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Sec. II-27-37,004-12-11-05

E. J. P. H. (1946) Department.

MS. SERIES.

G.O. No.

429. E. J. P. H.

(12)

Dated

28-2-1946

[Despatch Abstract.]

GOVERNMENT PRESS - Government Press Workers' Union - Representation
of grievances of employees regarding promotions, leave etc. ORDERS PASSED.

Back Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.
Go	1596	Edu.	10.10.45			
Mem	3702	Ed. Bldg.	8.10.45			
Go	1106	Edu.	21.7.45			
Lodged	6167	Ed. Bldg.	9.3.45			
Go	105	Edu.	23.1.45			

Further Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.
Ma	812	Edu.	15-4-46				

THE MADRAS GOVERNMENT PRESS WORKERS' UNION

(REGISTERED & RECOGNIZED BY GOVERNMENT)

President:

P. R. K. SARMA, B.A., M.L.A. (Madras)

Vice Presidents:

T. S. RAMANUJAM, B.A., M.L.B. (London)

S. KUPPUSAMI, B.A., M.L.B. (London)

Secretary:

S. AIYASWAMI AYYAR

Asst. Secretary:

O. G. DEENADAYALOO

27 OCT 1945

Krishnaappa Naicken Agra-
haram, Mint Buildings P.O.,

27 OCT 1945 Madras, 20th Oct. 1945.

Dear Sir,

After the President's two letters to you Nos. 45/D.G-1 and 45/D.G-2, dated the 21st and 27th August 1945 respectively, the Acting Superintendent Mr. R. Siddique was pleased to receive a deputation of the Union on 30th August 1945 and discussed with the deputationists patiently for 5 long hours from 4 to 9 p.m. They were generally satisfied with the trend of the discussions. A copy of the D.O. addressed to Mr. Siddique by the President on 17th September 1945 regarding the salient points of discussions and the replies and assurances of Mr. Siddique has already been sent to you for information and necessary action. Before Mr. Siddique took any action on his replies and assurances, Mr. K. P. R. Menon assumed charge of the office of the Superintendent and the

L7185

pp29-34

4
Encl. No 47185 F-1 Edn. of 25.10.45

Education & PH Dept
Referred to the Superintendent
Govt Press for Remarks
Larenu Coon 25/10/45

To The Superintendent
Govt Press Madras

Deputy Secretary to Govt

24.10.45

25/10

21 NOV 1945

Government Press

52875

Endt. No. 98/Mis-100.

Retransmitted.

2. The reference from the Union is nothing but repetition of the same matter dealt with on many occasions by successive Superintendents of Govt. Press. Please also see in this connexion latest orders of Government contained in G.O. Ms. No. 1106, Edn., dated 21-7-45, Memo Nos. 35543-F-2, Edn., dated 22-9-45 and 37009-F-6, Edn., dated 8-10-45.

Madras.
20th Nov. 1945.

Superintendent.

ETPH Dept

The main file on this subject was
submitted to DS on 21.11.45. This may
be added to it.

cf
24/11/45
Larenu

ys. 24/11/45

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

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

No. 45/D.G-3. 33, Krishnappa Naicken
Mint Buildings, P.O.
Madras, 21st November 1945

Dear Sir,

50925

11/3-22 (I)

11/3-22 (I)

sent original
to the S.P. for reference

I am to invite your kind attention
to my letters Nos. 45/D.G-1, dated 21-8-1945,
45/D.G-2, dated 27-8-1945 and 45/D.G-3, dated
20-10-1945, regarding irregular promotions,
refusal of leave and victimisation of a worker,
and to request that early orders may be passed
thereon.

Yours faithfully,

Secretary.

To
C.O. Coorey, Esq., I.C.S.,
Deputy Secretary to Govt.,
Education and Public Health Dept.

ETPH Dept

The first two letters referred to above
have been disposed of in G.O. 1596 Edn. of 10.10.45
and the third letter has been sent in

Original to the S.G.P. on 25.10.45 for his remarks.
 This may be done till the S.G.P.'s reply is
 received. He will be reminded on 16.11.45.
 If necessary.
 T.W.L.S.

The first two letters referred to above
 have been disposed of in the 1st letter
 and the 3rd letter has been referred to the
 S.G.P. for his consideration.

I DRAFT.

I
 9-10
 15/11

1197 (I)

Para 4 and 149
 127 (I)

1327
 (I)

154
 2 (I)

Edn. & P.H. (F) Department.

Memorandum No. 47185 P-2 ^{Relu} dated the 8th December 1945.

GOVERNMENT PRESS WORKERS UNION - GRIEVANCES OF WORKERS.

The Madras Government Press Workers Union has brought to the notice of the Government certain instances of alleged irregular promotions in the Government Press. A copy of the ^{Schedule} ~~schedule~~ of such instances of irregular promotions furnished by the Union is forwarded to the S.G.P. The S.G.P. is requested to make a specific report in each case.

2. The Union also alleges that recently, vacancies have not been filled up ^{in the Press. The SGP} ~~He~~ is requested to state ~~whether~~ whether there are any vacancies to be filled up and if so, ~~why~~ why they should not be filled up without delay. ^{At} Mr. Siddique's interview with the Union on 30-8-1945, a bi-monthly scrutiny of vacancies was agreed upon by the former. The S.G.P. is requested to say whether this scrutiny is being done, if so, with what result.

3. The Union further reports that the workers are put to extreme hardship and annoyance in the matter of getting leave for one or two days. An extract of para 5 of the Union's letter dated 21-8-1945 on the subject is enclosed. The S.G.P. is requested to submit his report on each of the cases referred to.

The matter should be handled as urgent.

To the S.G.P. (with encl.)

149619 CFA 4 of 654 para 20
 15-16 CFA (I)

6/12/45 - P.T.O.

Original to the S.G.P. on 25.10.45 for his remarks
 This may be done till the S.G.P.'s reply is
 received. He will be reminded on 16.11.45.
 If necessary.
 T.H. 11.45.

The first two letters referred to above
 have been disposed of in the 15-16-45
 and the third letter has been referred to the
 S.G.P. on 25.10.45

I DRAFT.

Edn. & P.H. (F) Department.
 Memorandum No. 47188 P-2 ^{Rel.} dated the 8th December 1945.

GOVERNMENT PRESS WORKERS UNION - GRIEVANCES OF WORKERS.

The Madras Government Press Workers Union has brought to the notice of the Government certain instances of alleged irregular promotions in the Government Press. A copy of the ^{Schedule} ~~schedule~~ of such instances of irregular promotions furnished by the Union is forwarded to the S.G.P. The S.G.P. is requested to make a specific report in each case.

2. The Union also alleges that recently, vacancies have not been filled up ^{in the Press. The SGP} ~~He~~ is requested to state ~~whether~~ whether there are any vacancies to be filled up and if so, ~~to say~~ why they should not be filled up without delay. ^{At} Mr. Siddique's interview with the Union on 30-8-1945, a bi-monthly scrutiny of vacancies was agreed upon by the former. The S.G.P. is requested to say whether this scrutiny is being done, if so, with what result.

3. The Union further reports that the workers are put to extreme hardship and annoyance in the matter of getting leave for one or two days. An extract of para 5 of the Union's letter dated 21-8-1945 on the subject is enclosed. The S.G.P. is requested to submit his report on each of the cases referred to.

The matter should be handled as urgent.

To the S.G.P. (with encl.)

6/12/45 - P.T.O.

449619 P-2 of 4/5/45
 15-16-45

DRAFT II.

Memorandum No. 47/85 F. 30d, dated the 8th Dec. 1945.

Sub: GOVERNMENT PRESS WORKERS UNION - GRIEVANCES OF WORKERS.

Ref: Letters from the Secretary, the Madras Government Press Workers Union, Nos. 45/G.D.3 dated 20-10-45 and 17-11-1945.

The Secretary, Madras Government Press Workers Union is informed that the S.G.P. has been consulted on the following points; and the specific cases reported by the Union have been referred to him for remarks.

- 1) Irregular promotion s;
- 2) Delay in filling up vacancies; and
- 3) Difficulties of getting leave.

On the other points urged by the Union, the Government have passed the following orders:-

- 1) Working of third shift: The S.G.P. was consulted on this point ^{who} has reported that there was only one third shift in the current year. The Govt. do not propose to take any action in the matter.
- 2) Dismissal of Carpenter Ramachandran: On this point, Mr. Sarma himself has accepted that the carpenter was liable to be punished; ~~as regarding regards re-consideration, he promised to write to the S.G.P. again.~~ Orders have already been passed ^{by} and Government will not interfere in the matter.
- 3) Periodical deputations to the S.G.P.: Necessary orders have been issued to the S.G.P. ~~to hold periodical meetings whenever absolutely necessary.~~

To the Secretary,
The Govt. Press Workers
Union

Cpr White SSP, Madras

C.F. 98.

Education DEPARTMENT.

REMINDER.

To The Superintendent
Govt. Press, Madras

I ^{have the honor to invite} am directed to invite ^{your} attention to Govt. Press

No. 47/85 F. 30d, dated 8.12.45 and

to request that the reply to it may be expedited.
request that this reminder may be returned at once with 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 Secretary Carimulla
Station Post & General Deputy Sec. to Govt.
Dated 11.1.46 11.1.46
Designation.

SUBJECT.
Govt. Press Workers Union
Grievances of workers.

(P.T.O.)

10

C.F. 93.

REPLY.

To THE

By, Secretary
Gout. E & P H
Dept

A reply will be sent
by the end of next
week.

C. J. Johnson

Madam,

17 JAN 1946

16.1.46

By do. Gout
Press

22854

The S.G.P. may be recommended
again on 25.1.46 if necessary.

18.1.46

N
19.1.46

Q
22 Feb

b7C F
b10 C F

To The S.G.P.

EXPH DEPT
Memo No 47185 F.4 B. d. of 28.1.46.
Gout Press Workers' Union ~~Friends~~ of
Workers.

The attention of the S.G.P. is
drawn to the Gout Memo no 47185 F-2
B. d. of 8.12.45 and his letter no. 16.1.46. He is requested to expedite his
reply.

Q
26.1.46

J
26.1.46

Q
28 Feb

Department Received Registered
 From (Name) A.G. Anderson Esq.,
 Designation Superintendent,
 Government Press,
 Station Madras.
 To
 The Deputy Secretary to Government,
 Education & Public Health Dept.,
 Fort St. George, Madras.

5 - FEB 1946

Enclosures: 1

No. 88/Mis/104 dated 2nd Febrv. 1946

Sir,

Sub: Government Press Workers' Union - Grievances of workers.

Ref: Education and Public Health Memorandum No.47185 F-2, Edn., dated 8th December 1945.

Items 1 to 6 and 8 and 9 in the schedule relate to promotions to composing vacancies made by Mr. Lepper in May 1944 but given effect to by me. The principle and the statutory provisions on which the promotions were made by Mr. Lepper were already dealt with in my letter No.88/Mis-90 dated 28-2-1945 in reply to Education and Public Health Endorsement No.6167 F-1, Edn., dated 20-2-1945. Where promotions of juniors are made for the reason that their seniors do not satisfy the qualifications prescribed, I do not understand wherein the question of any irregular promotions arises. As already stated in my above reply, principles of promotions are not debatable points with the Union officials and any employee who consider their claims are overlooked have got the individual right of appeal. If his claims had really been overlooked in spite of the fact he had given the required outturn to entitle him to be promoted and possessed the prescribed efficiency and qualification he may appeal to the deciding authority. Item 7 referred to in the schedule is one of the promotions out of 8 made in March 1944 by Mr. Lepper for the same reason that his seniors did not possess the prescribed qualifications in the matter of outturn. It may be casually mentioned in this connection that the Union did not care to question the case of three other juniors who also got promotion in preference to their seniors for the same reason.

1. The appointments referred to at items 10 and 11 of the schedule are to those two special categories of Blacksmith and Turner temporarily created in G.O. No. Ms.205 Edn., dated 23-1-1945 to meet the exceptional situation on account of war. The duties attached to these posts are of a highly skilled nature and unless appointments are made from among the staff possessing the capacity and experience required therefor the object of creation of these posts will not be achieved, I cannot understand wherein the question of the Union stepping in to decide the ability and merit of such appointees arises.

2. Of the two people now claiming promotions, one was first employed as a blacksmith but was found lazy and slack in his work and was accordingly deputed to do mechanics labourers work i.e. assist mechanics and do the work as explained to him by the mechanics. On a previous petition to myself I personally questioned him on his original mechanical knowledge to find him completely lacking. The other Ponnuswamy was originally entertained pure and simply as a labourer to work in the mechanics shop. To now call himself a mechanic and claim promotion as such is an absurdity.

3. I cannot understand the argument that each and every vacancy whether of short or long duration should automatic

Handwritten notes in Tamil script, likely a translation or commentary on the official document. The text is written on lined paper and includes various dates and names, such as "1944", "1945", "1946", and "A.G. Anderson".

7170 17 ante
 1944 (I)

pp 7-8 9 (X)
 per 10
 174

(E)

174

be filled up either by promotions or direct recruitment. In a big establishment like the Government Press there cannot but be vacancies which the Superintendent has the right to keep vacant if he considers that there is no necessity to fill them up without detriment to the work or for want of suitable and qualified candidates. The Superintendent has been, however, every now and then looking into the list of vacancies and decide whether to keep them vacant or fill them up.

3. There has been no deparature from the principle enunciated by Mr. Lepper in the case of governing the grant of leave to absentees without getting previous permission. On the other hand such absences instead of being treated as a wilful absence under Fundamental Rule 73 to be treated as misbehaviour for the purpose of Fundamental Rule 15 i.e. for misbehaviour to transfer him to a post on lower pay, most of the cases are converted into extraordinary leave without pay under F.R. 85 (b). Before a leave is refused under F.R. 67 in the case of absentees on false pretences of illness vouchsafed by the report of the Surgeon to whom such an absentee is first sent for second medical opinion a warning is given to the effect that no future leave on medical grounds will be granted unless supported by the certificate of the Government Surgeon. Most of the cases of refusal are the result of disobedience of the above final warning orders. In such cases, I cannot but as the officer in charge of a big labour establishment, put an end to absenteeism on false pretences of sickness. The refusal of leave for one or two days occurs only in such cases as no credence could be attached to the statement of such employees. Under the above category fall items 1, 3, 4, 5, 7 and 8. Items 3 and 5 and items 4 and 8 are repetition of the same individuals. Item 2 A Chinniah - This is a case where the employee absented himself from 5-3-45 sending on 7-3-45 a private medical certificate for 3 weeks who on being sent for second medical opinion on 9-3-45 appeared before the Surgeon 5 days after on 14-3-45 and declared fit for duty immediately by the Surgeon. He is an employee who had had 3 months in all in the previous year and I had no alternative, both on account of his deliberate delay in appearing before the Surgeon and the Surgeon's declaration of his fitness for duty but to decide it as a case falling under attempt to take leave under false pretences. In this connection I have to add that this employee's failure to present himself before the surgeon was due to the fact that, as per his statement of his wife, he had gone to Trivellore. This further supported my decision to treat his absence as wilful and on false pretences. He himself has stated in his statement that he went to Trivellore to fulfil his vow in connexion with the new moon although declaring himself sick.

5. Item 6. - Chennakesavalu. This is a case where sanction of leave for 1 day on 9-6-45 for fulfilling a vow at Trivellore for New Moon was refused because of too many applications for leave for 8 and 9-6-45 in the machine department and in view of the fact that this employee had already had about three months leave before in the same calendar year. I feel I was fully justified in refusing leave under the above circumstances.

4. It would be interesting to have a look over the leave record of the above employees even with reference to one year, a detailed statement of which for the year 1945 is appended. It will be seen therefrom how frequent their absences are dislocating the work in the Press.

5. This constant habit of the Union of presenting false facts to Government necessitating me wasting the time of my administrative staff digging out details for Government information should I feel, be depreciated.

C. J. Anderson
Superintendent.

Enclosure.

595 R. Munuswamy.

C.L. 1 d 2-1-45 F.N.
" 1 d 16-1-45
" 1 d 22-1-45
" 1 d 24-1-45

Lap 8 days 1 to 8-2-45
C.L. 2 d 12th and 13th Febr. 1945
C.L. 5 d 19th to 23-2-45
C.L. 1 d 5-3-45
Lap 4 d 19th to 22-3-45
C.L. 1 d 27-3-45
C.L. 1 d 2-4-45
C.L. 1 d 9-4-45 F.N.
C.L. 1 d 14-4-45.
Absent 4 d from 17th to 20-4-45
Lap 1 day 1-5-45
Absent 6 d from 2nd to 7-5-45
Lap 1 d on 12-5-45
Lap 1 d on 24-5-45
Lap 1 d on 26-5-45
Lap 1 d on 31-5-45
Absent 8 days from 8th to 15-6-45
Lap 1 d on 22-6-45
Lap 1 d on 25-6-45
Absent 1 d 2-7-45
Lap 1 d 14-7-45
Lap 1 d 19-7-45
Lap 2 d 24th and 25-7-45
Lap 1 d on 30-7-45
Lap 1 d on 2-8-45

634 Kannan Chetti. (1945)

C.L. 1 d 6-1-45
" 7 d 12th to 20-1-45
" 1 d 31-1-45
" 2 d 3-2-45 and 26-2-45
" 1 d 14-3-45
" 1 d 17-3-45

Lap 8 d 21st to 28-3-45
C.L. 1 d on 17-4-45
Lap 2 d 27th and 28th April 1945.
Lap 3 d 7th to 9-5-45
LHP 2 d 10 and 11th May 1945
Lap 1 d on 24-5-45
LHP 1 d on 25-5-45
Lap 1 d on 1-6-45
LHP 1 d 2-6-45
Absent 1 d on 14-6-45
C.L. 1 d on 18-6-45
Lap 1 d 16-7-45
Lap 1 d 9-8-45
Lap 3 d 27th to 29-8-45
Lap 1 d 17-9-45
Lap 1 d 11-10-45
Lap 2 d 22nd and 23-10-45
Lap 1 d 30-10-45
Lap 1 d 6-11-45
Lap 2 d 13th and 14-11-45
Lap 1 d 27-11-45
" 1 d 3-12-45
" 1 d 10-12-45
" 1 d 14-12-45

Lap 1 d 7-8-45
Lap 1 d 11-8-45
" 1 d 29-8-45
" 1 d 4-9-45
LHP 1 d 5-9-45
Lap 1 d 17-9-45
LHP 1 d 19-9-45
LHP 1 d 25-9-45
LHP 1 d 9-10-45
Lap 1 d 17-10-45
Lap 2 d 22nd and 23-10-45
LHP 1 day 24-10-45
LHP 3 days 29th to 31-10-45
LHP 2 d 7th and 8-11-45
LHP 13 d 10th to 22-11-45
Absent 3 days 27th to 29-11-45
Absent 1 d on 4-12-45 F.N.
Lap 2 days 11th and 12-12-45.

630 A. Chinniah. (1945).

C.L. 2 d 16th and 17-1-45
C.L. 6 d 12th to 17-2-45
Absent 10 d 5th to 14-3-45
C.L. 1 d 9-4-45
C.L. 2 d 11 and 12-7-45
C.L. 2 d 11 and 12-7-45
C.L. 1 d 3-9-45
Lap 1 d on 9-10-45
Lap 1 d on 12-10-45
Lap 18 d from 5th to 22-11-45.

468 Chennakesavalu (1945)

C.L. 19 d 1st to 19-1-45
" 27 d 20th Jan. to 15th Febr. 45.
" 29 d 16-2-45 to 16-3-45
" 8 d 17-2-45 to 24-2-45
C.L. 2 d 14th and 16-4-45
C.L. 2 d 21st and 22-5-45
C.L. 5 d 19th to 23-6-45
C.L. 2 days 23rd and 24th July 1945
C.L. 1 d 1-8-45
P.I. 11 d 13th to 23-8-45
C.F. 9 d 24-8-45 to 1-9-45
Extn. of Furl 5 months and 16 da
from 2-9-45 to 17-2-46.

486 M. Annamalai (1945).

29 P. Murugiah Reddi. (1945).

C.L. 1 d 5-1-45
C.L. 2 d 11th and 12-1-45
C.L. 2 d 22nd 23-1-45
C.L. 3 d 5th to 7-2-45
C.L. 1 d 23-2-45
C.L. 2 d 7th and 8-3-45
P.L. 6 d 19th to 24-3-45
C.L. 2 d 9th & 10-4-45
C.L. 3 d 21st to 23rd May 1945
Absent 3 1/2 d from 28 to 31-5-45 (F.N.)
C.L. 1 d on 21-6-45
C.L. 1 d on 25-7-45
P.L. 2 d 16th and 17-7-45
P.L. 6 d 6th to 11-8-45
Furlo 4 d 12th to 15-8-45
P.L. 1 d on 24-8-45
P.L. 1 d on 5-9-45
Furlo 1 d on 6-9-45
" 2 d 13th and 14-9-45
" 1 d on 20-9-45
C.F. 6 d 27th Septr. to 2nd Octr. 1945
Furlo 1 d on 11-10-45
P.L. 1 d on 23-10-45
Furlo 4 days 24th to 27-10-45
Absent 19 days 1st to 19-11-45
" 11 days from 20th to 30th Novr. 1945.

L.F.P. 4 d 20th-24-2-45
" 1 d 16-3-45
" 1 d 17-3-45
" 2 d 16th and 17-4-45
L.H.P. 4 d 18th to 21-4-45
I.W.P. 1/2 d 24-4-45 F.N.
Absent 6 d 4th to 9th June 1945
" 4 d 16th to 19-7-45
" 2 d 20th and 21st July 1945.
I.F.P. 1 d 4-9-45
" 10 d 11th Septr. to 20th Septr. 45
L.H.P. 7 d 21st to 27-9-45
I.F.P. 2 d 20th and 20-11-45
Absent from 8-12-45 to 17-12-45.

Edn. & P.H. (Fl) Dept.
GOVERNMENT PRESS - Government Press Workers' Union - Representation of grievances of employees Regarding promotions, leave etc., ORDERS PASSED.
Read the following:
From the S.G.P., No. 88.Mis., dated the 2nd Feb. 1946.
Memo No. 471815.F2 dated 8th December 1945
-do- F3 -do-
Order No. 429 dated the 28-2-1946.
Ms.
The President, Madras Govt. Press Workers' Union is informed that the matters relating to (1) promotions (2) filling up of vacancies and (3) grant of leave to the workers are left to the discretion of the S.G.P. Though the Government were unwilling to consider any representations made by the union on behalf of individual Press employees, yet, as a special case, they have ^{revised} received the cases of promotions and of leave referred to in the union's letter No. 45/DG-1 dated 21-8-1945 and they are fully satisfied that the S.G.P. has exercised his discretion correctly. They are therefore not prepared to interfere with the S.G.P's (P.T.O)

-2- 17
discretion in any of these three matters ^{or to} ~~and~~ issue general instructions to ^{him} ~~view~~ as to the manner in which he should exercise such discretion.

2. The President is also informed that as regards promotion, seniority is not the only considera-

tion. The qualifications prescribed for the posts have to be considered before seniority and the Government are satisfied that the promotions questioned by the Union ^{are} ~~were~~ not in the least irregular.

To the President, The Govt.
Press Workers' Union.
To the S.G.P. (Gover-
(Spare copy) nment)

C.No.50925.F/45.From the Secretary, the Madras Government Press Workers' Union, No.451/4 dated D.G.3 dated 7-11-1945.

GOVERNMENT PRESS WORKERS' UNION - Grievances of employees.

The Secretary, The Madras Government Press Workers Union requests early orders of the Government on his letters

No. 45/D.G-1 dated 21-8-45, No.45-D.G-2 dated 27-8-1945 and No.45/D.G.-3 dated 20-10-1945.

2. The first two letters quoted above are on p.p.13-18 and p.p.21-22 c.f. of G.O.No.1596 Edn., dated 10-10-1945.

3. The third letter was sent in original to the S.G.P on 25-10-45 for his remarks; his reply is at page 4 c.f.

The points dealt with in the letters are -

- (1) Irregular promotions;
- (2) Delay in filling up vacancies;
- (3) Difficulties of getting leave;
- (4) Working of a third shift;
- (5) Dismissal of carpenter Ramachandran; and
- (6) Periodical deputations to the S.G.P.

The ^{first two} letters were not sent to the S.G.P., as it was expected that the points raised in them would be taken up at the interview. The S.G.P's report regarding the deputation is at page 26, 27 c.f. of (I). In this letter, only the points (4), (5) and (6) above were taken up. on other points on which the Union was not satisfied, it was agreed that they would be specifically put up to the Superintendent in the course of a couple of days.

At page 30 to 34 c.f. of (I), there is a copy of a D.O sent to the S.G.P. after the deputation by the President of the Union. In this, all the points 1 to 5 are dealt with.

Regarding (1), it appears that the Superintendent wanted a copy of the list of alleged irregular promotions. This has to be sent to him by the Union.

Regarding (2), a bi-monthly scrutiny of vacancies was agreed upon.

Regarding (3), the Union accepted the position that nothing further need be done.

Regarding (4) what Mr.Sarma stated on page 33 c.f. is not what the S.G.P. reported on page 27 c.f. of (I). The P. was asked about the third shift and he has reported

there was only one third shift during the current year. The Union has no just cause for complaint on this point.

Regarding (5), Mr. Sarma has accepted that the carpenter was liable to be punished; as regards reconsideration, he promised to write to the S.G.P. again. On this point, orders have already been passed that Government will not interfere and the case need not be reopened.

Regarding (6), orders have issued to the S.G.P.

From the letter on ^{P-3} ~~the~~ ^{refused} C.F., it is to be gathered that Mr. Menon, as Superintendent, ~~referred~~ to re-open the question regarding item (1), namely, irregular promotions. I think Government should take this up now and send the list at Page 19 of (I) to the S.G.P. for specific report.

Regarding (2), the S.G.P. should be asked to state what vacancies have to be filled up and why they should not be filled up without delay. He may be asked also about a bi-monthly scrutiny of vacancies.

Regarding (3), the S.G.P. may be asked specifically about the cases reported at Pages 15 & 16 c.f. of (I).

Regarding (4), (5) and (6), the Union may be definitely informed of the action taken and they may be told that the S.G.P. has been addressed as regards (1), (2) and (3).

For orders whether action may be taken as indicated above. In view of the world unrest in labour circles, I think it is necessary that some definite action should be taken by Government on these

representations and things not left to the S.G.P. The Union should not be given any room to say later that Govt. took little notice of its representations.



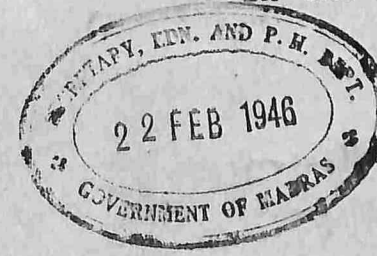
A draft letter and a draft order are submitted for approval.
26/11/45
Mr. 11
6/12/45

(Issued as Memo.No.47185-F-2, dated 8-12-1945)

Cur.No.7170. From the S.G.P., No.88-Mis. dated 2-2-1946.

In Memorandum No.47185-F-2 dated 8-12-1945, certain grievances of the Govt. Press employees were referred to the S.G.P. for investigation and report. The S.G.P. has submitted his report on pages 12-15 C.F. His report may be accepted and the President of the Union informed as follows in continuation of page 8 C.F.:-

Matters relating to (1) promotions; (2) filling up of vacancies and (3) grant of leave, are left to the ^{discretion} ~~decision~~ of the S.G.P. Though Govt. were unwilling to consider any representations made by the Union on behalf of individual Press employees, (who should have represented their individual cases to the Govt. through the proper channel, viz., the S.G.P., rather than make a *Convenience of the Union* for this purpose), yet, as a special case, they have reviewed the cases of promotions and ~~referred~~ of leave listed at page 19 and 15-16 C.F. of (I) and they are ^{fully} ~~completely~~ satisfied that the S.G.P. exercised his discretion correctly. They are therefore not prepared to interfere with the S.G.P.'s discretion in any of these ^{three} ~~three~~ matters and ^{manner} ~~manner~~ issue general instructions to him as to the ⁱⁿ ~~for~~ which he should exercise such discretion. As regards promotion, seniority is not the only consideration. The qualifications prescribed for the posts have to be considered before seniority and the Govt. are satisfied that the promotions questioned by the Union were not in the least irregular. For orders.



23296
26/11/45
Approval

A draft letter is submitted for approval.
26/11/45
Mr. 11
6/12/45

Spencer

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House

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There is no record of the
House in 1881

of the
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