Ms. SERIES.

G.O. NO. 2107 Edn.,

Dated 1-10-1947.

[Despatch Abstract.]

Government Press-The Madras Government Press Readers' Association-Request f
recognition-Negatived.

Further Papers.

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

THE MADRAS GOVERNMENT PRESS READERS' ASSOCIATION
(ESTD. 1946)

Madras, 5th February 1947.

To

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

Through

The Superintendent,
Government Press, Madras.

Sir,

Government Press, Madras - Reading Department - Proposed revision of scales of pay of Readers and Copyholders - Request for favourable reconsideration.

I am to forward herewith a copy of the resolutions passed at the general body meeting of the Association held on the 29th January 1947 and request that the Government may be pleased to reconsider favourably the representations conveyed therein. The resolutions are dealt with below:-

Resolution No.1. In the month of December 1946, a request was made to Government through the Superintendent, Government Press, by me on behalf of the Association adducing reasons and particulars that the Madras Government Press Readers' Association may be granted recognition. Up to now no orders have been received. Its recognition by Government will be a step in the right direction and will be a token of appreciation of the services of readers and copyholders working in the Government Press and whose lot requires to be represented in a united and effective manner, without depending solely upon the activities of the Madras Government Press Workers Union in this behalf. The Association can assure you that it will uphold the best traditions of Government servantal loyalty and it would not be inconveniencing the authorities in any way, only submitting their requests in a disciplined and constitutional way. As such an early order of recognition may be vouchsafed.

Resolution No.2. The proposed revision of scales of pay of readers and copyholders as published in newspapers is held by the Association as rather arbitrary and haphazard as it does not enable the recipients to expect a proportionate increase in their present pay. The new scales do not make any appreciable advance in the case of those who are drawing the pre-1933 scales of pay.

E & P.II(21)

The original submitted thro' the S.B.P may be admitted till 15.2.47

KAB 7.2.47

8.2.47

4/47 license till 5.3.47

KAB 18.2.47

20.2.47

THE MADRAS GOVERNMENT PRESS READERS' ASSOCIATION

(ESTD. 1946)

Madras,.....

Copy of proceedings of the special general body meeting held on Wednesday, the 29th January 1947, with Sri P.V. Parthasarathy Nayudu, Vice-President in the chair.

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Eighty members were present.

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Resolution No.1. This Association requests that the Government may be pleased to grant it recognition (as a service association like that of the Secretariat Association) about which a petition has already been submitted through the Superintendent, Government Press.

Moved by Sri T.K. Kunhikannan Nayar
Seconded by Sri E.N. Munuswami Mudaliyar.
The resolution was carried unanimously.

Resolutions Nos.2(i) to (v). This Association is of opinion that the proposals as published regarding the scales of pay and fixation in the proposed scale are most unsatisfactory and unsound in certain respects especially regarding those who are in the pre-1933 scales of pay and pray the Government through the Superintendent that their case may be reconsidered and their requests granted, viz.,

(i) that in the case of Readers I to III grades and copyholders of I and II grades (as they are now clubbed together) the total service in each of the grades together may be counted for the purposes of increment;

(ii) that the scales of pay of Readers III grade may be raised at least to Rs.50-4-90;

(iii) that the scale of pay of Head Reader may be raised at least to Rs.200-10-300;

(iv) that the existing house rent allowance may be continued to all employees irrespective of their pay till quarters are provi

and (v) that two years' service in a scale may be reckoned as a stage for purposes of increment in the proposed scale with a maxim of eight increments.

Moved by Sri T.K. Kunhikannan Nair
Seconded by Sri E.N. Munuswami Mudaliyar.

Sri K. Lakshminarayanan moved that in resolution No.2(iii) 'Rs.50-4-90' "Rs.60-4-100' be substituted. This was seconded b K. Somasundara Achari.

The original resolution as amended by Sri K. Lakshminara was put to vote and carried unanimously.

P. V. Parthasarathi Nayudu
President.

Secretary.

THE MADRAS GOVERNMENT PRESS READERS' ASSOCIATION

(ESTD. 1946)

Madras,.....

Resolution No.2(i). In the proposed revision, Readers are classified only into two categories, Readers I and II grades, with no III grade, and copyholders too have their two grades clubbed together as one grade. In the case of those readers of the present grade I and in the case of those of copyholders of I grade, their total service in II grade and I grade together may be counted for purposes of increment as the Readers I grade and copyholders I grade as at present would be in receipt of only a slight increase of pay and as it would not be of any appreciable relief.

Resolution No.2(ii). The scale of pay of readers of the proposed II grade may be raised to at least Rs. 60-4-100. It is now proposed to be fixed as 45-3-60-2½-85. Most of the readers have risen to their position from that of copyholders after having undergone a strenuously long period of apprenticeship as readers' assistants and after having passed the technical examinations in proof-reading and other printing technological subjects in the Government School of Technology. As such, their pay should be a little above that of lower division clerks in the Ministerial Service. The readers are in possession of both educational and technical qualifications. It is only proper that the revision should be a little higher.

Resolution No.2(iii). It is not known what the scale of pay of the Head Reader would be under the new revision. His pay may be raised to at least Rs.200-10-300 on account of the following reasons:-

The department is a big literate section having on its rolls nearly two hundred persons. Managing such a big section involves great responsibility and heavy work. To extract work from such an unwieldy number of men and to maintain discipline among them calls forth a great ability and tact on the part of the Head Reader. The Government Press is not like the ordinary private presses but a press wherein intelligent and accurate proof reading is expected. Only experienced proof-readers who have put in a number of years of service in the press would be capable of managing the section efficiently. The senior most proof-reader happens to rise to the post of the Head Reader in the fag end of his service after having put forth the best part of his life and energy as a proof-reader, which imposes no inconsiderable strain upon his aural, optical and mental faculties. Under such circumstances it will only be bare justice to fix his grade on Rs.200-10-300.

Madras,.....

Further, one post of the readers I grade may be designated as Deputy Head Reader on the grade of Rs.150-10-200. This post is necessary owing to the increased quantum of reading work caused by the amalgamation of the Mount Road Branch Press and owing to the gradually increased work consequent upon the advent of the popular Government. The Association believes that the Head Reader alone is finding it rather difficult to cope unaided with the distribution of work and administration of the department. The Deputy ~~Reader~~ Head Reader would also be a senior reader who in course of time would be expecting to occupy the post of Head Reader. This will ensure a greater control over the department and the extraction of more outturn.

Resolution No.2(iv). The existing house rent allowance now granted to the Press employees without any limit of pay should be continued to be paid to all till such time as quarters are provided for them. Under the modern conditions, the Association understands that the Government look upon the housing of industrial and factory employees as their responsibility. Especially at the present time the housing problem is acute. To withdraw that concession at such a period would operate harshly upon the employees and it is therefore requested that the existing house rent allowance may be ordered to be continued till quarters are provided for them.

Resolution No.2(v). In the proposed enhancement of pay, four years' service in a scale is reckoned as a stage for purposes of determination of advance increments, but the period of 4 years, it is submitted, is rather too long a period and two years'service in a scale with a maximum of 8 increments would be a reasonable period for such purposes, as many of the members would be drawing a pay of only a few rupees more than what they are in receipt of now. Especially to those in pre-1933 scales of pay, this will be in the nature of a hardship.

The copies of the letter of the Secretary of the Association to the Deputy Secretary to Government, Education & Public Health Department on the question of recognition and the resolutions passed at the general body meeting of the 29th January 1947 are enclosed herewith.

I beg to remain
Sir,
Your most obedient servant

M Kuppuswamy Chetty
SECRETARY.

Copy to the Deputy Secretary to Government,
Education & Public Health Department,
Fort St.George, Madras, with enclosures.

THE MADRAS GOVERNMENT PRESS READERS' ASSOCIATION

(ESTD. 1946)

Madras, December 1946.

To

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

Through

The Superintendent,
Government Press, Madras.

Sir,

Madras Government Press Readers' Association - Recognition.

On behalf of the Madras Government Press Readers' Association and in the capacity of its Secretary, I beg leave to approach you with the request that you will be pleased to arrange for securing Government recognition to the Association and in support of that object I hereby beg to represent as follows:-

2. The Madras Government Press Readers' Association is an Association of readers and copyholders (i.e. proof correctors and their assistants) working in the Reading Department of the Government Press, Madras. The Association has on its rolls nearly seventyfive per cent of the strength of the said department and it may be taken to be a fully representative association in regard to the Reading Department. The strength of the staff is 199 and there is much to be desired to be done in the improvement of their lot and position in the service.

3. The question may be asked whether there are any grounds for the existence of an organisation in the Press other than the Government Press Workers' Union (which may be taken as representing the entire technical employees) but the associat feels that the particular interests of the readers and copy- holders will be better served only by an organisation of thei own, inasmuch as the work and composition of the Reading De- partment are of a description peculiarly their own. Their wo though coming under factory labour, is both manual and menta nay predominently mental-- unlike that of other sections in Press which are mainly manual. Here I may say that the Rea Department is the Brain of the Press as it were, upon whos efficiency and experience depends the nicety and accuracy o the publications of Government. Readers and copyholders a discharging very arduous duties, and their physical, intellectual and mental faculties are greatly taxed owing

THE MADRAS GOVERNMENT PRESS READERS' ASSOCIATION

(ESTD. 1946)

Madras,.....

their unusually long hours of work (7½ hours a day exclusive of overtime) of close scrutiny of proofs of composed matter in very small types, with the result that their physical, aural, optical and mental faculties are greatly requisitioned. Under such circumstances, the association is strongly of opinion that their interests will not receive sufficiently strong stress at the hands of the Government Press Workers Union and an organisation like the Government Press Readers' Association is an absolute necessity, if at all they have to gain their objectives. Further many members of our association are not members of the Madras Government Press Workers Union. The Association may independently pursue a code of conduct and a policy of action not necessarily antagonistic or allied to those of the Government Press Workers' Union. As such, the Association may be assured to take up the role of a service association as in the case of many other Government Departments for which recognition has been given by Government and for which precedents and instances may not be wanting.

4. Inasmuch as its recognition by Government will give a status and validy to the representations that the Association may have to make to the proper authorities in future, and inasmuch as it is so desired by the Association, I request you to be good enough to arrange for the same.

pp 13-16 infra

5. A copy of the by-laws of the Association is herewith appended.

I beg to remain
Sir,
Your most obedient Servant,

M. Kuppuswami Chetty

SECRETARY.

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RULES OF THE MADRAS GOVERNMENT PRESS READERS' ASSOCIATION

(Established 1946.)

1. The Association shall be known as "The Madras Government Press Readers' Association."

Objects

2. The objects of the Association shall be—

(1) to press the need for a spirit of co-operation and mutual help ;

(2) to put forth the general grievances of the department to higher authorities for redressal and attention ;

(3) to do in general the needful in all matters regarding the welfare and prestige of the department ;

(4) to celebrate anniversaries, social and farewell entertainments to retiring members of the Association and the head of department ; and

(5) to pursue recreational activities with a view to improving the physical, mental and moral well-being of the members.

3. The Association shall refrain from making representations of individual grievances of members.

Membership

4. Any person employed as reader or copyholder (temporary or permanent) may become a member of the Association but no person can claim admission as a matter of right. Every member shall pay an admission fee at the time of admission and the monthly subscriptions as specified below :—

Designation.	*Admission fee.*	*Monthly subscription.*
	Rs. A. P.	Rs. A. P.
Readers, I and II grades ...	1 0 0	0 8 0
,, III grade ...	0 8 0	0 4 0
Copyholders (both grades) ...	0 4 0	0 2 0

5. On transfer of a member from the Reading department, his membership ceases and the Association shall remove his name from the list of members.

6. The admission fee for the first month shall be paid immediately after a member has been admitted and the subscription shall be paid on or before the 10th of every month. Default of payment of subscriptions consecutively for three months will entail the removal of membership but the defaulting member will be reinstated again subject to a payment of all the arrears due by him to the Association and a fresh admission fee.

Management

7. Subject to such resolutions as the general body may from time to time pass, the management of the affairs of the Association shall vest in an executive committee consisting of not more than eleven members.

The seniormost Reader shall be ex officio the President and the next junior to him shall be ex officio the Treasurer.

The Vice-President and Secretary in the Readers of I and II grades, three members in the Readers of III grade and four members in the copyholders (both grades) shall be elected as members of the committee except the ex officio President and ex officio Treasurer by the general body for a period of one year from among members.

8. Members of the committee may continue in office after the expiry of their term of office of one year until by election another committee is constituted. A retiring member of the committee shall be eligible for re-election. Interim vacancies in the committee may be filled up by the remaining members of the committee by co-option for the unexpired portion of the period. Any member or members of the committee may at any time be removed by a resolution of the general body meeting.

9. The committee shall meet once a month or oftener if necessary to conduct the affairs of the Association. No decision of the committee shall be valid unless it is assented to by at least seven members. All matters in the committee shall be decided by a majority of votes, the President or the presiding member having a casting vote.

10. No member of the committee shall be present at a meeting of the committee when any matter in which he is personally interested is being discussed. In case of urgency the Secretary may obtain the orders of the committee by circulation of papers among the members of the committee and such decisions arrived at circulation shall be placed at the next meeting of the committee.

11. Should a member of the committee absent himself for four consecutive meetings of the committee, he shall cease to be a member of the committee but may be reinstated by the committee on showing sufficient reasons for his absence.

12. Subject to such resolutions as the committee may from time to time pass, the several officers of the Association shall have powers mentioned below :—

(1) The President shall have a general control over all the affairs of the Association.

(2) The Vice-President shall discharge all or any of the duties prescribed for the President during his absence or on his delegation.

(3) The Treasurer shall be held responsible for cash and accounts.

(4) The Secretary shall be responsible for the executive administration of the Association subject to the control of the President.

(5) Should the Secretary require relief from work it shall be competent to the President to grant such relief by appointing one or more members of the committee.

13. Any member of the committee who fails to pay his subscriptions consecutively for three months shall *ipso facto* be considered disqualified to continue as such and in this case the vacancy shall be filled up by co-option by the remaining members of the committee ; but the member of the committee so vacating may be reinstated by the general body on his showing good cause for his default.

14. Receipts shall be issued by the Secretary for the subscriptions or donations or any moneys collected from members.

15. It shall be the duty of the committee to maintain such accounts and registers from time to time and to place before the general body meeting once in a year or on requisition from one-third of the members at any time.

16. The committee shall have power to incur such expenditure as may be necessary for the management of the Association and farewell, social and other entertainments within the budget allotment sanctioned by the general body. It shall be competent to the Secretary to incur petty expenditure subject to a maximum of Rs. 5 for any item subject to the approval of the President.

17. It shall be competent to the committee to frame subsidiary rules for the conduct of business of the Association.

18. The services of the members of the committee shall be gratuitous.

General Body

19. The ultimate authority in all matters relating to the administration of the Association shall be the general body of the members who shall meet from time to time and at least once a year

to conduct the work of the Association. The following among other matters shall be dealt with by the general body :—

(1) The election and removal of the committee.

(2) The annual report.

(3) The amendment or repeal of any existing rule or the enactment of a new rule.

(4) The expulsion of a member.

(5) The consideration of any complaint which any individual member may prefer against the committee.

(6) The general grievances of the members.

(7) Celebration of social, farewell and other entertainments, etc.

20. A meeting of the general body may be convened whenever necessary, for the conduct of the business of the Association and shall be so convened by the committee at the request of one-third members on the roll at that time.

21. It shall be the duty of every member to attend the meetings of the general body. The quorum of a general body meeting shall be one-third of the members on the roll at that time.

22. The President, when present, shall preside at the meetings of the general body. In his absence the Vice-President shall preside. In case both the President and the Vice-President are absent, the body may choose a Chairman from their members to preside at the meeting. Every member present shall have only one vote. All questions shall be decided by a majority of votes of the members present and voting. When votes are equal, the Chairman of the meeting shall have a casting vote.

23. Four days' notice shall ordinarily be given to members before a meeting of the general body is convened.

Miscellaneous

24. The enactment of a new rule or amendment to, alteration in, and cancellation of, an existing rule shall take effect only after it shall have been approved by the Superintendent, Government Press, Madras.

25. The money of the Association shall be invested in the Postal Savings Bank, which account shall be operated upon jointly by the Vice-President and Treasurer.

26. The Association shall prepare annually a statement showing the receipts and expenditure for the year and the balance sheet. These statements shall be made up to 31st March.

MADRAS,
13th June 1946.

M. KUPPUSWAMI CHETTI,
Secretary.

Ananda Press, Madras.

Amendments. For the existing rule 4, substitute the following:- 1910

"4. Any person employed as reader or copyholder (temporary or permanent) may become a member of the Association but no person can claim admission as a matter of right. Every member shall pay an admission fee as specified below at the time of admission and the annual subscription of one rupee:—

Designation.	Admission fee. Rs.	A.	P.
Readers, I and II grades	1	0	0
" III grade	0	8	0
Copyholders (both grades)	0	4	0

The annual subscription shall mean the subscription for ~~the~~ a calendar ~~official~~ year beginning from ~~April to March~~ January to December and shall be paid within April."

For the existing rule 6, substitute the following:-

"6. The admission fee shall be paid immediately after a member has been admitted and the subscription shall be paid within a period of four months from the date of admission. Default of payment of subscription within four months from the date of admission will entail the removal of membership but the defaulting member will be reinstated again subject to a payment of the arrears due by him to the Association and a fresh admission fee".

41/12b

(11)

G.O.M.(2,)

Government Press, Madras - Reading Department - ~~Proposed~~ Revision of Scales of pay of Readers and Copy Holders ~~Reduced~~

—

Ref. 10239 from the Secy Madras Govt Press Readers Assn Madras dt 5.2.47

—

Memo No 10239-17, Edn dt 11-3-47

The S.S.P. is requested to forward to Govt with his remarks the enclosed letter (which is) received from the Madras Govt Press Readers Assn Madras dt 5.2.47 submitting their representation for revision of the scales of pay of Readers and Copy Holders.

To
The S.S.P.

KRS
5.3.47

Secy
10.3.47

ASW
11/3/47

Amendments. For Rule 4, substitute the following:-

"4. Any person employed as reader or copyholder (temporary or permanent) may become a member of the Association but no person can claim admission as a matter of right. Every member shall pay an admission fee as specified below at the time of admission and the annual subscription of one of three grades:-

Designation. Admission fee.

Readers, I and II grades 0 8 0

" III grade 0 4 0

Copyholders (both grades). 0 4 0

The annual subscription shall mean the subscription for ~~the~~ ~~current~~ ~~year~~ ~~beginning from April to March~~ official year beginning from April to March.

For Rule 6, substitute the following:-

"6. The admission fee shall be paid immediately after a member has been admitted and the subscription shall be paid within a period of four months from the date of admission. Default of payment of subscription within four months from the date of admission will entail the removal of membership but the defaulting member will be reinstated within another to a payment of the arrears due by him to the Association and a fresh admission fee".

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

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

No.43/Mis., dated 27th March 1947.

Sir,

Sub: Association - Madras Government Press Readers Association - Recognition - Representation in regard to the revision of salaries, etc.,

Ref: Government Memo.No.10239-1 Fl Edn., dated 11-3-47.

SECRETARY TO GOVERNMENT
1 0 MAR 1947
EDUCATION AND PUBLIC HEALTH DEPT.

With reference to the above I have the honour to state that the letter of Madras Government Press Readers Association referred to is a collective representation from an unrecognised association of a distinct category of Industrial Employees of the Government Press. The recognition by the Government of such an association should, I think, precede the consideration of its representation. The association had approached me with the request for recommending to Government for its recognition. This was under my consideration. There are two independent rules governing the recognition of Associations of Government Employees one those issued with G.O. No.1820 L&M, dated 20-8-1934 and the other those issued with G.O.No.1038 Public (Services) dated 9-10-1934, the former specifically governing associations of Industrial Employees and the latter other associations.

2. The Reading establishment of the Government Press falls under the category of "Industrial employees" of which there is already in existence in the Government Press, a Union (Madras Government Press Workers' Union) recognised by the Government and registered under the Indian Trade Unions Act. There was a proposal to prohibit this category of the staff of the Government Press from being members of the above Union, but the correspondence connected therewith is recorded in G.O.No.Ms.129 (P.W.D.), dated 17-1-1944. There is no

ourse some force from in its argument put forth in its letter dated
2-12-46 (enclosed) for the grant of recognition and I have no
bjection to the grant of recognition provided this establishment
s classified as one falling for recognition under the rules
ssued in G.O.No.1038 Public (Services) dated 9-8-1934 but it
hould be prohibited from registration under the Indian Trade
nions Act.

3. In regard to the resolutions of the Associations
ommunicated with its letter dated 5-2-47, I have to state
hat the new scales of pay introduced in the case of the
eading establishment are too liberal to cause disatisfaction
mong them taking into consideration the nature of work
emanded of them and the general educationalqualifications they
ossess as compared with the work and general and special
ualifications demanded of the clerical establishment of the
overnment Press.

Superintendent.

THE MADRAS GOVERNMENT PRESS READERS' ASSOCIATION

(ESTD. 1946)

Madras, 12th December, 1946.

To

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

Through

The Superintendent,
Government Press, Madras.

Sir,

Madras Government Press Readers' Association--
Recognition.

On behalf of the Madras Government Press Readers' Association and in the capacity of its Secretary, I beg leave to approach you with the request that you will be pleased to arrange for securing Government recognition to the Association and in support of that object I hereby beg to represent as follows:--

2. The Madras Government Press Readers' Association is an Association of readers and copyholders (i.e., proof correcters and their assistants) working in the Reading Department of the Government Press, Madras. The Association has on its rolls nearly seventy-five per cent of the strength of the said department and it may be taken to be a fully representative association in regard to the Reading Department. The strength of the staff is 199 and there is much to be desired to be done in the improvement of their lot and position in the service.

3. The question may be asked whether there are any grounds for the existence of an organization in the Press other than the Government Press Workers' Union (which may be taken as representing the entire technical employees), but the association feels that the particular interest of the readers and copyholders will be better served only by an organization of their own, inasmuch as the work and

(IX)

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THE MADRAS GOVERNMENT PRESS READERS' ASSOCIATION

(ESTD. 1946)

Madras,.....

composition of the Reading Department are of a description peculiarly their own. Their work, though coming under factory labour, both manual and mental--may predominantly mental--unlike that of other sections in the Press which are mainly manual. Here I may say that the Reading Department is the Brain of the Press as it were, upon whose efficiency and experience depends the nicety and accuracy of the publications of Government. Readers and copyholders are discharging very arduous duties, and their physical, intellectual and mental faculties are greatly taxed owing to their unusually long hours of work (7½ hours a day exclusive of overtime) of close scrutiny of proofs of composed matter in very small types, with the result that their physical, aural, optical and mental faculities are greatly requisitioned. Under such circumstances, the association strongly of opinion that their interests will not receive sufficiently strong stress at the hands of the Government Press Workers' Union and an organization like the Government Press Readers' Association is an absolute necessity, if at all they have to gain their objectives. Further many members of our association are not members of the Madras Government Press Workers' Union. The Association may independently pursue a code of conduct and a policy of action not necessarily antagonistic or allied to those of the Government Press Workers' Union. As such, the association may be assured to take up the role of a service association as in the case of many other Government Departments for which recognition has been given by Government, and for which precedents and instances may not be wanting.

4. Inasmuch as its recognition by Government will give a status and validity to the representations that the Association may have to make to the proper authoriti in future, and inasmuch as it is so desired by the Assoc tion, I request you to be good enough to arrange for the

A copy of the by-laws of the Association is hereu appended.

I beg to remain,
Sir,
Your most obedient Servant
Dr Kuppuswami Chetty
Secretary.

THE MADRAS GOVERNMENT PRESS WORKERS' UNION.

ASST. SECRETARY TO GOVERNMENT
10 JUN 1947
EDUCATION AND PUBLIC HEALTH DEPT.

Govt.Press Buildings, Mi
Madras, 7th July 1947.

To

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

Sir,

I am sorry to bring to your notice that while there is a registered, recognised and efficiently functioning representative Union in the Government Press interested individuals in different branches of the press are attempting to form craft Unions in their respective branches which is bound to be detrimental to discipline and harmonious working of the undertaking employing nearly 2,000 workers.

The policy of the Government and progressive and enlightened employers has been to encourage one union in one industry and actually discourage multiplicity of organisations making negotiations and binding settlements with all the workers impossible.

While under the Trade Union Act any seven employers or employees can at present form themselves into an association the policy and principles of the Government in regard to their understandings and establishments has been definitely against any of their officials and administraters encouraging rival Unions or multiplicity of combinations.

The Government Press Workers' Union has now been in existence for over 25 years. It is recognised by the Government. It is representative of the overwhelming majority of workers employed in the undertaking. It is registered and recognised for all the employees of the press irrespective of the categories of employment to which they might belong. It has been dealing with the Government on behalf of entire staff of the press and vice versa. The relations of the Union with the authorities of the press and the Government have been intimate and most cordial.

The

The workers have been amenable to the discipline and control of the Union and it must be said to its credit and standing with the Authorities and the Government that despite differences of even a serious nature occasionally, there has never been in recent years any instances of direct action and all matters have been settled by discussions across the table with the powers that be.

But of late owing to the sense of self impertance of certain individuals in some branches of the press encouraged by the machinations of various extraneous influences unconnected with the work of the press, have formed and are endeavouring to form sectional organisations which is bound to have unhealthy and undesirable repurcussions has already indicated above.

The Union strongly feels the attitude of the Superintendent of the Press is unfortunately such as to encourage the growth of such sectional Unions and multiplicity of organisations the effect of which is bound to be most disastrous in the long run to the efficiency of the press as well as the interests of the workers. I may also be permitted to point out that the Superintendant cannot follow independently a policy of his own not in conformity with the general policy of the Government in such matters.

It is also necessary that when such situations arise the Government should give serious attention to the matter and give clear and unambigueus instructions to the Superintendent in consultation with the Ministry for Labour and if necessary with the advice of the Government of India.

Some of the readers and copy holders of the press qualified to be members of this Union and were in fact its members formed themselves into a separate Association in May 1946 with the knowledge and consent of the Superintendent. He has been dealing with the Association though the Government have rightly not cared to recognise it.

While being members of the Readers Association most of them were simultaniously members of this Union also. Such duel membership

is contrary to sound Trade Union practice and should not be encouraged by the employers if the foundations of proper Trade Union Organisation should be saved from disruption.

The Line and Mono operators are understood to be organising themselves separately and seeking the support of the Superintendent. Attempts by interested parties are also being made to create divisions in the same way in the press and machine and other departments, though such attempts are bound to fail on account of the stead fast loyalty of the rank and file of the workers of all departments to the Union which they have built during a long period of over 25 years.

The Union is not afraid of its position nor has it any need to do so. Its foundations are quite strong. It can take care of itself. Our anxiety is that the efficient and peaceful atmosphere of the press for which the Union has laboured hard should not be undermined by such multiplicity of small and sectional organisations and their rivalries, jealouses and mutual conflicts.

The Administration of the press should in their own interests and consistent with the principles of the Government should not encourage directly or indirectly such disruptions and obstructions to the growth of healthy Trade Unianism.

It is therefore necessary that the Government should issue clear directions to the Superintendent in regard to the fair, proper and reasonable attitude he should take up in such matters.

The Union will be thankful if the matter will receive the early attention of the Government.

Thanking you,

Yours faithfully,

President.

THE MADRAS GOVERNMENT PRESS READERS' ASSOCIATION

(ESTD. 1946)

66021

Madras, 31st July, 1947.

To

The Secretary to Government,
Education Department,
Fort St. George, Madras.

Through
The Superintendent,
Government Press,
MADRAS

GOVERNMENT PRESS
31 JUL 1947
MADRAS

ASST. SECRETARY TO GOVERNMENT
EDUCATION AND PUBLIC HEALTH DEPT.
14 AUG

Sir,

(The Madras Government Press Readers' Association--
Recognition.)

Your attention is kindly invited to the letter, dated 5th February, 1947, of the Association requesting recognition of Government to it.

As no reply has been received upto now I am directed to urge you for a speedy and favourable orders on the matter.

I beg to remain,
Sir,
Your most obedient servant,

SECRETARY

ENDT. No. 43/Mis.

Forwarded for favour of orders on this office letter No. 43/Mis dated 27-3-47 in reply to Government Memo No. 10239-1-F-1, Edn., dated 13-3-47.

Superintendent,
Govt.Press, Madras.

13-8-47.

To
The Secy. to Govt.,
Edn. & P.H.

E & P.H Dept

F. 37

Sub. Govt-Press- The Madras Govt Press Readers' Association- Request for recognition - Negatived.

Ref. From The Secy. The Madras Govt-Press Readers Assn. d/ 5.2.47.

From the S. of P. No. 43/Mis d/27.3.47

Order/Ms. No. 2107 Edn. 21/1-7-47

The S of P is requested to inform the Secretary of the Madras Govt-Press Readers' Assn. that his request that the association may be recognised by Govt. Cannot be Complied with.

To.
The S. of P.

(36)

From

To

The Secretary to Government,
Education Department,
Fort St. George, Madras.

Through
The Superintendent,
Government Press.

Sir,

(The Madras Government Press Readers' Association-- Recognition.)

Your attention is kindly invited to the letter dated 5th February, 1947 of the Association requesting recognition of Government to it.

As no reply has been received upto now I am directed to urge you for a speedy and favourable orders on the matter.

I beg to remain,
Sir,
Your most obedient servant,

SECRETARY

31st July, 1947.

(2)

C.No: 10239/F1/47. From the Secy: The Madras Govt. Press Readers Association d/5.2.47.
From the D.G.P. No. 43/Mis d/27.3.47.

Govt. Press. The Madras Govt Press Readers Assn — Recognition of

Please See the letter from the Secy. The Madras Govt. Press Readers Assn. on pp 1-7 cf and the remarks of the D.G.P thereon at pp 21-22 cf.

At present there is only one union in the Govt. Press Called "The Madras Govt Press Workers Union," representing all the industrial employees of the press and this has been recognised by the Govt in their order No. 381 Dev. d/11.2.38. The readers and Copyholders establishment of the Press also falls under the Category of 'industrial employees' and therefore the Govt Press Workers Union referred to above represents this establishment also. But the Secy, The Madras Govt Press Readers Assn, for reasons stated in paras 2 to 4 of his letter on pp. 9-10 cf requests Govt, to accord Separate recognition for the Madras Govt Press Readers' Assn. associations.

2. There are two Sets of rules governing the recognition of associations of Govt Employees namely, (1) those issued in Go No. 1820 L d/20.8.34 and (2) those issued in Go. No. 1038. Pub. (Ser) d. 9.10.34. The former applies to assns of industrial employees and the latter applies to the other assns.

3. The S.g.P states that there is no force in the argument put forth by the Secy. for the grant of recognition for the association and that he has no objection to the grant of such recognition provided this establishment is classified as one falling ~~under~~ for recognition under the rules issued in g.o.No. 1038. Pub.(Sec) d/9.10.34. and is prohibited from registration under the Indian Trade Unions Act. But the rules issued in g.o. No. 1038. (Pub.Sec) dt 9.10.34 relate to the recognition by govt. of associations of govt employees, other than those to which Special rules for ~~the~~ industrial employees apply. The establishment of readers and Copyholders falls under the Category of Industrial Employees and it does not therefore appear that recognition to this association can be accorded under the rules issued in g.o.No. 1038. Pub.(Sec) d/9.10.34. It would seem that if at all recognition is accorded, it can be accorded only under the rules issued in g.o. No. 1820. L. d/20.8.34. The point for consideration now is whether recognition to this assn. should be granted at all. The reasons put forth by the Secy. for the recognition of the association does not seem to be convincing. The Secy admits that the interests of this particular establishment are served by the present govt. Press Workers Union, which is already recognised by the govt. But he

(V) copy not found.

(V)

(V)

p.21 cf

'A'

(V)/48-50

This argument will apply to every petition in the establishment!

(V)/48-50

There are no reasons for reconsidering this view.

Ord

K/

States that the particular interest of the establishment will be better served only by an organisation of their own. Attention in this connection is invited to g.o. No. 3481 Dev. d/11.4.38 wherein the govt. expressed their intention that there should be only one union in the govt. Press, which should be thoroughly representative of all workers in the Press, and accorded recognition to the present govt. Press Workers ~~Assn~~ Union, on the strength of the opinion of the majority of the workers. It may also be mentioned that if recognition is accorded to this association, it is likely that other establishments like Lino and mono operators etc may form their own associations and apply to govt. for recognition. Please see also in this connection the letter from the President, The Madras Govt Press Workers Union on pp. 27-31 Cf. In these circumstances it is for orders whether recognition to the union ~~as~~ will be accorded.

4. With reference to the request contained in resolution No. (2) of the Assn. it is submitted that the question of revision of the Scales of pay of readers and Copyholders is being considered separately along with all the other technical staff employed in the govt Press. In view of this and in view of the S.g.P's remarks in paras 1 and 3 of his letter on pages 21-22 Cf, no action seems called for on the requests.

M/ I consider that Recognition should not be accorded.

pp 3-7 Cf

separate file + ~~M~~ Copy

(Now in Dir + H Pol)

pp 1-2 CF

F1

5. Pub (Sec) and Dev. may See the Case U.O. for remarks prior to Circulation.

21/8/47 S

Pub. (Sec.)

Dev.

Pub (Gen-B) Dept.

Please see the notes of E+P.H. on p 1-ante. As the employees falls under the category of "Industrial employees", recognition cannot be given on the basis of Service Associations. So this dept may agree with E+P.H view dept's note at "A" on p 2 ante and pass on the file passed on to Development.

27.8.47.

28.8.47

SECRETARY TO GOVERNMENT
28 AUG 1947
1828
CHIEF SECRETARIAT

E&P.H.U.O.No. 10239-F./47-5
22-8-47

FIRST ASST. SECRETARY TO GOVERNMENT
1 - SEP 1947
DEVELOPMENT DEPARTMENT

29/8/47 as

DRO

Pub Gen B
U.O. 1824/47-1
1-9-47.

Dev. Dept.

The notes of E. P. H. Dept. on pp 1-4 above may be perused. This Dept. may agree with the view of the Secy, E. P. H. Dept. at H on p 2 ante and the file returned to E. P. H. U.O. (It appears from the letter of the S.G.P. on pp 21-22 of that the Assocn is not a registered Trade Union.)

Dev. U.O. No. 82835 J/47
1-9-47
(Rec'd by transfer from Education on 2/9/47.)

29/8/47 Jss

Edn

4/9

E&P.H (2)

Please see the Public and Dev. Depts' notes above. The case may be circulated to H.M. (Edn). for orders whether

ASST. SECRETARY TO GOVERNMENT
7108
5 - SEP 1947
EDUCATION AND PUBLIC HEALTH DEPT.

Dev. U.O. No. 82835 pw/47
4/9/47.

(2)

the request that the Madras Govt. Press Readers' Assn may be recognised as a separate service Assn may be turned down.

8.9
13.9.47

15-9-47

S 16/9/47

H.M. (Edn.)

TSA
E&P.H Dept
21-9-47

SECRETARY, EDN. AND P. H. DEPT.
2 SEP 1947
GOVERNMENT OF MADRAS

A draft order is submitted for approval.

29.8.47

30-9-47

see p.