Scott II-27—58,004-

E.&P.H.

38559.

(1947) Departmen

SERIES.

G.O. NO. Ms.935 Education.

935

Dated 7th May 1947.

Closed

Supdt

[Despatch Abstract.]

GRIEVANces of Government Press Workers - Deputation - Papers Recorded.

Madras Government Press Workers' Union

(REGISTERED & RECOGNIZED BY GOVERNMENT)

NT:
R. K. SARMA, B. A., M. L. A.
SIDENT:
DURAISWAMI MUDALIYAR
BALAKRISHNAN
RY:
AIYASWAMI AYYAR
CRETARY:
NARAYANASWAMI

33, Krishnappa
~~354, MINT STREET,~~
Naicken Agraharam, G.T.,
Madras, 3rd April 1946.

Cur. No. 18720

6 APR 1946

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

Sir,

I have the honour to forward herewith the resolutions passed unanimously at the Extraordinary General Body Meeting of the Union held on the 29th March 1946. Needless to say that the meeting was very largely attended and the workers were keen on securing early redress of their grievances:-

1. This meeting urges upon the Government to increase the rates of Dearness Allowance as follows as from 1st January 1946 in view of the rising prices and difficult condition of living:-

   (a) Rs.32/- for those drawing Rs.40 and below.
   (b) Rs.36/- for those drawing more than Rs.40.

2. In view of abnormal housing conditions, sharp rise in rents, difficulty of getting accommodation and also the accepted policy of the Government in regard to the housing of workers, this meeting requests the Government to immediately and with effect from 1st January 1946 grant a house allowance of 25 per cent of the salaries drawn with a minimum of at least Rs.5/-.

3. This meeting requests the Government to increase the wages and salaries of the Government Press workers as follows:-

   A minimum of Rs.40 per mensem for ordinary workers.
   ,, Rs.50 ,, semi-skilled workers.
   ,, Rs.60 ,, skilled workers.
   ,, Rs.80 ,, special class of workers

4. This meeting demands a comprehensive revision of all the existing leave rules with a view to removing anomaly, confusion and contradiction and ensuring a uniform leave scheme as follows

ASST. SECRETARY TO GOVERNMENT
5 - APR 1946
EDUCATION AN[illegible]

follows:-

(a) Casual leave for 20 days per year.

(b) Leave with full pay for one month and fifteen days. per year.

(c) Sick leave for two months per year.

5. This meeting urges the abolition of the classification of workers performing continuous and permanent work as contingent involving instability of service and earnings and also denial of service conditions and to immediately arrange to treat such ~~xxxxx~~ staff as permanent employees of the Press. This meeting also demands the confirmation of all workers who have completed twelve months' service in the Press.

6. This meeting deplores the continued and persistent indifference of the Government in the numerous and serious complaints of irregular promotions and while reiterating the necessity for their being investigated and redressed, urges upon the Government the necessity to make some suitable arrangement to avoid such irregular promotions and to rectify them when they arise.

7. This meeting requests the Government to arrange for payment of overtime wages on holidays at 50 per cent higher than the usual rate in addition to the payment for the day which would ordinarily accrue. (All the workers are monthly paid and whether they work or not on a holiday they get paid for the day. If they are compelled to work on a holiday, it amounts to an extra day's work and has to be paid accordingly. For working on a holiday 50 per cent extra wages has to be paid beside the ordinary payment for the day, the ~~xxxxxxxx~~ worker must get 1½ wages more for working on a Sunday or a holiday.

Yours faithfully,

Vijayaraman(?)

Hon. Secretary.

2-8-11
F.

The grievances are general in character. May be sent to Finance.

Please open a N.F.

We have to offer remarks before we can expect Finance to say anything about the matter. D.S. is [illegible] our [illegible] concern, and Finance will come in only when we [illegible] [illegible] to the press workers. B.u.w.

---

(3) (2)

E. & P. H. (F.)

Please see the orders of D. S. on page 2 ante. Submitted it is usual to get the remarks of the S. G. P. on the representations made by the Govt. Press Workers' Union. For a precedent please see page 2 c. 7. of G. O. No. 1106. Edn., dated, 21-7-'45. The remarks of the S. G. P. may first be obtained on the representation at pages 1-2 ante. A draft Memo. is submitted for approval.

2 c. 7. / (R)

B.u.w.

B.u.w.

10/4/46.

10-4-46

4

5 ④ E. & P. H. (F1)

92
11/4

Memo. No. 18720-1F1. Edn., dated, 11-4-'46.

Govt. Press — Grievances of workers — Request for increase in dearness allowance, wages, etc.

PP. 1-2 ante

Ref: From the Hony. Secretary, The Madras Govt. Press Workers' Union, dated, 3-4-'46.

Referred to the S. G. P. for early remarks.

To

The S. G. P.
(with a copy of the letter from the secy.)

Afm 10/4/46.

JP 10-4-46

Despd 15-4-46

8

(4) (5)

e Madras Government Press Workers' Union

(REGISTERED & RECOGNIZED BY GOVERNMENT)

NT:
R. K. SARMA, B. A., M. L. A.
ESIDENT:
DURAISWAMI MUDALIYAR
BALAKRISHNAN
ARY:
AIYASWAMI AYYAR
CRETARY:
. NARAYANASWAMI

33, Krishnappa Naick
~~354, MINT STREET,~~
Agraharam, Mint Buildings

Madras, 11th April 1946 .

Cur. No.

ASST. SECRETARY TO GOVERNMENT
8 APR 1946
EDUCATION AND PUBLIC HEALTH DEPT.

8338

To

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

Sir,

The Executive Committee of the Union met to-day and passed the following resolution:-

It would be obliged if a reply is sent on or before the General Body meeting to be held on the 17th instant so that the workers may take a reasonable decision in the meeting.

An early reply is solicited.

Secretary.

PP. 1-2

RESOLUTION.

Resolution

The Committee of the Madras Govt. Press Workers' Union expects a Satisfactory reply from the Govt. to the resolution passed at the

extraordinary

1-21
te

extraordinary public meeting held on the 29th March 1946 (and sent to Govt.) in regard to the ~~gr~~ grievances of the employees. The Committee has arranged for a public meeting on the 17th April 1946 and it expects the reply from the Govt. before that date. It has been left to the decision of the public meeting what action should be taken in the matter if a reply has not been received before that date.

E. & P.H.
F1

Please see the letter from the Secy., The Madras Govt. Press Workers' Union, on page 7 ante. ~~The~~ English translation of the resolution in Tamil is given above. The previous letter from the Secy. of the Union containing the resolution regarding the grievances of the employees is on pp. 1-2 ante. The original letter has been referred to the S.G.P. for remarks. Please see the Memo. on page 5 ante. Submitted it will take some time before a decision is reached in the matter. No action is called for with reference to the letter on page 7 ante. The letter may be added to the file.

Ahu
17/4/46.

Tell him ~~to make sure~~
~~con~~ [illegible] ~~consideration~~
orders will issue in due course.
[illegible]
[illegible]
[illegible]
[illegible]

SD
17/4/46

A

---

9 ④ ⑥

E. & P.H. (F

VS
25/4

Memo. No. 18720-2 F1. Edn., dated, 24-4-'4

Govt. Press — Grievances of workers — Request for increase in dearness allowance & wages, grant of house allowance & payment of overtime wages, etc.

PP. 1-21 + 7 ante

Ref: From the Secy., The Madras Govt. Press Workers' Union, dated, 3-4-'46 and 11-4-'46.

The Secy., The Madras Govt. Press Workers' Union, is informed that the matter is under consideration and orders will issue in due course.

'A' on page 8 ante

To
The Secy., The Madras Govt. Press Workers' Union, 33,
Krishnappa Naicken Agraharam, G.T., Madras.

ex pp
25.4.46

Ahu
22/4/46
N
23/4

(1) The "Hindu" dated 22nd April 46

F

11

Pub. (S) A.
U.O. 1126/46-1
22-4-46.

P.W.D.

STRIKE BALLOT IN GOVERNMENT PRESS

MADRAS, April 21.

The Secretary of the Madras Government Press Workers' Union, writes to say that at a special general body meeting of the workers of the Government Press, held under the auspices of the Government Press Workers' Union on April 17 in the Sivagnanam Park, Kondithope, it was resolved to take a strike ballot on the four days beginning from April 22, for giving notice to the Government, if their demands contained in the resolutions passed at a meeting held on March 29, and sent to Government, be not reasonably met.

Recd in E & P.H. Dept. – awaited

23017

29 APR 1946

ASST. SECRETARY TO GOVERNMENT
A
23 APR 1946
PUBLIC
2667

P.W.D

E & P.H. 46.

~~27~~ 26.4.46

26.4.46.

P.W.D. No:
2774 A/46-1
27.4.46

E. & P.H. (F1).

Please see the letters from the secy. of the Madras Govt. Press Workers' union on pp. 1-2 and 7-8 ante re. demands of the employees & also the interim reply to the secy. of the union on p. 9 ante. The matter has been referred to the S. G. P. for remarks. Please see page 5 ante. His reply may be awaited till 15-5-46.

30/4/46.

1.5.46.

1/5/46

F1 ⑧ ⑨ 12

C.F. 32.

In reply, please quote number, date and short title.*

....DEPARTMENT.

Received 12 APR 1946 *Registered*

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

(Designation) Superintendent, Government Press,

Post Box..................., **(Station)** Madras.

Telegraphic Address..................................

20220

To

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

No. 88/mis., *dated* 10th April 1946.

Sir,

Enclosures..................

Spare Copies..................

*

I have the honour to state that on a further representation from the workmen of the Press I had a conference with representatives of the various sections of the Press.

2. After a long discussion I feel that the minimum that they feel necessary is,

A (1) When working night shift each workmen should be paid Re.1/- extra per head to provide himself with a good meal to keep up his health (the original demand was 50% extra salary). They on the whole object to night shift entirely.

(2) When working on a Sunday or holiday for which they receive no extra holiday they should be paid their day's wages in addition to the 50% overtime allowance. This I personally feel is a reasonable request as it really constitutes an additional day's work.

A ② (3) To meet the abnormal increase in their general cost of living they request Government to open a Ration shop from which they can purchase their foodstuff at pre-war rates and also cloth at ex-Mill rates, as an alternative to the above that Government be pleased to double the present dearness allowance, they would however prefer the Ration shop.

③ 3. From a letter received from the Surgeon, I District (copy enclosed) it would appear that something is necessary to improve the health of the workmen and by this hope for improved outturn and better attendance from the workmen.

A.G. Anderson
Superintendent.

Copy

13

ENCLOSURE:-

Copy of D.O. letter dated 13th March 1946 from Sri M.G. Kini, Surgeon I District, Madras, to the Superintendent, Government Press, Madras.

--

I find that a certain number of employees sent from your office for medical examination are suffering from 'Nutritional deficiency'. Nutritional deficiency is the cause of many troubles for which the employees apply for leave too often resulting in the dislocation of your work. There is a medical officer who is doing research work on "Nutritional deficiency" in the Stanley Hospital. This officer will be able to study the problem and treat them successfully if batches of employees are sent to him for his examination and report. This procedure will not only prevent employees from applying for leave for various causes as is being done now, but will also form an index of the incidence of "Nutritional deficiency" based on the study of employees of an organized Government Industrial Institution. If you agree with me a batch of 10 workmen may be sent to this office on certain days which is convenient to you and the research medical officer for the necessary examination and record of advice.

In this connection I would like you to refer to my letter dated 19-7-45 wherein I suggested the maintenance of health index cards for every workman under you. Now the war is over the shortage of paper no longer prevails and as a post-war programme it would be advisable to start a scheme of health index cards for each and every workman. All the particulars of the workmen as to their health from the time they are taken into the service till they retire or discharged from service should be entered therein. This method will improve the health index of the working men and also incidentally it will prevent people from taking leave haphazardly for reasons which are not legitimate.

E. & P.H. (F1).

Attention is invited to para 7 on page 2 ante ~~c.f.~~ of the c.f. regarding the request of the workers for payment of overtime wages and also the Memo. on page 5 ante ~~c.f.~~ of the c.f. referring the letter from the secy. of the Workers' union (re. the grievances of the Workers) to the S.G.P. for his remarks. ~~The letter from the S.G.P. may be added to the c.f. overleaf as it also refers to the payment of overtime wages to the Workers.~~

22/4/46.

This may lie over for the reply from the Supt is recd

14

⑨ F1 ⓐ

G.F. 32.

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

8 MAY 1946

Enclosures: 1

No. 88/Mis. dated 2nd May 1946.

23893

Sir,

P. 5 ante

PP. 1-21 ante

do.

With reference to Memorandum No.18720-F1 Edn., dated 11th April 1946 forwarding for remarks a demand from the Hon. Secretary, The Government Press Workers' Union dated 3rd April 1946 regarding the redress of certain grievances, I have the honour to state that most of the demands made by the Union are very excessive and could not be conceded. It is obvious that the workers have been advised by the Union to ask for the maximum concessions possible but more reliance as to their real grievances should be placed on their representation to Mr. Anderson the outcome of which was reported to Government in letter No.88/Mis. dated 10th April 1946. Taking the demands one by one I have to offer the following remarks:-

P. 121 ante

Sent to F in. w.o. with this Dept's No. 13105-F1 8-3-46

Not put up

(1) The employees petitioned Government only in March to increase the rates of Dearness allowance and I have been instructed to draw their attention to G.O. No.277, dated 29th March 1946 giving further retrospective effect to the existing rates.

(2) The question of housing the employees is engaging my attention and the attention of Government. I am in consultation with the Executive Engineer on the subject and it is one which must necessarily take time.

(3) Provided the existing rates of Dearness allowance continue the majority of employees draw a living wage. There are a great many unskilled workers who draw a basic pay of Rs 15/- and they now draw Rs 31/- which is not far short of the Union's demand.

A/

(4) There

15

(4) There is no case for a revision of the leave rules at present in force in the Press which are very liberal.

(5) Coolies, Sweepers, etc. paid from contingencies at the prevailing daily market rate are a feature of every Government office and there is no need to give preferential treatment to those in the Government Press.

(6) This question has been dealt with exhaustively culminating in the orders passed in G.O. No.429 Ms., Edn., dated 28th February 1946.

(T)/16-17 c.7.

(7) This I think is the only point on which the Union has a grievance and ever since the inception of the orders regarding rates to be paid for work on holidays and Sundays it has been very difficult to induce them to work on these days. A day's compensation leave within 3 days of a Sunday is granted but as this is not always possible they are paid 50% of one day's normal wage which also applies to work on holidays. This does not seem quite a fair return for a full day's work and I agree with Mr. Anderson who in his letter of 10-4-1946 referred to above states that he feels this demand is reasonable.

P. 12 ante

Anderson

for Superintendent.

16

(10)

The Madras Government Press Workers' Union

(REGISTERED & RECOGNIZED BY GOVERNMENT)

PRESIDENT:
P. R. K. SARMA, B. A., M. L. A.
VICE-PRESIDENT:
S. DURAISWAMI MUDALIYAR
~~P. BALAKRISHNAN~~
SECRETARY:
S. AIYASWAMI AYYAR
ASST. SECRETARY:
C. NARAYANASWAMI

33, Krishnappa Naic
~~354, MINT STREET,~~
Agraharam, Mint Buildings
Madras, 5th May 1946.

Cur. No. 46/9.2-1

8 - MAY 1946

24624

To

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

Sir,

P. 9 ante

While we are thankful to Government Memorandum No.18720-2E-1, Education, dated the 24th April 1946, I have been directed by the Executive Committee of the Union to write you as follows:-

The Union is hopeful that with the sympathy of the Department and the genuine desire of the Government to help the workers, favourable orders will be passed on the grievances represented.

The Union also realises that the delay in issuing orders is due to the fact that the new Ministry has assumed charge only on the first instant and sometime will therefore be necessary to look into the matters.

The Union is anxious that before any orders are finally passed by the Government, ~~which~~ it should have a fair and reasonable opportunity to discuss the matters fully with the Ministry.

The Union has therefore directed me to request you to kindly arrange for a deputation of the Union to meet the Hon'ble the Minister in charge of the Department administering the Press and also the Hon'ble the Minister dealing with the Problems of Labour in general and oblige.

Yours faithfully,

Aiyaswami

Secretary.

Please tell him I shall see them soon after coming to H.O., after the matter has been examined, & proposals for the deputation probably in the 1st week of June.

8.5.46

(11) (11) 17

E. & P.H.
F1

Memo.

Govt. Press — Grievances of workers — Union's request to wait in deputation of the Hon'ble Minister.

P. 16 ante

Ref: From the Secy., The Madras Govt. Press Workers' Union, Ltr. No. 46/G.W-1., dated, 5-5-'46.

Please see the orders on page 16 ante

The Secretary, The Madras Govt. Press Workers' Union, is informed ~~that a date, some time in the 1st. week of June, for receiving the deputation will be fixed after the matter has been examined in consultation with the Hon'ble Minister~~. obtaining the orders of the ~~Hon'ble Minister~~.

10/5/46

(P.T.O.)

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

~~Note.~~

~~Action on the G. O.'s letter on H. 14-1547. will be taken after the issue of the draft overleaf.~~

10/5/46.

A further communication will be sent to him that ~~he will be informed~~ about the first week of June about the date for receiving the deputation after the matter has been examined in consultation with the Health Minister.

JD
23/5/46

The file has to go to the H.M. first for orders before we communicate the draft to him. Put up a revised note. A draft can be put up later.

B.S.W.

Routine.

To D. S.

It has ~~been found~~ since been known that a deputation of the Govt. Press Workers' union ~~has~~ waited on the Health Minister during the last Ministry. The papers have been called for from the M.R.O., Chittoor, as they will be useful. Time may be granted till 28-5-'46.(x)

23/5/46.

B.S.W.

(x) Papers were recd. on 29-5-'46.
30/5/46

JD
23/5/46

(3) (13) E & P.H. 20
F1

p14 f

Memo. 18720-F1-5/46. dt ~~22~~ 2-7-46.

Govt Press workers' grievances

Ref S.G.P's letter no. 88/M. is dt 2-5-46

With reference to the suggestion made in his letter read above that for working on holidays and Sundays ~~full~~ extra-wage may be granted to workers, the S.G.P is requested to ~~work out~~ report the financial implication of the proposal.

2/ The S.G.P is also requested to state whether the workmen get overtime wages for night shifts and if so on ~~which~~ what basis

An early reply is requested

SMY
2.7.46

~~18~~ despd.
2/7/46

To,
The S.G.P.

JP
2.7.46

F1 (12) (14)

22/22

DEPUTY SECRETARY TO GOVT.
25 JUL 1946
EDUCATION AND PUBLIC HEALTH DEPARTMENT

C.F. 32: ....Department

From (Name) A. Lenn[illegible] Esquire,

Designation Superintendent,
Government Press,

Station Madras

Received .... Registered ....

To

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

Enclosures:

No. 88/Mis.-106. dated 22nd July 1946.

40683 12062

Sir,

Sub: Government Press Workers' grievances.
Ref: Memo No.18720-F.1-5/46 dated 2-7-1946.

With reference to the Memorandum referred to above, it is not possible to state the financial implication of my proposal that for work on Sundays or Holidays 100% extra wages may be granted to workers as it is very seldom that such work is necessary and it is not possible to say on how many occasions during a year that such work may be ordered. Usually only a few men are involved and the concession if allowed will not amount to much.

2. The night shift referred to is a third shift working from 10 p.m. to 6 a.m. which is occasionally necessary in the Monotype Casting department. They only work 7½ hours so that there is no question of overtime. The men complain that it is very hard for them to work in that shift as they cannot get food during those hours and they want Re.1/- allowance to enable them to get a good meal before coming to work at 10 p.m.

3. I recommend that this concession be granted; here also a very small

amount

amount is involved, usually about 10 men work in this shift.

Superintendent.

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(15)

Edn. & P.H. Dept.. (F1).

p 1-4

C.No.18720 F1. From the Hony. Secretary, the M.G.P.W.U., dated 3-4-1946.
C.No.20338 F1. From the Hony. Secretary, the M.G.P.W.U., dated 11-4-1946.
C.No.20220 F1. From the S.G.P., No.88/Mis., dated 10-4-1946.
C.No.23893 F1. From the S.G.P., No.88/Mis., dated 2-5-1946.
C.No.24624 F1. From the Hony. Secretary, the M.G.P.W.U., Cur.No.46/U-1., dated 5-5-1946.

Sub:-Government Press - Grievances of workers - Union's request to wait in deputation of the Hon'ble Ministers.

p 18

The ~~Hony. Secretary of~~ the ~~M.G.P.W.U.~~ Madras Govt. Press Workers Union, passed certain resolutions unanimously at the extraordinary general body meeting of the Union held on 29-3-1946 requesting Government to redress certain of their grievances. These resolutions were referred to the S.G.P., for remarks. The S.G.P's reply has been received and the requests of the union are examined below:-

(1) Increase in the rate of Dearness Allowance: The Union suggests that the present rates of dearness allowance may be raised as follows:-

(a) Rs.32/- for those drawing Rs.40/ and below.

(b) Rs.36/- for those drawing more than Rs.40/-.

The existing rates of dearness allowances are as follows:-

(a) Rs.16/- for those drawing below Rs.40/-

(b) Rs.18/-for those drawing above Rs.40 to Rs.103/-

(c) 17½% for those drawing above Rs.103/-.

The Union thus ~~requests~~ asks for double the existing rates of Dearness Allowance. In the matter of grant of Dearness Allowance to Government Press Workers, they cannot be treated differenctly from other Government servants. This is a general question and cannot be taken up for one class of Government servants alone. For orders whether the request of the union will be complied with.

May be turned down
SRK

(2) Grant of House allowance of 25% of the salary drawn with a minimum of Rs.5/- from 1-1-1946:- The Union requests that in view of the abnormal housing conditions, sharp rise in rents and difficulty in getting accommodation, a house rent allowance of 25% of the salary drawn with a minimum of Rs.5/- per month may be granted to the workers. At present no house rent allowance is granted to the workers of the

Government Press. The Government have sanctioned the proposal of the S.G.P. to construct in the first instance 250 quarters for the Government Press Workers after acquiring lands near Tondiarpet. The question is under consideration in the P.W.D. P.W.D., may be requested to expedite the matter. P.W.D. may see on this point.

A. Pl. See below

(3) Increase of minimum wages and salaries - Govt. Press Employees:- The Union suggests the following minimum wages to Govt. Press workers:-

p 1 cf

Ordinary workers -	Rs.40/- p.m.
Semi-skilled workers-	Rs.50/- "
Skilled workers	- Rs.60/- "
Special class of workers	- Rs.80/- "

The S.G.P. says, that provided the existing rates of Dearness Allowance continue the majority of employees draw living wage and there are at present many unskilled workers who draw a basic pay of Rs.15/- and they now draw Rs.31/- which is not short of the union's demand.

p 4 cf

It is not known what the nature of workers, the union refers to ~~xxxx~~ in respect of 'ordinary workers, semi-skilled workers and skilled and special workers. The minimum pay now received by certain class of technical workers in the Press are set out below:-

Linotype operators ...	... Rs.65, 70, 45.
Monotype operators ...	.. Rs.65, 70, 45.
Hand compositors ...	.. Rs.45, 38.
Machine Men ...	..Rs.30, 28 and 20.
Binders ...	.. Rs.40, 30, 20.
Assistant Electricians	..Rs.30.
Mechanics ...	..Rs.30 and 15.
Carpenters ...	..Rs.28 and 19.
Stereo and Electrical typers	..Rs.30 & 15.
Monotype Casters	..Rs.20.

excluding dearness allowance. SRK

The above class of workers are also on ~~four~~ time scales of pay taking the minimum and the D.A. into consideration, the workers must be deemed to get a fair wage for their work. It might also be noted that in 1939, the piece-work system was abolished and salaried system was introduced. The workers

G. 1702 E.
26.

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are now certain of their monthly wage as against the fluctuating rate of wages varying from month to month under the piece-work system. In the circumstances, Government may agree with the S.G.P., that no revision in salary of the Government Press Workers is called for.

R

p 2 cf

(4) Liberalisation of Leave Rules: The Union demands a comprehensive revision of existing leave rules on the following basis.

(1). Casual leave for 20 days a year.

(2) Leave with full pay for one month and fifteen days for a year.

(3) Sick leave for two months a year.

Under the existing rules casual leave for 15 days is admissible to the following classes of salaried ~~employees~~ employees of the Press.

(1) All permanent salaried industrial employees whether entitled to draw over-time or not in the service prior to 1st March, 1930.

(2) All ~~present~~ permanent salaried industrial employees appointed from 1st March, 1930 who are not entitled to draw over-time.

At present the industrial employees of the Press are governed by ~~new~~ leave rules according to the dates of their entry into service.

	Ordinary Leave Rules.	Leave on M.C.
1. Employees who were in service prior to 1-1-1922 who retained the old rules.	Leave on full pay for one month for every 11 months.	Furlough: 1/6 of the active service earned by him
2. Employees who were in service prior to 1-1-1922 who elected to come under F.Rules and those entertained after 1-1-1922 but before 1st March, 1930	Leave on full pay for one month for every 11 months of service.	1 year for entire service. In Spl. cases 1½ years.
3. Employees entertained on or after 15th March, '30 but before 10th May, 1934.	Do.	1½ Years. for entire service
4. Employees entertained on or before 10th May, 1934.	Do.	1 Year for ~~in~~ entire service.

p 123 of Ⓢ

A of Ⓥ

-14 of Ⓥ

The union's demands amount to the following:-

1. Casual leave: They want 20 days instead of 15 days

as at present.

2 2. Ordinary leave:- They want one month and 15 days for a year instead of one month for every eleven months of service as at present.

3. Medical leave: They want two months a year instead of 1½ years and one year for the whole period of service.

I agree SRK

S 15/4

The demand 3 is very extraordinary and no Government servant in other departments gets it. The demands 1 and 2 also need not be considered as the S.G.P., considers that the existing leave rules are liberal.

(5) Abolition of classification of workers paid from contingencies and other~~s~~ permanent employees:- The workers paid from contingencies in the Government Press are as follows:-

1.	Water brahmin	Rs.15¼-p.m.
2.	Hammerman	Rs.15/-p.m.
1.	Bellow Boy	Rs.14½/-p.m.
1.	Mechanic	Rs.14½/-p.m.
8.	Metal melters.	Rs.17½/-p.m.
1.	Electrical boy.	Rs.15/-p.m.
2.	Glaziers	Rs.14½/p.m.
8.	Cartmen	Rs.15/-p.m.
10.	Sweepers	Rs.14½/-p.m.
38.	Coolies	Rs.14½/-p.m.
1.	Toti	Rs.17½/-p.m.
2.	Toties	Rs.16/-p.m.
2.	Toties	Rs.15/-p.m.

F 15/4

The S.G.P. says that Coolies, sweepers etc., paid from contingencies at the prevailing ~~previously~~ daily market rate are a feature ~~factor~~ of every Government office and there is no need to give preferential treatment to those in the Government Press. The same demand was put by the Government Press Workers Union in 1939, and the Government for the same reasons furnished by the S.G.P., did not pursue the matter further. For orders whether this request of the union will be considered now.

B.C. 14/7 (S)

May be turned down

(6). Investigation into alleged irregular promotion in the Press:- On a previous representation from the union on this subject, the Government have reviewed ~~revealed~~ the cases of promotion in consultation with the S.G.P., and they were fully satisfied that the S.G.P., has exercised his discretion correctly. Attention is invited to G.O. No.429 Edn., dated 28-2-1946 copy of which was communicated to the President of the union. In the circumstances, there seems to be no point in re-opening the matter.

16-17 C/-

(T)

SRK 17.6.46

(7) Extra wages for working on Sundays or a holiday:- Th

6

Union requests that for working on a holiday or a Sunday the
workers should get 1½ wages more in addition to the payment
for the day. The S.G.P. feels that this is the only point on
which the union has got a grievance and he supports the union's
request as it has been very difficult to induce them to work
on holidays in view of the inadequate over-time allowance. Under
the existing orders for the work done on holidays other than
Sundays the workers are given compensation holidays after the
holidays on which the work is done. When it is not practicable
to give them leave, they are paid at half their usual rates.
Similarly, ~~xxxxxx~~ for work done on Sundays, if no holiday is
granted they are paid at half the rates. Prior to these orders,
i.e., before 1935, the workers were allowed compensation leave for
work done on Sundays and holidays and when this was not practica-
ble they were paid, a day's pay (in addition to their pay,) if the
period of their employment exceeded 5 hours and half a day's pay, if
it was less than that period. In 1935, when the question of
revision of over-time allowance was considered on the coming into
force of the Indian Factories Act, 1934, the S.G.P., pressed for the
continuance of 100% extra allowance for work done on Sundays or
holidays. But the then Hon'ble Member in charge of the Press
considered that 50% above normal rate was sufficient.

p 24

p 15 4

K

p Go. 674 Fin.
571.35
(j)

SRK

p 17 Go.
152 Fin.
22.3.32
(d)

pp 29.30
of (j)

For orders whether in view of the S.G.P's., recommendation and
the changed condition of labour situation, 100% over the normal rate
may be sanctioned for work done on holidays and Sundays. If this is
agreed to, the financial implication of the proposal may be worked out
in consultation of the S.G.P. Finance should see on this point.

R

⅓ B
SRK

The S.G.P. also recommends the following proposals on a further
representation from the workers' union viz.,

(1) When working night shift each workman should be paid Re.1/-
extra per head to provide himself with a good meal to keep up his
health (the original demand was 50% extra salary). (They on the
whole object to night shift entirely).

p 12 4

BB

I agree
Sr
H

(2) To meet the abnormal increase in their general cost of living,
they request Government to open a Ration shop from which they can
purchase their foodstuff at pre-war rates and also cloth at ex-Mill rates,
As an alternative to the above, Government may be please to double

---

8 7 (10) (C8)

the present D.A. They would however prefer the Ration shop.

p 13 4

(3) From a letter received from the Surgeon I District,
(copy enclosed), it would appear that something is necessary
to improve the health of the workmen and by this, hope for ~~xxxxxx~~
improved outturn and better attendance from the workmen.

C

The recommendation (1) seems reasonable. It is not
known what the extra cost involved if the proposal is accepted.
As regards the opening of Rationing shop for supplying foodstuffs
at the pre-war rates, the remarks of the Food Department may be
invited. The workers in the Government Press are like other
Government servants and it is not clear why special treatment ~~xx~~
should be afforded to them. For orders whether the question
will be pursued in consultation with the Food Department. As
regards point (3) above, please see copy of D.O. letter on
page 13 c.f., from the Surgeon Ist Dt. Madras. In view of
the poor health of the several employees of the Press, he
suggests the maintenance of health index for every workman.
This question may be taken up for separate consideration. For
orders.

D.

SRK

The Secretary, Press Workers' Union requests, that before any
orders are finally passed by Government on his representations,
he requests to arrange for a deputation of the Union to the
H.M. in charge of Press and the H.M. in charge of Labour. For
orders whether the file may be circulated to H.M. (Edn) and
H.M. (I & L) before referring certain specific points to
other Departments.

J.D.
15-6-46

Before circulation Depts
concerned should see.

PWD — re: A. housing;

M —

Fin — generally, with particular
refce to A, B, BB, C + D above

Food Secy — with re: D above.

Deptt is not concerned
with this

My own reactions are
as below —

A/

A Housing — I believe there are
so

same proposals regarding Industrial Housing. I think Govt. should set an example and build decent quarters, "chawl types" or any other reasonable accommodation. The existing posn in Madras ~~are~~ is, somewhat, beyond human endurance – and if not tackled quickly & firmly will take its toll in decreased Health, Stamina & resistance to disease!

A

Bt BB [illegible].

D. ~~If there is no canteen in the Press and industrial canteen is another idea, often commended to industrialists there~~, The question of opening a ration shop, may be taken up.

I believe when it was proposed that Govts should open a general store for Govt servants, Madras alone among all the Provl Govts. turned down the idea. first Dev shd see.

E

~~Otho~~

SRK

17.6.46.

PWD

Food

Dev

Fin.

[illegible] for back from P.W.D. - 20/6)

E.&P.H. G.O. No.
18720-3F1
17-6-'46.

Asst. Secretary to Govt.
C
19 JUN 1946
3660
Public Works Department

Edn & PH

This case was obtained informally from P.W.D. in connection with a deputation which waited on HM (Edn) on the 20th June 1946. With reference to (1) & (3) on pp 1 & 2 of the note the suggestion that appealed to HM was to raise the basic wage to Rs. 20/- instead of the existing 15-19 in the lowest rung. The matter is under further examn in consultation with the S.G.P.

S.R.Kamar

21. 6. 46.

E&P.H.
U.O. 18720 F1-4/46
21-6-46

Deputy Secretary to Government
3714
21 JUN 1946
C.

PWD

Food

Dev

Fin

P.W.D.

The file has been sent to this deptt with reference to 'A' on p 2 above and 'A' on pp 7-8 above.

'A' on p 2 above.

x not put up

K

In G.O. No. 790^x P.W. dated 23-3-45, the Govt sanctioned an expre of Rs.1,53,000/- on the acquisition of certain sites in Tondiarpet, Madras for constructing quarters for the employees of of the Govt. Press. The C.E.(G.B&D) has been asked to take urgent action for the acquisition of the sites. The latest report^(x) from the C.E. shows that there is to be some minor change in the ~~sites to be acquired~~ land acquisition proposal and that revised proposals of land acquisition will be submitted toGovt. for approval along with the land plans and schedules.

file (x) not put up

'A' on pp7-8 above.

In view of the existing difficulty in providing housing accommodation to Govt servants and industrial labourers in Madras, a committee consisting of Mr. E.M.Gawne, Adviser in charge of Labour as chairman, certain heads of deptts, the commissioner of of the Corporation of Madras, representatives of both the chambers of Commerce and Mr. Theobald of M/S Binny &Co., as members was constituted in G.O.No.2939^(x) P.W. dated 24-11-45 to formulate proposals for providing the necessary accommodation. The Committee investigated certain sites in the city and outside. Meanwhile

pp not put up

M

not put up

the position in regard to the food situation deteriorated and as the financial commitments which the Govt had incurred and were likely to incur with regard to subsidies for food, relief of cyclone damage, remission to cultivators, subsidies for digging wells etc., were so great ~~xxxx~~, the Govt considered that they could not expect to allot the money required for any extensive buildings programme. The committee was accordingly dissolved in March 1946. Also the present policy of Govt is to allot more funds for food schemes than on buildings schemes. Recently in connection with the preparation of the revised budget for 1946-47 for submission to the Legislature, H.P.M has ordered that the provision of 8 lakhs made in the Budget for the current year for the construction of about 170 quarters for clerks in the vacant land in Todhunternagar area, Saidapet, may be deleted.

'P'

As the subject 'Labour' has been transferred to 'Devt, that deptt may also see the file with reference to 'A' on pp7-8 above.

The file may be passed on to Food deptt.

U 21/6/46
Food

P.W.D No
3714 C/46-1
21/6/46.

21/6/46

21/6/46

21.6.46.

S/Food

1199
B

Food Dept

To AS

The file has been sent to this Dept with ref. to D on p. 7 ante. The papers connected with the note at E on p. 8 ante are not readily traceable.

2. Railways and other employers of labour like B & C Mills, M.E.S.C. etc are running approved grainshops and are distributing foodstuffs to their workers at subsidised rates. On the analogy of this if the Administrative Dept. concerned decide to run a Govt grainshop for distributing foodstuffs to Govt Press workers at subsidised rates there is no objection to supply the necessary food stuffs to the grainshop and allot the ration cards of the Govt Press workers to the new grainshop.

3. The file may be passed on to Dev.

I agree. This concession does not cost the Food Dept any extra consumption of food stuffs.
ORS
23/6/46.

22/6/46

22.6.46.

22/6/46

ORS 23/6/46

Food No. 1199 B/46-1
24.6.46

S

Dev. 42151

Rev

The file has been sent to this department with reference to A on pp 7-8 ante. The Govt. of India forwarded a scheme consisting of a long term and a short term plan relating to the housing of industrial workers which is under consideration of this Govt. The remarks of Commr. of Labour are awaited in the matter. The file may be passed on to Finance.

24.6.46 24/6/46

24/6

Fin

Dev No
42151 P1/46-1
24.6.46

ASST. SECRETARY TO GOVERNMENT
24 JUN 1946
FINANCE DEPARTMENT

Finance(E-3).

The case relates to the measures proposed to redress the grievances of Govt. Press workers. They relate to--

para 1, p 1 CF (1) Increase in rate of dearness allowance.

para 2, p 1 CF (2) Grant of house allowance of 25% of the salary with a minimum of Rs 5

para 3, p 1 CF (3) Increase of minimum wages and salaries.

para 4, pp 1-2 CF (4) Liberalisation of leave rules.

para 5, p 2 CF (5) Abolition of classification of workers paid from contingencies and other permanent employees.

para 6, p 2 CF (6) Investigation into alleged irregular promotion in the Press.

para 7, p 2 CF (7) Extra wages for working on Sundays or a holiday

para 2(i) on p 2 CF (8) Payment of Re.1 extra for each workman when working night shifts to provide himself with a good meal to keep up his ~~the~~ health.

ibid (9) Opening a ration shop for the benefit of Govt Press employees.

ibid (10) Maintenance of health index.

E & P.H. have examined the several items mentioned above in consultation with the S.G.P. This department are asked to note generally, with particular reference to items (2), (7), (8), and (9) ~~and (10)~~. The Govt. Press Dept. do not propose to pursue items (1), (3), (4), (5) and (6). ~~are not [illegible] to be pursued~~. Item (10) is to be taken up for separate consideration.

H 1-7 above

M on p 7 above

R on p 3, S on

H on p 5 above

p 9 above

12

2 The following remarks are called for in regard to the remaining items:—

Item (2). As pointed out by P.W.D., the present policy of Govt. is to allot more funds for food schemes than on building schemes and the present time is not opportune to allot money required for any extensive building programme. Alternatively, the question arises whether house allowance as proposed is to be given. ~~[illegible] it is~~ It will be invidious to grant such a concession to one class of employees alone. If such a concession ~~would have~~ is given to Govt. Press employees, it will be difficult to resist claims from employees of ~~to be extended to~~ similar classes in other departments and the extra cost will be considerable. The proposal may be turned down.

Please see below
M
Ko 26/6
'P' on p 10 above
27/6

Ko 26/6/46
27/6

Item (7). Extra wages for working on Sundays or a holiday. Under the existing orders, for work done on holidays other than Sundays, the workers are given compensation holidays after the holidays on which the work is done. When this is not practicable, they are paid at half their usual rates. Similarly, for work on Sundays, if no holiday is given they are paid at half the rates. Owing to the changed condition of labour situation, 100% over the normal rate are proposed for work done on holidays and Sundays. The financial implications of the proposal have to be worked out in consultation with the S.G.P. This department may suggest that before the point is noted on in this department, the financial implications may first be worked out.

K

80153 Fin 822 3.32
+ G.0674 Fin
5.11.35
and K on p 6 above

'R' on p 6 above

cf 'B' on p 6 above

See below
27/6

Item (8). The remarks at 'K' ~~for~~ in regard to item (7) will ~~equally~~ apply to this item also.

Item (9). Request for the opening of a ration shop from which Govt. Press workers can purchase their foodstuffs at pre-war rates and also cloth at ex-Mill rates. The proposal will involve ~~a~~ large extra expenditure in the form of [illegible] subsidy ~~and~~ by the Govt. The Govt. have already undertaken huge commitments in connection with the purchase and distribution of food articles to consumers in general which involves a subsidy of about Rs 9 crores. The proposal will ~~[illegible] large~~ involve an addition to the amount of the food subsidies already being borne by the Govt. If the concession asked for by the Govt. Press Employees is granted, it will provoke similar requests from employees of similar classes in other depts. ~~other quarters~~ which it will be difficult to resist. and the cost will then be very considerable.

bottom of p 6 and D on p 7 above

The proposal to sell at pre-war rates ~~with~~ will throw a large expenditure on the Govt. This is not [illegible]
26

Prices will have the same as for other [illegible] on this fixing the [illegible]

13

separate shop.

28.6.46

27/6

28.6
25.6.46

Thro' CSR
Exp-C. 25.6.46
Accts-B.
25.6.46

AS 3
ADS
DS
S-
EPH 140

Finance may therefore advise that the~~s~~ request for pre-war & ex-mill prices need not be complied with.

21

'M' on Page 12 above

Please see the P.W.D. note at "K" on Page 9 above and the Dev. Deptt. note on Page 11 above. ~~Pending~~ decision on the questions mentioned in these notes, no action can be taken for the construction of quarters for Govt. Press employees. In view of the deficit anticipated in the Revenue Acct. in the current year owing to large expenditure on food subsidies & famine relief, it will not be possible to provide any funds for the work in the current year. Any building scheme ~~A~~ that may be decided upon for this purpose will have to be brought forward as a Part II Scheme for 1947-8

Ko
26/6/46
ADS
26-6-46

DS.

S Item 2. The Govt decided to put up quarters for the Press Workers because they felt they should 'give the lead' in matters re Industrial Housing. The papers are in P.W.D. It is a pity that, in spite of frequent instructions from the Adviser, Sir Thomas Austin, "revised proposals for land acqn." are being submitted over a year after the decision to acquire the land has been taken. In view of 'P' above and the fact that the G of I may give substantial financial aid, there seems to be no objection to plans, estimates etc being prepared for making use of the land in Dondaipet as soon as it is acquired. Acquisition procs may be seriously pushed through, but even then, it may not be possible to incur any expn on building during the current year.

P. G. H.

28.6.

Item 7. The principle may be accepted - the deciding factor will be cost and when this is worked out, Finance would require the cost that may be incurred for granting similar concessions,

may be ascertained
28.6.46.

14

F

~~to those~~ Govt workers under other depts, who are similarly placed e.g. workers in the Stationery Stores, Govt P.W. Workshops, Industrial Workshops, & factories etc. I do not know whether the conditions as regards work on holidays or Sundays are similar in these other cases. EPH may please consult the depts concerned.

Item 8. Here too, cost may please be worked out as indicated above. I do not think there are many Govt institutions working night-shifts. (Kerala Soap Factory may be one, but I have an idea that night-shifts have not yet been started there). Even in the Press, night-shifts are very few, but I suppose the workers get overtime for the work. Even if it is presumed that a good meal will cost as much as Re 1/-, it is not necessary that the entire cost of this should be met by a special payment. Finance would suggest that annas 8 per night will be quite sufficient.

27/6/46

28.6.46.

E & P.H.

Generally in regard to the system of payments for work on Sundays & holidays

28.6.

G

This may wait until it is known whether they get overtime wages & if so on what basis for night work.

28.6.46

B

S

M

E & P.H. File No. 35281/E III/A/46

28.6.46

DEPUTY SECRETARY TO GOVERNMENT
28 JUN 1946
34680
EDUCATION AND PUBLIC HEALTH DEPARTMENT

Please see the notes of P.W.D., Food, Devt & Fin. from page ante. A draft memo. with reference to A & B, on pp. 13-14 ante is submitted.

T.D.
29.6.46

This file was sent D.S. Public. Why? Who was responsible?

Re: the memo ~~it is based on~~ please speak.

SMM
30.6.46

~~long premises I will give a long~~

Memo revised.

2/7/46

Spoken. A note is being sub-submitted.

Spoken

2/7

13.

21 ~~20~~ 22

p 20 (a) [Issued as Memo No. 18720-71-5/46 dt. 27.7.46]

C. No. 40683 from the S.G.P. No. 88/Mis-10 dt. 22.7.46.

p 22 (a) Please see the reply of the S.G.P. on p. 22(a)

KAB 25.7.46

The memo. on p. 20 cf. was issued to the S.G.P. with reference to the note of Dy. Secy. Fin. on pp. 13-14 ante. The S.G.P. says that for night shifts, no overtime is allowed as the workers only work 7½ hours. (from 10 P.M. to 6 A.M.) He recommends the grant of Re 1 for food for each worker working night shifts. He says that for allowing this concession & for granting overtime allowance at 100% extra wages on holidays & Sundays, the cost will not amount to much. The file may be sent to Finance.

pp 22-23 cf

J.D.
27.7.46

SKK
27.7.46
Finance

E & P Memo 18720-67/Fin
27.7.46

28 JUL 1946
FINANCE DEPARTMENT

Previous Fin: note on pp.

Please see the further note of EPH above.

The points to be considered now are (1) extra wages for working on Sundays or a holiday and (2) Payment of Re 1 extra for each workman when working night shift to provide himself with a good meal.

The SGP has now stated that these two propos will not involve much extra cost – see pp 22-23.

~~Never has not~~ As required by this dept. at Govt presses, EPH has not obtained information ~~[illegible]~~ on the first poi

(27)

In view of the SEP's letter at pp 22-23 C.F. this dept may agree to the proposals.

This dept may agree to a full day's wages being paid for work done on holidays & Sundays (instead of the existing ½ ~~day~~ rates), provided no compensation holiday is given. (Vide clause 7 on p 12 ante)

Re night shift, this dept may agree to the payment of 8 as per night per worker as a spl. compensatory allowance. (Vide 'B' on p 14 ante)

m
5.8.46

5/8/46

E.M.H.
F.

Please send a copy in the top file.

J.P.
6.8.46

We may agree with Finance.

S.R.K.
6.8.46

6.8.46

DEPUTY SECRETARY TO GOVERNMENT, EDUCATION AND PUBLIC HEALTH DEPT.
6 AUG 1946

C. No: 43050/46
F

44046

ISA
7.8.46

Orders issued in G.O. Ms. 1543 Edn dt 8.8.46, 1551 Edn dt 12.8.46, 1768 Edn dt 13.9.46 & 2127 Edn dt 8.11.46 (4) (8) (6)

Original [illegible] another connection
Copy in file

(5)

G.O. Ms. 935 Edn of 1947

The papers may be 'Recorded'

Govt Press

Grievances of Govt Press Workers – Deputation ~~to the~~ ~~Hon'ble~~ Papers Recd

m
5/5/47

1.4.47

CR 3/5