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Sectt II-27-48,004-4-11-48

*Un
Sept.*

E & P H.

(194₇) Department.

MS.

SERIES.

G.O. NO. MS. 1380 *Ed.*

Dated 2-7-1947

[Despatch Abstract.]

Government Press - Machine Department - Working overtime - Interference
by the Workers' Union - Instructions to the Superintendent - Papers
Recorded.

Back Papers.

G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.

Further Papers.

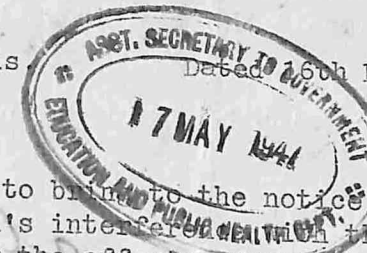
G.O.	No.	Department.	Date.	G.O.	No.	Department.	Date.

From
A. Lepper Esq.,
Superintendent,
Government Press, Madras.

To
The Secretary to Government,
Education & Public Health Department,
Fort St. George, Madras.

No.88/Mis

Dated 26th May 1947.



Sir,

I regret to have to bring to the notice of the Government a clear case of the Press workers Union's interference with the administration of the Press and deliberately sabotaging the efforts of the Superintendent to arrive at an amicable settlement with the workers of the Machine department regarding the working of overtime in that department and a consequent attempt to arrive at a settlement with a deputation of the workers as a whole whether non-Union or Union members, the Union claiming that as an overwhelming majority of the workmen are members of the Union such matters should be dealt with by the Union, a position to which I am not prepared to agree, apart from the Union's claim being debatable as the following facts will clearly show.

2. A petition was sent to me at the beginning of April with the signatures of four employees claiming to represent the men as a whole regarding the hours and conditions of overtime. My Deputy had an interview with the men and I finally granted their request i.e. that only 10 hours be worked during April and 11 hours for all from 1st May.

3. On 2nd May the Union officially made a representation and my Deputy again interviewed the Vice-President and Secretary of the Union and the four representatives previously mentioned. The four representatives agreed to the following conditions i.e. that all men must work 10 hours per day unless exempted by the officer in-charge but all could work up to 12 hours if they so desired the only provision being that any workmen not desiring to work more than 10 hours should inform the Overseer of the Press to this effect so that he could adjust the available staff working more than 10 hours to ensure the maximum number of machines working. The members of the department having agreed the Union representatives also agreed although they put forward that they felt that even exemption between 7½ hours and 10 hours should also be granted by the Overseer, these powers I am not prepared to place with the Overseer's discretion.

4. On 12th May I received a petition signed by 160 men claiming different conditions entirely and on my Deputy calling for their representatives he had to deal with four entirely different individuals with different claims from the previous representatives claiming that they represented the workmen as a whole as the workmen were not satisfied with the terms arranged by the first deputation. Government will realize that this constant changing of representatives on deputation makes it impossible to arrive at any permanent agreement with the workmen.

5. My Deputy again interviewed the representatives of both deputations on 14-5-1947 and discussed the best means of getting representatives who would be truly representatives of all the men of the department and whose decision would be accepted as final. An agreement was then reached that I call a meeting of the department and the men could vote for four representatives who could consult with the authorities at any time on any grievances felt by the workmen irrespective of whether the men were union or non-union.

6. I accordingly called a meeting at 11 a.m. on 16-5-47 to put this into effect and the Union was requested to send representatives of their executive to be present at the meeting. My action and my intention was nullified by the Union who ordered its members not to attend the meeting and although more than half the men did turn up to the meeting there was not a sufficient majority to make any decision arrived at or any representatives appointed of a lasting nature.

7. The Union by its action has definitely overstepped its limits as the functions of the Union is to try and get redressed any grievances not redressed of the employer. In this case I was attempting to get the men together to discuss with them and arrive at a satisfactory settlement if possible. This attempt has had to be indefinitely postponed by the action of the Union whose contention that such matters can only be settled by the Union cannot be tolerated. The functions of a Union need only commence when an amicable agreement between employee or employer has failed, likewise their claim that non-union members should be governed by the decision arrived at with the Union is objectionable and highly debatable in view of the fact that more than half the men signed the second petition and more than half the men attended the meeting which I called.

8. I request Government to take early steps to prevent the Union interfering in this unwarranted fashion in the administration of the Press.

9. Copies of the correspondence with the Union referred to ~~an~~ enclosed.

align
Superintendent.

Enclosure:-

I.

Copy of letter dated 15-5-47 from the four representatives to the Superintendent, Govt. Press.

We, the undersigned humbly beg to submit that on 14-5-47 we saw a notice signed by the Superintendent stating that a meeting of the workers of the machine department would be held at 11 a.m. on 16-5-47 in order to select 4 representatives from among them to meet the Superintendent periodically and put forth their grievances for redressal. We, the undersigned wish to say that we can neither take part in the meeting nor we bound by the decisions arrived at by the Superintendent and the representatives or any matter. As the Union is fighting hard regarding the workers grievances and also regarding the revised scales of pay and as we are members of the committee we shall not be able to take part in the meeting.

II.

Copy of letter dated 15-5-47 from the President, The Govt. Press Workers' Union, Madras, to the S.G.P.

Your notice dated 14-5-47 has come to the notice of the Union. This Union is a representing body of the overwhelming majority of the Press employees. It is the recognized channel of the representations.

The Union cannot accept the procedure proposed by the Superintendent as it is self stultificatory.

There is a small group of non-members of ex-members in the department. Some of them are disgruntled members of the Union Executive and are out to undermine its position. The Union is bound to resist them. These ex-members are indulging in disruptive activities and spreading false alarm among the rank and file of workmen.

The non-members are bound by any agreements entered into between the authorities and the Union.

Your proposal will amount to surrendering to disrupters and non-Union workers.

We are prepared to hold an election, if need be, among the Union members in the department.

We are also prepared to face a vote of no-confidence if properly sponsored and other such democratic sanctions.

Our Committee meets today and will decide the attitude to be adopted by the Union men at the proposed meeting. You will be intimated about the decision.

III.

Copy of letter No.88/Mis. dated 15th May 1947 from the Superintendent, Government Press, Madras, to the Secretary, The Govt. Press Workers' Union, Madras.

There have been a number of petitions and counter petitions from various groups of workers in the Machine department mainly on the question of overtime. In order to stop this practice it has been decided to call a meeting of all workers of the Machine department at 11 a.m. on 16-5-47 in order that the members may elect four persons who will be recognized by all members as representing the department as a whole and who with the co-operation of the Union, if so desired, may represent any grievances the department may wish to bring forward.

It is requested that representatives of the Union executive ~~xx~~ may be present.

IV.

Copy of letter dated 16-5-47 from the Secretary, The Govt. Press Workers' Union, Madras, to the S.G.P.

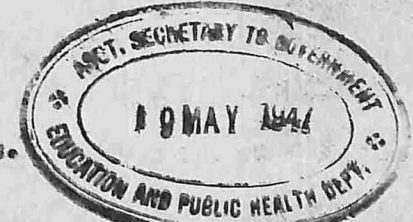
The Executive Committee in its meeting held last evening has decided that no member of the Union in the Machine department and the Union representatives should attend the meeting proposed by the Superintendent to be held at 11 a.m. on the 16th May 1947.

(Copy)

THE MADRAS GOVERNMENT PRESS WORKERS' UNION.

Madras, 2nd May 1947.

To
The Superintendent,
Government Press,
Madras.



Sir,

The Machine Department is at present ordered to work 11 hours a day. Such working under the present conditions of insufficient rations and extreme and enervating heat of summer may not be conducive to the keeping up of efficient and energetic health of the concerned employees, as will be evidenced by the frequent stoppage of men even if booked for overtime and absence on medical grounds and applications for requisition to Surgeons of districts. Therefore the Superintendent is requested to be good enough to arrange for the employment of men only for 10 hours a day including overtime. Also the Overseer may be empowered to order exemptions from overtime work in deserving cases, keeping in view the urgency and expediency of work.

Thanking you in anticipation.

Yours faithfully,
(Signed) P. Balakrishnan,
Secretary.

Copy of the Notice put by the Superintendent,
Government Press, Madras, on 14-5-47.

A meeting will be held by the Superintendent on Friday, 16th at 11 a.m. of all workmen of the Machine Department to select 4 workmen of that Department to represent and discuss with the administration from time to time any grievances felt by the men of that Department.

Workers should understand that any decision arrived at between the chosen representatives and the administration must be regarded as obligatory on the workers to observe.

Govt. Press,
Madras, 14-5-47,

(Signed) A. Lepper,
Superintendent.

THE MADRAS GOVERNMENT PRESS WORKERS' UNION.

Madras, 15th May 1947

To
The Superintendent,
Government Press,
Madras.

Sir, Your notice, dated 14th May 1947, has come to the notice of the Union.

The Union is a representing body of the overwhelming majority of the Press employees. It is the recognized channel of the representations.

The Union cannot accept the procedure proposed by the Superintendent as it is self stultificatory.

There is a small group of non-members or ex-members in the Department. Some of them are disgruntled members of the Union Executive and are out to undermine its position. The Union is bound to resist them. These ex-members are indulging in disruptive activities and spreading false alarm among the rank and file of workmen.

The non-members are bound by any agreements entered into between the authorities and the Union.

Your proposal will amount to surrendering to disrupters and non Union workers.

We are prepared to hold an election, if need be, amongst the Union members in the Department.

We are also prepared to face a vote of no confidence if properly sponsored and other such democratic sanctions.

Our Committee meets today and will decide the attitude to be adopted by the Union men at the proposed meeting. You will be intimated about the decision.

Yours faithfully,

(Signed) P. R. K. Sarna,

President.

(By order)

Salasanth
Secretary.

THE GOVERNMENT PRESS WORKERS' UNION

Madras, 15th May 1947

The Government Press,
Madras.

Your notice, dated 14th May 1947, has come to the notice of the Union. The Union is a representative body of the over-riding majority of the Press employees. It is the recognized channel of the representation. The Union cannot accept the proposals proposed by the Government as it is self-stipulated. There is a small group of non-members or ex-members in the Department. Some of them are dissatisfied members of the Union Executive and are out to undermine its position. The Union is bound to resist them. These ex-members are indulging in disruptive activities and spreading false alarm among the rank and file of workers. The non-members are bound by any agreement entered into between the authorities and the Union. Your proposal will amount to surrendering to disruptive and non-Union workers. We are prepared to hold an election, if need be, among the Union members in the Department. We are also prepared to face a vote of no confidence if properly sponsored and other such disruptive activities. Our Committee meets today and will decide the attitude to be adopted by the Union men at the proposed meeting. You will be informed about the decision.

Yours faithfully,

(Signed) K. K. S. S. S.

President.

(By order)

Secretary.

(Copy)

From	To
A. Leppr, Esq.,	The Secretary,
Superintendent,	The Government Press Workers'
Government Press, Madras.	Union,
	Madras.

No. 88/Mis., dated 15th May 1947.

Sir,

There have been a number of petitions and counter-petitions from various groups of workers in the Machine Department mainly on the question of overtime. In order to stop this practice it has been decided to call a meeting of all workers of the Machine Department at 11 a.m. on 16-5-47 in order that the members may elect 4 persons who will be recognized by all members as representing the Department as a whole and who with the co-operation of the Union, if so desired may represent any grievances the Department may wish to bring forward.

It is requested that representatives of the Union Executive may be present.

(Signed) A. Lepper,
Superintendent.

13

THE MADRAS GOVERNMENT PRESS WORKERS' UNION.

Madras, 16th May 1947.

To
The Superintendent,
Government Press,
Madras.

Sir,

The Executive Committee in its meeting held last evening has decided that no member of the Union in the Machine Department and the Union representatives should attend the meeting proposed by the Superintendent to be held at 11 a.m. on the 16th May 1947.

Yours faithfully,

(Signed) P. Balakrishnan,

Secretary.

2

(Copy)

No. 88/M.P.W.U. dated 15th May 1947.

Sir,

There have been a number of petitions and counter-petitions from various groups of workers in the Machine Department mainly on the question of overtime. In order to stop this practice it has been decided to call a meeting of all workers of the Machine Department at 11 a.m. on 16-5-47 in order that the members may elect a person who will be recognized by all members as representing the Department as a whole and who with the co-operation of the Union, if so desired may represent any grievances the Department may wish to bring forward. It is requested that representatives of the Union, except as may be present.

(Signed) A. Lakshmi,
Superintendent.

16
From
A. Lepper, Esq.,
Superintendent,
Government Press, Madras.

To
The Secretary,
The Government Press Workers'
Union,
Madras.

No. 88/Mie., dated 16th May 1947.

Sir,

Ref: Your letters, dated 15th and 16th May 1947.

The meeting called for has been postponed due to the unwarranted action of the Union in preventing its members attending the same as although more than half the men attended there was not a sufficiently large majority to convince me that any decision arrived at would be of a lasting nature.

2. The matter has been referred to Government.

(Signed) A. Lepper
Superintendent.

THE MADRAS GOVERNMENT PRESS WORKERS UNION.

Madras, 17th May 1947.

To

The Superintendent,
Government Press,
Madras.

Sir,

I thank you for your No.88/Mis. dated 16th May 1947.

You must excuse me for saying that the contents are surprising.

The reflections cast on the Union are unwarranted and in irrelevant.

The Union has already protested against the procedure adopted by you in calling for the meeting and respectfully warned you against its possible reactions and inevitable implications.

We had also indicated the proper desirable course which could have been followed with advantage.

Your proceedings have only encouraged the ^{we}disrupture and disgruntled elements without helping you to secure a solution for the impasse.

Under the circumstances you cannot hold the Union responsible in the least for the situation.

You will permit me to emphasize anything calculated to undermine the dignity of the Union will also react on the working of the Press adversely.

The Union has been giving you its unstinted and whole hearted co-operation and the attitude remains unchanged.

The Union has never shirked its responsibility in any situation. Nor has it done ~~so~~ at the present junct^{ure}ion.

The Union must enforce its decision on its members, especially

18

2.

when disrupters seek to undermine its position and the attitude of authorities is such as to encourage such persons instead of nipping the mischief in the bud.

We had definitely protested against the meeting and communicated to you the decision of the Union not to participate in it and x stultify itself.

You are wrong if you assume or represent that those who attended the meeting are all non Union workers.

We are not sorry for the postponement or dissolution of the meeting.

But we cannot be held responsible for it.

You cannot characterize the attitude of the Union as "unwarranted".

It is an unfair and unwarranted reflection on its integrity which we very much regret.

With adequate co-operation from you the Union will be able to shoulder its responsibility in concluding agreements with you or the Government and enforcing on the workers.

As you have referred the matter to the Government we are also forwarding a copy of the letter and the connected correspondence to the same quarters.

14.5.15
ante

Yours faithfully,

(Sd.) P.R.K.Sarma,

President.

(By Order)

Bala Krishna

Secretary.

20

C.No.41921 F1/47

Issued & Docket
please

pp 17-19cf

Vide para 2-3

p1 cf.

Edn & P.H. Dept. (F1)

MEMO. 41921 F1-2

Edn.

dated 20.6.47

Government Press - Machine Department - working over time interference by the workers union.

From the S.G.P. No.88/Mis dated 16.5.47.
" " Govt. Press Workers Union dated 17.5.47.

The Government have carefully examined the representations read above. ^{They} and considered that the question regarding the working of over-time in the machine department of the Govt. press is ^{immediately} evidently a matter for consultation ~~with the union~~ by the S.G.P. with the union. ^{also} There may be dissensions within the union, but a reorganisation is a matter for the union itself; and so long as it is functioning, the employer will have to deal only with and ^{through} ~~the~~ the office bearers and the other union authorities who are actually in office in matters pertaining to the union.

2. The Government do not consider that the union is correct in saying that its views should bind the non-members. But whatever method the S.G.P. might adopt to ascertain the views of the nonmembers the union is correct in saying that the S.G.P. was ^{not justified} wrong in trying to ascertain the views of the members of the union through a method other than the recognised one of dealing with the union as such. ~~And~~ an adhoc meeting, merely of the workers as such of the department irrespective of ^{whether they are} ~~the~~ members of the union or not, for the S.G.P. to ascertain their views, might perhaps have been justifiable, but a meeting for the purpose of setting up an organisation such as the one referred to in para 5 of the S.G.P.'s ^{letter read} above cannot be considered to be justifiable. In the circumstances the union cannot be held to blame for boycotting a meeting convened for such a purpose; ^{we} they are merely safeguarding their own discipline.

3. The S.G.P. is therefore informed that it is not correct for him to try to set up any standing organisation which cuts across the Trade Union Machinery; but if ^{he} ~~you~~ wants to secure the employees' opinion on any specific question, it is better for him to assemble

the non-members of the union separately, ^{but} take the opinion of the ~~union~~ members of the union only through the machinery of that union, such as it is; the representative nature of the opinion voiced in the ^{latter} case will merely ^{be} a factor ^{for} ^{him} to ^{be} ^{the} assess in deciding what course he should finally take in matter in question.

CS
14.6.47
AR 14/6

17/6/47

To
The S.G.P.
copy to the President,
the Govt. P. & W.
works, Ministry
Madras.
S/c.

Cons 41921 F1/47 From the S.G.P. No 88/41 d 16.5.47.
P1 CP
pp 17.19 CP.

" the Govt Press Workers Union d 17.5.47.

Govt Press Machine Dept. - Working overtime -
Interference by the workers' Union.

para 4 -
p. 1 of
On a representation signed by 160
workers of the machine dept of the Govt Press
for settling the question regarding the overtime
work in that Dept. the S.G.P. Called for a
meeting of the members of that Dept for
selecting four representatives who could
consult with the authorities at any time on
any grievances felt by the workers irrespective
of the fact whether they are members
of the workers' Union or not. He also requested
the workers' Union to send representatives
of its executive to be present at the meeting.
The workers' Union as a mark of protest
against the action of the S.G.P. in having
separately called for the meeting of the
employees of the machine Dept for settling
the issue regarding overtime work and ^{also in} ~~not~~ ^{deciding} that issue between the S.G.P. and the
Union, decided not to allow any of its members
to attend the meeting as a result
of which only 50% of the workers attended
the meeting. As there was not a sufficient
majority, the S.G.P. Cancelled the meeting
and no decision was arrived at ~~the~~ on the
issue.

para 5 -
p. 2 of
2. The S.G.P. questions the propriety
of the Union in interfering with the administration
of the Press. Please see his remarks on in
para 7 of his letter on p. 1 of CP. The workers' Union
on the other hand contends that any grievances
felt by the members of the Press, whether
they belong to the Union or not, should be

✓

Settled between the S.G.P and the Union. The
Contention of the Union does not seem ^{to be}
acceptable in view of the arguments of the
S.G.P contained in para 7 of his letter. From
the Correspondence on pp 15-19 of it is seen
that heated Controversies have taken place
between the S.G.P and the Union. It seems
desirable to issue necessary instructions
in the matter. For orders whether the Union
may be informed that it can make
representations to the S.G.P only in cases
where the grievances to be redressed are
general to all the workers of the Press and
that it should not interfere with the
administration when they relate to a
Section of the Press in which case the S.G.P
alone has the right to settle the matters

piece

I am W.
the Secy.
in S.G.P
intending to
forward a
list to S.
in proper
view to
take
up

26.5.47. ⁱⁿ 27-5-47
CR26/5
The question this
is no Velchij li i me him law t / P
practic t late him rights.
There is to
discrepancy with the Union. but a ve-or (union)
is a matter for the Union itself; I do not
as it is functioning, the employees with him
is deal of with t enough the office-bearers
of the Union. Authorities, who are actually
in office.

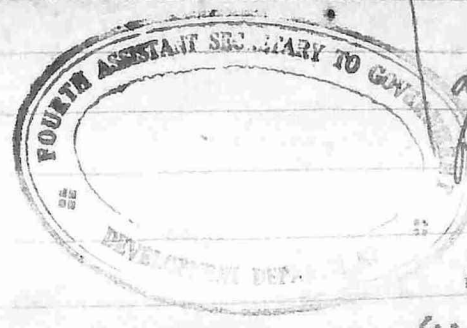
The question of all-time s
ministry a matter for consideration with the
Union.
I do not think the
Union is correct in trying to fix views
that kind to the members. The Union
better to S.G.P with a view to ascertain
the views of the members, I think the Union is

14

to be in trying to fix views
to be in trying to fix views
views of members of the Union to be
a matter of the Union to be
are of decision to the Union S. Secy.
In as for meeting, here of the
workers of the S.G.P. I do not
the S.G.P. is a matter of the Union, but
perhaps have been published, but I do
not think a meeting for the purpose of
settling the S.G.P. is a matter of the Union
I do not think it is a matter of the Union
to be in the Union. I do not think
proposals for "by election" a meeting
concerned in the S.G.P. is a matter of the Union
to be in the Union. I do not think

Q. It is
in the Union
whether the
members of the
Union or not.

may be apprised of the last position.
The way also to be informed that it is
not the Union for him to try to set
up an S.G.P. standing out a position where
the S.G.P. is to be in the Union machinery;
but if he wants to know the
employees' opinion on any specific
question it is better for him to
assemble the Union members of the Union
separately to take the opinion of
the Union members only to be
the trade machinery of the Union,
but as it is the 'representative'
before of the opinion voiced in the
last case with which he is
factor for him to assess in
deciding what course he must
finally take in the matter in question.



Kindly see the above reference to 'P'
4. p. 2 ante.
29/5/47. P. 2
Dev.

EDPH 4041921 Pt-1
30.5.47.

51350

4

Dem. Dept.

To H.

(pp 1-3 ante.)

The view taken by the Secretary, E. P. H. Dept. at pp 2-3 ante seems to be correct. This Dept. may agree to S. G. P. being told as at 'M' on p 3 ante and the case returned to E. P. H. W.

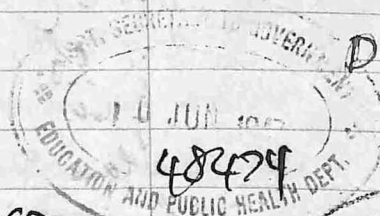
4/6/47 4647

8/6/47

JS

9/6

9/6



Dem. No. No. 51350/17 494 9-6-47

E. P. H. Dept (P.)

A draft memo is submitted for approval

CR

14.6.47

16/6/47

CR 4/6

S

17/6/47

17/6/47

17/6/47 (Cm.)

19/6/47

TSA

10-6-47

The papers for future reference may be

Condor/Hs No. 1380 Ed. d. 2-7-47

Recorded.

CR

27.6.47

CR 27/6

28/6/47

Abstract:

Govt Press Machine Dept - working of machine - Interference by the workers' Union - Instructions to the Dept. Papers Reland

As there is no direct correspondence from the Union on this subject (Please see the portion marked A on p 19 of P.) and also as the instructions to the S. G. P. in the draft memo appear to be of a Confidential nature, it was thought unnecessary to send a copy of the Memo to the Union.

CR

17.6.47

17-6-47

See Memo for 'See Memo' in 'Ved' as in the Memo. This is the first time the Memo is being sent to the Union.

[illegible]