.

Committee's findings confirmed, with effect from the same dates as Nos 213 and 129.

(3) Case of T.No.2912, Maistry
Joharmal:—

Three charges were brought against this man. The Committee in the light of all the available evidence consider Joharmal innocent of all the three charges and recommend his re-instatement.

Committee's recommendation accepted. The Maistry to be re-instated.

(4) Case of T.No.2513, Gurbux Singh:—

The Committee considers that this was not a case for the intervention of the Works Investigation Officer and

that the orders passed should be cancelled.

Committee's finding confirmed.

(5) Case of T. No. 3298, Kader Beg:—

The Committee finds that the accident report was false. L. S. W's order stands good.

(6) Case of T. No. 3885 Ganesh
and T. No. 3325 Baldev:—

Ticket No. 3325, Baldev has been re-engaged. Ticket No. 3885 Ganesh may also be re-engaged.

(7) Case of T. No. 3626, Dedari:—

The Committee holds that the pass application was made in good faith.

The pass case may be dropped.

(8) Case T. No. 2479, Chainoo
and T. No. 6064, Ramsi:—

These men may be re-engaged

(9) Case of T. No. 4211
Satyanarayana Misser:—

This case concerns the misuse of passes.

The Committee's finding turns upon the interpretation of an Audit Rule.

This case must be referred to the Chief Auditor.

[10]. Case of T. No. 1942, Paddu:—

The Committee recommend that this man may be given a trial in the Brass shop in the 111 Grade.

This matter is entirely within the competence of the Works Manager.

[11]. Case of T. No. 9795 Appalswamy.

This concerns alleged misuse of

passes. The Committee dissents from the Audit Ruling on which this matter was dealt with.

Final orders will be passed after reference to the Chief Auditor.

[12]. Case of T. No. 1093, Maistry
Kishenlal:—

The Committee recommends allotment of another No. 1 Unit to this Maistry until such time as superior quarters become available.

Committee's recommendation has been noted and is under consideration by the Authority concerned.

[13]. Case of T.No.13446, Abdul Haji:—

This man was dismissed for alleged incompetence, on an unfavourable report from another Branch. His own Foreman gives him a good report. He has eleven years approved service.

The Chairman of the Committee, with the concurrence of the members, makes a special recommendation in this man's favour, in view of all the circumstances.

Re-instated and absence treated as leave without pay.

[14]. Case of Marjadia, [widow of
T. No. 11360. Maistry Behari Lal]:—

The widow appeared before the Committee to complain of the trouble she had had in obtaining payment of the gratuity.

The delay was due to counter claims being advanced and having to be examined.

[15]. Case of T. No. 5620,
Fitter Ramkristo Dass:—

This man was absent from work

for 61 days, in six months due to sickness of himself and his family.

His services were accordingly dispensed with for bad attendance.

The Committee recommends that in the circumstances he may be re-instated.

Assuming that he was exceptionally unfortunate during the period in question he may be re-instated conditionally on his regular attendance in future.

This case is treated as exceptional in view of the Committee's recommendation; but men who are unable to attend work regularly cannot be retained indefinitely on the rolls.

[16]. Case of T. No. 113, Tataya,
[Foundry shop]:—

The Committee recommends no action in this case.

[17]. Case of T. No. 3069, Balgovind
[Millwright shop].

Dealt with for idling on duty.
L. S. W's orders stand good.

[18]. Case of T. No. 2849 Shamsher
Beg:—

This case concerns misuse of passes.

The principle cannot be accepted that for the purposes of the interpretation of the pass rules a man's mistress may be regarded as his wife.

The dismissal therefore must stand good

The Committee recommends however that Shamsher Beg may be re-engaged as vacancies occur.

The ultimate intention of the Rule under which this dismissal was made must be ascertained before final orders can issue in this case.

[19]. Case of T.No.7058, Babu Khan:—

A case of injury on duty, stated in the first instance to be due to the man's own carelessness.

The Committee after considering the circumstances of the accident recommend that the man received full instead of half pay for the period under medical treatment.

Committee's recommendation accepted.

(20) Case of T.No.9743
Gurumurthy:—

Charged with breach of Pass Rules.

The matter is under correspondence with the Munsiff of the village and the committee makes no recommendation in this case.

(21) Case of T.No.4364
Jaganathan:—

A complaint regarding quarters.
The Committee recommends that a quarter be given to Jaganathan.

Recommendation has been noted by the authority concerned.

(22) Case of T. No. 10931,
Fitter Venkannah

This case turns on the correct interpretation of the Pass Rules and must therefore be referred to the Chief Auditor for an authoritative ruling before final orders issued.

(23) Case of T. No. 2896,
Ranganaikulu and
T.No.13419, Kuppuswamy:—

The Committee rejects Ranganaikulu's claim for loss of pay, but comments on Prag Dutt's unsavoury part in the affair.

No notice on Ranganaikulu's claim.

[24]. Case of T. No. 11358 Maistry Din.
Mohamed:—

A Claim for bonus which was correctly dealt with under the rules.

No action.

[25]. T. No.1657, Gulam Mohamed:—
The Committee finds that the action taken against Gulam Mahomed was correct.

[26]. Case of T. No.16758, Malikram:—
This case was dealt with personally by L. S. W. in the presence of the Foreman (who has since left) and the works Manager, a year ago, and the statement made by Malikram before the Committee is disputed.

The Committee points out that the man had over 20 years experience with the railway, was a good workman and of value to the Railway by his knowledge of the stock and recommends his re-engagement.

L.S.W's original orders stand good, but the man may, if required, be re-engaged in a suitable vacancy.

[34]. Case of T. No. 3292
Nuthavaloo:—

This man was evicted from Railway quarters on the evidence of an

informant, and his services dispensed with. Counter-evidence was produced in the man's favour.

He has already been re-engaged and the Committee recommends that he be given a quarter when available.

The recommendation has been noted by the authority concerned.

[Sd]. H. L. Cole,

C. M. E.

ORDERS ON THE SPECIAL FINDING OF THE COMMITTEE.

The finding in the case of the allegations made against Maistry Puttu Lal, Jagat Ram and Prag Dutt is, "That these three men have not been an influence for good but for discord, among their fellow workmen, and have used their stronger personality and intellects to dominate and overawe the more ignorant among the workmen"

The recommendation put forward is, "That the retention of Prag Dutt Tewari in Company's service is most undesirable and the immediate transfer of Jagat Ram and Puttu Lal is absolutely necessary for their own well being and in the interests of administration."

In accordance with this recommendation, the services of T. No. 2977 Prag Dutt Tewari are no longer required.

T. No. 144 Jagat Ram is transferred to Nagpur shops.

T. No. 2898 Puttu Lal is transferred to Adra.

Khargpur,
16.3.26.

[Sd]. H. L. Cole,
C. M. E.

THE FOLLOWING INDIVIDUAL CASES WERE DISPOSED OF
SUMMARILY BY THE SPECIAL COMMITTEE:—

27 T.No.11368, Mistry Ashu Dubay:—
Recommended to allow withdrawal
of his resignation.

28 T. No. 3545, Jaggarao:—
Recommended re-engagement from
1st April 1926, and transfer of his quar-
ters to his brother's name.

30. T. No. 119, B. Sway
31. 2nd clerk Inaitulah of
Erecting shop.
32. T. No. 2959, Abdul Karim } L.S.W's
33. " 3644, Govind Naidu } orders
35. " 3397, Rudriah } upheld
36. " 7490, Bahuram
37. " 10167, Mohamed Ali }

39. T.No.18679, Shaik Rabbani:—
Recommended for re-engagement
40. T. No. 11528:—
case transmitted to W. I. O for giving
the man his quarters back.

42. T. No. 10272:—
Recommended that he be given his
quarters back.

41. Bhagwati, Clerk } L. S. W's
43. T. No. 1214, Bala } orders
44. " 3243, Santkumar } upheld

(Sd). H. L. Cole

Khargpur }
16-3-26 } C.M.E

At the same enquiry the following
general grievances of the staff were
submitted by the Union and the Chief
Mechanical Engineer was kind enough
to promise to go through them in de-
tail and alleviate the same in due
course.

GENERAL GRIEVANCES
BROUGHT BEFORE THE COM-
MITTEE AND THE RECOMMEN-
DATIONS THEREON.

Quarters Allocation

There is no doubt that there are
many defects in the present system.

Men with short service are in quar-
ters while men with names registered
6 years ago have not yet got quarters.

This may be due to the informant
system, which, according to evidence
produced, has bred intrigue and false
information

It may also be due to changing
names and numbers in the register
books, as has occurred before.

It is recommended that length of
service be the basis of allocation of
quarters.

In the question of granting quar-
ters to the sons of deceased or retired
members of the service the length of
service of the son and members of fa-
mily need consideration.

INSUFFICIENT QUARTERS

This is brought before the autho-
rities. It is known that it is being
dealt with.

It is pointed out that the number
of superior quarters allotted to the
Loco Superior Indian Staff is altoge-
ther insufficient compared to the num-
ber of superior establishment. C. D. &
E Types of superior quarters for Loco
Staff are urgently required.

REPAIRS TO QUARTERS
GENERALLY

There are many complaints that
the repairs to quarters do not receive
prompt attention.

Roofs are reported as leaking bad-
ly. Reminders are not paid attention
to when sent to District Engineer by
House Inspector. Many quarters in
No. 1 & 2 types have not been white-
washed for 3 years.

This was formerly done without
the tenant having to ask for it.

PASSES ONLY AS REGARDS
LOCO DEPARTMENT

1. Disallowing dependant family
members passes for menials, peons, of-
fice boys.

2. Foreign Line Passes were for-
merly granted to daily paid staff. This
has been cancelled.

3. Restriction of family members
to five is regarded as hardship.

4. Disallowance of mail passes for
long distances for subordinate emp-
loyees, in special cases.

5. Insistence on medical examination
before granting passes to dependant
family members of menials irrespective
of age or sex. No questions were asked
in enquiry about traffic.

6. Escort to members of family
travelling without the male head used
to be allowed, is now disallowed.

INSISTING IN THE SAME
NUMBER OF MEMBERS TRAVEL-
LING BOTH WAYS

This is not convenient to employees
who may wish to take family mem-
bers to their native country and leave
them there, or who wish to bring a de-
pendent family member back who has
been living at home.

PASSES ARE GENERALLY
DISTRIBUTED ON THE DAY
MEN GO ON LEAVE.

Issuing passes on the last day be-
fore holidays gives no opportunity for
correcting mistakes and leads to con-
fusion. Passes should be issued to
workmen at least 4 days before a big
holiday.

Special trains are required to stop
at every station as employees find it
very difficult to tranship with many
family members.

ACCIDENTS ON DUTY.

The Labour Union points out that
of late there have been many cases of
men who have been reported injured on
duty who have been given half pay
for an injury described by the Foreman
as accidental. Also men who have
been granted unfit certificate, say for
12 days, have only been paid for 8 days.

The Medical Officer said to the
Committee that when he thought inju-
red man fit for light duty, he gave him
a certificate for light duty as he thou-
ght the man might be employed on

some light duty, until he was actually fit to resume work.

It was pointed out that this was undesirable both from the point of view of the employer and the employee. The Smithy Foreman had spoken to this effect. L.W. L. also said various foremen had spoken to him regarding this.

SHORT TIME.

The Labour Union desires to represent that under the peculiar conditions in Khargpur, short time imposes a very good hardship on the daily paid workmen.

The majority of the workmen in Khargpur came from far away.

There is not, as in the case of a big town, any other means of finding employment during a period of short time or compulsory leave.

The margin between a bare living wage and want is so close that in the case of many, short time means a recourse to money-lenders and a burden of debt which is almost impossible to repay.

GATE ACCOMODATION.

It is alleged that owing to insufficient gate accomodation congestion is caused at the entrance gate resulting in the formation of queues and as a result men find on arrival at their shops that the Ticket Boards are shut.

DISMISSALS ON FLIMSY GROUNDS.

It is brought to notice that many cases of first offence are dealt with by dismissal, even in the case of men with long service.

It is urged that as dismissal is a very severe punishment, some system of warning before actual dismissal, and greater consideration for good service, may be introduced.

INDIAN APPRENTICES.

The question of the training and prospects of Indian apprentices was brought up and the Labour Union pointed out that there was no direct interest taken by Maistries and workmen, in the training of these boys. It was pointed out that the general question of training Indian Apprentices was being gone into by the Chief Mechanical Engineer.

HOLIDAYS FOR CLERICAL STAFF.

The Clerical staff in workshops crave consideration of their claims to all Gazetted holidays. They have to work longer hours than ordinary clerks and the new ruling that sectarian holidays taken by them should be treated as leave without pay is a great hardship, as most of them have religious observances, which, from time immemorial, they have observed on these occasions and which they do not desire to forego. Working by batches is suggested as a remedy.

GRADES ON DAILY PAID STAFF.

Many men in the shops have reached the maximum of the grades and have been in this maximum for some years. Failing the occurrence of vacancies in a higher grade they cannot get increase. This, it is suggested, may be considered favourably:

EXPEDITING OF FINAL SETTLEMENT.

This causes undue hardship.
This takes 10 to 15 days as a rule.

QUARTERS.

A man should not be asked to vacate quarters until his final settlement payment is made.

GATE PASSES FOR URGENT CASES, FUNERALS ETC.

It is complained that in certain shops undue restraint is put on granting these. The social customs of the people should be taken into consideration.

SHOP CLERKS AND MUSTER ROLL KEEPERS.

The question of promotion to 'C' Grade for the above requires settlement, as it is considered that there are certain shops in which the work justified this grade.

UNION REPRESENTATION

Reference to cases by letter is not satisfactory and it is desired that the Union Representative might have a

definite allotment of time given for verbal discussion. This is recommended for favourable consideration.

1 [Sd] C. P. Cronon

2 „ P. R. Row

3 „ W. V. R. Naidu

4 [Sd] A. M. Robertson

Members of the
enquiry
Committee:

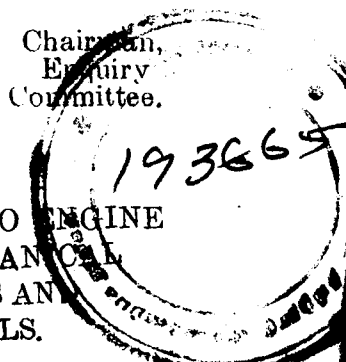
Chairman,
Enquiry
Committee.

LEAVE PRIVILEGES TO ENGINE KHALLASIS, MECHANICAL COOLIES, PEONS AND OTHER MENIALS.

The above staff 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 one month; whether on full or half pay or both combined, they are also denied the privilege of accumulating leave as per rules.

On a reference from the Central Office of the Union, the Agent of the Railway stated that this class of employees do not require more leave.

The decision of the Agent arrived at in this connection is regretted by one and all of the staff concerned, as the domestic needs for the high and low are alike, and specially in cases of sickness when expenditure on account of medicines etc., is heavy, without any hope of sick allowance, the condition of these poor workmen can



better be imagined than described. We therefore appeal once more to our benign administration to reconsider these grievances favourably and grant to these poorly paid staff equal rights of legitimate privileges enjoyed by Clerical & other Subordinate staff.

—o—
DISALLOWANCE OF FREE PASSES TO
DEPENDANTS OF MENIAL STAFF &
WORKMEN DRAWING LOW SALARY.

This question was discussed in a huge mass meeting held on the 4th June 1925 on the occasion of Rev. C.F. Andrews gracing Khargpur with his visit and the following resolution was passed:—

Resolution No. 15.

This meeting protests against non-grant of free passes to dependants of menial staff and workmen drawing low rate of salary, under the plea that it is not possible for the said men to maintain dependant members even though they may be old parents and urges upon the C. M. E, Khargpur to order restoration of such full pass privileges to the menial staff and low paid workmen staff, as are in force, in the case of other staff of the Railway, as these men are really deserving higher concessions than better paid staff. We are sorry to note that instead of alleviating the keenly felt inconveniences undergone by the menial staff, the authorities enforced the restriction vividly, in as much as, on receipt of pass applications for widow mother,

daughter, or aged father, they were asked to undergo a medical examination for the purpose of being certified that they were really incapable of earning their own livelihood. Similarly 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 the dependants could not live apart from their supporters. This rule has specially been introduced by the present P. A. to C. M. E. who is in charge of the pass section.

The restriction in the case of females is most objectionable, as the females would not in all cases prefer to be examined by a male doctor for obvious reasons nor, is such a practice traceable anywhere in the pass rules.

However, all such objections and procedures are waived and passes issued if the employees first visit the pass clerk and others connected with the issue of passes.

It is therefore essential that in order to do away with this abuse of power, the rules regarding family passes may be revised consonant with the joint family system in India.

Not only this but the privileges of the employees in general, have further been marred by the issue of gazette notification No. 157 dated the 2nd August 1924, which is reproduced below for the information of our members.

1. When a pass is issued for the employee, his wife and children, no limit of number need be observed but where dependant family members other than wife and children are included in a pass, the total number allowable must not exceed five (exclusive of servants).

2. Passes by mail may be issued in the following cases only.

- (a) Employees drawing Rs. 400/— and over.
- (b) Employees drawing less than Rs. 400/ and above Rs. 100/- when travelling 600 miles and upwards.
- (c) In case of men sent on urgent duty Inter and third class privilege passes may not be issued by mail

Heads of Departments and Medical officers are however empowered to issue mail passes irrespective of class and pay on authenticated medical grounds only, but such passes should not be allowed for more than the employee, his wife and 2 children.

(Agent's No. 16572 dated 24th July 1924 and Chief Auditor's No. BCH/2250/24/33/5262 dated 28th July, 1924).

Now, if an employee has dependant mother and father, both invalid being about 80 years of age and five or more children below 7 years and has to take them together with his wife, to his native place for some reasons, such as marriage, or other ceremonies

or private affairs, he will have to pay the Railway fare for the number exceeding 5 i.e. only self, wife, mother, father and one son will be allowed free and the remaining 6 children will have to be paid for.

According to the existing economical conditions and the Indian joint family system, family members and children of an employee are dependent on the earning member with whom they are living, unlike the western custom, and therefore the application of such pass rules means a hardship on the poor employees who are already crushed under a pecuniary burden of the present time when, everything for the proper subsistence of a family is very dear.

In our opinion, therefore, the severe restrictions in this respect, may be removed.

—o—
INTER CHANGE OF PRIVILEGE
TICKET ORDERS OVER RAILWAYS

According to gazette notification No. 351 dated the 20th June 1925, the following instructions have been issued:—

- (a) Children of 3 years are free. The age & sex of all children must be entered on the P. T. O.
- (b) Not more than two of the following relatives will be allowed viz mother if widow.

Sister (including step sister, unmarried or widows) brother (including step brother) under 18 years who are

residing with and wholly dependant on the employee."

Now, our members, would observe that the framers of the above rules have allowed only the widow mother to be eligible for a P. T. O. This is quite alright. But in cases where the mother and father are both aged and invalid, possessing no separate property to maintain themselves but depending on the income of their son or sons, whether living with him or at their native place, what would be the economical difficulty to the employee in paying for their train journey, is a matter for the Administration to consider.

In these hard days, it is very difficult to maintain a family and if such strict restrictions are imposed, the impending troubles of the employees are beyond one's comprehension.

For instance, Sayed Kareem T. No. 2936 of Khargpur Workshops has got an old dependant father aged about 100 years without any property of his own and thus both father and mother are dependant on their son.

He applied for a P. T. O. for his dependant mother on 27-8-25 and was replied that P. T. O. passes for dependant mother when father is alive are inadmissible as per gazette notification quoted above.

Under these circumstances, we urge that the Administration will be pleased to relax such severe restrictions in the existing pass rules and will sanction mail passes to the inter

and third class pass holders also, reducing the distance limit from 600 to 300 miles.

Inter and 3rd class pass holders have to do more labour and show better efficiency than their high paid bretheren and there is no reason why the same for the gander should not be a sauce for the goose and why there should be any distinction in serving the dish for the sake of equity and justice.

TRAFFIC GENERAL GRIEVANCES.

1. Khargpur T. T. Es. represented to the Union that they had been promoted from the post of T. I. Cs with a temporary increase of Rs. 10/- plus an allowance of Rs. 1/- and 0-12-0, without any extra privileges of uniform clothing and salaries, and that no rest house or waiting room at Head quarters or out stations was set apart for them. Moreover in case of T. T. I's posts falling vacant preference was given to outsiders.

The matter was represented to the Supdt. General, Kidderpore and the supply of uniform clothing was sanctioned and the question of rest house or waiting room was being looked into. The T. T. Es who passed their examination were granted a temporary increase of Rs. 5/- as desired by them.

As regards promotion to the post of T. T. I. the Supdt. General stated that the vacancies were being filled up by selection by the Chief Auditor under whom the men worked.

The qualifications required for such selections have not been mentioned and it is hoped that the Chief Auditor will please give out his policy of selection, so that the present staff of T. T. Es who perform almost the same duties which T. T. Is do, may prepare themselves to withstand a competitive test to prove themselves worthy of selection.

The scale of pay for the T. T. Es is the same as for T. I. Cs viz Rs. 30-4-60. The former are however granted a temporary increase of Rs. 10/- on promotion from T. I. Cs to that of T. T. Es post and a further increase of Rs. 5/- on passing the required test.

SELECTION OF CANDIDATES FOR EMPLOYMENT AS CONTROLLERS CLASS 11.

Recently there have been several complaints from the Asstt. Station Masters of the Traffic Dept. at Khargpur, to the effect that the posts of Controllers class 11, were being filled up by unexperienced and junior hands who never worked either as A. S. Ms or on the Control before.

The monthly salaries of such men had been nearly doubled by virtue of their selection and most surprisingly the salary of a probationer drawing Rs. 15/- a month was recommended to be raised to Rs. 100-4-160, in spite of none of them having passed the test of safe working, with which their duties were grossly concerned.

On the matter being represented to the Commercial Traffic Manager, Kidderpore, he stated that the men selected had previous experience in control working and that in a number of instances the posts of Controllers offered to A. S. Ms were not accepted by them on account of low salary and it was only now when the scale of pay has been increased that they consider they have a grievance in not being selected.

In reply to the above letter of the T. M. C. we stated that the seniority and capabilities were only the two things on which a selection could be based and so it would be but just to hold a competitive test before confirming the selections made.

We also quoted more than a dozen names of A. S. Ms who had on previous occasions applied for the Controller's post when the scale of pay was not so much increased and a reply was received from the D. T. O. Khargpur that their claims would be considered when a vacancy occurs.

This promise was overlooked at the time of filling up the recent posts of Controllers on increased salaries and therefore the T. M. C's letter that the A. S. Ms refused to accept the Controller's post when the scale of pay was lower, does not seem to be correct.

We could not rest on the decision of the T. M. C and therefore another appeal was forwarded in reply to which the T. M. C. stated that if there were any suitable men for appointment as Controllers class 11, among the men

referred to by us, their cases will be considered in due course.

This was rather an evasive reply to our protests and so we again wrote to the T. M. C. that the men referred to by us had already passed the A.S.M's and safe working of trains examinations and as such, it was not known what further qualifications were needed to make them fit for the selection for the post of Controller class 11. To this, the T. M. C. declined to answer and referred us back to his letter No. E4/117/A dated 25th July 1925 in which he stated that the appointment was made by selection and no question of seniority could be taken into consideration and that the A.S.Ms refused to accept the controllers' posts when the scale of pay was low.

As a last resource the Superintendent General in his letter No. E4/117/140 dated the 15th December 1925 suggested to the General Secretary that the latter might discuss the matter with the Transportation Manager.

The matter was also put up in a mass meeting of the Kharagpur Branch dated the 2nd January 1926, presided by Srijut N. M. Joshi, M.L.A., Labour Representative and General Secretary, All India Trade Union Congress, Bombay, and the following resolution was passed.

Resolution No. 13

Resolved that this meeting strongly protests against the action of the Traffic Authorities in appointing junior office and Telephone clerks, as Control-

lers class II overlooking the claims of senior, better paid and qualified A.S.Ms in spite of protests made direct and through the Labour Union and urges on the Administration to promote the staff according to their qualifications and to grant an interview to the General Secretary of the B. N. Ry Indian Labour Union, Khargpur to discuss the cases of men who applied before such appointments were made."

A copy of this resolution was forwarded to the Agent, B. N. Ry, Calcutta, in reply to which he stated that as the General Secretary did not avail of the offer given by the Superintendent General of discussing the question with the Transportation Manager, he did not understand why the resolution was put in the meeting nor why he should be asked to go into the matter at this stage.

Here the matter ends.

We trust, taking all the aspects of the case into consideration, that the Agent will be pleased to reconsider his letter No. 5163 dated the 9th March 1926, addressed to the General Secretary, and grant an interview to our President and a few other members of the Union to discuss this question with him in order to arrive at a correct and satisfactory conclusion.

GRIEVANCES OF SIGNALLERS.

According to Traffic Circular No. 4, paid Telegraph candidates are required to pass the line clear examination before being appointed as signallers on Rs. 30/- P.M. and their further increment is restricted to Rs. 38/- till they

pass the A. S. M's examination. This rule was promulgated on 1.4.1920 and therefore it does not operate on those who were in service prior to that date.

There are signallers who have no taste to work as an A.S.M. but wish to stick up to the Telegraph line, since, such a system was in existence on the B. N. Ry. at the time of their engagement and therefore to compel them to pass the A. S. M's examination and the conditional bar to their increment over Rs. 38/- in the signaller's line, appears to be unjust. The fact that as signallers they are being given no chances of training themselves in the duties of A. S. Ms, is in itself a proof that they cannot train themselves by miracles while working as signallers and as such, the conditional bar in their increment seems to be unjustifiable.

On receipt of grievances from the signallers on this Railway, the case was represented by the Union to the T. M. C. Kidderpore, stating that the Signallers who did not prefer to work as A. S. Ms, must not be compelled to pass the A. S. M's examination but should be granted due increments in their own line and that those appointed before the issue of Circular No. 4, need not be made a victim to the rules contained therein and their increments in the grade of signallers should not be stopped on the ground of their not passing the A. S. M's examination.

It was also clearly stated that such conditions did not exist on other Rail-

ways. For instance:—

On the E.B. Ry the Signallers who desire to be A. S. Ms appear at the Train passing, coaching and goods examination held from time to time but there is neither any compulsion nor a bar to their grade increments.

The following is the scale of pay of Signallers on that Railway.

A Class	Rs. 30/-	4/-	70/-
B "	" 75/-	5/-	115/-
Spl.	" 120/-	10/-	170/-

On the E.I. Railway:— If a Signaller is willing to appear in the A. S. M's examination, he is examined by the A. T. S or some other officer deputed for the purpose.

There is neither any compulsion on Signallers to pass the A. S. M's examination nor their promotion is barred in any way, but their grade increase is always open to them in the capacity of Signallers.

The following are the grades on that Railway.

Signallers class A	Rs. 30/-	2/-	38/-
B "	" 40/-	2/-	52/-
C "	" 60/-	3/-	75/-
D "	" 78/-	3/-	90/-
E "	" 100/-	5/-	140/-

On the S. I. Ry:— A. S. Ms are recruited from Signallers, General clerks, Coaching clerks, Parcel and Luggage clerks and train clerks, if they pass the A. S. M's test but the option of accepting the A. S. M's post is with the men themselves.

The following is the grade on that Railway.

25/-	2½	35/-
35/-	2 ½	35/-
45/-	2 ½	60
60/-	5/-	70/-
75/-	5/-	95/-

On the M & S. M. Railway:—

There is a separate Traffic Telegraph department and the following grades have been fixed for signallers.

D Class	22/8	to	40/-
C "	41/-	to	55/-
B "	56/-	to	75/-
A "	76/-	to	120/-

They work as Signallers only and are not compelled to pass the A. S. M's examination until they express their willingness to go up for that examination.

The Commercial Traffic Manager has stated in reply to our representation that the matter is still under enquiry.

We are anxiously awaiting the result and hope that something favourable to the best interests of the Signallers will be decided in the near future.

GRIEVANCES FROM THE KHALLASIS OF THE STORES

The Khallasis of the Stores Department, Khargpur, complained to the Union on the following points.

1. That the daily allowance to clerks going for out station work was being doubly paid to them on trips from

Khargpur to Santragachi and Howrah but they are disallowed this privilege in spite of their accompanying those clerks and taking comparatively more pains for the work.

2. That they have been designated as "Stores Line Cooly" and a monogram has been provided to be fixed to their caps.

This designation they felt as humiliating and therefore wanted the same to be changed to "Stores Line Khallasis" and a new monogram to be supplied accordingly.

3. That after performing the arduous line duties, they were, on arrival at Head Quarters asked to perform ordinary work in yard and wards unconnected with their legitimate duties.

4. That one month's leave is granted on full pay to the clerical staff and other menial staff of the B. N. Ry whereas they are allowed only 15 days leave in a year with pay, including sick leave.

5. That there is no grade fixed for them over Rs. 18/- a month.

6. That shoes may also be provided to them to complete their uniform already supplied by the Company. The matter was represented by the Union to the Deputy Collector of Stores, Khargpur, and the matter is still under correspondence.

REPAIRS TO LOCO MENIAL QUARTERS

Block Nos. L/1 to L/6 occupied by Firemen and Khallasis.

1. These blocks have 96 units at 16 per block and the drains in front of units are very narrow and in dilapidated condition requiring repairs.

2. In these drains water stagnates and emits bad odour.

3. Dimension of each unit is 10' X 8', height of the roof from the floor 9' with one small window 1'-7" square at a height of 5 feet from the floor without protecting bars.

4. The court yard is 8'. 4" X 8'-9". There is no roof over the court yard.

5. There is no lean-to to prevent rain water.

6. Flooring of the room and court yard requires cementing.

This was reported to the District Engineer, Khargpur, and the Executive Officer, Station Committee, Khargpur, for information and favour of having the necessary repairs carried out.

The Dist. Engineer, Khargpur has replied as under.

Items 1 & 2:—An estimate for this work will be submitted to the Agent for dismantling and rebuilding these to the same section with a better slope

Items 3, 4, 5 & 6:—These are new works not provided in the original type drawing of the quarters and therefore if you require these to be carried out, you must obtain the Agent's administrative sanction.

It is hoped that the District Engineer will kindly obtain the Agent's sanction as regards items Nos. 1 & 2 as early as possible and the General Secretary will hasten in obtaining the Agent's administrative sanction as regards items Nos. 3, 4, 5 & 6 to obviate the inconveniences undergone by the occupants.

Menial quarters of the Stores Department by the side of new Reservoir tank behind the Workshop:—
(Block Nos. WW/3, 4, 5
(32 units) for Fire-brigade)

The following defects in the above quarters were brought to the notice of the Deputy Controller of Stores, Khargpur, with a request to effect necessary improvements.

1. The area of the Units is only 9' X 9 feet with one side entrance door.

2. No light and only one water tap is provided.

3. 6 Kutchas have been raised in this area by those who have not been provided with accommodation.

4. 3 seated latrine for men and a similar one for females are available which are quite insufficient.

The population occupying this area is about 191 and it is situated between the new water tank and the Midnapur cutting (Station Committee Ward No. 7.)

Almost all the men have to attend to their work in time and therefore the difficulty and convenience experienced by each of them in rushing for water and latrine is inexplicable.

The construction of more latrines and water taps and the installation of sufficient lights is under the circumstances a most essential and pressing need, as is the extension of the area of the room and provision of extra quarters to accommodate the homeless employees and those who are living in Kutcha huts.

The matter is under consideration of the Deputy Controller of Stores and it is hoped that all the demands of the employees in this respect will soon be met with.

TRAFFIC MENIAL QUARTERS

The attention of the District Commercial Officer, Khargpur and the Dist. Engineer, Khargpur was invited to the following conditions of the above quarters situated on the north side of Khargpur Old Settlement to the west of the Loco drain between the Rest House Road and the wall bordering the Midnapur cutting, for favour of necessary action.

(Block No. L-7 to L-10 at 10 units each block)

(Drains central)

1. Flooring of the quarters kutcha.
2. No latrine attached to the units.
3. Roofing in leaky condition and entrance door one sided.
1. The light house type hydrant now

built, has no wash out plugs to clean storage of water.

Block No. T. K./2 Contains only 2 units.

This quarter situates about a furlong distant from Kharida Station and is occupied by the Goods Clerk and the Asst. Goods Clerk of that Station.

The pay of the former is Rs. 95/- to 110/- and of the latter Rs. 70/- maximum. They are eligible for No. 4 & 3 type of quarters respectively free of rent.

In this block the following defects were noticed.

1. The area of the room is only 10' X 9 feet
Verandah three feet
Court yard five feet

There is some doubt of these figures.

2. flooring is kutcha. Both verandah and back court yard and room require cementing.

3. Back verandah requires jaffrey and a tin lean-to shade to prevent rain water getting in.

Block No. T. K/3 (Four Units).

These are occupied by shed clerks whose maximum pay is Rs. 60/- with free quarters.

The following defects were noticed.

1. The Units are not provided with latrines.
2. Flooring court yards and verandahs require cementing.
3. These units have one sided admission and it is necessary that the

partition wall existing between the north and south units should be dismantled and a wall constructed between the east and west units to bring them in line with the units of T. K. 2/ type.

(The object of this suggestion was to admit of a free passage of air from south to north and vice versa).

4. Tin sheet leans-to are necessary. Windows are to be provided.

5. Out of 6 shed clerks at Kharida Station, only 4 are provided with the above quarters. The other two are living outside for want of quarters but no house allowance is given in lieu.

In reply to our representation, the Dist. Engineer, K. G. P. states in his letter No. 582 dated the 16th January 1926 as follows:—

Block No. L/7 to L/10.

Items 1, 2, 5 & 6:—These are not provided in the type drawings of the quarters and therefore the Union should obtain the Agent's administrative sanction.

Items 3 & 4:—

These have been put right.

Block No. T. K/3.

Items 1, 2, 3, 4 & 5:—The Union should obtain the Agent's administrative sanction, as these are all new works.

The matter is yet subjudice and it is expected that the General Secretary will do the needful in obtaining the Agent's sanction. etc. without any further delay.

Kharida Goods Clerk's quarters:—

Two units of No. 2 type quarters provided to the above-named, have only 2 small dark rooms without a kitchen and a store room, with an uncemented floor and court yard and no windows at all for ventilation. The dimension of the rooms is 10' X 9 feet only, the verandah 3 feet and the court yard 5 feet.

The space being very scanty for a family man with some luggage, the D. C. O., K. G. P. was requested to provide him with his predecessor's quarters or No 4 type within Khargpur limits, for which he was entitled but it is to be regretted that no arrangements have as yet been made by the Authorities concerned.

The Goods Clerk is badly pressing the Union to obviate his difficulties by at least providing him with all the 4 units of the quarter at present occupied by him and we earnestly hope that the D. C. O., Khargpur will kindly make some better arrangement at his earliest convenience as the case is pending from a very long time.

IMPORTANT EVENTS

This year was an unique one in the history of the Branch, as many great leaders visited this Branch on account of which serious troubles could be averted and we could take part in the outside functions for the betterment of labour cause and the country.

1. Rev. C. F. Andrews visited the Branch as President of the All India Trade Union Congress, on the 4th June

1925. He was accorded a grand reception. He was shown the condition of Railway quarters, and he deplored at the site of Nos. 1 & 2 type of quarters built for the workmen, on whose toils the work of the Railway Company depended. He addressed a huge mass meeting the same evening.

2. Mahatma M. K. Gandhi visited Khargpur on an invitation from the B. N. Ry Indian Labour Union, Khargpur Branch, on the 4th July 1925.

Ladies' meeting and Khaddar demonstration was arranged at the Indian Institute at 6 P. M.

An open air mass meeting of the B. N. Ry. Employees and Khargpur public was held at 7 P. M. at the Indian Recreation Ground.

3. Through the efforts of the Union, the workshop and the Head Offices of the Railway were closed on receipt of notice of Deshbandhu C. R. Das' demise, and the same evening a condolence meeting was held at the Indian Institute. The Union volunteers with its office bearers took part in the Sradha ceremony day of Deshbandhu C. R. Das at Calcutta.

Deshbandhu's memorial fund was organized and a collection of Rs. 500/- made at Khargpur which was deposited at Calcutta on the 1st July 1925. Rs. 500/- more were raised on the 4th July 1925 and handed over to Mahatmaji on the spot.

4. Srijut N. M. Joshi M. L. A, General Secretary, All India Trade

Union Congress visited this Branch on the 2nd January 1926. He inspected the Railway quarters and the Union Office and addressed the workmen's mass meeting which was attended by over 6000 men.

5. Major Grahampole, member of the British Labour Party and Mr. Shiva Rao of the new India Staff, Madras, visited the place on the 21st January 1926. They visited the European Institute, Main Hospital, Indian Ward of Indoor patients and they noticed the absence of fans and insufficient number of beds in the latter ward.

They also inspected the menial quarters, attended a mass meeting in the night and addressed the audience at length on the labour problem and the object of their visit.

6. Reduction in the working hours of workmen of Khargpur Workshops on the 7th December 1926:-

On and from the 7th December 1925 the working hours of the workshops were reduced from 8 ½ hours to 6 ½ hours and the shops were ordered to be closed fully on Saturdays instead of half a day and besides this about eight compulsory holidays without pay enforced in continuation of the X'mas holidays. This notification meant that the workmen numbering about fifteen thousand would be paid for only 16 ½ days in the month.

The workmen realized the situation and from 4 to 5 thousand joined the Union in a day and were prepared

themselves to make any sacrifice and stand by any action that the B. N. Ry Labour Union Executive might take on their behalf in support of their home and their hearth.

Mass meetings of thousands of workmen were arranged mornings and evenings, demands formulated and deputations waited on the Authorities.

It is needless to repeat that the poor workmen cannot afford, as it is well known one square meal a day and it passes our comprehension to understand how the Administration who do not hesitate in increasing the number of officers almost a hundred per cent, take the bread out of the poor man's mouth without the least consideration or pity for their poor families.

We are however glad to mention that the Administration was made to realize the gravity of the situation and the impending direct action that might follow if the recognized Union was not taken into their confidence. Better counsels prevailed and the Authorities by the 19th December withdrew almost all orders mentioned in the notice dated the 7th Dec.

The Central Executive of the Union has just cause to congratulate themselves on the success of the undertaking brought with grave risks and the results achieved are phenomenal and a rare but a happy chapter in the history of the B. N. Ry Indian Labour Union.

We will be wanting in our duty if we do not refer to our sincere ap-

preciation of administrators like Mr. H. L. Cole, the C. M. E. whose tact, sympathy and careful handling of the situation has much contributed to the success of the mission of our Union.

We also mention with pleasure the reasonable view of the matter taken by Mr. Oldfield, Supdt. of Workshops and we do sincerely hope that we might be able to depend on his real sympathy for the workmen.

For further details pertaining to the reduction of the workshop working hours, our members are referred to the articles printed in our Labour Journal for the month of December 1925.

7. 6th Session of All India Trade Union Congress held at Madras:-

The following members of this Branch attended the above Congress and the All India Railwaymen's Unions Convention held at Madras during the month of January 1926.

1. Mr. P. R. Rao.
2. „ W. V. R. Naidu
3. „ D. N. Sharma.
4. „ R. N. Santra.
5. „ C. H. Jogarao.
6. „ B. N. Sircar.
7. „ B. Satyarao.
8. „ Abdul Kader.
9. „ G. V. Somayajulu.
10. „ Apparao

At these Conferences, the B. N. Ry Indian Labour Union was represented in a majority and could therefore succeed in achieving many objects

favourable to the B. N. Ry employees and it is proud to state here that the President of this Union Mr. V. V. Giri was elected President of the All India Railwaymen's Federation and the Secretary of this Branch Mr. W. V. R. Naidu as Asstt. Secretary, All India Trade Union Congress for the year 1926.

8. Colliery Employees Association meeting at Jharria:—

The above meeting was attended by our delegates named Babu Sitaramiah and Mr. Idukhan, on an invitation received by the Union.

9. Protest against the introduction of discs and punching systems in the Accounts Branch of the C. M. E.'s Office for the Clerical Staff.

Order No. B O/26 dated the 20th November 1925 was issued by the Loco Auditor Mr. Castells to the Clerks of the Accounts Branch of the C. M. E.'s Office, fixing time for their tiffin, urinal and latrine purposes and discs were provided to check the time spent by these clerks in each operation. The doors of the sections facing towards L. S. W.'s Office were ordered to be permanently closed, so that the main doorway will be the only means of ingress and egress to the office. In other words the poor clerks were made "Jail birds".

To cope with the work a supervisor was appointed on a decent salary. Not more than 10% of clerks were allowed to leave the office at any one time, without the sanction of the Asstt. Accountant concerned obtained in

writing by the Head of the Section. If a clerk was away for over 10 minutes he was to be reported to the Loco Auditor. The clerks accepted and carried out the orders as a matter of discipline but they considered it most humiliating.

The matter was discussed in a mass meeting of the employees held on the 31st January 1926 and it was resolved to request the C. M. E. to set aside immediately his Accounts Branch order No. 25 dated 20-11-25, introducing disc and punching system, as the order was felt by the clerical staff as most humiliating and unreasonable.

The order was subsequently cancelled by the C. M. E., whose consideration for the spirit of self-respect in the employees is well known to us all.

10. Holidays for Hindoo shop clerks:—

The Hindoo Workshop Clerks of Khargpur Shops applied jointly to the L. S. W. requesting him to grant them holidays on the 18th & 19th January 1926 on account of Hindoo Holidays notified in the calendar, as they used to get every year and being national holidays and most sacred, they were required by all the educated classes.

The request was not granted. The Branch Secretary, Khargpur interviewed the L. S. W., and got the leave sanctioned for all the Bengalee employees of the workshop.

11. Threats held out to the Branch Secretary by the Loco Auditor Mr. Castells.

On the 25th January 1926, Mr. Castells, Loco Auditor, C. M. E.'s Office, Khargpur sent for Mr. W. V. R. Naidu, Branch Secretary, Khargpur, and suggested him to resign his capacity in the Union, stating definitely that he should either work for the Railway or the Union. He was further told that he would be transferred to the General Branch of the C. M. E.'s Office should he fail to acquiesce in his suggestion. He also impressed that he would bring pressure on the Chief Auditor and the Agent, to have him transferred to some other place on the line to disengage him from the Union.

This was brought to the notice of the C. M. E. who assured him that there was nothing to fear, as long as there was no hampering in the Company's work.

GENERAL GRIEVANCES OF LOCO CONDITIONS OF RAILWAY MEN AT KHARGPUR SETTLEMENT

1. Necessity of changing the constitution of the Khargpur Station Committee so as to give adequate representation on behalf of the Indian employee residents who pay monthly cess to the said committee for the management of the municipal duties of the colony.

This is not yet taken up.

2. Necessity of constructing a parapet wall to the dangerous Loco drain running through the heart of the colony between residential quarters on

one side and the Bazar shops on the other side as the said drain is dangerously deep and has been a source of several accidents to residents and to their domestic animals.

This has been partly complied by constructing raisings on the culverts of the said drain; still it is keenly felt by the people that there should be pucca fencing throughout the drain and the authorities concerned will kindly see their way to sanction this as well.

3. Necessity of improving the watering, lighting conditions of streets and side roads, insanitary condition of quarters types 1 & 2 mostly occupied by workmen, insecure condition of quarters types 3 & 4 mostly occupied by middle class employees.

This is still unredressed.

4. The protection to the property of the employees in their absence on duty or on leave as there were happening many thefts in broad day light besides other acts of mischief-mongers in the settlement.

This is still unredressed.

GENERAL GRIEVANCES OF SERVICE CONDITIONS ON THE RAILWAY.

1. The conversion of the daily rate of workshop staff into one of monthly (fixed) rate, to enable them to enjoy the benefits of the leave etc. privileges open to all Railway employees.

2. Non-grant of casual leave to the Indian employees of the Railway whereas the European employees of

APPENDIX 'B'

BENGAL NAGPUR RAILWAY INDIAN LABOUR UNION, KHARGPUR BRANCH.

RECEIPT AND EXPENDITURE ACCOUNT FOR THE YEAR ENDING MARCH 1926.

RECEIPTS.

Opening Balance } Cash 593-9-0
on 1st April 1925. } Bank 1150-0-0 1743-9-0

Subscriptions. 8294-13-3
Miscellaneous
Advance. 30-0-0
Interest from the Bank 0-8-0
Fines. 0-4-0

8325-9-3

EXPENDITURE

Establishment. 1448-13-0

ORGANISATION.

Supply of lights. 30-12-0
Drum beating. 34-13-0
Telegrams. 69-1-0
Refreshments. 60-11-0
Volunteers. 106-7-0
Conveyance & Rly. fares. 165-4-3
Printing. 153-11-0
Propaganda work and other expenses. 120-9-0
Annual Genl. Meeting for the year 1924-25. } 123-15-9
Reception charges for:-
Mahatma Gandhi } 9-0-0
Rev. C. F. Andrews 45-2-6
Mr. N. M. Joshi and Major } 63-9-9
Grahampola. 983-0-3

OFFICE CONTINGENCIES.

Roll Registers, Printing, & binding etc., } 108-9-0
Typewriter accessories. 31-3-0
Stationery & other
Office expenses, 273-8-2

Postage. 26-5-6 439-9-8
House rent. 82-3-6
Death Benefit Fund Meeting. 210-2-9
Tools & Plants. 231-0-6
Relief Fund 25-0-0
Refund of Charka Fund. 25-0-0
Law Charges. 25-9-9
Contribution to Central. 2500-2-0
Miscellaneous Advances 282-2-0 6,252-9-5
Balance on hand on 31st March 1926.
Cash. 1916-0-10
Bank. 1900-8-0 3,816-8-10
10,069-2-3 10,069-2-3

Proposed by Mr. R. N. Santra seconded by Mr. G.V. Somayajulu.
Passed unanimously at the general meeting held on 16.4.26.

V. V. GIRI, B. N. Circar, Chairman W. V. R. NAIDU, T. S. N. ROW, K. SURYANARAIN,
President. Ex. Committee Meeting. Branch Secretary. Honorary Treasurer, Honorary Auditor.

Checked and found correct.



42-3-1936
1936-1-1936

- 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’

B.N. Railway Indian Labour Union

OFFICERS

V. V. Giri Esq, Bar-at Law, Berhampore.	President.
Mr. W. V. V. B. Ramalingam B. A., L. T., Venkateswar Temple Street, Berhampore.	Vice-President.
Pandit Kasinath Muttu, Senior Clerk, C. M. E's Office, Khargpur.	Vice-President.
Mr. P. Ramachandrarao, Clerk, C. M. E's Office, Khargpur.	General Secretary.
Mr. G. A. Narasimharao, Clerk, C. M. E's Office, Khargpur.	Assistant General Secretary [Accounts]

B. N. Railway Indian Labour Union

Mr. B. Dondapany Pantulu, Clerk, B. N. Ry Officers' Club, Khargpur.	Treasurer & Trustee.
Messrs. Saha & Mazumdar, Government certified Accountants & Auditors, 285-9 Bowbazar Street Calcutta.	Auditors.
Mr. W. V. R. Naidu, Clerk, C. M. E's Office, Khargpur.	Branch Secretary, Khargpur.
Mr. N. Sircar, Clerk, E. Section, Chief Auditor's Office, B. N. Railway, Kidderpore	Branch Secretary Garden Reach.
Mr. B. N. Das, Clerk, Claims Superintendent's Office, B. N. R. Garden Reach,	Branch Secretary Shalimar.
Mr. C. K. Vaidyanath Iyer, Clerk, D. T. S. Office, B. N. Ry, Khurda Road.	Branch Secretary Khurda Road.
Mr. N. M. Modhi, Train Controller, Bhojudih.	Branch Secretary Bhojudih.
Mr. K. Natarajan, D. L. O's Office, Stenographer, Adra.	Branch Secretary Adra.
Mr. P. S. S. Iyer, General Clerk, D. C. O's Office, Chakradharpur.	Branch Secretary, Chakradharpur.
Mr. K. M. Tikekar, Teacher, B. N. Ry. Indian School, Bilaspur,	Branch Secretary Bilaspur.
Mr. R. R. Shingweker, Clerk, Loco Accounts Branch B. N. Ry, Nagpur	Branch Secretary Nagpur.
Mr. H. K. Banerjee, Trains Clerk, D. C. O's Office, Nainpur.	Branch Secretary, Nainpur.

Indian Labour Journal

V. V. Giri Esq, Bar-at-Law, Berhampore,	Editor.
Mr. V. R. Kalappa, Electrical Charge Hand, Saranda,	Sub Editor.
Mr. M. N. Mukerjee B. A., Clerk, E. Section Accounts, Chief Auditor's Office, Garden Reach, Calcutta,	Sub Editor.

DEATH BENEFIT FUND.

V. V. Giri Esq, Bar-at-Law, Berhampore.	President.
Mr. P. G. Patankar, Accountant, D. E's Office, Chakradharpur	Vice President.
Mr. D. K. Ghosh, Estimator D. E's Office, Chakradharpur.	General Secretary.