

Superintendent

Scott. II-27-39,004-24-10-44.

Education and Public Health

(194<sup>5</sup>) Department.

Miscellaneous

SERIES.

G.O. No.

1106. Jan.

Dated

21st July 1945.

18

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[Despatch Abstract.]

Government Press - Grievances of - workers - Mion's request  
to wait in deputation of His Excellency's Advisor - Refused.

## Back Papers.

| G.O. | No. | Department. | Date. | G.O. | No. | Department. | Date. |
|------|-----|-------------|-------|------|-----|-------------|-------|
|      |     |             |       |      |     |             |       |

## Further Papers.

| G.O. | No.  | Department. | Date.    | G.O. | No. | Department. | Date. |
|------|------|-------------|----------|------|-----|-------------|-------|
| 90   | 1596 | Edn.        | 10.10.45 |      |     |             |       |
| "    | 812  | "           | 15-4-46  |      |     |             |       |

# The Madras Government Press Workers' Union

(REGISTERED & RECOGNIZED BY GOVERNMENT) 33, Krishnappa

354, MINT STREET, Madras.

Naicken Agraharam, Mint Bldgs.

Madras, 12th June 1945.

PRESIDENT:

P. R. K. SARMA, B.A., M.L.A.

VICE-PRESIDENT:

S. DURAISWAMI MUDALIYAR

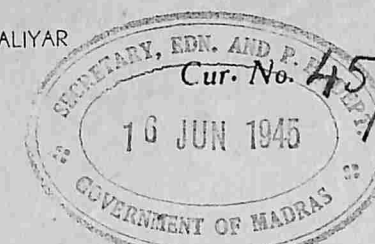
~~P. BALAKRISHNAN~~

SECRETARY:

S. AIYASWAMI AYYAR

ASST. SECRETARY:

~~C. NARAYANASWAMI~~



To

The Hon'ble the Adviser to His Excellency the Governor,  
Education and Public Health Department,  
Fort St. George.

Sir,

26946

The question of promotions has been a source of constant complaints in the Government Press generally and the Union has pointed out to the Superintendent, from time to time striking instances of miscarriage of justice. In several cases the Superintendent has found it difficult to justify promotions of juniors. But Mr. Lepper was however always good enough to assure that in subsequent promotions he would have claims more carefully examined to avoid any feeling that deserving persons have been overlooked.

Since Mr. Anderson took charge the situation has not improved. We do not even get satisfactory replies to representations. He simply states that the rules have been observed even though we also take our stand on the same rules. Unlike Mr. Lepper, the present Superintendent avoids deputations of the Union in which such matters were previously discussed with advantage. Thus irregular promotions go on and the aggrieved are left without hope of redress.

The matter has now come to a stage when the Union considers an immediate deputation to you to be necessary and has accordingly directed me to address you and arrange for a deputation to discuss promotions in the Press and a few other subjects ~~xxxxxx~~ incidentally such as (1) revival of joint periodical meetings, (2) deductions from pay sheets for social insurance scheme conducted by the Union, (3) leave difficulties of workers for even unavoidable emergencies, (4) shelter and resting place for the workers of the Press suggested already to the Superintendent.

Superintendent, (5) functions of the Labour Welfare Officer of the Press and the difficulties caused to the workers by irregular attendance of the Officers of the Press and the absence of any arrangement among them to insure the presence of at least one of the officers always.

I request you to kindly accept the request for the deputation and intimate your convenience and oblige.

The Deputation will consist of--

- (1) President: P.R.K.Sarma, B.A., M.L.A.
- (2) Vice-President: T.S.Ramanujam, M.A., LL.B.(Lond.)
- (3) Do. S.DuraiSwami Mudaliyar.
- (4) Secretary : S.Aiyaswami Ayyar.
- (5) Assistant Secretary: O.G.Dheenadayalu.

Thanking you,

Yours faithfully,

*T. K. S. Sarma*  
President.

*E. du Calion & P.H. Dept.*

*Encl. No 26946 F-1 Edn. d 19.6.45*  
*Referred to the Superintendent, Govt. Press. for early remarks.*

*Depuliy Secretary to Govt.*  
*18.6.45*

*1876*

*To The Superintendent Govt. Press.*

O.F. 32.

From (Name) A.G. Anderson Esq.,

Designation Superintendent,

Station Government Press, Madras.

Received.....Registered.....

To

The Dy. Secretary to Government,  
Education & Public Health Dept.,  
Fort St. George.

Enclosures:

No. 88/Mis-92. dated 27th June 1945.

Sir,

Education & Public Health Department Endorsement No. 26946 F-1, Edn., dated 19-6-45 forwarding letter No. Cur-45/DG dated 12-6-45 from the President, Madras Government Press Workers' Union to the Hon'ble the Adviser to His Excellency the Governor.

I have the honour to state that the Union in pointing out that because the Union and the Superintendent do not agree on promotions does not mean there has been a miscarriage of justice nor do they have any right to assume that the Superintendent has found it difficult to justify promotions of juniors. What the Union would like is all promotions by seniority whether fit or unfit; to do this would be to pay higher salaries to workmen who do not deserve the same and at the same time it would kill all incentive among juniors to improve their knowledge and work in the hope of getting a higher salary.

2. They claim in fact too that I do not give them satisfactory replies to their representations. It surely is up to the Union to point out in what manner rules have not been followed. Their claim that I avoid deputations is untrue. I do however claim that I should know before a deputation what matters are to be discussed so that I can be fully prepared by going through previous papers or rules as the case may be, otherwise my replies will invariably have to be rather indefinite.

3. I personally do not believe in periodical meetings with the Union as I know from past experience that even if they have no justifiable grievance they will think up some unjustified ones for the sake of something to talk about which is a sheer waste of time and time is something which I have none to waste; as such I do not recommend (1) of para 3, nor do I recommend No. (2) - this is purely an attempt of the Union to have Union

subscriptions

subscriptions deducted from the men's salary, the collection of Union dues is entirely a matter for the Union. I feel in No. (3) that they are up to their old game of trying to force one officer of the Press to be present when the Press opens - please see item (5). This is entirely unnecessary as the Overseer is empowered to pass out anyone who requires leave urgently which is automatically passed by the concerned officer for that day at least. In respect to No. (4) I have already intimated to the Union that this matter is being dealt with by Government. No. (5) The duties of the Welfare Officer is to investigate any complaints regarding the welfare of the workers as a whole and submit a report to the Superintendent for necessary action. What the Union wants is that any workman who feels he has a grievance against the orders of an officer of the Press should be at liberty to lay his complaint before the Welfare Officer who in turn would submit his recommendations to the Superintendent. This would in effect mean that a junior officer would be sitting in judgment on senior officers as the Welfare Officer is the juniormost officer of the Press, this I feel would be entirely wrong and I do not permit the same. They can always submit such complaints to the Superintendent direct.

4. On the whole I feel the deputation would only waste the Adviser's time needlessly and would suggest they be asked to forward their complaints in writing to Government and the same be sent to me for my remarks.

*C. P. Anderson*  
Superintendent.

36  
24/7

D.O.:- No. 26946 F-2 of 21.7.45

Dear Mr. Siddique,

Govt. Press Workers' Union - grievances of Workers - Refee. Mr. ~~Supper~~ Anderson's letter no 88/Mis-92 dated 27-6-1945.

I am to say <sup>that</sup> orders are

Separately issuing on the several items of grievances represented by the Union, in its letter no 45/D.G. & 12-6-1945.

As for the <sup>question of</sup> revival of Periodical meetings referred to by the Union, there is no information whether and when the practice was in vogue and when it

was stopped. <sup>This problem has</sup> ~~Probably~~ Mr. Lepper held such  
 these meetings. <sup>This no doubt time. But</sup> ~~no doubt~~ such meetings ~~will~~ <sup>was</sup>  
 entail waste of time - <sup>but</sup> they will give a certain <sup>and may be worth a little</sup>  
 amount of satisfaction to the workers. They <sup>are</sup>  
 need not, however, be held too frequently.

Yours Sincerely.  
 G.P.  
 21/7/45  
 To  
 ✓ R. Siddique Esq.  
 Supdt. in charge  
 Govt. Press,  
 Dated  
 23-7-45

19/2/17  
 Govt. Press - Grievances of  
 Workers - Unions  
 request to wait in deputation  
 of H.E. Adms - Refuses.  
 Reso.

MEK 26946 From the Pt. Govt. Press Workers Union  
 C/45 G. 8/12.6.45  
 H-344 From the S/G.P. - m 88/mis 92 d  
 27.6.45  
 Order/Mis. 1106 Edn. dated 21.7.45  
 The President, the Madras  
 Govt. Press Workers Union is  
 informed that H.E. the Adms  
 is not prepared to receive a  
 deputation of the representatives  
 of the Union to discuss certain  
 grievances of the workers.  
 2. The Govt. has been  
 consider the several items of  
 grievances of the workers enumerated  
 in the President's letter need also  
 and pass the following order:-  
 Para (1) of the letter - Prohibition  
 The complaint specified  
 there is grieved in action. No  
 concrete instances <sup>as has been</sup> ~~are~~ given  
 in which security has been  
 overlooked. The Union is

H-2.3 mt

find that individual cases  
may be brought to the notice  
of the Gov. preferably by the individuals  
themselves in the first instance.

Para 2 of the letter - Refusal  
of the Supr. to receive deputations

The S. G. P. reports that  
he ~~does not~~ avoid deputations to the  
Union but he expects, before  
he receives the deputations, full  
information on the points  
to be discussed, so that he will be  
prepared to meet the points  
raised by the deputations.

Para 3 of the letter - Item (1)  
Review of periodical meetings

The Gov. ~~is concerned~~ <sup>leaves 2 nF</sup>  
of this ~~need for periodical meetings~~ <sup>the matter to the</sup>  
~~as it will result in some waste~~ <sup>discretion of the</sup>  
~~of time~~ <sup>SSP, to whom</sup>  
<sup>necessary instructions</sup>  
<sup>have been issued.</sup>

Item (2) Deductions for  
pay sheets for social insurance  
scheme conducted by the Union.

The Gov. is much to accede  
to the proposal. [and with  
out entail the employment  
of extra staff in the Union.]

Item (3) <sup>3 nF</sup>  
hear difficulties <sup>half year office</sup>

The nature of the difficulties  
experienced by the workers under  
the existing rules <sup>and practice</sup> is not  
specified. The Union is requested  
to be more explicit on  
this point.

73 nF.

Item (4) Shelter & resting place

This question is already  
under the consideration of the  
Gov. ~~Item (5) Welfare officers~~

~~The information given by  
the Union on this point is  
meagre. The Union is informed  
that the workers are at liberty  
to submit their  
complaints to the Supr.  
directly instead of to the  
Welfare officers.~~

Depd  
K.T.  
23-7-45

J.D.  
18-7-45

~~The Executive Committee of the Union  
has submitted before the S.S.P.~~

The President  
Madr Govt  
Pun Works  
Union, 33 Krishna  
Agraharan Main Bazar  
Madr  
S. G. P.

20/7/45

C.No.26946.F/45. From the President, Government Press Workers Union, Cur.No.45/D.G. dated 12-6-45.

From the S.G.P.No.88/Mis.92 dated 27-6-45.

Subject: The Madras Government Press Workers' Union - Deputation on behalf of the Press Workers - Request for.

The Madras Govt. Press Workers Union requests that the Union's Representatives may be permitted to wait in deputation on His Excellency the Advisor to discuss promotions in the Press and few other subjects referred to in para 3 of the letter on p.p.1-2-c.f. The Union incidentally alleges that unlike Mr. Lepper, the present Supt. (Mr. Anderson) avoids deputation of Union in which such matters were previously discussed with advantage.

2. The S.G.P. to whom the letter of the Union was referred for remarks states <sup>that</sup> in the circumstances explained by him in his letter on pages 3-4-c.f. <sup>that</sup> the deputation will waste the Adviser's time needlessly and suggest that the Union may be asked to forward their complaints in writing to Govt. and the

same be sent to him for remarks. <sup>He denies that the Union is to receive deputation.</sup>

3. As for irregular promotions referred to by Union, no concrete instances have been given where seniority has been overlooked. In the absence of such details, it is submitted that there is no material for noting on the point. The remarks of the Supt. in para 1 of his letter <sup>are</sup> only general in character, ~~that is not referred to in particular supercession.~~ In regard to the appointment of a selection grade post, the head of the office is solely led by the merit <sup>and</sup> in capacity of the individual and seniority is not the only criterion in ~~the~~ <sup>claim for</sup> promotion. As for non-selection posts, it is submitted that promotions should be made <sup>according to</sup> by seniority and a person cannot be superceded ~~for promotion to non selection posts~~ unless specific charges <sup>are</sup> made relating to <sup>his</sup> incompetency. Particular worker <sup>has aggrieved</sup> ~~is aggrieved~~ that he has been <sup>wrongly</sup> ~~only~~ superceded, he has a right to appeal to Government. For orders whether the Union may be informed on the above lines.

4. As regards the several other points, referred to in para 3 of the Union's letter, it is for orders whether the Union may be requested to submit a detailed memorandum for consideration.

consideration of Government before receiving the deputation. The file may be circulated to A-4 for orders as to whether he will receive the deputation, and if so, at what time and place.

Let me see the A.O. in which this Union was recognised & certain rules were laid down. Re No 3 and 4 of, are there any previous papers in which similar representations were dealt with. (Sgt. calls it 'an old game')?

11/7/45  
Sgt. Min.

Please see G.O. No 381 D.O. d 11.2.38 in which the Govt Paces Workers' Union was recognised.

With reference to the Deputy Secretary's remarks at 2 above G.O. No 1702 D.O. d 26.7.39 is put up.

This Union was recognised by Govt in their order at 48-50 of (C). Under para 2 and 50 of (C), this representation should have been held to Govt through the SGT. and not direct. However, the SGT's remarks are now available.

Para 1 of the letter and 1, 2 of Promotions - Rescinded 3 of the note are leaf. The complaints general in nature. The Union may be informed that individual cases may be brought to the notice of Govt, preferably by the individuals themselves in the first instance.

Para 2. Re. see the SGT's remarks in Para 2 and 3 of. Here too, the complaint is general & answer to the SGT, a portion of it is untrue.

Para 3. Item (1). Revised J.S. J.S. meetings. The SGT. does not think much of this. There is no information whether the practice was in vogue and so, when does stopper. Probably Mr. Leffer held these meetings. What the SGT says is true, but such meetings will give

a certain amount of satisfaction to the workers and may be worth a little waste of time. They need not be held too frequently.

Item 2. Deductions from pay-sheets for social insurance scheme conducted by the Union.

The SGT. opposes this & Govt may agree with him.

Item 3. Leave difficulties. The difficulties are not specifically stated. The SGT says this is 'an old game', but I am unable to find any authority for this. The Union may be asked to be more explicit on this pt.

Item 4. Shelter & resting place. The matter is already being dealt with & the Union informed. They need not have included this in the letter to Govt.

Item 5. Welfare Officer. Here again, the information given by the Union is meagre. Re. see SGT's remarks at 'x' and 4 of.

If a deputation is received, more explicit information can be obtained on the pts above. For order whether A4 will receive the deputation or not, when. If not, order may be passed on the above.

11/7/45  
Sir Thomas Austin has better deal with A4 this. If I deal with it now, he will have to endure the aftermath.



154  
Cm. 31595 From the ~~the~~ g. w. Pres. Workers Union  
of 8.7.45.

Please see the letter from the  
President of the Union on p 5 etc. For answer  
whether an interim reply that the question  
is under consideration may be given - viz  
A's minute on p 3 ante.

JD  
137/45

Ys. a draft should have  
been put up straightaway to save time.

Draft submitted on 16/7/45

JD  
137/45

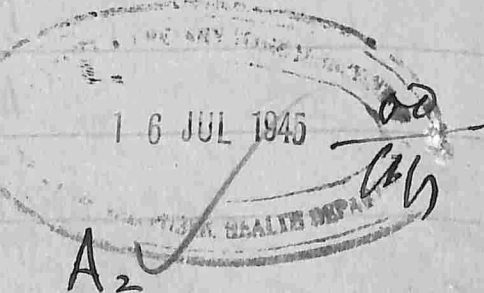
replur

Sold. to A<sub>2</sub> according to the order at the bottom  
of the previous page. In order at the point  
whether A<sub>2</sub> will receive the deputation -  
yind. on the points at P 2, 3 ante.

16/7/45

No - I shall not receive  
a deputation -

Reply in lines suggested  
by D/S. 16/7/45



Draft submitted.

With para 3 of the letter, on 27 remarks at P 2, 3 ante.

Put up a do. to the Draft author lines left concerning this draft.

JD  
187/45

20/7/45

with reply to D/S  
over, a draft. do. is on file

JD  
217/45

21/7/45

5  
90

A's minute on p. 1

S.P.H. (F)

Memo:-

Sub:- Requisition for a copy of G.O. 1190 L.S.G. dated 25-3-37. Documents

Ref:- His letter dated 9-7-1945.

The applicant is requested to forward a Court Fee label of Rupee 1/ and 2 Copy Stamp papers for issuing a copy of the ~~above G.O. referred to~~ taking copy of the document required by him.

2 Copy of Bona fide NO

JD 6797/37-1 of 27-2-37  
cannot be given as it is a deft. report.

The Petri

# THE MADRAS GOVERNMENT PRESS WORKERS' UNION

(REGISTERED & RECOGNIZED BY GOVERNMENT)

President:

R. K. SARMA, B.A., M.L.A. (Lab.)

Vice-Presidents:

T. S. RAMANUJAM M.A., I.L.B. (Ind.)

S. KUPPUSAMI

Secretary:

S. RIVASWAMI AYYAR

Asst. Secretary:

O. G. DEENADAYALOO

No. 457 O.G.

3332533 Krishnaappa Nair

Agarwal, Mint Buildings,

Madras, 22nd July 1945.

Dear Mr. Cooney,

I thank you for

Letter No 26946/45.F.I.1, Eon of 14th July 1945 stating that the request of the Union for a regulation to be given out- standing matters is still under con- sideration. Needless to say that as the matter has been pending for a considerable time, the workers are feeling anxious & restless. The main point to be noted for disunion was regarding a large number of irregular promotions and the implications involved. These promo- tions had caused a great deal of feeling among the workers. The regulation was simply a tick- mark to get things matters clarified and the grievance redressed at last. For the future in regard to the prompt

# Madras Government Press Workers' Union

(REGISTERED & RECOGNIZED BY GOVERNMENT)

PRESIDENT:

P. R. K. SARMA, B. A., M. L. A.

VICE-PRESIDENT:

S. DURAISWAMI MUDALIYAR

B. BALAKRISHNAIAH

SECRETARY:

S. AIYASWAMI AYYAR

ASST. SECRETARY:

C. KARAYANASWAMI

O. G. Dheenadayaalu

354, MINT STREET,  
33, Krishnaappa Naicken Agra-  
haram, Mint Buildings P.O.  
Madras, 5th June 1945

Cur. No. 30/M. 7-6

8 JUN 1945

25862

To

The Deputy Secretary to Government,  
Education and Public Health Department,  
Fort St. George.

Sir,

The Mutual Benefit Scheme which has been under the considera-  
tion of the Union for a long time and about which ~~ixix~~ discussions  
and consultation, which the Commissioner of Labour, Superintendent  
of the Press and the Deputy Secretary to the Government in charge  
of the Department had taken place, has at least been inaugurated in  
April last and about 200 members have already enrolled themselves.  
The Scheme has been well received and we are hopeful that the  
workers will flock to it. The Fund will actually commence to func-  
tion only from 1st June 1945.

Though the Scheme was submitted already to your predecessor  
and he was himself ~~instructed~~ <sup>invited</sup> to inaugurate it, I am submitting to you  
a copy again for your information and ready reference.

The Scheme has been prepared in consultation with experienced  
auditors and is on actual <sup>vi</sup> basis. It has been certified to be  
eminently practical and workable and based on Insurance princi-  
ple.

The Union is competent to conduct such a scheme according to  
clause (2) of rule 2 of its constitution registered under the  
Indian Trade Unions Act, 1926. The Indian Trade Unions Act has  
made definite provision for such social Insurance Scheme conducted  
by Trade Unionism in other countries and the Royal Commission on  
Labour has deplored that Trade Unions in India have <sup>not</sup> taken advantage  
of the privilege. In this connection I might state that for this

And I am to be pleased  
in making ordinary promotion.  
While the reputation has not  
yet materialised, I find that all  
further promotions to existing  
vacancies are held up, further  
a continuing workers' salary is  
in the matter. It is then necessary  
that the matter should be resumed  
early. I shall then for be  
thankful if you would be  
good enough to arrange for  
the reputation early. The union  
is prepared to prove its complaint  
in regard to this & other subjects.

Yours faithfully

C. G. Cooney

President.

C. G. Cooney Esq. J. C. S.

Secretary to Govt.

Fort St. George

Madras

25/7/45

purpose, Trade Unions have been exempted from the provisions of the Insurance Act and other Allied Acts. Mr. A. Lepper who examined the Scheme was favourably impressed with it and said that "he would only be too pleased to inagurate the Fund which" he hoped "will be of immense benefit to the members". But unfortunately he was suddenly transferred and we could not have the pleasure of the scheme being inagurated by him.

Now that the scheme has been inagurated and good number of workers enrolled themselves, I have been directed by the Union to request the Government to kindly arrange to sanction all dues to it by deduction from pay sheets on the written consent of the workers and thus help its useful social welfare activities. In this connection I may point out that such deductions are allowed already in the Press in regard to the similar benefit conducted by the Government Press Party and is in fact permitted by the Wages Payment Act regulating deductions from wages. Other Trade Unions in the country enjoy the benefit.

As the scheme will be in full swing from this month, I ~~xxxxxx~~ request that orders may be issued early. All care will be taken on the side of the Union to avoid any considerable clerical labour and inconvenience in the Press.

Yours faithfully,

*R. K. L. S. A. M. A.*

Hon. President.

*Edu. & P.H. Dept (F)*

*Encl. No 25862 F-1 Edu. d'13. 6. 45.*

*Referred to the Superintendent, Govt Press for remarks.*

*Approved  
13/6/45  
Deputy Secretary to Govt.*

*The Superintendent  
Govt Press.*

*20/11/45*

In pursuance of the objects of the Union contained in rule 2 (e) of the Rules of the Union, the General Body meeting of the Madras Government Press Workers' Union resolved to start a Mutual Benefit Fund by name "The Madras Government Press Workers' Union Mutual Benefit Fund" and adopted the following rules framed by the Executive Committee of the Union for running the Fund. The Fund begins to function from 1st June 1945.

RULES OF THE MUTUAL BENEFIT FUND OF THE MADRAS GOVERNMENT PRESS WORKERS' UNION, MADRAS.

1. Name.-- The Fund shall be called "The Madras Government Press Workers' Union Mutual Benefit Fund" hereinafter referred to as the Fund.
2. Office.--The office of the Fund shall be situated in the city of Madras at the same place as the office of the Madras Government Press Workers' Union.
3. Object.--The object of the Fund is to secure a suitable pecuniary benefit on co-operative basis to every member thereof on his retirement from service or to the nominee or nominees of a member after his death, and thereby to foster good-will, brotherly feeling and regard for one to another among the Government Press employees and bring about among themselves a state of contentment, discipline, respect for authority and devotion to duty.
4. Control.--The Fund shall be under the control of the Executive Committee of the Madras Government Press Workers' Union, hereinafter referred to as the Union, to be appointed from time to time in accordance with the rules of the Union.
5. Membership.--Members of the Union are eligible to become members of the Fund. Non-members can become members of the Fund on payment of As.4/- being two months' subscriptions to the Union.
6. Admission.--Applications for admission which shall be made in the prescribed form (Appendix A) shall be sent to the Secretary of the Union and on being admitted as a member of the Fund by the Executive Committee of the Union, the applicant shall pay a sum of Rs.1-8-0 made up of the annual contribution of As.8/- for working expenses and the advance call of Re.1/-. On the amount being realised, a certificate in the form prescribed in Appendix B shall be granted. The Executive Committee may refuse to admit any person as a

The Executive Committee may refuse to admit any person a member of the Fund without assigning any reason.

Note.--The advance call is intended to enable the Executive Committee to afford speedy relief to the families of members by paying immediately an advance not exceeding 50 per cent of the probable amount due to them.

7. Calls.--Calls shall be made on a member of the Fund in the following cases:-

- (a) death of a member of the Fund.
- and
- (b) withdrawal of a retired employee from the Fund after completing 15 years or more membership in it.

In the two cases, the other members shall be required to pay to the Fund a contribution of one rupee each. It shall be paid to the Secretary on receipt of the notice of the member's death or retirement, in any case, within a month from the date of receipt of such notice. Not more than two calls shall ordinarily be made in any one month and in the event of there being more than two calls in a month, the excess number of calls shall be spread over the succeeding months. The Executive Committee shall however be competent to levy, in case of an abnormal increase in the number of calls, emergency calls not exceeding twelve in a year.

Note.--"Retired" in clause (b) of the rule means retirement from service on superannuation, retiring, or invalid pensions.

8. Termination of service.--Any member of the Fund who leaves the service by resignation or any other cause including dismissal from service ~~may~~ may continue his membership in the Fund, provided that he pays the annual contribution of As.8/- for working expenses regularly and meets the calls made from time to time. The subscription to the Union of such a member shall however cease.

9. Retirement from service.--A member of the Fund retiring from service ~~may~~ may choose any one of the following alternatives:-

(a) He may still continue his membership therein, provided that he pays the annual contribution for working expenses and meets the calls made from time to time promptly and regularly. The subscription to the Union of such a member shall cease.

(b) He may sever his connection with the Fund, by giving due notice thereof to the Secretary.

10. The amount payable to members or their nominees.--

10. The amount payable to members or their nominees.--The amount payable to the member, his nominee or nominees shall be at the following rates:-

For membership exceeding 15 years but not exceeding 20 years and on retirement, 50 percent of the call amount.

For membership exceeding 20 years but not exceeding 25 years and on retirement, 60 per cent of the call amount.

For membership exceeding 25 years and on retirement, 70 per cent of the call amount.

In case of death, 90 per cent of the call amount.

Note.--The advance call shall always be replenished by the Secretary with the sums realised from the calls made on the death or retirement from service of a member.

11. Nominee.--Every member shall appoint in writing a nominee or nominees who are entitled to receive the benefits of the Fund. Such appointment should invariably be made on admission or immediately after it. Should one or more of the nominees be minors, guardians shall be appointed in writing by the member to receive payment from the Fund on behalf of the minor nominee or nominees. In the event of the death of a guardian, the member concerned shall immediately nominate a new guardian in the manner aforesaid. A register shall be kept of the nominee of every member and of all guardians of ~~minor~~ minor nominee so appointed as aforesaid. Members may substitute others in their place and may appoint other guardians also in place of those originally appointed by due notice in writing to the Secretary. All such notices shall be attested by two witnesses other than the person or persons nominated.

12. Payment to nominees and members.--(a) On proof to the satisfaction of the Executive Committee of the death of a member of the Fund, the sum payable to the nominee or nominees under these rules shall be paid to such nominee or nominees, or in the event of such nominee or ~~nominees or any of them being minors, to the guardians of such minors, or to his legal heirs.~~ nominees or any of them being minors, to the guardians of such minors, or to his legal heirs.

(b) On proof to the satisfaction of the Executive Committee of the retirement from service of a member of the Fund, the sum payable to the member under these rules shall be paid to such members. In the event of the death of such member before receiving payment of the amount due to him, the sum shall be paid to his nominee or nominees, or in the event of such nominee or nominees or any of them being minors, to the guardians of such minors, or to his legal heirs.

Note.--The amount payable to a nominee or nominees under these rules shall, unless specific instructions have been given in writing to the contrary by the member concerned in his own hand, be divided equally among the nominees in the event of their being more than one nominee.

13. Defaulters.--Any member of the Fund failing to pay his subscription to the Union, or to meet any payment due to the Fund whether as a call or otherwise, within three months after the due date, shall forfeit all his rights of membership in the Fund and shall cease to be a member thereof. The names of ~~such~~ defaulters shall at once be removed from the regular roll of members.

14. Register of defaulters.--A register of defaulters struck off the register rolls shall be separately maintained in the prescribed form (Appendix C) for purposes of ready reference in case such defaulters seek re-admission.

15. Re-admission.--A member whose name has been struck off the rolls under rule 13 shall be eligible for re-admission at any time from the date of his forfeiture of all claims or rights in the Fund only on payment of all subscriptions, contribution and calls which he would have paid to the Union and the Fund, had his name been not struck off the rolls. Membership of persons so readmitted shall then count from the date of their first admission to the Fund.

A member re-admitted may, at the discretion of the Executive Committee, be permitted to pay the re-admission fees in not more than six monthly instalments. The instalment payments as well as the current dues paid by such a member shall be kept separately in suspense account until the amount is fully paid up, when he will be re-admitted as a regular member, and the re-admission fees carried over to the Reserve Fund and the other amount to the accounts concerned. Should a member die prior to completing payments of the re-admission fees, such instalments <sup>which</sup> might have been paid by him for re-admission shall alone be re-funded. The mere fact of a member's name being borne either on the regular rolls or on the register of defaulters given him no claim to the benefits of the Fund, if he is not otherwise eligible, nor does the payment of any instalment towards re-admission fees establish any claim on the Fund.

16. Disputed claims.--In case of a dispute of any claim, the Executive Committee shall be the deciding authority and its decision shall be final and binding.

17. Address.--Every member shall furnish to the Secretary his complete address and shall notify to him all changes from time to time. A notice sent to a member at such registered address, whether by post or otherwise, shall be deemed sufficient notice for the purposes of any call for any money or for any purpose whatsoever.

18. Resignation or Expulsion.--Any member resigning his membership or being expelled from the Union shall forfeit all his rights of membership in the Fund and no refund shall be made of any money paid by him to the Fund during the time he was member of the Fund.

19. Office-bearers.--The office-bearers of the Fund shall be the President, the Vice-Presidents, the Secretary and the Assistant Secretary of the Union. The Executive Committee for the time being of the Union shall be Executive Committee of the Fund also.

The Secretary shall conduct the correspondence, keep minutes of the proceedings of meetings and have custody of the seal and of all the papers, title deeds and other documents of the Fund and shall generally ~~exercise~~ exercise such control and perform all such duties as may be required of him by these rules. He shall also receive all moneys payable to the Fund and sign receipts therefor, disburse all moneys for and on ~~the~~ account of the Fund and keep proper accounts of the Fund.

20. Audit.--The accounts of the Fund shall be audited by certified Auditor or Auditors along with those of the Union.

21. Annual Meeting.--The Annual Meeting of the members of the Fund shall be held in conjunction with the Annual Meeting of the Union, when a report on the working of the Fund during the previous year together with the balance sheet shall be presented for adoption by the members of the Fund.

22. Special Meetings.--Special meetings of the General Body of the Fund may be convened by the President or the Secretary. Such meetings shall also be convened on the requisition of 50 members of the Fund stating the object of the meeting which shall be mentioned in the notice convening the meeting. Such meeting shall be held within 10 days from the date of receipt by the Secretary of the requisition calling for the meeting.

23. Quorum.--Hundred members or one-fourth of the number of members of the rolls, whichever is less, shall be the quorum for meetings of the General Body of the members of the Fund.

24. Interpretation of the Rules.--The Executive Committee shall be the final authority in the matter of the interpretation of these rules and its decision shall be final and binding.

25. Duties and powers of the Executive Committee.--The Executive Committee shall meet at least once a month to pass the accounts of the previous month and to transact such other business as may be brought before it by the Secretary. Such meetings may be held at the same place and time as the monthly meeting of the Executive Committee of the Union. The rules laid down in the rules of the Union for the holding and conduct of such meetings shall mutatis mutandis apply to those meetings also.

26. Funds.--All moneys belonging to the Fund shall be deposited in the Indian Bank, Madras, or such other Bank in such manner as the Executive Committee may decide, separate from the moneys of the Union and shall be accounted for separately in the monthly returns submitted to the Executive Committee.

Money shall not be withdrawn from the Bank unless it is required to meet expenditure in connection with the Fund. Withdrawal form and cheques shall be signed by the President or Vice-President and the Secretary.

27. Imprest.--The Secretary shall keep with him a sum not exceeding Rs.30/- for meeting the contingent expenses of the Fund. All sums in excess of the amount shall be deposited in the Bank. All other items of expenditure shall invariably receive the previous sanction of the Executive Committee before they are actually incurred.

28. Registers.--The following registers and records shall be maintained:-

- (1) File of applications for admission.
- (2) Register of members showing their name, age, designation, address, nominee, guardians, etc.
- (3) Register of members showing the amounts due from them and the amounts paid by them.
- (4) Register of defaulters.
- (5) Cash book, showing the daily receipts and expenditure.
- (6) Register of death and retirement calls paid.
- (7) Minutes Book
- (8) Receipt book.
- (9) File of correspondence.
- (10) Suspense account.

-2-  
the Government were unable to accede to the request  
the Union to allow deduction from pay sheets of dues  
social insurance schemes that may be proposed to be  
deducted by it.

*R. Siddique*  
31.7.45  
Superintendent.

May be logged in  
no. 1106 25.9.21.7.45  
6/8/45

5/11/45  
(D)  
6.8.45

From  
R. Siddique Esq.,  
Superintendent,  
Government Press, Madras.

To  
The Deputy Secretary to Go.  
Education & Public Health D.  
Fort St. George, Madras.

34621

No.88/Mis.

Dated 31st July 1945.

Sir,

With reference to Education and Public Health Department  
Endorsement No.25862 F-1 Edn., dated 13th June 1945 resubmitted  
herewith, I have the honour to state that no further action appears  
necessary on the above reference in view of the orders issued in  
paragraph 2 of G.O. No. Ms.1106 Edn., dated 21-7-45 to the effect

that

29. Rules.--No additions to or alterations in the rules shall be made except at a meeting of the General Body specially convened for the purpose, when not less than two-thirds of the number of members present shall vote for the change.

Appendix A.

Form of application for admission.

1. Name in full.
2. Department in which working.
3. Service: Temporary or permanent.
4. Designation and monthly pay.
5. Address (Change to be duly notified to the Secretary).
6. Whether the applicant is a member of this Union.
7. Name of nominee or nominees, their age, address and relation to the applicant.
8. Name of guardian or guardians (in the case of minor nominees), the relationship to the nominee and address.
9. Whether he was a member of the Fund before, and if so when he ceased to be such and for what reasons.

Declaration.--I hereby declare that I shall submit to and abide by the rules of the Fund now existing and to such amendments, additions or alterations as may from time to time be introduced.

Station  
Date.

Signature of the applicant

Two Witnesses:

(1)

(2)

Appendix B.

Certificate of membership.

It is hereby certified that Sri  
has today been duly ~~admitted~~ as a member of the Madras Government  
Press Workers' Union Mutual Benefit Fund, within the meaning of the  
rules of the Fund, and that his name has been registered as Member No.

Secretary.

President or Vice-President.

Station  
Date.

(Here affix the seal of the Fund)

E. de la B. de la P. A. DEPARTMENT.

F. du P. *Branch*

Superintendent,  
Govt Press, Madras

I ~~have the honour to invite~~  
am directed to invite attention to Gout-Endt  
~~i- invite~~  
25862 f-1 <sup>Edy</sup> dated 18.6.45 and 6

~~to request that the reply to it may be expedited~~  
quest that this reminder may be returned at once  
th information as to—

- (1) ~~the stage at which the matter now is,~~  
(2) ~~the date by which a reply may be expected,~~  
~~and~~  
(3) ~~the circumstances which have caused the~~  
~~delay~~

Office *Secretariat* *Harmon* *6/2/45*  
 Signature. *Forst. St. George*  
 Designation. *Deputy Secretary to Govt.*  
 Date *6-7-45*

SUBJECT.  
Prices - Mutual Benefit Scheme  
Reduction of Prices from the  
Day Sheets of the Workers.  
 [P.T.O.]

**THE MADRAS GOVERNMENT PRESS WORKERS' UNION**  
(REGISTERED & RECOGNIZED BY GOVERNMENT)

**President:**  
P. R. K. SARMA, B.A., M.L.A. (Lab.)  
**Vice-Presidents:**  
S. RAMANUJAM M.A., L.L.B. (Lond.)  
KUPPUSAMI  
**Secretary:**  
AIYASWAMI AYYAR  
**Asst. Secretary:**  
D. B. DEENADAYALOO

No.

31536

7 JUL 1945

Madras, 8<sup>th</sup> July 1945.

To The Secretary  
E.O. & P.H.  
Govt of Madras.

Sir, Permit me to write your kind attention to the union's letter No 30/M.F-6 dt 5<sup>th</sup> June and request the favour of an early reply. The scheme has come into force and the 1<sup>st</sup> instalment has been due this month. It has been received extrinsically by the workers and the grant for the sacrifice requested will help them to join the scheme and secure its benefit.

Yours faithfully  
P. R. K. Sarma  
President.

REPLY.

To The Dy. Secretary  
E.O. & P.H. Dept.

A reply will be sent  
on Mr. Anderson's  
return from leave.

Philidique

10.7.45

L. Supt. Govt. P.

91

E.O. & P.H. (F)

This may be over till 26.7.1945

2/7/45

12/45

13/7/45

