

Education (1950) Department.

Ms SERIES.

G.O. NO. 1888

Dated 28-6-50.

pg 1-2, 8-17 c/p and pp 1-8 m/f - A

13

[Despatch Abstract.]

Gork. Press - Rules of the Gork. Press
Workers Union - Further conditions suggested
by the S. G. P. for the continuance of recog.
orders passed

Back Papers.

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

Further Papers.

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

CONFIDENTIAL.

No. 88/Mis/DS-II.

Office of the
Superintendent, Government Press,
Madras, 4th January 1950.



From
Janab R. Siddique,
Superintendent, Government Press, Madras

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

Sub: Rules of the Government Press Workers' Union -
Further conditions suggested for the con-
tinuance of recognition.

I have to invite the kind attention of Government to
G.O. Ms.381, Development dated 11-2-1938 in which Govern-
ment have accorded official recognition to the Government
Press Workers' Union subject to the rules appended to G.O.
No.1820-L dated 20-8-1934 and have accepted the rules of
the Government Press Workers' Union subject to the conditions
imposed in G.O. No.381, Development dated 11-2-1938.

I have carefully perused the rules of Government Press
Workers' Union (corrected upto 1-8-1947). It is observed
that some of the supervising staff are members in the Union
and are also represented on the Executive Committee. Accord-
ing to Rule 3 of the Government Press Workers' Union, all
non-gazetted employees of the Government Press not below the
age of 15 years are eligible for membership.

Supervising staff are administration's representatives
on the work spot and are responsible for control and direction
of labour and maintenance of discipline. It is therefore
essential that they should be independent and impartial. If
the supervising staff are permitted to be members of any
purely workers' organization, there might be a tendency for
some of the supervising staff to be influenced in their
official work by the policies of the Union and its Executive
Committee. Secondly there might be a tendency for such
supervising staff to have a discriminative attitude as between
Union and non-union employees. Thirdly certain instructions
have to be issued to supervising staff confidentially in
regard to control of labour and administration of the depart-
ments and if they are members of a purely Workers' organiza-
tion effective carrying out of instructions may not be
possible and any tendency on the part of the supervising
staff to identify themselves with workers will not at all be
conducive to the proper administration of the Press and its
technical departments.

It is therefore essential, in the interest of
administration and in the interest of equal and fair treat-
ment of all employees (both Union and non-union), that the
supervising staff should not be permitted to be members of
Government Press Workers' Union or any other Press Union
which is a purely workers' organization.

I therefore suggest that Government may be pleased to
issue instructions to Government Press Workers' Union to
modify Rule 3 of the Government Press Workers' Union so as to
restrict membership to non-gazetted employees of the Press
other than Supervising and clerical employees.

Rule 4 of the Government Press Workers' Union states that the applications for membership shall be disposed of by the Executive Committee of the Union which shall have power to grant admission or to refuse it without assigning ~~any~~ reasons. This evidently appears contradictory to Rule 3 (ii) of the Appendix to G.O.No.1820-L dated 20-8-1934 which clearly lays down that all Government employees of the same class must be eligible for membership. To permit the Union Executive, authority to refuse admission without assigning any reason would mean the denial of the right to certain employees to be admitted as members and also constitutes a breach of the rules appended to G.O.No.1820-L dated 20-8-1934 subject to which recognition has been granted.

I would therefore request that Government may be pleased to direct the Government Press Workers' Union to modify Rule 4 of the Government Press Workers' Union in such a way as to satisfy Rule 3 (ii) of G.O. No.1820-L dated 20th August 1934.

Superintendent.

Form Telephonic Message } EPH/
2 3
The Asst. Secretary
to Govt.
E.P.H. Dept.
The Superintendent
Govt. Press.

Original as
since been to
and put up at (2)

File

Sub: Rules of the Govt. Press Workers Union -
Further conditions suggested for the continuance of recognition
Ref: Your letter No. 88/Mis/D.S. II B 4.1.50.

Please send a copy of G.O. No. 1820-L
of 20.8.1934 referred to in your letter cited as the
same is not readily available here.

PC

17/1/50
58
17/1/50

18/1/50

6
Letter has been granted

E 7
OFFICE OF THE SUPERINTENDENT, GOVERNMENT PRESS, MADRAS.

From Janab R. Siddique,
Superintendent, Government Press, Madras.



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

No.88/Mis., Dated 21st March 1950.

Sir,

Sub: Government Press - Workers' Union - Rules -
Amendment of.

Ref: Government Memorandum No.1373 E/50-2, Edn.,
dated 14th March 1950.

b.50P
With reference to the above, I am enclosing herein
a copy of the Proceedings of the Government Press Workers'
Union dated 17th February 1950 showing the new office bearers
elected.

R. Siddique
21.3.50
Superintendent.

GOVERNMENT PRESS WORKERS' UNION.

Election of Office bearers and members of the Executive Committee.

Dated, 17th February 1950.

Present: Sri P.R.K. Sarma - President.

Present: Mr. Henry Peter, Deputy Commissioner of Labour.
Sri K.V. Parthasarathy, M.A., B.L., Labour Officer.

The nominations filed on behalf of candidates as agreed to by both parties at 4.30 P.M. were examined. The following seats were uncontested and the candidates were declared elected:

1. President .. S. Iyaswamy Iyer.
2. Vice-Presidents:
(1) A. Manickam
(2) A. Natesan.
3. Secretary .. S.S. Govindaswamy.
4. Treasurer .. M.E. Kannu Pillai.

Members of the Committee.

S. Balasubramanian	..	H.A. Section
H.M. Kasim	..	Supervising & Computing.
M. Arunachalam	..	Book Department.
V.S. Rajabadar	..	Public Department.
C.P. Athimulam	..	Information & Publicity.
R. Natesa Mudaliar	..	High Court Department.
P.M. Duraiswamy	..	Gazette Department.
T.R. Muthukrishnan	..	Job & S.F. Department.
A.R. Govindarajalu	..	Binding Department.
M. Subramaniam	..	-do-
M. Murugesan	..	Press & Machine Department.
T. Appaswamy	..	-do- -do-

The above membership elections were announced by the President of the meeting.

Lino Department wanted a separate seat for the department. Sundararaj spoke emphasising need for a separate seat.

Mr. Sundara Raj did not press and said he would wait for an amendment of by-laws.

He also withdrew his candidature.

Mr. A. Raman Menon was declared elected without contest.

Assistant Secretary.

Raja and Chandrasekaran contested.

The members went apart on two sides. Mr. Chandrasekaran was elected by a over whelming majority.

The President declared Chandrasekaran elected as Assistant Secretary.

Mr. C.P. Ratnasabapathy
Mr. M.P. Jayaram contested.

Ratnasabapathy Jayaram

Voters' names were called out and their vote recorded by the Labour Officer.

The results were as follows:-

10

Mr. Ratnasabapathy .. Three
Mr. P. Jayaram .. Fifteen.

Rest invalid.

Mono casting and Type Foundry.

A. Elimalai .. 6
P.S. Natarajan .. 9

Names of voters were called and their opinion recorded.

P.S. Natarajan was declared elected.

I.L. Department.

Vatsalam and V. Devarajulu.
Mr. Devarajulu withdrew.
Vatsalam was declared elected.

Electric, Carpentry and Contingencies.

Fetta Krishna Rao
T. Kesavalu Naicker.

Voters names were called and votes recorded.

F. Krishnan Rao .. Two votes.
Kesavalu Naicker .. Twenty-four.

Sri Kesavalu Naicker was declared elected.

(Sd) P.R.K. Sarma
17-2-50.
Chairman of the Election
Meeting.

(True copy)

Sd/- X X X X X
for Commissioner of Labour.

11
En (2)

3
56/12/4
714
Memo: NO 1373 E/503 Edm 8 12-4-50

Rules of the Govt. Press
Workers Union - further amendments - Refers
S. C. P. letter No. 88 / M. 1 / D. S. 11
of 4.11.50

24th March 1950 President

7-48 - (A) Govt. Press Workers Union is under the
G.O. 381 D. S. of 11.2.38 in which Govt.
has accorded official recognition to the

(Z) The rules appended to G.O. 1820 L of
20.8.34 Under Rule 3 of the Govt.

7-17 - (A) Press Workers Union, all non-gazetted
employees of the Govt. Press not below
the age of 15 years are eligible for member-
ship. It has been suggested that in
the interest of administration and in the
interest of equal & fair treatment of
all employees (both Union & non-Union)

714

the supervising staff shall not
be permitted to be members of the
Govt. Press Workers Union or any other
Press Union which is purely workers
organisation and that the Rule 3 of
the Govt. Press Workers Union may
be amended so as to restrict membership
to non-gazetted employees of the Press
other than Supervising & clerical
employees.

7-17 - (A) Under rule 4 of the Govt.
Press Workers Union, application for
membership shall be disposed of by
the Executive Authority Committee of the
Union which shall have power to
grant admission or to refuse it

12 2

without assigning any reasons. It has been pointed out that this provision is contradictory to Rule 3(ii) of the Appendix to G.O. 1820 L.O. 20.8.34 which lays down that all Govt. employees of the same class must be eligible for membership. In the circumstances, it has also been suggested that rule 4 of the Govt. Press Workers' Union rules may be modified in such a way as to ~~satisfy~~ be in conformity with Rule 3(ii) of G.O. 1820 L.O. 20.8.34. pu-2

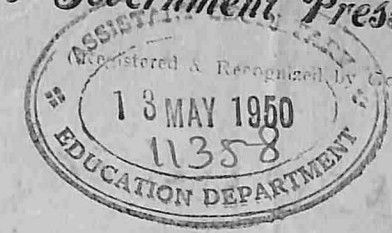
3 The Govt. accept the above suggestions to amend rules 3 & 4 of the Govt. Press Workers' Union on the basis of members at above. The President of the Govt. Press Workers' Union is therefore requested to take steps to amend the rules ^{3 and 4} in question at a General meeting of the Union in accordance with rule 21 of the rules and submit a report.

10/5/50

11/4/50

18/5/50
The President
Govt. Press
Workers
Union.
Copy to S. G. P.

The Madras Government Press Workers' Union



President :
S. Aiyaswami Ayyar
Vice-Presidents :
A. Natesan
A. Manickam
Secretary :
S. S. Govindaswami
Asst. Secretary :
A. R. Chandrasekaran
Treasurer :
M. P. Kannu Pillai

GOVERNMENT PRESS BUILDINGS
275, Mint Street,
Madras

13th May 1950
No. 23 of 50.

To,
The Secretary to Govt.
Education & P.W.,
Fort St. George, Madras

I am to advise that the Govt. Press Workers' Union Memo. No. 1373/16-50.3, Edn., of 12.4.50. Amendment of the rules 3 and 4 of Govt. Press Workers' Union, was placed before the Executive Committee of the Union held on 11.5.50 and the Committee after due consideration passed a resolution in the matter. A copy of which is enclosed herewith for necessary action.

Enc(s)

From S. G. P.
S. Govindaswami
Secretary
13/5/50
The Union has resolved that the person who is not a member of the Union should not be appointed as a member of the Union. This is in accordance with the rules of the Union. The Union has also resolved that the person who is not a member of the Union should not be appointed as a member of the Union. This is in accordance with the rules of the Union.

Yours faithfully
G. G. Odier & Co. Secretary
13/5/50

27c.

1443
27,650. R
27,650

to b. 4. 1949. The Dir. has been asked to accord official recognition to the most representative union of workers subject to the conditions rules appended to Gov. No. 1820 (P.W.D. 20-8-1934) except rules 3(1) & 5 of that Gov. No.

There is no information in this Dept. on the question whether members of supervisory staff who are permitted to be members of the Union.

10/2/50
Industries

There is no information in this Section in regard to 'A' on p. 1 above so far as Unions in the Industries Dept are concerned.

10/2/50

Dir (Pir)

Two requests of the S.G.P. require examination in this file: -

- i) That the Genl. Press Workers Union may be asked to modify Rule 3 of the Union so as to restrict membership to non-gazetted employees other than supervisory and clerical employees.
- ii) That the Union may be asked to modify Rule 4, which provides that the Executive Committee the power to allow or refuse admission to the Union without assigning reasons.

In regard to item (i), E.P.H. has enquired whether clerical & supervisory personnel are exempted included in Unions under the control of Dew. There is no information here as to the categories of employees included in the Unions. E.P.H. may obtain the necessary information from the D.I.T.C. and the Director of Lincolnton C.G.

The Trade Unions Act, 1926 makes no distinction between supervisory and clerical staff and other workers employed in trade or industry... and the Press Workers Union is not therefore bound to exclude supervisory and clerical employees from its membership.

There seems however to be no objection under the Act to ask the Union as proposed by the S.G.P. for the excluded staff is free to form another Union under the Act. It may also be mentioned for the

information of E.P.H. that the disadvantages in mixed membership of supervisors and other employees in the same union have been recognised by the Genl. of India and it is proposed to make a provision in the T.U. Act that a trade Union which permits mixed membership will not be entitled to the privileges of compulsory recognition by the employer under the T.U. Amendment Act, 1947.

As regards item ii, it would appear that the provision enabling the Executive Committee to allow or refuse admission without assigning reasons is inconsistent with the provisions of the T.U. Act. In connection with an amendment proposed by the Madras Labour Union to its rules, to make a similar provision, the Advocate General held that a rule which enabled the executive to reject an application for membership without cause cannot be fairly treated as a rule providing for admission and is not therefore a proper one. This Dept. may therefore agree that Rule 4 may well have to be suitably modified.

With these remarks the file may be passed on to Home P.W.D.

10/2/50

C.P.G.

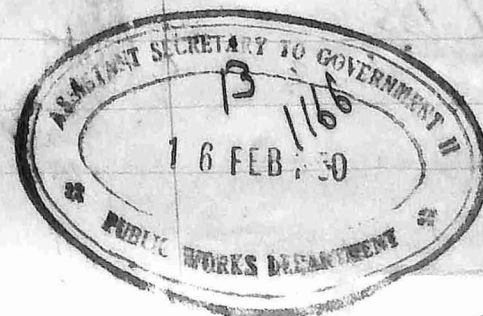
13.2.50

J. P. 200

P.W.D.

10076 P10/51-1

15/2/50



4

(23172 P. III/50)
8

P.W.D.

To A

please see the notes of E&PH on p 1 ante.
submitted that there is no information is
available in this deptt as to whether the supervisory
and clerical staff ^{are included in} ~~comprise~~ ^{in this deptt under the control of} ~~members of~~ labour unions. E&PH
deptt. may be requested to consult the C.E.S. in
the matter, if necessary.

The file may be passed on to Home

em
17.2.50
17.2.50

20.2.50 Home

23172
21/2/50 Trans III

Home Dept.

~~As far as Jail Dept. is concerned, there
are no labour unions and as such no in-
formation is available in this section in regard
to it please p 1 ante.~~

Please see the E & P.H. deptt's note on p 1 ante.
with reference to A on that page. ^{it is} submitted that
~~there are no labour unions exist in the Jail Department
As regards the work of the Jail Dept. is done
by the S.G.P. and the staff are under his control.~~

W
23.2.50

So far as the transport deptt. is concerned, it is that
there is no information to answer A on p. 1 ante. The
E & P.H. deptt. may be requested to consult the J.C., Pradyumn
Singh, Ramt Chand, Madhav, in the matter if necessary.

The file may be returned to E & P.H.

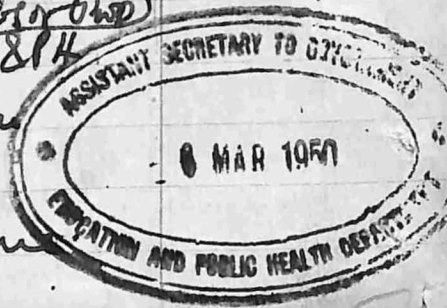
W
25/4/50
2/3

The Supervisory and clerical
staff in the Govt Transport are
not members of any labour union.

2/3/50

ASD / DS
3/3/50

S&PH



Thro' p 1 ante
and courts
sections.

152 necessary
15/3/50

867

Eon (E) 5

op 1-4 ante

Please see this departments note on page 1 ante and
the notes of Development P.W.D. and Home etseq.

2 The file arose from the following two requests of the
S.G.P.:-

(i) that the Govt. Press Workers Union may be asked to
modify Rule 3 of the Union so as to restrict membership to
non-gazetted employees other than supervisory and clerical
employees.

(ii) that the Union may be asked to modify Rule 4, which
gives the executive committee the power to allow or refuse
admission to the Union without assigning reasons.

3 Before addressing the President Govt. Press Workers' Union
for making necessary amendments the rules as proposed by the
S.G.P., Devt, P.W.D. and Home have been consulted as to
whether such category of workers as supervisory and clerical
staff have been exempted by similar labour Unions in other
deptts. under their control.

4 Dev. state that they have no information, but they
suggest that this deptt. may obtain necessary information
from the D.I.C., and the Commissioner of Labour and Director
of Industries Chinchona. At the same time they are of
opinion that there is no objection to amending the rules
as proposed by the S.G.P.

5 P.W. have no information as to whether Supervisory
and clerical staff are included in the labour unions in the
deptts. under their control and they suggest a reference
to the C.E.S.

6 So far as Home are concerned, they are positive that
the Supervisory and clerical staff in the Govt. staff in the
Govt. transport are not members of any labour union.

7 The question arises whether any reference as sugges-
ed by Dev. and P.W.D. is necessary or whether
the President, Govt. Press Workers' Union may be addressed
straightaway in the matter.

A on p 1 ante

2 p 2 ante

B on p 1 ante

pp. 2-3 ante

p 4 ante

p 4 ante

6
Before doing so we may perhaps ask the S.G.P. to forward a list of ~~personnel~~ ^{new officers elected by} the Govt. Press Workers' Union as ~~newly~~ constituted.

A draft memo is submitted for approval.

T.B.
11.3.50
14/3/50
(Issued as memo. No. 1373 E/50-2 Edn. 14.3.50)
(From the S.G.P. No. 88/Mis. 8.21.3.50)

p.5 LF

p.7 LF

Please see the proceedings of the
Govt. Press Workers' Union of 17.2.50 showing
the new officers elected. In view of
the rules on pp 5-6 anti-super.

794

J.B.
24.3.50
Development told the view that there is no
objection in amending rules 3 and 4 of the rules
of the Madras Govt. Press Workers' Union, as
proposed by the S.G.P. The rules can be amended
only in accordance with the ~~procedure~~ prescribed
procedure in rule 21 of the rules, i.e. by a majority
of the members assembled at a general meeting
of the Union. The President of the Union may
be asked to take necessary steps in the matter.

p.3 ante

p.17 (G)

Am p.14 and p.2 LF

p.20 (G)

p.9 LF

25-3-50

S
2/85

A draft memo. is submitted.

11/4/50

(Issued as memo. No. 1373 E/50-3 Edn. 12.4.50)
(From the Secretary, Madras Govt. Press Workers' Union of 13.5.50)

pp 15-16 LF

pp 11-12 LF

para 2 p.1 LF

p.15 LF

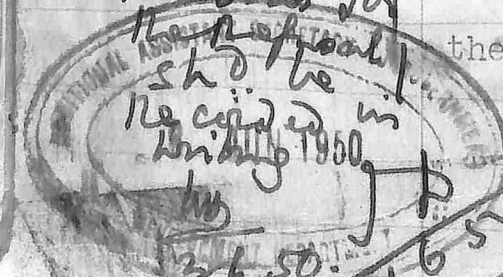
M on p.2 ante
These provisions
need not
be excluded
from mem-
bership
LWS
3.6.50.

1-13 LF

p.17 LF (G)

p.4 (2)

No further
consideration is
necessary.
We may hold
that when
an admission
is refused
to any mem-
ber, the
reasons for
the refusal
should be
recorded in
writing 1950
LWS
3.6.50.



1373 E/50-4

Edn.E.

Please see the copy of the resolutions passed by the
Govt. Press Workers' Union on pp 15-16 cf. with reference to
Govt. Memo 1373 E/50-3 Edn. dated 12-4-50.

2 As regards the suggestion made by the S.G.P. that
Rule 3 of the Govt. Press Workers' Union Rules may be amended
so as to restrict membership non-gazetted employees of
the Press other than the supervisory and the clerical staff
the Union has resolved that the supervisory staff should not
be deprived of the right to become members of the Union and
seeks an interview, if necessary to convince Government.
The Trade Union Act 1926 makes no difference distinction
between the supervisory and the clerical staff and other
employees and the Govt. Press Workers' Union is not bound to
exclude supervisory and clerical employees from its membership.
For orders whether this question will be pursued further.

3 As regards the suggestion for amending Rule 4 of the
Govt. Press Workers' Union Rules the Union has not offered any
remarks. Under Rule 4 of the Govt. Press Workers' Union Rules
application for membership shall be disposed of by the Ex-
ecutive Committee of the Union which shall have power to grant
admission or refuse it without assigning any reason. It has
been pointed out that this provision is contradictory to Rule
3(ii) of the Appendix to G.O. 1820 L dated 20-8-34 which lays
down that all Govt. employees of the same class must be eli-
gible for membership. It is not known whether the Govt. Press
Workers' Union has not offered an omission of the Govt. Press
Workers' Union to offer any remarks is an omission by over-
sight or intentional. It seems desirable that before refusing
membership of the Union the reasons for such refusal should
be recorded in writing. This suggestion may perhaps be put to
the Union again for remarks.

49828
6.6.50 Development may see.

LWS
3.6.50

(Premium notes ^{of this draft} on pp 2-3 above.)

Draft (P.L.)

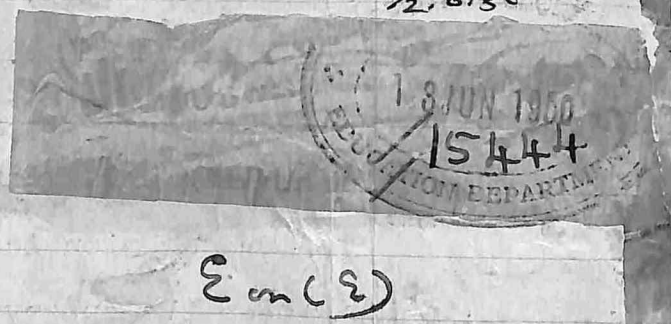
AS.

The Edm^{sup} notes on pp 2 above may be perused and the
 this draft may concern with the views expressed
 in the way is a ~~provision~~ ~~with these~~ ~~notes~~ the
 file may be returned to Edm. that draft

2/16/50
 86.50

11/6/50 Edm.

Draft no. 26
 498280 1/50-1
 12.6.50



Em (2)

The notes on pp 7-8 above may be
 perused. A draft order is submitted for approval.

A draft order is submitted for approval. ~~May be~~
 circulated to H.M. (Em)

23/6/50

23/6/50
 50
 26.6.50

27.6.50

27.6.50