

ORDINARY MS.

G.O., No. ~~430~~ 338A.

Dated 14. 4. 97.

INDEXED.

[Despatch Abstract.]

Regarding the Supt. Govt. Press, to permit
dismissed employees as a matter of
to return to work, and to inform
that on their obeying the order
their petitions before Govt will be
considered.

Public (1897) Department.

Financial
This is Financial. CURRENT No.

766
754

3.0.13

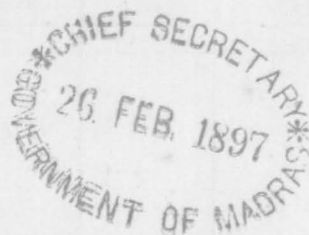
5/3/97

Recd Cusd 24 3.97

26.3.97

Papers obtained

Adm. 5-3-97
3-3-97



From

The Superintendent,
Government Press,
Madras

ders:

The Supdt. submits an appeal
the Press men and Machine
of the Govt. Press in which
pray for a reconsideration
No. 634 Fint. of 2-12-96
stopping overtime allowances.
Supdt. has dealt with
prayers of the petitioners
his covering office etc

No. 882

Dated 25th February 1897

Received 26

Registered 26

Enclosures One.

Spare copies

SUBJECT.

Submits with recommendation
a memorial from the Pressmen
and Machine men of the
Govt. Press for the renewal
of overtime allowances, etc

6a.

This is for Fint. The memorial for
a reconsideration of Fint for 634
stopping overtime pay none given
are available now

The papers noted in this Ct are
taken out for Cusd 4110 + 2000
with the new with Ct.
12/3/97

BACK PAPERS.

G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.

To
The Right Honorable
The Governor in Council
Fort St. George.

The humble Memorial of
the undersigned Pressmen and
Machinemmen employed in the
Government Gazette Press Mint
Buildings, Madras—

Most Respectfully Sheweth

1. — That when the late Mr. Smith was the
Superintendent and Mr. Morgan his Deputy
in the above said Press Government having under-
taken considerable work in the Mofussil and
Registrars Office necessitated extra hands
being entertained to carry out. Said when it having
been found by the above Superintendents that
the work turned out by these extra hands was
very rough and inferior those Officials addressed
Government and suggested that the extra hands
be done away with and the work be given
to your Memorialists as Overtime who kindly
accorded their Sanction and ever since then
and up to April 1896 Memorialists were carrying
out the overtime work much to their advantage
very quickly and satisfactorily—

na
The 26/5

... Mr. Will
or payment of the overtime work, which he
promised to do and they renewed their application
from April to September 1896 and the reply
Memorialists received was that he would address
Government on the matter and obtain Sanction
and by holding out such promise and encourage-
ment, exacted a good deal of overtime work
from Memorialists, after which to their utter
dismay and extreme regret he informed them
that Government declined to sanction the
payment for overtime.

3. That although the regulated hours of attendance
is from 9 A.M. to 5 P.M. Memorialists have to
attend from 6 A.M. on Gazette days, and at
7 or 8 A.M. on other days and work up till
7. 8. 9 and even so late as 10 P.M.

4. That during these long 12 hours Memorialists
work is indeed very very laborious inasmuch
as they have to be the whole time standing on
their legs and have to make from 800 to 1000
impressions per day, and likewise to handle
a very heavy Press, which weighs about 10 or 15
pounds, and Forms which weigh about 110 lbs,
hence when Memorialists go home they are
quite fatigued and unfit for any thing, While
the matter rests thus where is the encouragement
given to your Memorialists? which in the
name of justice should be done, instead of
which discouragement is substituted.

unfortunate ... they ...
holidays allowed by a Hindu Government.

6. That Memorialists (some of whom live
at a great distance) reach their houses so
very late and partake of food, that there is
no time for digestion and naturally get ill
and should they attend a little late or be
absent they are threatened with fine & dismissal.
Memorialists are treated more like Beasts
than humane beings, and Beasts are far
more lucky for they are pitted and
cared for by the Society for the Prevention
of Cruelty to Animals.

7. That Memorialists respectfully submit that
the Establishment of this Department has
not been re-organised since the time of the
late Superintendent Mr. Smith, while all the
other Departments have been. Moreover
the present Superintendent brought out
some machines &c. when instead of obtaining
Government sanction for extra hands to
work same he has curtailed the salaries of
of Memorialists and utilized the amount
in taking fresh hands the result being that
the Establishment has been increased at
the expense of Memorialists. The only thing
the Superintendent did was that he obtained
sanction for a small amount which he

... all of the
superintendent strongly addresses
Government on Memorialists behalf and
lays before them their deplorable case for
their kind consideration Government will
met out justice to Memorialists because
they are serving under a kind noble
Christian and benovolent Government
this the Superintendent will not do, which
constrains Memorialists to submit this appeal.

Under all the aforesaid circumstances
Memorialists very humbly and respectfully
Pray

I. That this their Memorial will be
received and Considered

II. That the kind Government will be
graciously pleased to (1) sanction the
payment of overtime and order
same to be continued (2) That your
Memorialists salaries be ordered to
be increased. (3) That Memorialists
be allowed a few hours rest after
overtime work and for such further
or other orders as to Government
may deem fit, and the nature of
Petitioners case may require.

Anxiously

Anxiously Hoping the kind Govern-
ment will be pleased to grant all
or any of Memorialists earnest
importunity, which if granted
Petitioners, as in duty bound,

Will Ever Pray

has
January
1897

C. J. H. H. H. H. H.

W. B. H. H. H. H.

R. B. H. H. H. H.

W. B. H. H. H. H.

and others.

No. 882

Govt. Press, Madras,

25th February 1897.

Office Note

In forwarding the accompanying memorial from the Pressmen and Machinemen in the Govt. Press regarding (1) the stoppage of overtime allowances from 1st April 1896 when working extra hours, (2) soliciting an increase of salaries, (3) desiring a few hours rest after overtime, the Supt. submits the following report upon the same.

2. (a) As regards (1) the stoppage of overtime allowances for work done beyond the regular hours of business, the Supt. submits that it is impossible to entirely do away with overtime work in a printing office, and that the overtime work is unavoidable in the press and machine department when striking off the Gazette, and when special work has to be completed within a given and generally very short time, and these extra hours are thus beyond the control of the press employes, no matter how hard they may work. The work in the press and machine dept. is laborious and the wages paid are for an ordinary day's work, and not for an unlimited number of hours.

are principally drawn from the cooly class, they are in charge of valuable machinery, and care, accuracy, and finish are required from them; they have to pay for spoiled paper, etc., so the wages drawn cannot be considered excessive for a day which may extend to 11 hours, and it is submitted that to expect longer hours for an ordinary day's wage, is a great hardship, and is not in accordance with the system adopted in private printing offices and in the other Govt. Presses in India and Burma. This stoppage of overtime is practically equivalent to reducing the pay of these men by 17½ per cent. on an average.

(b) As far as the press and machine men are concerned, it will be seen from the statement in the margin that the salaries paid are only about the average of similar workmen in private presses doing the same class of work, who are invariably paid overtime for extra hours.

(c) Only two men (the press maistry and the machine maistry) are eligible for a superior service pension from the date of promotion to Rs. 15 and upwards; the other men are only

Press	Machine men	Talkers	Press men
Addison & Co.	Rs. 20 to 13	Rs. 8½ to 6	Rs. 20 to 13
S. P. C. K. Press	" 16 to 12	" 8 to 7½	" 11½ to 8
Laurence & Kellum Press	" 17 to 8	" 6 to 5	" 12 to 7
Madras Mail	" 14 to 12	None	" 12
Madras Times	" 12 to 10	" 7	" 10
Govt. Press	" 16 to 10	" 8 to 7	" 15 to 9

* not employed for a full day

G
G.O., No. 634 Finl., dated 28th September 1896

pension after 30 years' service.
3. (a) In para 1 of the Accountant General's letter, No. 1900, dated 22nd June 1896*, it is stated - "These allowances had hitherto been included and drawn in the bill for 'Piecwork Establishment' of the press and this office, therefore, had no means of finding out that they were overtime allowances to Permanent Establishment of the Press." In reply to this the Supt. submits that there must have been orders in former years by Government, or by the Chief Secretary, or by the Supervisor, for including under the head of "Piecwork Establishment," the piecwork wages of compositors, overtime charges for the permanent establishment, and salaries for the temporary establishment, otherwise exception would have been taken to it by the Accountant General's office long ago. No such order, however, is on record in this office, as at that time the press was more closely connected with the Chief Secretariat.

(b) Overtime has been paid for extra hours worked since August 1865; and from December 1876 up to 31st March 1896 in the "piecwork abstract bill" forwarded to the Accountant General monthly for payment, the payment of overtime to the establishment has always been

To overtime to Examiners,
 Pressmen & Machinemen,
 Binders,
 and no exception has ever been taken
 to it by the Accountant-General's
 Office, although it is evident that
 the payments must have been for
 permanent establishment, there being
 none of these classes of men on
 piecework. There can be no overtime
 to pieceworkers who, of course, are
 paid only for what they do irrespective
 of the number of hours worked.

(C) The overtime charges
 have been regularly shown in the
 Press Annual Reports from 1877-78
 in the general statement, and
 from 1889-90 they have been shown
 in statement No. 3 for each dept.

4. In para 2 of the Accountant
 General's letter quoted above he
 states — "With regard to the second
 point, I beg to invite attention to
 article 88 of the Civil Service Regulations
 which states that the whole time of
 an officer must be held to be
 paid for by the State and that
 he may be employed in any manner
 within his own branch of duty without
 claim for additional remuneration."
 The Supt. has been in communication
 with the eight Superintendents quoted
 in the margin, and from their
 replies it appears that overtime is
 paid for printing the Gazette and

G

- Supt., Govt. Printing in India.
- " Bengal
 - " Govt. Central Press, Bombay
 - " Govt. Press, A. N. S. & Oudh
 - " Chief Commr's Press, C. P. K.
 - " Punjab Govt. Press, Lahore
 - " Assam Secy. Printing Press
 - " Govt. Printing, Burma

India sanctions the budget allotment
 for overtime for the Supt. of Govt. Printing
 in India, and the respective Local
 Governments, without reference to the
 Govt. of India, sanction the other
 allotments annually. It is
 therefore submitted that the articles
 88 and 91 of the Civil Service Regulations
 cannot be applicable to the Govt.
 Printing Presses, they being technical
 industries for which overtime is
 unavoidable in the interest of
 Govt., and he respectfully solicits
 that Govt. will be pleased to reconsider
 their order in G.O. No. 634 Financial,
 dated 28th September 1896, and
 permit overtime to be paid to the
 permanent employees in the several
 depts. of the press as heretofore.

H

B

5. Since the order of Govt.
 conveyed in G.O. No. 825 Financial,
 dated 2nd December 1896, the Supt.
 has had considerable difficulties
 in persuading the workmen to
 work longer hours than from 9 a.m.
 to 6 p.m., and unless some con-
 sideration is shown by way of
 overtime allowances, he fears that
 there will be more friction in the
 future and that a combined effort
 may be made at a fitting opportunity
 to stop the outturn of some specially
 important or urgent work which
 will cause loss and considerable
 inconvenience to Government.

6. With reference to para 5 of the petition it is submitted that the pressmen get as many holidays as possible, but never more than half the number usual in other Govt. offices, as the state of the work will not admit of it. Even when the machinemmen have leave advantage is taken of the stoppage to clean the boiler and engine.

7. As regards (2) soliciting an increase of salaries, the Supt. submits that the assertion of the men in para 7 is incorrect as shown by the following figures; and no recommendation is made on their behalf, unless Government are pleased to sanction a general increase in compensation for loss of overtime.

	1862		1873		1885	
	No.	Rate of Pay Rs.	No.	Rate of Pay Rs.	No.	Rate of Pay Rs.
Pressmen	2	14	2	14	2	14
"	18	12	23	12	23	12
"	10	11	10	11	10	11
"	6	10	6	10	16	10
Lukers	34	8	27	8	24	8
Wheelers	3	8	3	8	3	8
"	22	7	38	7	43	7
Total		864		980		1091

In 1888 the press and machine men were graded separately for purposes of promotion without a reduction in strength or salaries.

	1888		1891		1896			1888		1891		1896	
	No.	Rate of Pay Rs.	No.	Rate of Pay Rs.	No.	Rate of Pay Rs.		No.	Rate of Pay Rs.	No.	Rate of Pay Rs.	No.	Rate of Pay Rs.
Machine Ministry	1	14	1	14	1	15	Machine Ministry	1	15	-	-	1	16
Machine men	-	-	-	-	4	13	Machine minder	-	-	-	-	3	14
"	15	12	14	12	11	12	"	-	-	1	13	3	13
"	8	11	8	11	8	11	"	9	12	7	12	6	12
"	5	10	5	10	6	10	"	2	11	2	11	4	11
"	6	9	7	9	6	9	"	5	10	6	10	7	10
Lukers	9	8	6	8	10	8	Taker-off	5	8	2	8	2	8
"	25	7	28	7	25	7	"	-	-	4	7	2	7
Total		633		627		656	Forme Carrier	-	-	-	-	2	7
							Wheelers	22	7	-	-	-	-
							Laymen on	-	-	2	8	7	8
							"	-	-	12	7	11	7
							Total		389		323		446

8. As regards (3) desiring a few hours rest after overtime, the Supt. submits that this is an unreasonable request, as the object of working overtime will often be defeated by such rest. With the change in time of issue of the Gazette from Wednesday early morning to midday on Wednesday, the men do not work later than 9 p.m. on the Tuesday.

on the Wednesday morning,
care being taken not to work
them later than 6 p.m. on the
Wednesday.

9. As regards the question
of payment of overtime and the
hours worked by the pressmen
and machinemen, the Supt. submits
that with the extra machines^{sanctioned}
in G.O. No. 445 Financial, dated
11th June 1895, and machines
purchased yearly from the
annual plant allotment, and
with the further change made in
the time of issue of the Fort St.
George Gazette sanctioned in G.O.,
No. 906 Public, dated 4th November
1895, the hours worked monthly
by these men have been reduced
to a minimum and the amount
of overtime was reduced by 50
per cent.

	1895	1896
Overtime earned	Rs. 2,857	Rs. 1,456
from January to September		

R. Hill

Superintendent

The Chief Secretary
to Government.

Note for the S.A.

Reported on my return
from leave to be lying over
Cm

* abstract is
put up.

C.W. 754 of '97 is submitted
to the SA. It was, in the first
instance, shown to Mr. D. Cruz.
As the f.O.s quoted in it were
taken out for Public C.W. 4110
of '96 which is now with the
Chief Secretary the file was
directed to be kept back in
the Ref Dept until the f.O.s
are available.

ff 24/3/97 Subd to the C.S.

Cm
24.3.97

Public (1897) Department.

CURRENT No. 1337



From

The Superintendent
Government Press
Madras

No. 1430

Dated 3rd April 1897

Received 4
50 fuk 45 } D.O.
Registered 5

Enclosures

Spare copies

SUBJECT.

Forwarding report ^{showing the} ~~with~~
reasons for dismissal of
111 press and machine men
on the evening of 31st March
1897.

BACK PAPERS.

G.O.	No.	Department.	Date.

FURTHER PAPERS.

G.O.	No.	Department.	Date.

No. 1430

Government Press,
MINT BUILDINGS, MADRAS,
3rd April 1897.

OFFICE NOTE.

The Supt. Govt. Press submits the following report showing the reasons why he dismissed 111 press and machine men on the evening of the 31st March 1897, thereby causing a delay in outturn of work and which may continue for a week longer.

2. On presentation of the overtime bill for April 1896, the Accountant General took exception to this overtime charge. He passed the bill under protest, and I referred the question to Govt. pointing out that overtime allowances were provided for in the Budget. After some correspondence it was ordered by Govt. that overtime should be stopped entirely from 1st May 1896.* Three petitions were forwarded to Govt. asking for payment of overtime up to date of issue of order, but this was refused.† During the Christmas holidays I

* Office note, no. 730, dt 27-5-96;
G.O., No. 634 Financial dt 28-9-96
H

† Office note, no. 3117 dt 4-11-96;
G.O., 825 Finl. dt 12-12-96 B

they would not work beyond the office hours (9 a.m. to 5 p.m.) unless overtime was paid to them for extra hours worked as was done previous to May 1896. It was pointed out to the men that with the extra machines recently received overtime payments would have been about one-half only of former payments. They said they desired those payments to be made. On my advice they said they would continue to work the hours required, and would memorialize Govt. on the subject. A memorial was prepared, and I forwarded it on with an office note* in which I remarked upon the objections taken by the Accountant General, and pointed out that overtime was paid by Govt. in all other provinces, and solicited that overtime payments should be made to the men.

3. During last month (March) the men began to think that Govt. were delaying their reply on my advice, as no reply was received. I told several of them individually

* No. 882 d, 25-2-97. | Ind. C. N.

petition for favorable consideration, that it would be detrimental to their interests to make any difficulties during this the very busy month of the year, and that a reply would be given before long. 4. On the evening of Friday the 19th March an order was given to attend at 7 a.m. on the 20th for urgent work, and clearing off arrears. The men came to the press premises at 7 a.m. but did not enter until 9 a.m. In the afternoon I called up the senior men and told them that to disobey orders and hinder work would not be borne by Govt., and advised them to await the reply to their memorial. On Wednesday the 24th I saw the Chief Secretary and told him the above particulars. I also stated that I was sure discontent existed with the men in the other depts., and if disobedience of orders succeeded with these press and machine men, the other men were likely to follow in the same way by refusing to work late when required, the working late being required in the composing and examining departments.

5. Orders were given to attend at 8 a.m. on Monday the 29th, but the men did not enter the office until 9 a.m. In the afternoon I spoke again to some senior men of whom I know their names.

They said they were resolved to regulate the outturn of work in their dept., they complained about the overseer not arranging for the work properly (an excuse only, as no working late is undertaken without the orders of the Supt. on a statement of work made by either the Deputy or Asst. Supts., and which is known to the men), they said they would work late on Tuesday evenings to the time ordered, and attend at 6 am. on Wednesday mornings, to ensure no failure in the issue of the Gazette on Wednesday afternoons, but that on all other evenings and mornings they would work from 9 am. to 5 pm. I told them they would not be allowed to control the outturn of work and hours of attendance, that severe measures would be adopted towards them, if they persisted in defying orders as regards hours of attendance, that it was the exception when they attended at 9 am. and left at 5 pm., that in working from 8 am. to 6 pm. or 7 pm. no overtime was ever paid to them for those two or three hours; that the Factory act in no way regulated the hours of attendance of adult men, that the Spinning and other factories under the act worked their men from 6 am. to 6 pm.

(12 hours), that since the overtime had been stopped they only attend at 6 am. on Wednesday mornings, and that when they (all or in part) worked after 6 pm. it was only on occasions when urgent work demanded it. I appealed to them to await the orders of Govt. on their petition. At 5 o'clock all the men, excepting the men at two presses working for the Gazette, left off and met at the gate. I went downstairs, and appealed to them to return to their work. They said they would regulate their own hours of attendance and left in a body.

6. On Tuesday I saw the Chief Secretary and pointed out the seriousness of the position, and its consequences in the other departments.

7. On Wednesday the Chief Secretary and Mr Davidson visited the press, but the men made no appeal to the Chief Secretary. About 4 pm. I issued a notice directing these men to work until 6 pm. and to attend at 8 am. on Thursday morning owing to urgent work on hand. I also warned them to work up to 6 pm. and attend early; if the order was not attended to the Supt would deal severely with them. At 5 pm. the whole of the men stopped work ~~they were now in~~ ^{they were now in}

* excepting maistries and men in Confidential room

and left the office. At 6 p.m. I put up the following order:—

"In consequence of the deliberate disobedience of the orders of the Supt. by the whole of the press and machine men in leaving the office at 5 p.m. instead of working on till 6 p.m. this day, notwithstanding the warnings given to them on the 19th, 20th, 29th and 31st instant, causing a delay of work on each occasion, the Supt. dispenses with the services of all the undermentioned men from the evening of the 31st March 1897."

(111 names on list.)

8. I quote the office rules regarding hours of attendance, and overtime when payment was made for the same.

"Attendance—from 9 a.m. to 5 p.m. When there is an abundance of work, the general time will be from 8 a.m. to 6 p.m. for which orders will be issued. For the outturn of urgent work the whole or a portion of the department will attend at, and remain until, the time directed by the Superintendent."

"Overtime is not paid for work commenced after 7 a.m., nor is it paid for work done from 5 to 7 p.m., i.e., not less than two hours' overtime is paid before 9 a.m., and it does not commence till after 7 p.m. Only then on the home-made and on time work."

account are paid overtime, at the rate of their wages.

"In the press and machine department when work begins at 8 a.m. and continues until 10 p.m. one hour's overtime is reckoned from 8 to 9 a.m.; on other occasions the rule regarding overtime is followed."

9. Before the Chief Secretary left the press on Wednesday the position was discussed. I remarked that if the reply of Govt. to the memorial was against the men, a strike was most likely to follow, as these men were very determined upon the subject; that I could not allow these men to fix their own hours of attendance pending a favourable or other reply to the memorial; that such a state of things would mean in a few days a refusal from some of the other depts, and my appealing to them to get the work out; my position then would be an impossible one.

10. I advised dismissal of these men on next refusal to work late. If Govt. resolved to refuse the overtime allowances, it was better to fight out the attendance question at once than to show weakness and allow the other departments to openly show their dis-

and defiance later on. The
chief secretary agreed to support
my action.

R. Hico
Superintendent

To
The Chief Secretary
to Government.

C. No. 3 1327 Feb. 7 54 Phil.

- H. E. THE GOVERNOR.
- THE HON'BLE MR. BLISS, C.I.E.
- THE HON'BLE MR. GROSE, C.I.E.

SUBJECT.

Memorial from the Pressmen & of the Govt. Press for the renewal of overtime allowances &c.

FOR ORDERS.

Whether the men are in the right or not in regard to payment for overtime, is a separate question. But there was no doubt in the camp in this instead of waiting for an answer to their petition - ~~that~~ the fact that they are not workmen, but men on regular wages, makes their action the more reprehensible. I think that Capt. should be told to offer them opportunity of returning to work, ~~by~~ ^{by} ~~the same~~ ^{the same} ~~warning~~ ^{warning} them that until they have done so their petition will be considered; & that he should put the result before any further action is taken.

RS
874/97

The Memorial from the pressmen is dated the 1st Feb. 1897. It will be seen that they waited (see Mr. Hill's Report of 3rd April 1897), till the 19th March 1897, (more than six weeks), before doing anything. They were then told to come

I submit for orders a petition presented by certain machine & Press men of the Govt. Press praying for recommendation of G.O. No. 534 dated 28th Sept. 1896 which authorized the payment of overtime to all employees of the Press. These men are the hands who work ^{stand} the main and hand machines and I have satisfied myself by a personal inspection that working during the office hours is much as much as one would find of handwork they have to stand all day - excepting during the dinner hour, and with that exception - are more ^{on their feet} ~~working~~ ^{at work}.

I was absent on leave when the order regarding overtime was passed and was not aware of it until another matter - piece work - came up: it then came under notice after the order the regular office hours papers &c.

C 12/4/97. C 874/97. C 874/97. R 874/97. R 12/4/97.

which he sent on the Press of the Govt. of India, and took into the working of the Press as he considered it unsatisfactory.

On the 24th March Mr. Hill came to see me on certain matters connected with the Press arrangements and then mentioned that there was much dissatisfaction as regards the overtime order, that the men had trouble with the men, that they had once stopped work but had been started to work warning him however that if they did not receive a favourable order with regard to a petition on the subject which they had sent up that they would strike. I then learned that the petition which is the one submitted had been sent up by Mr. Hill had been on the 26th Feb and that the references had kept the paper back considerably because some references which they wanted were in the Press work file with me. I arranged with Mr. Hill that I would visit the Press on the 31st and see for myself what they had to do and would if they made any sign speak to them. I got up the

reference file on the Monday or Tuesday having talked with Mr. Hill on the latter day

came at 9 a.m. on the 20th March 1897. They did not, but did not start work until 9 a.m. the regular hour. On the 21st March 1897 they left at 5 p.m. the regular hour; they did the same on 31st March 1897. On the evening of that day, they were dismissed. They then waited for more than six weeks in answer to their Memorial, not getting one. They took action themselves, much action being confined, however, to refuse to work outside the authorised hours. On the whole, I think the men have shown considerable patience and forbearance; and I must say, not think the order of the 28th Sep by which the payment of overtime was continued, - can be justified. I consider, to be regretted that an order of great importance, affecting such a large number of men, should have been issued without authority of my Hon. Member. It is regretted that earlier notice would have been given of the appeal of the Memorialists. The 1st Feb. 1897.

It remains now to be considered whether

H. E. THE GOVERNOR.
THE HON'BLE MR. BLISS, C.I.E.
THE HON'BLE MR. GROSE, C.I.E.

C. No.

SUBJECT.

FOR ORDERS.

should be done. The Hon. Mr. Bliss recommends that these press men should be offered an opportunity of returning to work, before their petition could be considered by Govt. Mr. Bliss means not to have noticed that this is a case of 'about', not of a 'strike'. I think the dismissal order should be cancelled, and the men allowed to resume their work. As regards the matter of overtime payment, I think, if Mr. Hill can get after a week, that the men are willing to go on quietly, - that it should be favourably considered. Mr. Hill should be desired to submit the conditions of the overtime payment.

7-4th 10.4.97

the men refused again

anything until I had seen the Press which I did on the 31st. I remained there some time and inspecting everything. The men were quick and long on with their work steadily and after consulting Mr. Hill I decided not to take the initiative in saying anything. As I considered that whatever damage might be my own or Mr. Hill's opinion as to the order regarding overtime we were bound to try to give effect to it. I after talking matters carefully over with Mr. Hill decided that if the men did strike as they threatened to do the experiment of looking out and doing work at the Post Office and Mr. Hill's hands as we could pick up men to be tried. The men struck that evening as the Gazette was being struck off and a demand was made for work considerably

[G.]
25
1,000-14-12-96.

C. No.

SUBJECT.

H. E. THE GOVERNOR.
THE HON'BLE MR. BLISS, C.I.E.
THE HON'BLE MR. GROSE, C.I.E.

FOR ORDERS.

within his own branch of duty without claim
for additional remuneration) to the G. O. Haged
which contains a letter from the Gov. of
India on the subject of overtime in the marine
dept. It will be observed that this letter refers
entirely to the superior officers of the marine dept
and grants it to the subordinates and the working
men. I suspect then of supporting the AG's con-
clusion in the case of the Press it does exactly
the reverse. ~~It is a matter of course that the Press
men are not entitled to overtime pay unless they are
employed in the Press at the time when the overtime
is worked.~~

The office hours as notified by the Govt under
the Factory Act are as already stated of the
fact they are practically from 8 AM
to 5 PM. and any other when a heavy job
is in hand & there is a press of work the

* In the Press of the G.O.
They are 10 to 5.
As regards overtime here please
see 5 p. 3 of the book
put up.

had ordered attendance at an early hour on
Thursday and as the men ~~did not~~ come he
"locked them out".

The men who have struck are the machinists
& Press men of whom there are 127. One hundred
and eleven of these have actually been
locked out. They are all on monthly wages.
Under orders of the Factory Inspector the
Superintendent has had to keep up all
the going of the Press, the working hours
of the Press which are nominally from
9 AM to 5 PM but which are in
reality by much more. In the whole
the men are familiar with until over-
time was stopped he was troubled him-
self about it. Overtime having been stopped he has had to

the machine & Press men who are the
back of the hand to knock off work and
the fact as a rule to be put on to do,
naturally objected to working often very
much over the hours as stated in the Notice
at the door of the Press is those of
business. The Act, which has in this
letter Haged's ^{in the} quoted Art. 88 of the
C.S.R. and ^{in the} in support of
what is stated in these articles (that the
whole time of an Officer must be held
to the public for the State and that

and again looking proper or
issued by the Govt. Under the
circumstances he could do no
less than dismiss them. The
dismissal was right & I do
think it should be cancelled. In
the circumstances, however,
men should be allowed as a matter
of grace to return to work
on the condition that they
will obey the overtime
& informed that if they do
their fate will be duly
considered.

JG
12/4/97

8 the 6 the day the men for no overtime
but they did not grumble at this as they
received it when these hours were much
needed

I submit below the reply of the Dept to
the question which I put to him - "What
over time would a man get who came
to work at 7 AM and left at 8 PM?"
The reply is,

- "A man attending at 7 AM would get
- "two hours overtime for working from
- "7 to 9 AM and he would get one hour
- "for working from 7 to 8 PM. Total three
- "hours overtime is paid for work
- "done between 5 & 7 PM. The reason for
- "no overtime payments for work done
- "between 7.30 or 8 to 9 AM is that to prevent
- "workmen and business making overtime
- "by delaying work during the day time.
- "The same reason for no overtime being
- "allowed between 5 & 7 PM."

It will be seen from this that the way
in which overtime was worked can
hardly be considered to have been on
a very fair scale and that to get
it at all a man had to do a very
heavy day's work.

The mode by which overtime was calculated

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into daily and during that by night,
the amount of overtime which was paid
during the last year that it was drawn
was Rs. 564. of which Rs. 3133 went
to Press & Machine men.

Mr. Hill considers that if overtime was allowed
to the Press & Machine men there would
be no further trouble and this would justify
the case as these are the men who have as
a rule to work the longest hours. Their
pay is contrasted with that of Rawl's Presses
in London, at the Page of the 8th Nov. 1899
The Superintendent has ascertained that
overtime is paid to every work Press in
British India and states that it is paid
in all private presses.

The request for a reconstruction of the order
stopping overtime seems a reasonable one.
The demand for higher wages of overtime

some hours last after looking over hours is
 as which does not call for any orders
 I submit herewith a report from the Supt
 with regard to the circumstances attending
 his looking out 111 men and machines
 here.

20
 6.4.97.

[G.
 24.]

890-241

C 12/4/97
 R 14/4/97

Memorial from the Re
 the Govt. Press for the
 Public DEPT

Papers to be read in proceedings:-

Again G.O., dated	189	, No.
Again G.O., dated	189	, No.
Current No. 754	Final of 1897, dated	, from
" " 1337	" 1897, "	, "
" " "	" 189 , "	, "

Σ

The Governor (as dissenting member)

Hon'ble Mr. Bloor C. 22

338 A.
 ORDER. No. 14/4/97
 9th

13.4.97

14/4/97

When the papers come up again,
 as no doubt they will, I should
 like to know how it was that the
 delay noticed by H.E. occurred in
 dealing with the man's petition of
 Feb 1. It was sent with me, for
 I disposed of the note below on
 the same day it reached me. I can
 assure that I had not noticed the
 delay for I did not go into the merits
 of the case, as regards overtime, when
 I wrote on the 8th inst.

14/4/97

The Govt. considers that the
 order of dismissal passed by the Supt.
 Govt. Press was, in the circumstances,
 entirely justified. The Superintendent
 will, however, be authorized to permit
 the dismissed employees to return to
 work as a matter of grace, on the con-
 dition that they will obey the over-
 time orders, and he will inform them
 that if they do so, their petition
 which is now before Govt. will be duly
 considered. Pending a further report
 from the Supt. no action will be taken
 on the petition.

From order
 majority

The Supt. Govt. Press

Some hours

189

DATED

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MEANT FOR DESPATCH

plied.
t only.
g only.