

④

MS. BRIEF.

①



Gr. ① No. 2161. Edm.

DATED 2 8 19 80.

10

Subj COLLEGE - Engineering College -
Guindy Workshop Employees -
Gratuity Embanked reb. Sanctions

Further papers

L.V. (MS) No. 2527 (Edn) dt 19/8/61

Superseded by

G.O. Ms 899 Edu dt 24-4-62

Ms 1838 Edu 6.7.64

Secretary,
Government Engineering College
Workers Union,
Bamday, Madras.

Dated, 24-4-49.

The Honourable Premier,
Government of Madras,
Madras.

Honourable Sir,

25 APR 1949

1. On behalf of the above Union, I most respectfully beg to put forth our grievances to your sympathetic, generous and kind hearted consideration. Since very long years back we have been trying our best for the eradication of our grievances and claiming better privileges, but simply facing with disappoints at every time we sought the authorities aid and protection.

2. To mention some of our miseries and suffering the following few, that needs the most urgent remedies, would be sufficient for the present moment.

3. While all other government press workers, workers in P.W.D. and other various Government workers are privileged to get the better amenities and "Real wages" apart from "Money wages" it is we, the workers in the workshop of the Engineering College are left in desperate condition not even with the least benefits enjoyed by others.

4. First of all we would be contented, if you will kindly order to give monthly salaries instead of daily wages by which we happen to lose a greater portion of our income than might be obtained in full amount, if we were employed somewhere in other government workshops.

5. We also require the benefit of receiving greater proportional gratuity and provident fund. At present persons with 10 years service receive only 3 months gratuity and persons with 15 years service receive only 6 months gratuity. We request you to sanction 15 days gratuity for year, irrespective of service consideration, as adopted by the Government press and P.W.D. workshops.

6. As regarding the leaves, we are allowed to take the minimum and only limited number of leaves, 15 days, while other Government workers are entitled to enjoy almost all public holidays. In addition to the greater number of public holidays, it goes without saying that we especially poor, hard working labourers are absolutely in need of sick leaves, for the sanction of which, we hope, you will give orders. It is a great pity that in more than a many cases the employment, since our workshop is concerned, is taking place only on the will of the authorities and recommendation of some influential persons, as against the criterion of seniority which is the only just and legal procedure for appointment, without least affecting the feelings of the senior workers who are most fitted and who alone can handle the works more capably, efficiently and satisfactorily than the newly appointed persons who may be strange to the work or even incapable for the same.

7. I have genuine faith in you and confidently hope that you will take sympathetic steps as to fulfil our above wants and thus redress our grievances and remove our drawbacks enticed upon us.

Thanking you,

Yours faithfully,

P. Mangaraj

Jambalam.
11-5-49

30.
The Secy.
Education and Public Health Dept.
Govt of Madras.
Madras.

9.0.299 Ed
10-2-48
36478
With reference to your memorandum No. 52870-6
of 14-2-48. I shall be glad to know whether
orders have been passed finally on the points referred to
in paras 3, 6, 7 and 8

3 E.P.H. (A)

Memo. No. 31439-1/49A dated 10-5-49.

Sub: College. Engg. Grindy. Workshop employees
monthly salaries, gratuity, leave etc.

11cf ✓ Petition for on the Secy, Engg. College Workers Union d. 24.4.49
addressed to the H.Pr.

A copy of the petition d. 24-4-49
addressed to the H.Pr. by the Secy, Engg. College
Workers Union, Grindy, is forwarded to the D.P.G.
and he is requested to offer his remarks
in the matter at a very early date.

15/5/49
18/5/49
To the D.P.G.
(with copy of 11cf)

6/5/49 19/5/49 20/5/49

Note: The minute of H.Pr. at K. couple of. may be perused.
The draft above is for approval.

6/5/49 19/5/49 20/5/49

in continuation of Memo. No.
31439-1/49A dated 10-5-49.

18/5/49 19/5/49

Hon. Secy.
Govt Eng College workers
union
1/10/49

3. Э.Р.У. (А)

Memo. No. 31439-1/49A *dated 10-5-49.*

Sub: College - Tengg., Jindry - Workshop employees
monthly salaries, gratuity, leave etc.

11c ✓ Petition for on the Secy, Engg. College Workers Union d. 24.4.69
addressed to the H-Pr.

A copy of the petition d. 24-4-97
addressed to the H. Pr. by the Secy., Engg. College
Workers Union, Guindy, is forwarded to the D.P. J.
and he is requested to offer his remarks
in the matter at a very early date.

To the D.P.G.
(with copy of p.c.g.)

$\frac{16}{65.49} \text{ km} \quad \frac{1}{2514}$

9/5/69

Note: The minutes of H. Pr. at K. couple of. may be perused.
The draft above is for approval.

$$\frac{6}{6.54} \quad \frac{100}{21.874}$$

9/5/68

4

23 APR 1949

2/12

31439/49
Jambalam
11-5-49

To: The Secy.
Education and Public Health Dept.
Govt of Madras.
Madras.

902998d
15-2-48
36478
Ser. With reference to your memorandum No. 52870-6
147 - a Gdn. D/14-2-48. I shall be glad to know whether
orders have been passed finally on the points referred to
in paras 3, 6, 7 and 8

You'll be aware that the leave and festival
holidays rules have been thoroughly changed in the
P.W.D. Workshops and the workers get paid for all gazetted
holidays and get 15 days casual leave and 10 days
recuperative leave with wages. The gratuity is 15 days
wages for every year of service subject to a maximum
of 15 months salary. The leave, holidays and gratuity
rules in the Eng. College Workshops have to be
levelled up consistent with the policy of the Govt.
to follow an uniform policy in regard to the workers
employed in these factories. In this connection
I might mention that similar measures have
been already introduced in the Industrial Eng.
Workshops and the Workshops of the Central
Polytechnic.

Monthly salaries have been given in
the P.W.D. Workshops as from 1-1-47. Early
orders may kindly be passed if not passed
already.

2.FH (A)
Encl. No 31439-2/49A dated 19-5-49
Referred to the D.I. for remarks
in continuation of Memo. No.
31439-1/49A dated 10.5.49.
D.I.
18.5.49

19/5/49

Yours faithfully
B. K. S. S. S.
Hon. President
Eng College Workers
Union

18/5/49
D.P.G.

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

Received _____ Registered _____

(Designation) The Director of Public Instruction,

Post Box _____, (STATION) Madras.

Telegraphic Address _____

To

The Secretary to Government,
Education and Public Health Department.

Roc. No. 740 K2/49, dated 6-12-1949. 19

Sir,

*Sub: College of Engineering, Guindy - Workshop employees
Granting leave etc.,

Ref: Govt. Memo.No.31439-1/49-A Education dated 10-5-49
and 19-5-49.

ENCLOSURES

SPARE COPIES

In submitting herewith a copy of letter Rc.No.101 dated 22-8-1949 from the Principal, College of Engineering, Guindy, I have the honour to offer the following remarks:-

(i) Proposals for the conversion of the daily wage system into a monthly one are being submitted to Government separately.

(ii) The grant of leave with pay and gratuity to the work men is ~~favoured~~ by G.O.No.163 Education-dated 30-1-40. I recommend the suggestion of the Principal contained in para 6 of his letter referred to in regard to the grant of gratuity.

(iii) In regard to the suggestion contained in para. 3 of the Principal's letter, attention is invited to their office letter Rc.No.6094 A2/46 dated 6-5-48 submitted in reply to Government Memorandum No.43014-6/47. A Education dated 16-1-48. Early orders on this question may kindly be passed.

Yours faithfully,

Phacelasma

For Director of Public Instruction.

vs. 7.12.

(A) 49.5

Prj-2-Prj detab APV 5-PRV in the the

Leftover to the D.C. for remarks

No. 1000 of 1900

.Pr-2-01- b1-sub A Pr 1-P8V18

Copy of the letter Rc.101/SK/49 dated 22-8-1949 from the Principal,
College of Engineering, Guindy to the Director of Public Instruction,
Madras.

Sub: Petition from the Secretary to the Union of Daily paid workmen
of the Engineering College, Guindy to the Non'ble Premier,
Government of Madras regarding certain grievances.
Ref: Your proceedings Rc.740-K2-49 dated 3-6-1949.

The workmen of the College workshop are all borne on the daily wages system and they are at present paid daily wages, interim relief Dearness Allowance and house rent allowance. All these put together works out to a decent monthly earning and compare favourably with the monthly earning of Government and Non-Government employees of the same category.

2. The College workshop is intended mainly for instruction in workshop practice to students and for the repair and replacement of machinery of other Departments of this College. So much so, the workshop has been working only when the College is in session. However, during the years 1947, 1948 and 1949, the workshop continued to work during the summer vacation also as lots of work connected with the College Departments which could not be undertaken when the College was working, were turned out during the summer months of the College was working, were turned out during the summer months of the above 3 years in addition to making furniture for the newly started College at Anantapur and for other important work. In this way, the grievance of the workmen that they are let adrift for certain months of the year was sought to be redressed.

3. According to the present practice and with reference to G.O. No.163/Adm-4-P.H.2-4 Bdn. & P.H. dated 30-1-40 communicated in your Proceedings Dis.No.602/40 dated 5-2-1940, the workmen with above 3 years service and less than 10 years service get 10 days leave with wages and those above 10 years service get 15 days leave with wages. In addition to the above, the workmen are given 15 days leave for Government holidays for festivals when the College is closed vide your Proceedings Rc.270 AK/44 dated 25-7-1946. In this office letter Rc.135/SK/46 dated 28-4-48, it was recommended that these workmen with more than 1 year service and less than 3 years service who are hitherto have no leave privileges may be granted 10 days leave with wages. Orders on the above are still awaited.

4. The College workmen want to have the College workshop converted to a monthly pay system as has been done recently in the P.W.D. Workshop. It may be brought to your kind notice that the College workshop is run not as a commercial concern but purely for instruction. It is, therefore, suggested that a skeleton staff whose presence is quite necessary for the efficiency of instruction would be converted to monthly staff and others treated as casual labour. A detailed scheme is being worked out and will be submitted in due course, taking into consideration the necessity to continue the full compliment of staff on the monthly pay basis or otherwise.

5. The workmen desire to be granted recuperative holidays. As they are working on arduous duties, it is likely that they might fall sick. At present, there is no provision for the same. It is, recommended that they may be given recuperative holidays with wages for 10 days in a year in addition to the holidays with wages stated above.

1/44-45

6. GRATUITY:

As per G.O.No.163 Edn. P.H. dated 30-1-40, workmen with 10 to 15 years service get 3 months wages as gratuity and above 15 years service 6 months wages. The above may be relaxed a little as the gratuity paid is low for such a long service. It is desirable to give 15 days wages for every year of service subject to a maximum of 15 months wages. The upper limit of ten years' service as the minimum period to earn gratuity appears harsh. It may be fixed at 5 years instead of 10 years.

7. PROMOTION:

The rules for promotion from daily paid to monthly pay staff borne on the cadre of service may be the same as is in vogue in other services where seniority and efficiency of work are the criteria for promotion. As a matter of fact, several workmen on the daily wages system have been taken to monthly pay posts as mechanics and Government orders obtained relaxing age rules and general educational qualifications. This has been adopted in well-deserving cases and this may be followed wherever found practicable.

(true copy)

[Signature]

For Director of Public Instruction.

[Signature]
7/12

(10)

5/15/45
14/3
(5)
Ex. Hr. issued
on 28-4-50

Wf 1-2 up

Wf 15+18 cf

Wf 15/13/50

To the D.P.G.

Memo. No. 31439-7/49 & dated 13-3-50.
Sub: colleges- Tengg. College, Jindry-
Workshop employees- Gratuity etc.
From the D.P.G. R.O.C. No. 740 K₂/49d. 6-12-49

The rates of gratuity sanctioned in G.O. No. 163 Edn, d. 30-1-40 to workshop employees of the college of Tengg., Jindry, corresponded to those adopted for the workmen in the P.W.D. workshops. In the case of the P.W.D. workshops, the rates have since been revised according to which workmen are eligible for gratuity at half a month's wages for every year of service, after the employees are made permanent, subject to a maximum of 15 month's pay. No employee who retires or is dismissed after a service of less than 10 years, ^{will be} eligible for gratuity. The proposal of the D.P.G. to revise the rates of gratuity to the workshop employees in the Tengg. College is more liberal than the rates in force for ^{the} P.W.D. workshop employees in that he has recommended a gratuity even for a service of five years. The D.P.G. is requested ^{to state} why he considers that a more liberal treatment should be given to the Tengg. college workmen. He is also requested to furnish an estimate of the probable extra cost involved by the revision of the existing ^{scale} of gratuity.

Ans
11-2-50

Wf 15/13/50

C.F. 32 (op).

EDUCATION Department

Received _____ Registered _____

From (Name)

To

Designation The Director of Public
Instruction,

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

Station

MADRAS.

Enclosures: R.C. No. 740-K.2/49 dated 22-5-50. 194 .

Sir,

Sub: College of Engineering, Guindy - Workshop
employees - Gratuity.

Ref: Government Memorandum No.31439-7/49-G Edn. dated 13-3-50. 119 ante



I have the honour to enclose herewith a copy of the
letter Rc. No.101-SK/49 dated 25-4-50 from the Principal,
College of Engineering, Guindy, containing the information
called for in the Government Memorandum referred to above.

Yours faithfully,

[Signature]
for Director of Public Instruction.

k.v.s./23-5.

5. The extra expenditure by adopting the reduced number of five years of service and calculating the gratuity at the rate in vogue to the employees of the P.W.D. Workshops, comes to Rs.188-4-0.

(True Copy)

Murikannan

for Director of Public Instruction.

k.v.s./23-5.

ru/s

ru/s

18

Draft 2

29

Edn G

Colleges - King College, Grindy.
Workshop employees - Gratuity -
Enhanced rate - Sanctioned.

J/44-45 CA Read again : Co. 163: Edn of 30.1.40.
p 15 ch, p 21 ch From the D.P.I No. 740 K2/49 of 6.12.49 x
22.5.50

10-4/28

Order 2161 dated 21.8.50

With effect from the date
of this order, the Govt sanction
the payment of gratuity to the workmen
employed in the workshops of the
College of King, Grindy, at the
following rate:—

After a service of } fifteen
over 5 yrs } days' wages for
every year of service
subject to a

X p 5 N.F

20

maximum of ^{fifteen} ~~15~~ months' wages.

11.5.49

103.
25.2.50
A.
26.5.49

1/8/50

B
1.8.50

To D.M.
3/8
The D.P.I.
✓ A. G. Rao Fin
✓ Copy to the Fin Dept
✓ P.W.D.
2 8/45.

Draft II

Draft II

2/ Edu
Gr

Letter/Ref 31439 G/49 - 9 of 1.8.50
To

D.M.
3/8

✓ Mr P. R. K. Sarma, M.L.C.
7-A. Bazulla Road.
T Nagar, Madras

Sir,

workshops employees of the
King College, Guindy.

p5 cl

With ref to your letter
of 11.5.49, I am to say that orders
are under issue according to which
workmen employed in the workshops
of the King College, Guindy, who have
put in over 5 yrs' service, will be
eligible for gratuity at the rate of 15
days' wages for every year of service.

72/4

Subject to a maximum of 15 months' wages.
 The Govt have also liberalised the
 leave rules ~~which now~~ conform to the provisions
 of the Factories Act. ~~Accordingly, workers who~~
~~have put in a period of 12 months' continuous~~
~~service are eligible for 10 days leave with~~
~~wages while those who have more than 10~~
~~years' service get 15 days leave with wages~~
~~for a year.~~ The question of payment
 of monthly salary instead of daily
 wages is still under consideration of
 the Govt.

1/8/50
 1/8/50
 1/8/50

plck

plscf

plcf

xpl7-18cf
 + pl5cf

para on p18cf

itid
 x item (ii) p15cf

Sub: colleges. Engg. college, Jind - Workshop employe
 gratuity etc.

From the Secy., The Engg. College Workshop Employee
 Union, Jind, d. 24-4-49.

From the D.P. 7. No. 740 K2/49 d. 6-12-49.

The letter d. 24-4-49 from the
 Secy., The Engg. College Workshop Employees Union,
 Jind, maybe perused. The remarks of the
 Principal, Engg. College, Jind, are contained in
 his letter d. 22-8-49. The D.P. 7's letter d. 6-12-49 may
 also be perused. There is a separate file deal
 with item (i) ~~marked~~ p15cf.

2. As regards gratuity, the
 Principal ~~has suggested~~ suggests that gratuity may be given
 at the rate of 15 days' wages for every year of service
 subject to a maximum of 15 months' wages. The minimum
 period of service that a worker should put in to be
 eligible for gratuity is also to be fixed at 5 years
 or ten years. The Director recommends the
 suggestions of the Principal; the Govt. may accept them.

3. P.W.D. and Finance may be
 before circulation.

23-1-50
 27/1/50
 28/1/50
 31/1/50
 P.D.
 Fin



To As

see note of E&H Dept above
 may be perused.
 With reference to clause...

Xon p62 ch 2019

are eligible for gratuity at half a month's wages for every year of service after the employees are made permanent subject to a maximum payment of 15 month's wages and subject to the condition that service should be efficient and faithful. No employee who is dismissed or who retires voluntarily after a service of less than ten years will be eligible for gratuity. With the above remarks the file may be passed on to Fin.

2.2.50. Fin.

X on p 62 of (K) summed

Fin (Pen)

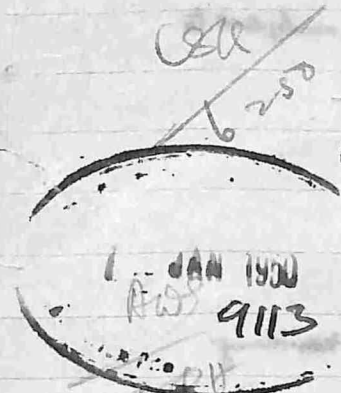
P.W.D. No 724 B/50.1

- With reference to the orders in G.O. 1632 dt 30-1-40, the gratuity allowed to workshop employees of the College of Engineering, Guindy is as shown below:-
1. Not less than 10 years, but less than 15 years. } 3 months' wages
 2. 15 years and over } 6 months' wages.



These rates continue to be in force now. The rates corresponded to those adopted for the workmen in the P.W.D. Workshops. In the latter case, the rates have since been revised according to which workmen are eligible for gratuity at half a month's wages for every year of service after the employees are made permanent subject to a maximum of 15 months' pay. No employee who retires or is dismissed after a service of less than ten years service will be eligible for gratuity. The proposal of the D.P. to revise the rates of gratuity to Engineering Workshop employees seeks to further liberalize the existing rates, even beyond the rates for P.W.D. Workshop employees. That he has recommended that the D.P. has not

explained why he considers that a more liberal scale should be given for Engineering College workmen than that admissible to P.W.D. Workshop employees. The D.P. has not also indicated the probable extra cost involved by the revision of the existing scale of gratuity. Submitted that Estt. H. may first be requested to obtain information on the above points.



Am 00-7507 Pen / 6.2.50

With reference to Finance note above a draft memo to the D.P. is submitted.

Cera 11.3.50

mm 12/6/50

[Issued as Memo. No. 31439-7/49 g.d. 13-3-50.]
From the D.P. No. 74062/49 d. 22-5-50.

The D.P.'s letter d. 22-5-50 and the enclosure thereto may be perused. The information wanted by Fin. is contained in the Principal's letter. The file may now be sent to Fin. u.o. for further remarks.

Edn. u.o. 3439-8/49 g. dated 16-6-50



Finance (Pen.)

The case relates to the proposal to enhance the rates of gratuity admissible to the workshop employees in the College of Engineering, Guindy. The Finance note on pp. 2-3 above and the letter from the Principal, College of Engineering, Guindy on pp. 23-25 C.F. may be perused. The Principal has stated that

X

19/7/50

H.M. (Pw)

H.M. (Fin)

H.C.M.

The proposal at X prepage may be approved. After orders are passed Sri. Sarma will be given a suitable reply.

19.7.50

H.M. (Pw)

M.B. 19.7.50

H.M. (Fin)

P.L.A. 21.7

H.C.M.

1/2/50

A draft order and a draft letter are submitted below for approval.

1/8/50

1.8.50