

closed

E & P H

(194₇) Department.

MS.

SERIES.

G.O. NO. MS.933 Edn.

Dated 7-5-1947.

[Despatch Abstract.]

Stationery Stores - Grievances of workers - Resolution of the Government
Stationery Stores Workers' Association - Orders passed.

53536 Sal

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: M. Karamatullah, Esq., I.C.S.,

Superintendent of Stationery,
Madras at Guindy,
Saidapet P.O.

To
The Secretary to Government,
Education and Public Health Depart-
ment, MADRAS.

No.S.K.1424/46 dated 26-8-46/2.9.46

STATIONERY Stores Workers' Association - Madras - Re-
solution passed at the Annual General Body Meeting of
the Union held at Guindy on 3-5-46 - submitted to -
Government.

A copy of the resolution passed at the Annual General Body
Meeting of the Stationery Stores Workers' Association, Madras at Guindy
on 3-5-46 is submitted to Government together with my remarks.

Resolution No.(1):

The Government may consider the desirability of increasing the
Dearness Allowance.

Resolution No.(2):

The period of retention of the temporary staff has been sanctioned
upto 31-5-47 in G.O.No.Ms.856 Edn., dated 6-6-45. The confirmation of
the Warehousemen has been put off for the reasons stated in this office
reference No.A.1.2925/45 dated 19-5-45 disposed of in the G.O. In this
connection it is submitted for the information of the Government that the
Warehousemen are not alive to their responsibilities, which is evidenced
by their frequent absence from duty, securing jobs elsewhere without the
permission of this office and then stopping away from duty without in-
timation to this office and, above all, their insubordination to the
section Heads and Officers. Specific instances in support of this state-
ment are quoted below:

S.G.Saranreseshan is a glaring example of frequent absence from duty.
The amount of earned leave and the leave on loss of pay taken by him,
not to speak of the casual leave taken by him, each year, since he was
appointed as Warehouseman are noted below: (Vide separate sheet attached).

P.Manavalan, a Warehouseman secured a job in the Military Department
direct without the permission of this office and stopped away from duty
without intimation to this office.

A copy of the Joint reply dated 10-8-45 given by the Warehousemen
with reference to G.O.No.Ms.1177 Edn. dated 2-8-45, which is submitted,
will clearly indicate the attitude adopted by them. The Warehousemen
come under the category of attenders in the Superior service of Govern-
ment and this point has been confirmed in Education and Public Health
Memo.No.22365-C2/46-1 Edn. dated 28-5-46. The fact that the orders in
para 1 of G.O.No.1177 Edn. dated 2-8-45 have been cancelled in G.O.No.
Ms.1879 Edn. dated 12-11-45 has obviously led them to form the impression
that the Government Servants Conduct Rules do not apply in their cases.
Individual grievances, if any, should be represented by the person
aggrieved and not through the President of the Association in the matter
of their appointment, etc. The interference of the President in these
matters makes the workers believe that the President is their protector
in all matters and that they can do as they like. The question of con-
firmation can be considered only when the Store goes back to its original
place in the North Beach Road and resumes work under normal conditions,
when the financial aspect of retaining them in place of clerks could be
correctly gauged. In the meantime sufficient improvement in all respects
should also be shown by the Warehousemen.

Resolution No.(3):

Attention is invited to a similar resolution disposed of in G.O.
Ms.No.1301 Edn. dated 27-8-45.

Resolution No.(4):

This is left to Government to decide.

Resolution No.(5):

In accordance with para 5 of G.O.No.Ms.2132 Edn. dated 27-9-39,
individual cases may be considered on its own merits as and when such

cases arise

cases arise in pursuance of the rules then in force.

Resolution Nos. (6 & 7):

Except the Warehousemen, other classes of workers hold non-pensionable appointments. The question of making all or any of them permanent with leave and pensionary privileges has to be decided by Government. In this connection reference is solicited to Legislative Council question No.3 referred to in Govt.Memo.No.31741-C2/46-1 dated 19-6-46 and this office reply thereto No.A.2.1875/46 dated 17-7-46.

Resolution No.(8):

Lascars are allowed 15 days casual leave in a year. Warehousemen are also entitled to 15 days casual leave in addition to earned leave under Madras Leave Rules of 1938 as they come under the category of attenders. Coolies and carpenters are daily rated workers and cannot have any leave with wages.

Resolution No.(9):

The case of the scavenger has been referred to Government in this Office No.A.2.1619/46 dated 8-7-46 and orders are awaited.

Resolution No.(10):

This is for the Government to decide taking into consideration the question of accommodation elsewhere for the offices now occupying the stationery stores in the North Beach Road and the portion of the Old High Court Buildings formerly occupied by the Stationery Office.

Resolution No.(11):

Reference is invited to the orders in para 3 of G.O.No.1177 Edn., dated 2-8-45 on this subject. In view of the orders it is for Government to grant or refuse the request.

The workers including Warehousemen staged a stay-in-strike on 14-8-46 abruptly without previous notice in order to urge the speedy redress of their grievances passed in their resolution dated 3-5-46 and did not resume work until the Assistant Superintendent went to Guindy and promised to look into their grievances. They went on a similar strike on 11-7-46 as a protest against the appointment of one S. Suralah Naidu, a peon of this office, in preference to a lascar. These strikes are apparently instigated by the Secretaries and Vice President of the Association who are Warehousemen (Government Servants) and who act in contravention of the Government Servant Conduct Rules. Unless the privileges accorded to Warehousemen in G.O.No.Ms.1879 Edn., dated 12-11-45 to continue to be members of the association are withdrawn it is apprehended that this sort of trouble from the workers will be frequent, and the work of Government will be impeded especially in these days of unrest.

SAS/27.8.

for SUPERINTENDENT OF STATIONERY.

2/9/46

Copy of letter dated 8th May 1946 from the Government Stationery Stores Workers' Association to the Superintendent of Stationery, Madras.

I have the honour to submit herewith the resolutions passed at the Annual General Body Meeting of the Union held at Guindy on 3-5-46 and request the favour of necessary action at an early date.

(1) INCREASE OF DEARNESS ALLOWANCE: This Meeting demands the increase of the Dearness Allowance to at least Rs.25/- per mensem as from 1-1-46 as it is now 17 months since the allowance was raised.

(2) This meeting urges the immediate confirmation of "Warehousemen" pending since 1939 as the experiment has worked satisfactorily and with advantage. This is being put off from time to time and is overdue.

(3) This meeting requests that wages and salaries be refixed as follows in the stores with a view to assure the workers of a reasonable remuneration.

13-15-46 (A)	Coolies	Rs.30	—	Rs.40.
19-11-46 (A)	Lascars	35	—	45
17-10-46 (A)	Carpenters	40	—	50
17-10-46 (A)	Tinker	40	—	50
17-10-46 (A)	Lorry Driver	50	—	75
17-10-46 (A)	Watchman	30	—	45 (with dress).
17-10-46 (A)	Warehouseman	45	—	75 (with Grade).

(4) This meeting requests that a House Allowance be granted to all the workers from Rs.5/- to Rs.10/-.

(5) This meeting requests that a gratuity of a month's salary be given for every year of service on death or retirement of worker or voluntary resignation after 10 years.

(6) This meeting urges upon the Government to count the entire service in the stores for purposes of Gratuity, pension and other privileges.

(7) This meeting requests the Government to abolish the category of "Contingent staff" and convert them into permanent establishment in view of the continuity and permanency of their work.

(8) This meeting requests that for "Lascars", "Coolies", and "Carpenters", casual, sick and other leave be granted as in the case of Warehousemen, without any discrimination.

(9) This meeting requests the Government to restore the cut in the low salary of Rs.12/- paid to scavenger Venkati of the Stores and also to arrange to pay her the arrears of Dearness Allowance from July 1944 to December 1945. This meeting also demands the refund of the deductions from the salary as from 1-1-45.

(10) This meeting requests that in view of the less and inconvenience to all the stores be immediately transferred to its own original place in the 1st Line Beach.

(11) This meeting requests the Government to allot a place for the Union in a convenient place free of rent.

(12) The Executive of the Union would like to wait on the Minister in Charge in deputation at his earliest convenience to explain the resolutions in person. I therefore request that the deputation may kindly be granted.

Thanking you,

Yours faithfully,

Sd. xx xx
PRESIDENT.

for Super of Stationery

S.C. Sarangaseshan.

Leave on Loss of pay:	for	22 days from 2-12-40 to 23-12-40
"	"	19 " 18--6-41 to 6--7-41
"	"	3 " 22 to 24-9-41.
"	"	1 day on 30-9-41.
"	"	3 days from on 10, 11 and 13-12-41
"	"	13 days from 26--1-42 to 7--2--42
"	"	4 " 15--7-42 to 18--7-42
"	"	29 " 27--7-42 to 24--8-42
and extension for 14 days from		25--8-42 to 7--9-42.
L.A.P.		2 " 17-11-42 and 8-11-42.
Earned leave for	for	22 " from 17-4-43 to 8-5-43.
do	"	One day 23--8--43.
Leave without pay	"	12 days from 27--9-43 to 8-10-43.
"	"	26 " 9-10-43 to 3-11-43
"	"	2 " 22 and 23-11-43.
Earned leave	"	11 " 15 to 25-1-44.
Leave without pay	"	11 days from 10 to 20-4-44.
"	"	3 days from 29-4-44 to 1-5-44.
Earned leave for	"	One month + 10 days from 22-5-44 to 30-6-44.
"	"	3 days from 13-11-44 to 15-11-44.
"	"	One day on 29-11-44.
Leave without pay	"	5 days from 24-12-44 to 28-12-44.
"	"	25 days from 29-12-44 to 22-1-45.
Earned leave	"	8 " 18-3-45.
Leave without pay	"	2 days on 2 and 3-7-45.
"	"	7 days 6, 14, 15, 21, 22, 24 and 25-8-45.
" on Medical certificate	"	2 days 1 and 2-9-45.
Extension on M.C.	"	One month from 4-9-45.
L.W.P.	"	3 weeks from 4-10-45.
"	"	8 days from 1 to 8-1-46.
"	"	from 26-2-46 to 31-3-46.
"	"	8 days from 27-5-46 to 3-6-46.
"	"	8 days from 14-7-46 to 21-7-46.

Total period of duty .. 5-1-0
Total leave .. -1-1-7

for Super of Stating

To The SUPERINTENDENT OF STATIONERY, Madras. MADRAS, 10th August, 1945. 7
Sd. *See app 234* ⑨

Sir, With reference to your Memo.S.K.3489 dated 7-8-45 we beg to submit the following:-

Your communication is most surprising. Its contents are at variance with the policy of the Government and the practice in vogue.

All Government servants are not prevented from being members of registered Trade Unions. Our Union has been in existence for the last 9 years and all this time it has enjoyed the recognition of the Government. The Government have been dealing with it and redressing grievances of workers on representations made by it from time to time. No objection has been raised at any time to our membership in the Union and we are not aware of any Rule applicable to us and to our class of servants and preventing our membership in the Union. We are not yet permanent as Warehousemen. The arrangement brought about on the representation and negotiation of the Union is still pending confirmation. Warehousemen in the Government Press who are permanent and other non-gazetted employees of the Press are members of the Registered Government Press Workers' Union officially recognised by the Government. The Government Servants conduct rules do not apply to employees like us and belonging to our class. There are seven Government Workers Trade Unions in this Province and ours is perhaps the smallest of them. We are Factory Workers and enjoy the rights and protection of special rules and legislation. We are even voters in the several Labour constituencies to the Legislative Assembly, Madras Corporation etc. We are not aware of the orders of the Government you have referred to in your Memo. We shall be thankful to you for a copy of the same and information about the circumstances under which it has been passed. As it is, the rule has been misapplied or applied under misapprehension of the position. The matter is important and vital. We cannot therefore decide in two days about the matter. In the meanwhile we request you to kindly furnish the information requested.

We beg to remain,
Sir,
Your most obedient servants.
Sd. *xxxx*
xxxx

(True copy)

for Sd. of Stationery

G.O. No. 576, 25th February 1948

Establishment—Medical—Workers in Government medical institutions including the Hospital of Indian Medicine—
Revision of pay and other conditions of service—Orders passed.

READ—the following papers:—

From the Surgeon-General, dated 21st January 1948, No. 3940-2-G.

From the Principal, School of Indian Medicine, dated 21st January 1948, No. 924-C-1/47.

Order—No. 576, P.H., dated 25th February 1948.

The Cabinet Salaries Committee recommended in the case of contingent establishments, that posts in which some skill, training or experience was acquired in the course of service should be put on suitable incremental scales, that such of those posts as would be required permanently for the normal work of the department should be made permanent and converted into regular establishment and that the remaining posts put on time-scales and all other posts should remain temporary on the present basis of payment according to market rates. The Committee also recommended the framing of suitable rules to enable workers in these temporary posts to earn leave on pay and gratuity after a certain length of continuous service. A detailed report in respect of contingent staff in all departments of Government is awaited from the Board of Revenue. The Government have decided to take up the case of Government hospital workers independently and have examined it in the light of the recommendations of the Committee constituted by the Surgeon-General and his remarks thereon. They proceed to pass the following orders:—

(a) The posts mentioned in Annexure I to this order, which are now treated as “paid from contingencies” will be converted into posts on the scales of pay noted against each in the subordinate or inferior service. The Surgeon-General and the Special Officer, for the Reorganization of the Department of Indian Medicine are requested to state in which exact service, namely, the General Subordinate Service, the Medical Subordinate Service or the Inferior Service, these posts should be included and to submit the necessary amendments to the service rules consequent on such inclusion. All the posts mentioned in this annexure, which were in existence on 1st January 1948, will be deemed to be required permanently for the normal work of the department and will therefore be permanent posts in each service.

(b) The posts mentioned in Annexure II to this order will be retained in the contingent establishment on the scales of pay or at market rates, as indicated against each. Till general orders are passed regarding the conditions of service of all contingent establishments, these posts will be governed by the orders in G.O. No. 387, P.H., dated 10th February 1944, and any other orders in force.

(c) The incumbents of the posts mentioned in Annexure I will be eligible for the leave, pensionary and all other privileges as well as dearness and house-rent allowances admissible to members of such services.

(d) The persons who are actually holding the posts mentioned in Annexure I and the posts mentioned in Annexure II to which time-scales have been allowed, will have their pay fixed with effect from 1st January 1948 in the scales mentioned in the annexure, according to Fundamental Rule 22 (ii) on the basis of their old pay (less dearness allowances) in the contingent establishment. The Surgeon-General and the Special Officer for the Reorganization of the Department of Indian Medicine are requested to see that orders are issued fixing the pay in each individual case and to take up the question of making regular appointments to the posts in Annexure I with effect from 1st January 1948, immediately after the necessary amendments are made to the rules.

2. The Government do not consider it necessary to constitute a leave reserve for every type of hospital servant. The Surgeon-General and the Special Officer for the Reorganization of the Department of Indian Medicine are requested to report for what types a leave reserve is necessary. They are also requested to bring to the immediate notice of the Government any cases of existing contingent posts, which do not find a place in Annexure I or II.

(By order of His Excellency the Governor)

C. O. COOREY,
Joint Secretary to Government.

the Surgeon-General.
,, Principal, School of Indian Medicine (through the Special Officer for the Reorganization of the Department of Indian Medicine).
Accountant-General (through the Finance Department).
Finance Department.

To the Public (Services) Department.
,, Commissioner of Labour (through the Development Department).
,, Board of Revenue.
,, Director of Information and Publicity.

[Annexures]

Staff employed in Government hospitals, King Institute, Guindy
and Nurses' Homes and Common mess.

ANNEXURE I—cont.

ANNEXURE II.

Government Stationery Stores Workers' Association
(REGD.)

Secretary :
Sri S. G. SARANGASESHAN.
Asst. Secretary :
Sri T. KANNABIRAN.
Treasurer :
Sri A. THIRUVENGADA MDR.

President :
Sri P. R. K. SARMA, B.A., M.L.A.
Vice-Presidents :
Sri T. S. RAMANUJAM,
M.A., L.L.B. (London)
Janab Md. BUKSHUMMAN SAHIB

20

The Hon. Mr. T. S. Anasasingam
Chettiar, B.A., B.L.,
Minister for Education.

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Permit me to invite your attention to the Union's Memorandum, dated 8th May 1966 and the request for a deputation to discuss further in the matter.

An early reply will be very much appreciated.

Cous faithfully
A. S. Langgarenman
Secretary

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75639



Perambur
6/12/46

On behalf
of the ...
Stationary
Union, a
memorandum of
grances was sub-
mitted to you on 8-5-46
When the Secretary
of the Union sent a reminder
on the 26th you were
pleased to say in a
reply that you do not remember
to have received the Memo-
randum. At your
suggestion a copy was
submitted to a friend on
28-9-46 who has
been waiting for a
reply. A copy sent
through the Superintendent
also at present to have

¹²
reached the
Secretary.

³ As it is now too
early the workers
are numerous I request
that the Union may
be kindly informed
about the work of
the fort on the new
arrangement.

⁴ In this connection
I also request you
to kindly advise
for the House De-
partment sanction
to the fort Prison workers
being extended to the
stationary stores.

³
workers; Both
are in the same
dept and in the
same and other
branch. Their
status & other con-
ditions are similar
In fact Printing
& Stationary from
one dept elevation.

⁵ The workers
are only about
110. Their salaries
are low. The Com-
mittee will then

4
For be 7 out
small.

yourself

1212 6 am

If we can any
and if the answer
is got I shall
meet you in
person.

At 1212

For
Hon. T. S. Arunachalam
Tiruvannamalai
Murali for EO

11/4/46

12/12/46
C No 75369 - From the Pt. G. S. S. Workers Union, dated 6.12.46

8
11/12

4-1-47
Subject

Stationary stores - Grievances of workers - Resolution
of the Govt Stationary Stores Workers Union

10/12

Memorandum No 51158C2/46-2 Edm dated 10-12-46.

With ref. to Ld. D. d. 6.12.46 to the Honble the Minister
for Education on the above subject, the Pt. The Govt Stationary
Stores Workers Union, Madras is informed that the
matter is under the consideration of Govt.

To
The Pt. G. S. S. Workers Union, Perambur.

10/12/46

10/12/46

Note:- The case has been sent to Fin/Est/Gen/Agal with
Edm No 51158C2/46-2 Edm d. 2.12.46. The ^{questioning} grant of house
rent concession on the analogy of the concession given to Govt
Press workers has not been examined in the main file. At

11/12

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Ch. 51158 Ca/46 from the Secy, Letter No. SK. 1424/46 d. 26/8/46/29.46

75639 Ca/46 from the Secy, Letter No. SK. 1424/46 d. 26/8/46/29.46

Subject

Stationery stores - Grievances of workers - Resolutions of the Govt. Stationery stores workers' Association - Orders passed

933 Eln 8/7.5.47

The Secy of State has forwarded for the consideration of Govt a copy of the resolutions passed at the Annual General Body Meeting of the Govt Stationery stores workers' Association held at Gurney on 3.5.46 concerning the grievances of the workers of the Stationery stores with his remarks thereon. The Govt have carefully considered the various matters covered by the resolutions and proceed to pass the following orders:-

1. 10/10/46

Resoln (1) - Increase of dearness allowance:- This was applicable to all Govt servants at present and cannot be considered in the case of those employed in the Stationery stores alone.

1. 10/10/46

Resoln (2) - Confirmation of warehousemen:- The present sanction for the temporary continuance of the Govt exists till 1-6-1947. The question of confirmation will be considered only when the Govt go back to the original place in the First Line Branch and resume work under normal conditions when the financial aspect of retaining them could be correctly gauged.

1. 10/10/46

Resolns (3), (6), (7) & (8) :- The Cabinet Salaries Committee has made certain recommendations about suitable incremental scales of pay, conversion into regular establishment, earned leave on pay and gratuity after a certain length of service in respect of Contingent, day-extra and piece work establishments. The proposals of the Secy in this respect are separately under consideration and orders will issue in due course.

Resoln (4) - Grant of house rent allowance:- This is inadmissible to ~~contingent~~ staff paid from contingencies. The request of the Pt. G.S.S.2. Assoc. to extend the concession of house rent allowance sanctioned to the Govt Press Workers to the Stationery Stores cannot be complied ^{with} ~~at the concession is sfo~~.

Resoln (5) - Payment of gratuity:- Individual cases will be considered on ^{their} merits as and when such cases arise in ~~future~~ accordance with the rule then in force.

Resoln (9) - Case of Scavenger Vankar:- Orders have issued in Memo No 37821 C2/46-3 Dtd 28.8.46

Resoln (10) - Transfer of the stores to its original place in the First Line Beach:- The o/g place of the stationery stores in the First Line Beach is in the occupation of the Civil Supplies Dept for storing food grains, and the question of removal of the stores ^{there} will arise only when the place is relinquished by the Civil Supplies Dept.

Resoln (11) - Allotment of a place for the Union free of rent:- The request cannot be complied with.

2. The Sgs has brought to the notice of Govt that the warehousemen are not alive to their responsibilities ~~as~~ evidenced by their frequent absence from duty, securing jobs elsewhere without the permission of the Sgs, and then stopping away from duty without intimation ~~and~~ are insubordinate to the Section Heads and Officers in the Stationery Office and were instrumental for the stay in. strikes staged by the workers of the Stationery Stores on 11.7.46 and 14.8.46. The Sgs ^{considers} recommends that unless the privileges accorded to the warehousemen in No 1879 Dtd 12.11.45 to continue to be members of the G.S.S.2. Assoc.

are withdrawn, the troubles from the workers mentioned above will be frequent thereby impeding the work of Govt. The Sgs is informed that it is not possible to prohibit the warehousemen from being members of the Assoc. He should however take action under the Govt. Servants' Conduct Rules against the warehousemen for any leakage of official information to the Assoc. ~~and under the disciplinary rules, if any, applicable to them for acts of insubordination~~ Disciplinary action should also be taken against the warehousemen under the disciplinary rules, ~~if any applicable to them~~ for acts of insubordination whenever the need for it arises.

3. The Pt. G.S.S.2. Assoc. is informed that the representation about grievances of workers ^{should} in the first instance be made to the Sgs and any defutation for that purpose may wait on the Sgs in the first instance. If the Assoc. fails to get satisfactory ~~by the~~ decision, ~~of the Sgs~~, then a representation may be made to the Govt.

20
The Sgs ✓
" Pt. Govt Staty Stores Workers Assoc.
3 Sgs
29/4/47
30.4.47
6/11/47

161-79
C.No.51158-C2/46

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No - 51158C2/46-1 Edn 29/11/46
2/12/46.

2/12/46 65957



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65957 Edn 7
12-12-46 C.No. 51158C2/46-1

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12-12-46 141240

Notes
3 (3)

E & P.H(C2)

From the Superintendent of Stationery Letter No. S.K.1424/46 dated 2/9/1946.

From the Secretary, Govt. Stationery Stores/Association letter dated 6/11/1946.

Sub: ~~Govt~~ Stationery Stores - Grievances of Workers - Resolutions of the Govt. Stationery Stores Workers' Association.

The Govt. Stationery Stores Workers' Association passed certain resolutions at the annual general body meeting of the union held at Guindy on 3/5/1946 concerning the grievances of the Workers of the Stationery Stores. ~~and suggested remedies therefor.~~ The Superintendent of Stationery has forwarded to Govt. those resolutions with his recommendations. The resolutions are examined in the sectional notes below.

2. The President of the Association in forwarding ~~the resolutions~~ to the Superintendent of Stationery has stated that the Executive of the union would like to wait on the Minister in charge to explain the resolutions in person. The question of receiving the deputation or not may be decided by H.M.(Education) when the case is circulated to him after obtaining the remarks of the departments of the Secretariat concerned.

3. The case may be sent to Finance, Public, Devt., and Legal U.O. for remarks on the sectional notes.

9. 12. 46

Finance / Public / Devt / Legal

Finance E III

The remarks of this dept have been

added to the Sectional notes below.

2. The case may be passed on to Public

16.12.46 16.12.46

Public (Eaw P. H)

Public (Gen-B) Dept

5. A.
4-1-47.

The remarks of this Dept. have been added at p. 20 of the Sectional Notes. One file may be passed on to Dev. Dept.

Pub Gen-B
No: 5A/47-1
8-1-47.

6/1/47
8m
6.1.47

no Acc/Dev

6/1/47
A.S. / Dev
8/1/47

3021

A.S.

The remarks of this dept. have been added at p. 20²¹ of Sectional Notes. After orders are passed, the file may be passed on to Legal.

VAR
21-1-47. Uh
22-1-47

the
22/1

Legal

Legal Dept

For the remarks of this Dept. please see p. 21 of the Sectional Notes.

Librey

E + PH,
C2

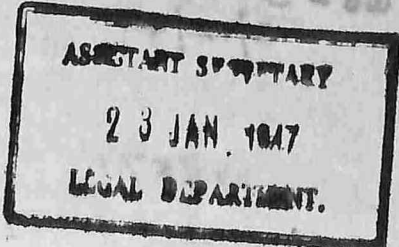


The file has been sent to this dept. with reference to pp. 18-20 of sectional notes. As the original order is to the rights of Dev. Dept. in this case may be referred to P. IV.

16-1-47. Uh
20/1

Dev. u.o. 3021 PIV
Date 22-1-47.

O. 622 H 9



Wpl u.o. 622/47-1

17-2-47



SC
20/2

3
Exempt Dept
ce

For, Pub & Legal have agreed with this Dept in the Sectional notes Dev suggests the omission of for bio. N. with the Sectional notes at p. 20. This may be agreed to. Legal suggests that action against subordination should be taken against disciplinary rules, if any, applicable to the statutory stores and not under the S.C. Rules. The S.C. may be consulted on this matter.

2. May be circulated to the (Ch) for orders on the Sectional notes. On the refusal to receive a (b) Sectional notes further notes have been added by this dept on pp 6, 7 & 7 (cc) & 10; 12 & 17 of Sectional notes. Finance may see again w.r. to the note at pp 7 & 7 (cc) before circulation.

From P. IV
No. 51158 C/46-8 Edn
7/3/47



20624

DS

6/3/47 S

7/3/47

Necessary remarks have been noted at pages 7a-7b of the Sectional notes below.

13/3/47

13/3

E-PH-1

C2

21752

Please see this Dept's further note on pp 7 (b) & 7 (c) of the Sectional notes.

2. The case may be Ed to H.M. (Ch), H.M. (Food) and H.M. (R) for orders on the Sectional notes.

14/3/47

14/3/47 S

14/3/47

Ch
(H) (Ch)
(H) (Food)
(H) (R)
(H) (R) (Fin)

I agree with the copy E + PH in view of p. 7c. The matter may be passed.

TSA

14/4/47

Pl. see H.M. (Food)'s note on the top file.

SR
P.C. to H.M. (Food)
10/4/47

→ Extra copy.

Extracts of the minutes of HM (Food) and HM (Fin)
on another case relating to certain other grievances
of the workers of the Stationery Stores
(Cm 79301 cr/pt - Go 8th Edn d. 28.4.47) JJ

~~of the minutes of~~
Extract from H.M. Food d/10-4-47.
It will be difficult to convince the labourers of our
fairness and of the correctness of our procedure
considering the present cost of living they may be
treated on a par with workers of the govt. press
T.S.S.R.
10.4.47.
~~of the minutes of~~
Extract from H.M. Finance d/16-4-47
Finance view is that it is difficult to resist the
demand in other Departments. That seeks a strong
reason and we weaken ourselves when once we allow
it is once case.
Best, we treat on a uniform basis. Govt. press and
Stationery office are different. We may drop it for the
present.
B.G.R.
16.4.47

Seen by HM (E.H.) and HM (Fin)
on 17-4-47 and 22-4-47
respectively.

A draft order is submitted.

29/4/47
m
30-4-47
S
6/5/47

Resolution of the Government Stationery Stores Workers' Association.

(1) INCREASE OF DEARNESS ALLOWANCE: This meeting
demands the increase of the Dearness Allowance to at least
Rs.25/- per mensem as from 1-1-46 as it is now 17 months
since the allowance was raised.

REMARKS OF THE SUPERINTENDENT OF STATIONERY.

Resolution No. (1): The Government may consider the
desirability of increasing the Dearness Allowance.

The Salaries Sub-Committee is going into the question
of revision of salaries and their decision may be awaited.
The question of dearness allowance is connected with the
above question. No action is therefore necessary on the
resolution. The question of D.A. has not been
considered by the Salaries committee. If the
Government decides to raise the rate of D.A.,
these workers will also benefit automatically.
There is no need to go into the question for the
exclusive benefit of these workers.

9.12.46

Finance & I

No remarks. This draft may agree
with the E. & P. H. note at A above.

14/12/46

16.12.46

17/12/46

16

7

A

Resolution of the Government Stationery Stores Workers' Association.

(2) This meeting urges the immediate confirmation of "Warehousemen" pending since 1939 as the experiment has worked satisfactorily and with advantage. This is being put off from time to time and is overdue.

REMARKS OF THE SUPERINTENDENT OF STATIONERY:

Resolution No.(2): The period of retention of the temporary staff has been sanctioned upto 31-5-47 in G.O.No.Ms. 856 Edn., dated 6-6-45. The confirmation of the Warehousemen has been put off for the reasons stated in this office reference No.A.1.2925/45 dated 18-5-45 disposed of in the G.O. In this connection it is submitted for the information of the Government that the Warehousemen are not alive to their responsibilities, which is evidenced by their frequent absence from duty, securing jobs elsewhere without the permission of this office and then stopping away from duty without intimation to this office and, above all, their insubordination to the section Heads and Officers. Specific instances in support of this statement are quoted below:

S.G. Sarangaseshan is a glaring example of frequent absence from duty. The amount of earned leave and the leave on loss of pay taken by him, not to speak of the casual leave taken by him, each year, since he was appointed as Warehouseman are noted below: (Vide separate sheet attached)

P. Manjulan, a Warehouseman secured a job in the Military Department direct without the permission of this office and stopped away from duty without intimation to this office.

A copy of the Joint reply dated 10-8-45 given by the Warehousemen with reference to G.O. No.Ms.1177 Edn., dated 2-8-45, which is submitted, will clearly indicate the attitude adopted by them. The Warehousemen come under the category of attenders in the Superior service of Government and this point has been confirmed in Education and Public Health Memo.No.22365-02/46-1 Edn., dated 2-5-46. The fact

that the orders in para 1 of G.O. No.1177 Edn. dated 2-8-45 have been cancelled in G.O. No. Ms.1879 Edn. dated 12-11-45 has obviously led them to form the impression that the Government Servants Conduct Rules do not apply in their cases. Individual grievances, if any, should be represented by the person aggrieved and not through the President of the Association in the matter of their appointment, etc. The interference of the President in these matters makes the workers believe that the President is their protector in all matters and that they can do as they like. The question of confirmation can be considered only when the Stores goes back to its original place in the North Beach Road and resumes work under normal conditions, when the financial aspect of retaining them in place of clerks could be correctly gauged. In the meantime sufficient improvement in all respects should also be shown by the Warehousemen.

In G.O. No.2132 Edn. dated 27-9-1937, ten posts of warehousemen (attenders) in the grade of Rs.19-2/2-25-1/2-30 were sanctioned temporarily for a period of two years in lieu of 4 packing clerks on Rs.40-65. In G.O. No.743 Edn., dated 27-4-1940, the Government exempted existing 8 lascars of the Stationery Stores from the prescribed educational qualifications (i.e., education upto the school final class) and appointed them as warehousemen. On 19-6-1941, Y. Prakasam a cooly in the Stationery Stores and S.P. Vinayakan an outsider were appointed as warehousemen. Thus 8 out of ^{the posts} ten came into existence from 1940 and the ^{remaining} two posts from 1941. As it is not usual to make permanent, temporary posts which have not been in existence for a continuous period of five years, the temporary posts of warehousemen were continued from time to time thereafter. On 1-6-1945, all the ten temporary posts of warehousemen have not completed 5 years period. The Superintendent of Stationery in May, 1945 came up with a proposal to continue the temporary posts for a further period of two years from 1-6-1945. One of the reasons for his recommendation was that the warehousemen have not yet shown sufficient improvement to entitle them for confirmation in their posts. ~~of warehousemen for~~ But this argument did not influence the decision of Government to continue on a temporary basis the ten posts of warehousemen for

a further period of two years from 1-6-1945 (D.S. (Mr. Coorey) has remarked that the above argument is rather confusing). As there is no prohibition to continue posts on a temporary basis beyond a period of five years, the recommendation of the Superintendent of Stationery was accepted and the posts of warehousemen further continued upto 1-6-1947.

2. Please see portion marked 'A' in the remarks of Superintendent of Stationery. ^{on separate} Those reasons do not influence the question of making permanent temporary posts. The criterion is rather the utility of the temporary posts and the Superintendent of Stationery says that it can be gauged only after the Stationery Stores goes back to its original place in the First Line Beach and resumes work under normal conditions. The old place of the Stationery Stores is now in the occupation of the Civil Supplies Dept for storing food grains and it is not known when it will be released. However the posts continue on a temporary basis till 1-6-1947, the question of their further continuance on a temporary basis can be taken up at that time if the stores does not go back to its original place by that time. The request of the Government Stationery Stores Workers' Association cannot therefore be complied with.

3. As regards portion marked 'A' ^{on separate} and connected statements of the Superintendent of Stationery, they are dealt with separately - vide pp 16-17 of the sectional notes ^{infra}.

29/11/46 There is time enough to go into the question when to further continuance of the posts is proposed by the Supdt. There is some point in his remark that the ^{position} cannot be properly gauged till the Stores go back to the original place. No action need be taken now

9.12.46

Finance E. M.

This Dept may agree with the views of Dy. Secy, Estt. at 'A' above

16.12.46

17/12/46

Resolution of the Government Stationery Stores Workers'

Association.

p 3 of

(3) This meeting requests that wages and salaries be refixed as follows in the stores with a view to assure the workers of a reasonable remuneration.

(A) #13-16	Coolies	Rs. 30	--	Rs. 40
" #9-11	Lascars	" 35	--	" 45
" #31-33	Carpenters.	" 40	--	" 50
" #17-18	Tinker	" 40	--	" 50
" #19-22	Lorry Driver	" 50	--	" 75
" #41-42	Watchman	" 30	--	" 45 (with dress).
" #23-24	Warehousemen	" 45	--	" 75 (with Grade).

p 1 of

Remarks of the Superintendent of Stationery.

Resolution No. (3): Attention is invited to a similar resolution disposed of in G.O. Ms.No.1301 Edn. dated 27-8-45.

* #19-20 of (A)

The matters contained in this resolution were already discussed by Government (note the sectional notes on pp.9-42 N.F. of (A) and orders passed in G.O.No.1301 Edn. dated 27-8-45. The present resolution asks for further increased salaries for the persons mentioned therein compared to those asked for in 1945. There is no need to reconsider the decision in G.O. No.1301 Edn. dated 27-8-45. Moreover, the question of revision of salaries is now under the consideration of the Salaries Sub-Committee. No action is therefore called for.

#19-20 of (A)

On 29/11/46 his may L.O. to the cabinet subcommittee was sent for perusal. On 12/12/46 the cabinet passed orders thereon. 12.12.46

Finance E.M.

No remarks seem called for

13.12.46 2

16.12.46

17/12/46

Exd H.D. (2)

p 2 of

Recommendation 18 of the Cabinet Salaries Committee

on the above subject has been communicated to the Sops for submitting necessary proposals for giving effect to the recommendation. His proposals are awaited.

5/3/47

17/12/46

17/12/46

(G.O. 223 Pt. 23-147)

Association.

Remarks of the Superintendent of Stationery:

This request is inadmissible. Cost of living allowance is intended for this purpose.

104
29/11/46

9.12.20

Finance (EI)

No further remarks are necessary.

14/12/46

C. 5
16.12.46.

Geo
17/12/1961

Εοφδφτ (c2)

A house ~~and~~ allowance of Rs 5/- p.m. for Govt Servants with a pay of less than Rs 40/- p.m. and Rs 7/- p.m. for those in receipt of a pay of Rs 40/- or more but not more than Rs 80/- p.m. has been sanctioned in para. 1 of Go. No 78 Fin. d. b. 2-47 pursuant to the scales of pay of Public Services. In para 7 of the order it is stated that this house-rent allowance will be admissible to all Govt Servants on a pay of Rs 80 p.m. and less who are not entitled to free quarters, including those employed in the Govt Press and the Public Works Workshops in lieu of the Presdy allowance, the P.H.A. or any other house rent allowance. It is understood from Fin that this house allowance is not admissible to contingent establishments. The reference to the employees of the Govt Press in the Go. is presumed.

based on the orders in Go 13, 1768 Edn. 13.9.46. According to this Go, the contingent establishment is also entitled to the allowance provided the worker has put in a continuous service of one year.

2. Recommendation 18 of the Cabinet Salaries Committee contemplates the absorption into the regular establishment of such of the workers in the Stationery Stores as would be required permanently for the normal work of the Dept. On absorption into the regular establishment they will automatically become entitled to the house allowance recently sanctioned. The others should remain temporary on the present basis of payment according to market rates. In respect of these, an order like analogous to Go 13, 1768 Edn. 13.9.46 would be necessary to entitle them to draw the house allowance. As a differential treatment cannot be accorded to the workers in the Stationery Stores, the concession accorded to the contingent establishment of the Govt Press to draw the house allowance may be extended to the former as well. Finance may see

5/3/47
6/3/47
7/3/47

Finance (E.I.)

Recommendation 18 of the Cabinet Salaries Committee contemplates the absorption of such of the workers in the Stationery Stores as would be required permanently for the normal working of the Dept. Others would remain temporary on the present basis of payment according to market rates.

It is noted that these temporary

BB

p200

BB

Y

This is for E,

p2/P

P.T.O.

of person X at 349 of the top file

of last page of Go 1768 13.9.46 at p 11 CF BB

Contingent establishment. Can not be compared to the Govt Press Workers as the Govt Press workers would have acquired some skill in their respective jobs which it will be difficult to replace. The fact that non gazetted staff of Govt Press who were drawing M. H. A. or P. A. were permitted to draw in addition a house allowance sanctioned in Go 1543 Edn. 8.8.46 does not mean that non-gazetted staff of other depts. should be ~~be~~ ^{entitled} for a similar concession. If the house rent allowance were now agreed in this case for the temporary contingent staff, then other concession as applicable to permanent staff (contingent staff made permanent) will have to be extended to the temporary contingent staff and this will in effect amount to the de facto recognition of temporary workers of Stationery Stores on a par with the permanent employees. However while the temporary employees are paid at market rate it may be said that an element of house allowance is included in it. In the circumstances Finance need not agree to the proposal of the Estab. at p 7 on p. 7(a) above. For orders

13/3/47. Finance is opposed to any more concessions of this type May be negatived.

13/3/47.

Estab. Dept. 02

As pointed out in para 2 of the notes on p 18 of a, the Govt Stationery Stores Workers Assoc. is a Trade Union registered in 1938, though the Assoc. has not been recognised by Govt. They are on a par with the Govt Press Workers Union. Any

special concession shown to the Gost Press contingent staff and denied to the Stationery Stores contingent staff is likely to create discontent, agitation and end in a strike. The position at A' and 2(b) cannot be accepted. The contingent staff of the Stationery Stores ^{as standing on the same footing as} cannot be considered the contingent staff in all other depts. In the circumstances for orders whether the grant of house allowance to the workers at the Stationery Stores on the analogy of the Gost Press / May in p.m.s. workers may be pressed in on.

14/3/47 J.M. 14/3/47

14/3/47

Finance may still adhere to the view already expressed at pages 7(a) to 7(b) above.

17/3/47 J.S. The grant of House Rent Allowance to contingent labour is not justifiable, and the particular case of the Gost Press should not be made a precedent, otherwise Govt will be involved in large additional expenditure which it cannot afford.

18/3/47 E.P.H.

Resolution of the Government Stationery Stores Workers' Association.

304

(5) This meeting requests that a gratuity of a month's salary be given for every year of service on death or retirement of worker or voluntary resignation after 10 years.

1-2 of

Remarks of the Superintendent of Stationery:

125 (2)

Resolution No. (5): In accordance with para 5 of G.O. No. Ms. 2132 Edn. dated 27-9-39, individual cases may be considered on its own merits as and when such cases arise in pursuance of the rules then in force.

A

The recommendation of the Superintendent of Stationery may be accepted.

29/4/46

1.12.46

Fin (Per)

Finance (Per)

Subs that Finance may agree with 'A'

above 14/12/46

16/12/46 16.12.46

19 9

(2)

Resolution of the Government Stationery Stores Workers' Association.

(6) This meeting urges upon the Government to count the entire service in the stores for purposes of Gratuity, pension and other privileges.

(7) This meeting requests the Government to abolish the category of "Contingent staff" and convert them into permanent establishment in view of the continuity and permanency of their work.

Remarks of the Superintendent of Stationery:

Resolution Nos. (6 & 7): Except the Warehousemen, other classes of workers hold non-pensionable appointments. The question of making all or any of them permanent with leave and pensionary privileges has to be decided by Government. In this connection reference is solicited to Legislative Council question No. 3 referred to in Govt. Memo. No. 31741-02/46-1 dated 19-6-46 and this office reply thereto No. A. 2.1875/46 dated 17-7-46.

The general question of converting posts paid from contingencies into permanent posts is separately under consideration in Finance. The recommendation of the Superintendent of Stationery for the conversion of posts paid from contingencies in the Stationery Stores into permanent posts has been sent to Finance. The decision on the general question may be awaited. Pension and leave privileges will arise only after the contingent posts are converted into permanent posts.

29/11/46

G. 12. W

Finance E.M.

The views of E.H.A. at 'A' above may be

Concurred in, in this dept.

As. 13.12.46 14/12/46

16/12/46 16/12/46

17/12/46

Thrs Pen
Salary
16/12/46

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Recommendation 18 of the Cabinet Salaries Committee covers this question. The proposals of the Sgo to give effect to this recommendation are awaited.

1200

5/3/47

AM
5/3/47

WJ
7/8/47

Resolution of the Government Stationery Stores Workers' Association.

(8) This meeting requests that for "Lascars", "Coolies", and "Carpenters", casual, sick and other leave be granted as in the case of Warehousemen, without any discrimination.

Remarks ~~xxx~~ of the Superintendent of Stationery:

Resolution No. (8): Lascars are allowed 15 days casual leave in a year. Warehousemen are also entitled to 15 days casual leave in addition to earned leave under Madras Leave Rules of 1933 as they come under the category of attenders. Coolies and carpenters are daily rated workers and cannot have any leave with wages.

The Government Stationery Stores Workers' Association made a request in 1944 for the grant of 15 days casual leave for the Lascars and daily rated workers of the stores. Government however, agreed only to the grant of 15 days casual leave to the Lascars (vide the notes on pp 20-21 N.F. of G.O. No. 919 Edn., dated 15-6-44). The proposal to give leave with wages to the carpenters was last considered in 1945. The Superintendent of Stationery did not recommend the grant of leave concessions to the carpenters and his recommendation was accepted (vide the notes on pp. 32-33 N.F. of G.O. No. 1301 Edn., dated 27-8-45).

2. The present request in the resolution of the Government Stationery Stores Workers' Association is ~~in~~admissible as the posts of Lascars, coolies and carpenters are non-pensionable posts. Please see also notes against Resolutions (6) + (7) of the G.S.S. Worker's Association dealt with on 9 etc.

Fin (80)

Fin may agree with the view of Comptroller at A above.

14/1/46

16/12/45

12/10/46

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The further notes of this Dept on p10 ante apply to this case also.

5/3/47

5/3/47

7/2/47

11.3.47

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2.5.47

23-13

Resolution of the Government Stationery Stores Workers' Association:

Association:

(9) This meeting requests the Government to restore the cut in the low salary of Rs.12/- paid to scavenger Venkati of the Stores and also to arrange to pay her the arrears of Dearness Allowance from July 1944 to December 1945. This meeting also demands the refund of the deductions from the salary as from 1-1-45.

Remarks of the Superintendent of Stationery:

Resolution No.(9): The case of the scavenger has been referred to Government in this Office No.A.2.1619/46 dated 8-7-46 and orders are awaited.

Orders have issued in Memo. No.37821.02/46-3 Edn., dated 28-8-1946.

9.12.46

29/11/46

Finance

No remarks seem called for

13.12.46

16.12.46

17/12/46

Resolution of the Government Stationery Stores Workers' Association:

Association:

13 of

(10) This meeting requests that in view of the loss and inconvenience to all, the stores be immediately transferred to its own original place in ^{the} 1st Line Beach.

12 of

Remarks of the Superintendent of Stationery:

Resolution No. (10): This is for the Government to decide taking into consideration the question of accommodation elsewhere for the offices now occupying the stationery stores in the North Beach Road and the portion of the Old High Court Buildings formerly occupied by the Stationery Office.

The original place of the Stationery Stores in the First Line Beach is in the occupation of the Civil Supplies Department for storing food grains. The question of shifting the Stationery Stores from 'Narasu Nagar' Guindy to some other suitable place was considered recently on a representation from Sri Narasu for the release of his building. It was decided that the Stationery Stores could not be shifted from Guindy for want of suitable accommodation elsewhere.

2 No action is therefore possible on the resolution of the Association. The whole itself is a piece of gratuitous impertinence.

29/11/46

9.12.46

Finance (exp)

'A' above may be agreed to.

16.12.46

16.12.46

16.12.46

17/12/46

φ 204

Resolution of the Government Stationery Stores Workers'

Association:

(11) This meeting requests the Government to allot a place for the Union in a convenient place free of rent.

φ 204

Remarks of the Superintendent of Stationery:

φ 7 (J)

Resolution No. (11): Reference is invited to the orders in para 3 of G.O. No. 1177 Edn., dated 2-8-45 on this subject. In view of the orders it is for Government to grant or refuse the request.

A

It is not possible to comply with ^{the} request of the Association.

29/11/46

12.12.46

Finance may agree ^{with the view at} ~~to~~ A above. ^{Finance (exp)}

16.12.46

16.12.46

17/12/46

28/

Extracts from the

Remarks of the Superintendent of Stationery against
Resolution (2) of the ^{Workers} ~~Government~~ Stationery Stores/Association:

In this connection it is submitted for the information of the Government that the Warehousemen ~~are~~ are not alive to their responsibilities, which is evidenced by their frequent absence from duty, securing jobs elsewhere without the permission of this office and then stopping away from duty without intimation to this office and, above all, their insubordination to the section Heads and Officers. Specific instances in support of this statement are quoted below:

S.G. Sarangaseshan is a glaring example of frequent absence from duty. The amount of earned leave and the leave on loss of pay taken by him, not to speak of the casual leave taken by him each year, since he was appointed as Warehouseman are noted below: (Vide separate sheet attached)

P. Manavalan, a Warehouseman secured a job in the Military Department direct without the permission of this office and stopped away from duty without intimation to this office.

A copy of the Joint reply dated 10-8-45 given by the Warehousemen with reference to G.O. No. Ms. 1177 Edn. dated 2-8-45, which is submitted, will clearly indicate the attitude adopted by them. The Warehousemen come under the category of attenders in the Superior service of Government and this point has been confirmed in Education and Public Health Memo No. 22365-02/46-1 Edn. dated 28-5-46. The fact that the orders in para 1 of G.O. No. 1177 Edn. dated 2-8-45 have been cancelled in G.O. No. Ms. 1879 Edn. dated 12-11-45 has obviously led them to form the impression that the Government Servants Conduct Rules do not apply in their cases. Individual grievances, if any, should be represented by the person aggrieved and not through the President of the Association in the matter of their appointment, etc. The interference of the President in these matters makes the workers believe that the President is their protector in all matters and that they can do as they like.

The Warehousemen come within the purview of the Government

39
p2-4 (J)
Servants Conduct Rules. The cancellation of the orders in para 1 of G.O. No.1177 Edn., dated 2-8-45 by the orders in G.O. No.1879 Edn., dated 12-11-45 does not affect the orders in para 2 of the G.O. Disciplinary action may be taken by the Superintendent of Stationery against the Warehousemen whenever the need for it arises. The Superintendent of Stationery may be informed accordingly.

2. As regards portion marked 'X' on page 4 of J.S.'s note on page 22-30 of G.O.1959 Edn., dated 14-10-46 - The Superintendent of Stationery may inform the President of the Govt. Stationery Stores Workers' Association that the same may be informed as at X on p.16 ante. Attention is also invited to the Sectional notes on pp 19-20 infra.

Finance
No. 100 for in this dept
A' above is now inadmissible in view of the note of Secy on pp 20-21 infra.
5/3/47
6/8/47
M 7/1/47

20
31
General remarks of the Superintendent of Stationery.

p2-4
The workers including Warehousemen staged a stay-in-strike on 14-8-46 abruptly without previous notice in order to urge the speedy redress of their grievances passed in their resolution dated 3-5-46 and did not resume work until the Assistant Superintendent went to Guindy and promised to look into their grievances. They went on a similar strike on 11-7-46 as a protest against the appointment of one S. S. Naidu, a peon of this office, in preference to a lascar. These strikes are apparently instigated by the Secretaries and Vice President of the Association who are Warehousemen (Government Servants) and who act in contravention of the Government Servant Conduct Rules. Unless the privileges accorded to Warehousemen in G.O. No. Ms. 1879 Edn. dated 12-11-45 to continue to be members of the association are withdrawn, it is apprehended that this sort of trouble from the workers will be frequent, and the work of Government will be impeded especially in these days of unrest.

p7-4 (J)
A'-p10-4 (J)
H-1-9-4 (Q)
p37-4 (Q)
H-3-7-4 (Q)
1. In para 1 of G.O. No. 1177 Edn. dated 2-8-45, it was ordered that the Warehousemen in the Stationery Stores should be asked to sever their connection with the Government Stationery Stores Workers' Association, as they formed a distinct class from coolies and labourers. This order was based on a representation from the Superintendent of Stationery. Subsequently, the President of the Association protested against this prohibitory order. The question was considered at length and the order was cancelled in consultation with P.W.D. and Public Department - vide G.O. No. 1879 Edn., dated 12-11-1945 and the notes leading to the G.O. Hence, it is not now possible to prohibit the Warehousemen from being members of the Association as desired by the Superintendent of Stationery.

para 5-4-4 (Q)
Pub note on p 3-4 of (J)
2. The Govt. Stationery Stores Workers' Association is a Trade Union registered in 1938. It is not an Association recognized by the Govt. Representations from the Union were, however, considered by Govt. from time to time as in the case of recognized Associations.

3. The Superintendent of Stationery reports that the workers of the Stationery Stores staged 'stay-in-strikes' on two occasions, once on 11-7-46 as a protest against the appointment of peon Suriah Naidu as a Warehouseman and on the second occasion on 14-8-46 to urge the speedy redress of their grievances passed in their resolutions dated 3-5-46. He is of opinion that the Secretaries and Vice-President of the Association, who are Warehousemen, are apparently the instigators of the Stay-in-Strikes and in doing so act in contravention of the Government Servants' Conduct Rules. Though 'strikes' and 'Notice of strikes' are legal methods of Trade Unions, the stay-in-strikes staged on two occasions by the Govt. Stationery Stores Workers' Union do not appear to have been warranted by the circumstances of the case. The protest of the Association against the appointment of peon Suriah Naidu as warehouseman has been shown to be untenable vide the notes to G.O.No.1957 Edn., dated 14-10-46. The strike was also staged before trying constitutional methods and even before the representation of the President of Association to H.M.(Edn.) was received in the Secretariat. The other stay-in-strike on 14-8-46 was in connection with the proposals dealt with in this case.

4. There appears to be lack of co-operation between the Govt. Stationery Stores Workers' Association and the officials of the Stationery Stores. The Superintendent of Stationery reports that the warehouseman who are members of the Association are insubordinate to the Section heads and officers in the Stationery Office. The attitude of the Association towards the officials of the Stationery office appears to be hostile vide - portions marked 'X' on page 3 c.f. of G.O.No.1177 Edn. dated 2/8/45 and 'M' on pages 1, 6 and 8 c.f. of G. O.1879 Edn. dated 12-11-45. This is all due no doubt to the warehouseman of the Stationery Stores being members and office bearers of the Association and taking undue advantage of their status in the Association. The only way out of the difficulty appears to be (1) taking action under the Govt. Servants' Conduct Rules against the warehousemen for any acts of insubordination and leakage of official information to the Association.

(2) to inform the Association that individual grievances if any of the members of the Association should be represented by the person aggrieved and not through the president of the Association in the matter of their appointment etc. (3) to inform the Association that the representations about grievances of workers should in the first instance be made to the Superintendent of Stationery and any deputation for that purpose may wait on the Superintendent of Stationery in the first instance. Failing to get satisfaction by the decision of the Superintendent of Stationery on the representation, they may send a representation to the Govt.

Legal have agreed with this Department that action under rule 15 of the Govt. Servants' Conduct Rules can be taken against the subordinates of Stationery Stores who disclosed official information to the President of Stationery Stores Workers' Association. Public considered that as the Association is not a recognized one, the Superintendent of Stationery is not bound to consider any representation made by it. Legal, Public and Development may advise whether the course suggested above may be adopted.

Legal / Public / Devt.

Public (Gentl) dept

This Dept may agree with the view of E.P.H at M on 1.19 ante.

6/11/47
Jm
6.1.47

To A.S.

This Dept may agree with the view of E.P.H at M on 1.19 ante. This Dept may agree with the view of E.P.H at M on 1.19 ante. This Dept may agree with the view of E.P.H at M on 1.19 ante.

order. It will be against the spirit of Trade Unionism
to stipulate - if at all such a stipulation will be binding -
that the ~~execution~~ of the Union grievances of any of
the members of the Union should not be represented
to the employer through the executive of the Union.
This dept may advise against the stipulation of such a condition.

U
22-1-47

U

24/1

Legal Dept

As stated in the note of this Dept at
p 2 n f of (J), leakage of official information
by the warehousemen to the Association
is a contravention of rule 15 of the
Govt Servants Conduct Rules and action
can be taken under that rule. There is however
no specific provision in the Govt Servants
Conduct Rules for taking action against
Govt Servants for insubordination; and
action for this purpose will have to
be taken under the disciplinary
rules, if any, applicable to them.

Y
Gover

at Man/17 anti