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GOVERNMENT OF MAHARASHTRA  
INDUSTRIES AND LABOUR DEPARTMENT



सत्यमेव जयते

REPORT OF  
THE NORMS COMMITTEE

PART II  
(Section A)



[Price—Rs. 12 or 13 s]

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INDUSTRIES AND LABOUR DEPARTMENT



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**PART II**

**(Section A)**



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## ENGINEERING INDUSTRY

In this industry the Committee adopted the same definition which was adopted by the previous 'Norms Committee for the purpose of classification of Awards Settlements and Agreements. The definition, is as follows:—

'Manufacturing (including Smelting, Refining) of Non-Ferrous Metals and Alloys in Basic Forms; Armaments; Structural Steel Products such as Joint, Rail, Sheet, Plate; Iron and Steel Furniture; Brass and Bellmetal Products; Aluminium Products; other Metal Products such as Tin can; Sundry Hardwares (including Agricultural Implements) such as G. I. Pipe, Wirenet, Nut, Bolt, Washer Screw, Bucket, Cauldron, Cutlery; Enamelling, Galvanising, Plating (including Electroplating), Polishing and Welding of Metal Products; Manufacturing, Assembling, Repairing, and Servicing of Machinery of all kinds including Transport and Electrical Equipments (e.g. Prime Movers, Boilers, Diesel Engines, Road Rollers, Machine Tools); Textile Machinery and Accessories; heavy Electrical Machinery and Equipment such as Motors, Generators, Transformers, Electric Lamps and Fans, Insulated Wires and Cables; Batteries; Electronic Equipments such as Radio Microphone, Electric Appliances and Apparatus; Locomotives, Wagons, Coaches, Tramway, and other Rail Road Equipment (such as Sleepers), Motor Vehicles of all types, Motor Vehicle Engine parts and accessories; Bicycles Tricycles and Accessories such as Saddle, Seat Frame, Gear; Water Transport Equipment such as Ships, Boats and Marine Engines; Air Transport Equipment including Aeroplanes, Aero-engines and other Transport Equipment such as Animal-drawn and Hand-drawn Vehicles.'

During the relevant period the Committee scrutinised and examined 509 awards and 413 settlements under the Industrial Disputes Act, 1947, and Central Provinces and Berar Industrial Disputes Settlement Act, 1947. The division-wise break-up of these awards and agreements/settlements is as follows:—

<i>Division</i>	<i>Awards</i>	<i>Settlements/ Agreements</i>
(1)	(2)	(3)
Bombay .. ..	450 ..	348
Poona .. ..	43 ..	54
Nagpur .. ..	16 ..	8
Aurangabad .. ..	.. ..	3
Total ..	509	413

The following list gives the names and references of 922 concerns to which these awards, agreements, settlements refer:—

Sr. No.	Name of the Concern	Reference
(1)	(2)	(3)
<b>AWARDS</b>		
<b>Bombay Division</b>		
		<b>Date and page number of Maharashtra Government Gazette, Part I-L</b>
1	The National Industrial Works, Bombay .. ..	22-1-59, (373-375).
2	Plasto Metals, Bombay .. ..	23-1-59, (Unpublished).
3	Inventors' Industrial Corporation, Pvt. Ltd., Malad, Bombay .. ..	12-2-59, (687-689).
4	Inventors' Industrial Corpn. Pvt. Ltd., Malad, Bombay .. ..	12-2-59, (687-689).
5	Steelage Industries Pvt. Ltd., Bombay .. ..	19-2-59, (720-722).
6	The Arc Brazier, Bombay .. ..	26-2-59 (896-898).
7	Mckenzie's, Ltd., Bombay .. ..	20-3-59, (Unpublished).
8	Bombay Reeds Mfg. Co., Bombay .. ..	30-3-59, (Unpublished).
9	Laxmi Engineering Works, Bombay .. ..	14-4-59, (Unpublished).
10	American Spring and Pressing Works, Bombay .. ..	16-4-59, (Unpublished).
11	The Metropolitan Springs Pvt. Ltd., Bombay .. ..	23-4-59, (1888-1897).
12	Premier Automobiles Ltd., (Machanite Foundry), Bombay .. ..	13-5-59, (Unpublished).
13	The Indian Hume Pipe Co. Ltd., Wadala, Bombay .. ..	21-5-59, (2161-2171).
14	Hydro (Engineers) Pvt. Ltd., Bombay .. ..	29-5-59, (Unpublished).

(1)	(2)	(3)
15	Murphy-Radio of India Ltd., Bombay .. .. .	18-6-59, (2674-2685).
16	Zenith Tin Works Pvt. Ltd., Bombay .. .. .	20-6-59, (Unpublished).
17	The Greaves Cotton and Co. Ltd., Bombay .. .. .	23-6-59, (530-589).
18	Ravi Industries Pvt. Ltd., Thana .. .. .	1-7-59, (Unpublished).
19	Bombay Metals and Alloys Mfg. Co. Ltd., Bombay .. .. .	2-7-59, (2840-2842).
20	Mckenzie's Ltd., Bombay .. .. .	9-7-59, (2994-2997).
21	G. G. Dandekar Machine Works Ltd., Bhivandi, Dist. Thana .. .. .	9-7-59, (2998-3015).
22	The British India Electric and Oxy-Acetylene Welding Co., Bombay .. .. .	20-8-59, (3684-3688).
23	Prabhat (Stove & Lamp) Products Co. Pvt. Ltd., Bombay .. .. .	3-9-59, (3880-3882).
24	Steeleage Industries Pvt. Ltd., Bombay .. .. .	24-9-59, (4181-4186).
25	National Conduits Pvt. Ltd., Dahisar, Bombay .. .. .	26-9-59, (Unpublished).
26	Sonawala Industries Pvt. Ltd., Kalyan .. .. .	1-10-59, (4319-4329).
27	Powers-Samas Accounting Machines (Sales) Ltd., Bombay .. .. .	17-10-59, (Unpublished).
28	National Surgical Instruments Co., Bombay .. .. .	29-10-59, (4801-4805).
29	Jeewanlal (1929) Ltd., Bombay .. .. .	5-11-59, (4845-4848).
30	Dadajee Dhackjee and Co. Pvt. Ltd., Bombay .. .. .	31-12-59, (5662-5678).
31	Mckenzie's Ltd., Bombay .. .. .	7-1-60, (1-9).
32	The Bharat Barrel and Drum Mfg. Co. Pvt. Ltd., Bombay .. .. .	14-1-60, (99-105).
33	Singer Sewing Machine Co., Bombay .. .. .	14-1-60, (106-113).
34	The Malleable Iron Steel Castings Co. Pvt. Ltd., Bombay .. .. .	21-1-60, (220-225).
35	Chicago Telephone and Radio Co. Pvt. Ltd., & The Eastern Electric and Engineering Co., Bombay.	28-1-60, (322-330).
36	The Oriental Metal Pressing works Pvt. Ltd., Bombay .. .. .	4-2-60, (437-443).
37	The Model Engineering Works, Bombay .. .. .	18-2-60, (616-621).
38	M/s. Hakimrai Jaichand, Bombay .. .. .	18-2-60, (638-641).
39	(1) Kamani Engineering Corp., Bombay .. .. .	25-2-60, (797-800).
	(2) Kamani Metals and Alloys, Ltd., Bombay.	
40	The Alcock Ashdown and Co. Ltd., Bombay .. .. .	25-2-60, (780-792).
41	The International General Electric Co. (India), Pvt. Ltd., Bombay .. .. .	25-2-60, (801-805).
42	Guest, Keen, Williams Ltd., Bombay .. .. .	25-2-60, (Unpublished).
43	Structural Engineering Works Ltd., Bombay .. .. .	29-2-60, (Unpublished).
44	Mckenzie's Ltd., Bombay .. .. .	17-3-60, (1074-1075).
45	Mckenzie's Ltd., Bombay .. .. .	24-3-60, (1168-1171).
46	Adrema Ltd., (Bradma of India Pvt. Ltd.) Bombay .. .. .	7-4-60, (1362-1370).
47	Mckenzie's Ltd., Sewree, Bombay .. .. .	8-4-60, (Unpublished).
48	Adrema Ltd., Bombay .. .. .	21-4-60, (1483-1485).
	Bradma Ltd., Bombay.	
49	(1) The Mazagaon Dock, Pvt. Ltd., Bombay .. .. .	21-4-60, (1486-1489).
	(2) The Richardson Cruddas Ltd., Bombay.	
	(3) The Alcock Ashdown & Co. Ltd., Bombay.	
50	The National Machinery Mfg. Ltd., Kalwa, District, Thana. .. .. .	26-4-60, (Unpublished).
51	The Hind Cycles Ltd., Bombay .. .. .	28-4-60, (1635-1796).
52	Quadri Tin Factory, Bombay .. .. .	28-4-60, (1801-1804).
53	Mazgaon Tin Factory, Bombay .. .. .	19-5-60, (81-84).
54	Heatly and Gresham Ltd., Bombay .. .. .	19-5-60, (85-88).
55	Latham Abercrombie and Co. Pvt. Ltd., Bombay .. .. .	23-5-60, (Unpublished).
56	Structural Engineering Works Ltd., Bombay .. .. .	26-5-60, (196-201).
57	The Saurashtra Engineering Corporation, Pvt. Ltd., Bombay .. .. .	26-5-60, (206-208).
58	Gaument-Kalee Pvt. Ltd., Bombay .. .. .	2-6-60, (272-280).
59	The Greaves Cotton & Co. Ltd., Bombay .. .. .	3-6-60, (Unpublished).
60	Recondo Pvt. Ltd., Bombay .. .. .	7-6-60, (Unpublished).
61	Hima Spun Pipe Co., Bombay .. .. .	9-6-60, (381-386).
62	Hima Engineering Co., Bombay .. .. .	9-6-60, (398-402).
63	The Ruston and Hornsby India Pvt. Ltd., Bombay .. .. .	15-6-60, (Unpublished).
64	Greaves Cotton and Crompton Parkinson, Pvt. Ltd., Bombay .. .. .	16-6-60, (Unpublished).
65	The Greaves cotton and Co. Ltd., Bombay .. .. .	23-6-60, (530-589).
66	M/s. Hakimrai Jaichand, Bombay .. .. .	30-6-60, (658-660).
67	The American Spring and Pressing Works, Bombay .. .. .	30-7-60, (Unpublished).
68	The Asha Engineering Industries, Pvt., Ltd., Bombay .. .. .	4-8-60, (Unpublished).
69	Bombay Cable Co. Pvt. Ltd., Bombay .. .. .	10-8-60, (Unpublished).
70	The Mazgaon Tin Factory, Bombay .. .. .	11-8-60, (999-1000).
71	The Indian Hume Pipe Co. Ltd., Bombay .. .. .	11-8-60, (1001-1014).
72	Bharat Bijlee Ltd., Bombay .. .. .	17-8-60, (Unpublished).
73	The National Machinery Mfgs. Ltd. Kalwa, District Thana .. .. .	25-8-60, (1191-1192).
74	National Machinery Mfg. Ltd. Kalwa, Thana District .. .. .	15-9-60, (1350-1356).
75	Lalubnai Naraindas Metal Factory, Bombay .. .. .	22-9-60, (1411-1412).
76	The M. Electrical and Mechanical Appliances Pvt. Ltd., Bombay .. .. .	29-9-60, (1481-1483).
77	The Sanghi Motors (Bombay) Pvt. Ltd., Bombay .. .. .	29-9-60, (Unpublished).
78	The Sohal Engineering Works, Bombay .. .. .	18-10-60, (Unpublished).
79	Jeewanlal (1929) Ltd., Bombay .. .. .	20-10-60, (1764-1768).
80	M/s. Fali & Homee Bros., Bombay .. .. .	20-10-60, (1773-1777).
81	The Hind Cycles Ltd., Bombay .. .. .	10-11-60, (1919-1930).
82	Standard Drum and Barrel Mfg. Co., Bombay .. .. .	17-11-60, (2877-2885).
83	The French Motor Car Co. Ltd., Bombay .. .. .	28-11-60, (Unpublished).
84	Saurashtra Engineering Corporation Pvt. Ltd., Bombay .. .. .	1-12-60, (3030-3034).
85	Bharat Cables Pvt. Ltd., Bombay .. .. .	8-12-60, (3092-3095).
86	The Hind Cycles Ltd., Bombay .. .. .	8-12-60, (3096-3099).
87	The Upadhyaya Electrical Industries Pvt. Ltd., Bombay .. .. .	15-12-60, (Unpublished).
88	Elex Sales Corporation, Bombay .. .. .	29-12-60, (3361-3363).
89	G. B. Tapkire Brass Factory, Nasik .. .. .	5-1-61, (1-7).
90	The Ruston Foundry, Bombay .. .. .	5-1-61, (Unpublished).
91	The Fargo Mantle Products, Bombay .. .. .	12-1-61, (109-111).

(1)	(2)	(3)
92	Fraser Turner & Co., Bombay	19-1-61, (221—224).
93	Lans Metal & Enamel Works Pvt. Ltd., Bombay	19-1-61, (237—242).
94	The Garlick and Co. Pvt. Ltd., Bombay	19-1-61, (243—248).
95	M/s. A. J. Bros., Bombay	2-2-61, (349—352).
96	The Premier Automobiles Ltd., Kurla, Bombay	16-2-61, (458—475).
97	Balmer Lawrie & Co. Ltd., Bombay	16-2-61, (Unpublished).
98	The Premier Automobiles Ltd., Kurla, Bombay	15-3-61, (1170—1191).
99	Anglo American Marine Co. Pvt. Ltd., Bombay	23-3-61, (710—717).
100	M/s. Hakimarai Jaichand, Bombay	6-4-61, (855—861).
101	The East Asiatic Co. (India) Pvt. Ltd., Bombay	10-4-61, (Unpublished).
102	Bharat Cable Pvt. Ltd., Bombay	16-5-61, (Unpublished).
103	The Bharat Barrerl & Drum Mft. Co. Ltd., Bombay	18-5-61, (1167—1173).
104	The Premier Automobiles Ltd., Bombay	8-6-61, (1305—1312).
105	Khandelwal Mfg. Corporation, Pvt. Ltd., Bombay	15-6-61, (1350—1354).
106	Jayant Metal Mfg. Co., Bombay	22-6-61, (1410—1434).
107	The Paramount Commercial Corporation Pvt. Ltd., Bombay	6-7-61, (1573—1576).
108	The Investa Machine Tools and Engineering Co. Ltd., Bombay	12-7-61, (Unpublished).
109	Bradma of India Pvt. Ltd., Bombay	10-8-61, (1840—1850).
110	The Bombay Engineering and Metal Pvt. Ltd., Bombay	7-9-61, (2131—2133).
111	National Machinery Mfg. Ltd., Kalwa, District Thana	14-9-61, (2206—2208).
112	Acme Bobbins and Shuttles Pvt. Ltd., Bombay	21-9-61, (2247—2250).
113	Fargo Mantal Products, Bombay	28-9-61, (2348—2351).
114	Hydro (Engineering) Pvt. Ltd., Bombay	12-10-61, (2526—2530).
115	Hydro (Engineering) Pvt. Ltd., Bombay	19-10-61, (2588—2591).
116	Indian Hume Pipe Co. Ltd., Thana..	19-10-61, (2612—2620).
117	Regal Motors, Bombay	19-10-61, (2625—2629).
118	The Premier Automobiles Ltd., Kurla, Bombay	26-10-61, (2678—2680).
119	Bombay Cable Co. Pvt. Ltd., Bombay	9-11-61, (2894—2896).
120	The New Standard Engineering Co. Pvt. Ltd., Bombay	9-11-61, (2897—2902).
121	National Machinery Mfgs. Ltd., Kalwa, District Thana	9-11-61, (2907—2913).
122	Sewree Engineering Works, Bombay	23-11-61, (3094—3098).
123	Bajaj Electrical Ltd., Bombay	23-11-61, (3103—3106).
124	United Metal Industries, Bombay	29-11-61, (Unpublished).
125	Maganlal Chhaganlal Pvt. Ltd., Prop. Standard Drum & Barrel Mfg. Co., Bombay	6-12-61, (Unpublished).
126	Gannon Dunkerley & Co. Ltd., Bombay	14-12-61, (3410—3412).
127	Electric Construction & Equipment Co. Ltd., Bombay	15-12-61, (Unpublished).
128	The Jupiter Foundry, Bombay	15-12-61, (Unpublished).
129	The Acme Mfg. Co. Ltd., Bombay	16-12-61, (Unpublished).
130	Maganlal Chhaganlal Pvt., Ltd., Bombay, Prop. Standard Drum & Barrel Mfg. Co.	2-1-62, (Unpublished).
131	The East Asiatic Co. India Pvt. Ltd., Bombay	11-1-62, (118—143).
132	Mckenzie's Ltd., Bombay	11-1-62, (Unpublished).
133	Siemens Engineering and Mfg. Co. of India Pvt. Ltd., Bombay	25-1-62, (383—399).
134	The Hamiltan Industries Pvt. Ltd., Bombay	1-2-62, (554—556).
135	Swastik Rolling Shutters and Engineering Works, Bombay	8-2-62, (567—577).
136	Practical Engineering Co., Bombay	8-2-62, (Unpublished).
137	Metro Engineering Works, Bombay	1-3-62, (1032—1042).
138	The Bombay Metal & Alloys Mfg. Co. Pvt. Ltd., Bombay	6-3-62, (Unpublished).
139	The East Asiatic Co. (India) Pvt. Ltd., Bombay	8-3-62, (1901—1092).
140	The Bombay Metal & Alloys Mfg. Co. Pvt. Ltd., Bombay	10-3-62, (Unpublished).
141	The Premier Automobiles Ltd., Kurla, Bombay	15-3-62, (1170—1191).
142	The Premier Automobiles Ltd., Kurla, Bombay	5-4-62, (1437—1440).
143	The Amar Brass & Iron Works Pvt. Ltd., Bombay	26-4-62, (1661—1664).
144	The Ashok Steel Chain Mfg. Co., Bombay	26-4-62, (1665—1666).
145	The Acme Mfg. Co. Ltd., Bombay	21-4-62, (Unpublished).
146	The Acme Mfg. Co. Ltd., Bombay	28-4-62, (Unpublished).
147	Mulchandani Electrical & Radio Industries, Bombay	3-5-62, (1779—1781).
148	Standard Drum and Barrel Mfg. Co., Bombay	17-5-62, (1954—1957).
149	M/s. Hakimrai Jaichand, Bombay	17-5-62, (1957—1965).
150	Gannon Dunkerley and Co. Ltd., Bombay	17-5-62, (1966—1969).
151	Structural Engineering Works Ltd., Bombay	17-5-62, (1970—1978).
152	E. W. Stevens & Co. Pvt. Ltd., Bombay	17-5-62, (2027—2032).
153	John Roberts & Co. Pvt. Ltd., Bombay	24-5-62, (2047—2058).
154	M/s. Shah Kikabhai Hari Valabhdas and Sons, Type Foundry, Bombay	31-5-62, (2124—2127).
155	The Premier Automobiles Ltd., (Mechanite Foundry) Wadala, Bombay	7-6-62, (2306—2308).
156	Universal Metal Refinery, Bombay	5-7-62, (2726).
157	Somani & Co. Pvt. Ltd., Bombay	11-7-62, (Unpublished).
158	Steelage Industries Pvt. Ltd., Bombay	12-7-62, (2770—2779).
159	Somani and Co. Pvt. Ltd., Goregaon, Bombay	19-7-62, (2862—2863).
160	Bombay Rolling Shutters and Engineering Works, Bombay	26-7-62, (2920—2925).
161	Bajaj Electricals Ltd., Bombay	26-7-62, (2926—2933).
162	Arco Steel, Bombay	2-8-62, (2963—2967).
163	Siemens Engineering and Mfg. Co. of India Pvt. Ltd., Bombay	9-8-62, (3019—3023).
164	Avery and Co. of India Pvt. Ltd., Bombay	16-8-62, (3466—3467).
165	M. R. Industries Ltd., Bombay (Murphy Radio)	23-8-62, (3492—3496).
166	The Gramophone Co. Ltd., Bombay	30-8-62, (3532—3542).
167	Guest, Keen, Williams, Ltd., Bombay	6-9-62, (3676—3685).
168	The Premier Automobiles Ltd., Kurla, Bombay	13-9-62, (3795—3797).
169	The Mahalaxmi Bobbins Mfg. Co. Pvt. Ltd., Bombay	13-9-62, (3812—3816).
170	National Machinery Mfg. Ltd., Kalwa, District Thana	13-9-62, (3824—3826).
171	M/s. Mulchand Narottamdas, Bombay	13-10-62, (Unpublished).
172	The National Ekco Radio and Engineering Co. Ltd., Bombay	25-10-62, (4205—4208).
173	Patel Electrical Industries, Bombay	25-10-62, (4209—4216).

(1)	(2)	(3)
174	The Janak Mfg. Works, Bombay .. .. .	25-10-62, (4222—4224).
175	M/s. M. Gulamabbas and Co., Bombay .. .. .	29-11-62, (4925—4927).
176	Cable Corporation of India, Bombay .. .. .	29-11-62, (4928—4930).
177	The Shree Ram Mills Ltd., Engg. Division, Bombay .. .. .	20-12-62, (5219—5221).
178	Bombay Iron Works, Bombay .. .. .	27-12-62, (5332-5334).
179	Amar Industries, Bombay .. .. .	3-1-63, (1—4).
180	Raj Bucket Factory, Bombay .. .. .	3-1-63, (21—27).
181	Jetha and Co., Bombay .. .. .	31-1-63, (399—401).
182	Gannon Dunkerly and Co. Pvt. Ltd., Bombay .. .. .	6-2-63, (Unpublished).
183	The Sharif Electrical Works, Bombay .. .. .	7-3-63, (742—744).
184	Voltas Limited, Bombay .. .. .	14-3-63, (827—867).
185	The Universal Mechanical Works Pvt. Ltd., Bombay .. .. .	28-3-63, (1145—1151).
186	Kooverji Devshi and Co. Pvt. Ltd., Bombay .. .. .	28-3-63, (1169—1172).
187	Malik Electric Works, Bombay .. .. .	4-4-63, (1222—1225).
188	Patel Electrical Industries, Bombay .. .. .	2-5-63, (1546—1548).
189	The Bombay Reeds Mfg. Co., Goregaon, Bombay .. .. .	2-5-63, (1562—1564).
190	(i) Prabhat (Stove and Lamp) Products Co. Ltd., Bombay .. .. .	9-5-63, (1636—1638).
	(ii) Prabhat Udyog Ltd., Bombay .. .. .	
191	The Excel Industries, Bombay .. .. .	9-5-63, (1639—1649).
192	National Machinery Mfg. Ltd., Kalwa, District Thana .. .. .	9-5-63, (1680—1683).
193	Bajaj Electricals Ltd., Bombay .. .. .	16-5-63, (1684—1686).
194	French Motor Car Co. Ltd., Bombay .. .. .	16-5-63, (1696—1701).
195	The Ravi Industries Pvt. Ltd., Thana .. .. .	23-5-63, (1795—1799).
196	Investa Machine Tools and Engineering Co. Ltd., Bombay .. .. .	23-5-63, (1809—1819).
197	Philips India Ltd., Bombay .. .. .	23-5-63, (1803—1808).
198	M/s. Kuntal Chotalal and Co., Bombay .. .. .	30-5-63, (1888—1891).
199	Bharat Barrel and Drum Mfg. Co. Pvt. Ltd., Bombay .. .. .	30-5-63, (1894—1897).
200	Voltas Limited, Bombay .. .. .	30-5-63, (1935-1936).
201	Investa Machine Tools and Engineering Co. Ltd., Bombay .. .. .	10-6-63, (Unpublished).
202	The National Machinery Mfg. Ltd., Kalwa, Dist. Thana .. .. .	27-6-63, (2216—2220).
203	Star Textile Engineering Works Ltd., Bombay .. .. .	3-7-63, (Unpublished).
204	The M. V. M. Industries, Ghatkopar, Bombay .. .. .	4-7-63, (2273—2276).
205	The Textile Engravers Ltd., Bombay .. .. .	1-8-63, (2593—2597).
206	Calico Industrial Engineers, Andheri, Bombay .. .. .	1-8-63, (2607—2611).
207	Great Western Engineering Works, Bombay .. .. .	8-8-63, (Unpublished).
208	The Automotive Mfgs. Pvt. Ltd., Bombay .. .. .	17-8-63, (Unpublished).
209	The British Indian Electric and Oxy-Acetylene Welding Co., Bombay .. .. .	20-8-59, (3684—3688).
210	Indian Hume Pipe Co. Ltd., Bombay .. .. .	22-8-63, (Unpublished).
211	Bradma of India Ltd., Bombay .. .. .	29-8-63, (2785—2790).
212	The Eastern Rolling Shutters Mfg. Co., Bombay .. .. .	29-8-63, (2793-2794).
213	Bharat Barrel and Drum Mfg. Co. Pvt. Ltd., Bombay .. .. .	29-8-63, (2795—2797).
214	The Associated Electrical Industries (India) Pvt. Ltd., Bombay .. .. .	29-8-63, (2804—2816).
215	The National Machinery Mfgs. Ltd., Kalwa, Dist. Thana .. .. .	12-9-63, (2960—2962).
216	Air Conditioning Corporation Ltd., Bombay .. .. .	12-9-63, (2963—2965).
217	Indian Tool Mfg. Ltd., Bombay .. .. .	20-9-63, (Unpublished).
218	Bombay Metal and Alloys Mfg. Co. Pvt. Ltd., Bombay .. .. .	30-9-63, (Unpublished).
219	The Skoda (India) Pvt. Ltd., Bombay .. .. .	3-10-63, (3221—3224).
220	The Mather and Platt. Ltd., Bombay .. .. .	3-10-63, (3225—3226).
221	The Elecon Engineering Co., Bombay .. .. .	3-10-63, (3232—3236).
222	Metropolitan Springs Pvt., Ltd., Bombay .. .. .	3-10-63, (3237—3243).
223	Jeewanlal (1929) Ltd., Bombay .. .. .	3-10-63, (3258—3260).
224	The Himco (India) Pvt. Ltd., Bombay .. .. .	10-10-63, (3298—3305).
225	International Burner Mfg. Co., Bombay .. .. .	17-10-63, (3353—3355).
226	The Light Metal Works, Bombay .. .. .	24-10-63, (3410—3411).
227	Indian Hume Pipe Co. Ltd., Bombay .. .. .	21-10-63, (Unpublished).
228	The East Asiatic Company India Pvt. Ltd., Bombay .. .. .	24-10-63, (3412—3422).
229	Bharat Textile Engineering Works, Bombay .. .. .	31-10-63, (3459—3468).
230	Shah Industries Nos. 1 and 2, Bombay .. .. .	7-11-63, (3608—3616).
231	The New Associate Commercial Enterprise Pvt. Ltd., Bombay .. .. .	21-11-63, (3936—3939).
232	Bhatia Industries Co., Bombay .. .. .	28-11-63, (3994—4001).
233	M/s. Jayantilal Narayandas and Co., Bombay .. .. .	28-11-63, (4021—4027).
234	(i) Prabhat (Stove and Lamp) Products Co. Pvt. Ltd., Bombay .. .. .	5-12-63, (4060—4077).
	(ii) Prabhat Udyog Ltd., Bombay .. .. .	
235	Bhiwandiwalla Industries, Bombay .. .. .	5-12-63, (4085—4086).
236	The Titin Engineering Works, Bombay .. .. .	19-12-63, (4342—4348).
237	Marvin and Co., Bombay .. .. .	26-12-63, (4442—4447).
238	Engineering Products Ltd., Bombay .. .. .	23-1-64, (278—280).
239	(1) The English Electric Co. Ltd., Bombay .. .. .	30-1-64, (350—351).
	(2) The English Electric Co. of India Ltd., Bombay .. .. .	
240	The Kamani Engineering Corpn. Ltd., Kurla, Bombay .. .. .	27-2-64, (644—669).
241	M/s. G. T. Badamja and Sons, Bombay .. .. .	27-2-64, (726—729).
242	Jeewanlal (1929) Ltd., Bombay .. .. .	27-2-64, (733—734).
243	The National Metal Industries, Bombay .. .. .	5-3-64, (760—761).
244	The Photogravurs (India) Pvt. Ltd., Bombay .. .. .	5-3-64, (765—767).
245	Bharat Springs Pvt. Ltd., Bombay .. .. .	5-3-64, (769—774).
246	The Acme Manufacturing Co. Ltd., Bombay .. .. .	5-3-64, (783—784).
247	Swastic Rolling Shutters and Engineering Works, Bombay .. .. .	5-3-64, (797—803).
248	Central India Machinery Mfg. Co. Ltd., Bombay .. .. .	19-3-64, (951—953).
249	The Ronuk Industries Ltd., Bombay .. .. .	26-3-64, (1081—1086).
250	The Precista (India) Pvt., Ltd., Bombay .. .. .	26-3-64, (1097—1100).
251	The Bharat Barrel and Drum Mfg. Co. Pvt. Ltd., Bombay .. .. .	24-4-64, (1175—1178).



(1)	(2)	(3)
252	The Inventors' Industrial Corporation (Pvt.) Ltd., Bombay	2-4-64, (1179-1187).
253	New Standard Engineering Co., Bombay	9-4-64, (1279-1283).
254	Poysha Engineering Co., Bombay	9-4-64, (1284-1287).
255	Pilot Engineering Works, Bombay	9-4-64, (1291-1293).
256	Sewree Engineering Works, Bombay	9-4-64, (1299-1302).
257	The National Industrial Corporation, Bombay	16-4-64, (1352-1353).
258	The Azad Pin Works, Bombay	23-4-64, (1519-1522).
259	The Steel Containers Ltd., Bombay	7-5-64, (1674-1678).
260	Vanguard Engineering Works, Bombay	7-5-64, (1679-1681).
261	Steelage Industries Pvt. Ltd., Bombay	14-5-64, (1769-1783).
262	The Acme Manufacturing Co. Ltd., Bombay	14-5-64, (1786-1788).
263	The Kamani Metals and Alloys Ltd., Kurla, Bombay	21-5-64, (1837-1853).
264	N. G. K. Electrical Industries, Bombay	21-5-64, (1865-1866).
265	The Bombay Switchgears, Bombay	11-6-64, (2098-2103).
266	The Bombay Switchgears, Bombay	25-6-64, (2200-2204).
267	Shaparia Dock and Steel Co. Pvt. Ltd., Bombay	25-6-64, (2205-2208).
268	The National Machinery Mfgs. Ltd., Kalwa, Dist. Thana	2-7-64, (2248-2260).
269	The Steel Structures Pvt. Ltd., Bombay	9-7-64, (2330-2333).
270	Small Parts Mfg. Co., Bombay	16-7-64, (2399-2403).
271	Sewree Engineering Works, Bombay	23-7-64, (2501-2507).
272	The Indo Berolina Industries Pvt. Ltd., Bombay	30-7-64, (2549-2554).
273	The Upadhyaya Electrical Industries, Pvt. Ltd., Bombay	30-7-64, (2560-2565).
274	The Bombay Surgical Works, Bombay	30-7-64, (2566-2571).
275	The Shamsher Sterling Cable Corpn. Ltd., Bombay	6-8-64, (2657-2658).
276	Sion Automobiles, Bombay	13-8-64, (2717-2718).
277	Model Engineering Works, Bombay	27-8-64, (2939-2945).
278	The Bombay Construction and Engineering Co. (Pvt.) Ltd., Bombay	3-9-64, (3015-3018).
279	M. R. Industires Ltd., Bombay	10-9-64, (3081-3092).
280	G. M. C. Himco Industries Ltd., Bombay	10-9-64, (3108-3117).
281	Venus Steel Products (India), Bombay	17-9-64, (3164-3165).
282	Picon Pvt. Ltd., Bombay	24-9-64, (3269-3279).
283	The Trinity Manufacturing Works Pvt. Ltd., Bombay	7-10-64, (3374-3376).
284	Engineering Products Ltd., Bombay	1-10-64, (3382-3391).
285	The Electro Equipment Corpn. Ltd. Bombay	1-10-64, (3403-3414).
286	The Elphonston Rolling Mills, Bombay	22-10-64, (3618-3621).
287	Shaparia Dock and Steel Co. Pvt. Ltd., Bombay	22-10-64, (3635-3637).
288	The Eastern Aluminium Works, Bombay	29-10-64, (3716-3719).
289	The Poysha Industrial Co. Ltd., Bombay	12-11-64, (3861-3869).
290	Huns Engineering Works, Bombay	3-12-64, (4142-4143).
291	Oriental Can Mfg. Co., Bombay	10-12-64, (4243-4248).
292	Shaparia Dock and Steel Co. Pvt. Ltd., Bombay	31-12-64, (4474-4477).
293	National Garage Pvt. Ltd., Bombay	31-12-64, (4489-4492).
294	The De Smet (India) Pvt. Ltd., Bombay	7-1-65, (4-10).
295	The Amar Steel Container Corpn., Bombay	21-1-65, (192-194).
296	Kooverji Devshi and Co. Pvt. Ltd., Bombay	4-2-65, (341-345).
297	The Bharat Barrel and Drum Mfg. Co. Pvt. Ltd., Bombay	18-2-65, (598-605).
298	Jyoti Metallizing Corpn., Bombay	18-2-65, (608-610).
299	Ramsahay Rajkumar Rolling Mills, Thana	4-3-65, (743-746).
300	The Hind Cycles Ltd., Bombay	11-3-65, (834-848).
301	Hydro (Engineers) Pvt. Ltd., Bombay	1-4-65, (1051-1058).
302	The Ferrocast Pvt. Ltd., Bombay	8-4-65, (1151-1158).
303	The Swastik Metal Industries, Bombay	22-4-65, (1359-1362).
304	The Chaganlal Iron Works, Chalisgaon	22-4-65, (1363-1367).
305	New India Industries Ltd., Thana	22-4-65, (1385-1389).
306	S. S. Miranda Pvt. Ltd., Bombay	22-4-65, (1396-1398).
307	The Regal Motors, Bombay	6-5-65, (1655-1658).
308	The Indian Standard Metal Co. Ltd., Bombay	6-5-65, (1675-1683).
309	The Mercantile and Industrial Development Co. Pvt. Ltd., Bombay	20-5-65, (1843-1848).
310	The Bombay Metal Press Factory, Bombay	27-5-65, (1963-1976).
311	Bombay Cycle and Motor Agency Ltd., Bombay	3-6-65, (2020-2023).
312	The Ramkishan Metal Works, Bombay	10-6-65, (2048-2049).
313	The Alpha Electric and Engg. Co., Bombay	29-7-65, (2638-2640).
314	The Alpha Electric and Engg. Co., Bombay	29-7-65, (2644-2645).
315	Apha Switchgear Corporation, Bombay	5-8-65, (2692-2694).
316	The Calama Industries Pvt. Ltd., Bombay	12-8-65, (2752-2755).
317	Bhandary Metallurgical Corpn. Pvt. Ltd., Bombay	12-8-65, (2761-2763).
318	Steelage Industries Pvt. Ltd., Bombay	26-8-65, (2959-2961).
319	The Best Silver Co., Bombay	9-9-65, (3102-3105).
320	Guest, Keen, Williams Ltd., Bombay. (Branch Office at Ballard Estate)	9-9-65, (3106-3113).
321	The United Works Pvt. Ltd., Bombay	9-9-65, (3119-3126).
322	M/s. Shaparia Dock and Steel Co. Pvt. Ltd., Bombay	16-9-65, (3186-3192).
323	Gannon Dunkerley and Co. Ltd., Bombay	16-9-65, (3193-3199).
324	The American Spring and Pressing Works Pvt. Ltd., Bombay	7-10-65, (3519-3520).
325	Andheri Metal Refinery and Foundry, Bombay	14-10-65, (3587-3589).
326	New Standard Engineering Co. Ltd., Bombay	21-10-65, (3646).
327	(a) The Greaves Cotton and Co. Ltd., Bombay	28-10-65, (3703-3714).
	(b) M/s. Greaves Cotton and Crompton Parkinson Ltd., Bombay.	
	(c) The Kanyon Greaves Pvt. Ltd., Bombay.	
328	Central Distributors Ltd., Bombay	28-10-65, (3715-3718).
329	Shetty Chemical and Engineering Works Pvt. Ltd., Bombay	28-10-65, (3719-3722).
330	Ambika Engineering Works, Bombay	2-12-65, (4144-4149).
331	International General Electric Co. (India) Pvt. Ltd., Bombay	2-12-65, (4158-4178).

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332	Radio Foundation Engineering Ltd. and Hazarat and Co., Bombay	16-12-65, (4385—4398).
333	The Standard Batteries Ltd., Bombay	16-12-65, (4410—4421).
334	Alexandra Engineering Works Pvt. Ltd., Bombay	23-12-65, (4514—4521).
335	Girdharlal S. Shah and Sons, Bombay	23-12-65, (4522—4524).
336	Air-conditioning Corpn. Ltd., Bombay	23-12-65, (4525—4527).
337	The Indian Hume Pipe Co. Ltd., Bombay	30-12-65, (4667—4686).
338	Amzel Private Ltd., Bombay	30-12-65, (4687—4692).
339	Bradma of India Ltd., Bombay	6-1-66, (13—30).
340	The Model Engineering Works, Bombay	6-1-66, (48—52).
341	T. Maneklal Mfg. Co. Ltd., Bombay	17-2-66, (580—586).
342	S. A. Engineering Works, Bombay	17-2-66, (587—590).
343	Kotecha and Co., Bombay	17-2-66, (591—594).
344	M/s. Hakimrai Jaichand, Bombay	10-3-66, (790—794).
345	The Gujarat Metal Industries, Bombay	24-3-66, (873—874).
346	G. G. Dandekar Machine Works Ltd., Bombay	24-3-66, (886—894).
347	Navbharat Udyog Structural Engg. Works, Bombay	31-3-66, (962—964).
348	Bhandary Metallurgical Corporation Pvt. Ltd., Bombay	31-3-66, (967—970).
349	The Premier Automobiles Ltd., Kurla, Bombay	31-3-66, (971—978).
350	Delta Electric and Engg. Works, Bombay	14-4-66, (1144—1146).
351	Solar Electric Trading Co., Bombay	21-4-66, (1303—1310).
352	G. G. Dandekar Machine Works Ltd., Bombay	21-4-66, (1324—1332).
353	The Eastern Electric Light and Power Co. Pvt. Ltd., Bombay	28-4-66, (1390—1392).
354	Bharat Cables Pvt. Ltd., Bombay	5-5-66, (1431—1433).
355	Sanghi Motors (Bombay) Pvt. Ltd., Bombay	5-5-66, (1440—1442).
356	Jafkay Pvt. Ltd., Bombay	19-5-66, (1531—1532).
357	Ajit Radio Corpn., Bombay	2-6-66, (1674—1676).
358	The Gujarat Industries Pvt. Ltd., Bombay	9-6-66, (1770—1772).
359	Asia Engineering Co., Bombay	9-6-66, (1773—1774).
360	Auto Accessories (India) Ltd., Bombay	9-6-66, (1782—1797).
361	The Vasant Industries and Engineering Works, Bombay	16-6-66, (1879—1883).
362	The Rattan Industries, Bombay	23-6-66, (1974—1986).
363	The National Machinery Manufacturers Ltd., Kalwa, Dist. Thana	30-6-66, (2052—2063).
364	Maharashtra Steel Rolling and Engineering Works, Bombay	7-7-66, (2135—2136).
365	Electro Metalics, Bombay	14-7-66, (2214—2216).
366	United Wire Ropes Ltd., Bombay (Thana)	14-7-66, (2241—2257).
367	Excel Industries, Bombay	14-7-66, (2258—2260).
368	National Garage Pvt. Ltd., Bombay	14-7-66, (2261—2262).
369	The Amalgamated Electricity Co. Ltd., Bombay	14-7-66, (2268—2269).
370	Standard Engineers, Bombay	28-7-66, (2390—2394).
371	Jaibharat Poles Mfg. and Engg. Co., Bombay	4-8-66, (2451—2454).
372	Paper Mill Plant and Machinery Mfg. Ltd., Bombay	4-8-66, (2462—2469).
373	The Bharat Containers Pvt. Ltd., Bombay	4-8-66, (2470—2474).
374	M/s. Jivraj Karsan and Bros., Bombay	18-8-66, (2624—2627).
375	United Motors (India) Ltd., Bombay	18-8-66, (2646—2648).
376	Western Mechanical Industries Pvt. Ltd., Bombay	22-9-66, (2952—2954).
377	Globe Auto Electricals Ltd., Bombay	22-9-66, (2960—2963).
378	The Gannon Dunkarley and Co. Ltd., Bombay	20-10-66, (3326—3339).
379	The Western India Engineering Co., Bombay	27-10-66, (3416—3422).
380	The Macphile & Co. Pvt. Ltd., Thana	27-10-66, (3423—3442).
381	The Bombay Surgical Co., Bombay	3-11-66, (3526).
382	Th Indian Link Chain Mfg. Ltd., Bombay	3-11-66, (3537).
383	Ashok Nut Bolts Industries, Bombay	10-11-66, (3640).
384	The National Machinery Mfg. Ltd., Kalwa, District Thana	1-12-66, (4063—4064).
385	Asia Engineering Co., Bombay	8-12-66, (4083—4088).
386	United Motors (India) Ltd., Bombay	22-12-66, (4335—4336).
387	Ganesh Engineering Works, Bombay	29-12-66, (4409—4418).
388	The International Spring Industries, Bombay	29-12-66, (4453—4455).
389	Fredrick Herbert, Bombay	12-1-67, (243—249).
390	The Consolidated Pneumatic Tool Co. (India) Ltd., Bombay	19-1-67, (317—326).
391	United Motors (India), Ltd., Bombay	19-1-67, (339—341).
392	The Consolidated Pneumatic Tool Co. (India) Ltd., Bombay	19-1-67, (350—358).
393	National Industrial Works, Bombay	26-1-67, (436—441).
394	The Asian Cables Corpn. Ltd., Bombay	16-2-67, (669—680).
395	Thana Engineering Pvt., Ltd., Chembur, Bombay	16-2-67, (681—684).
396	General Electrical Industries, Bombay	16-2-67, (685—687).
397	The Star Textile Engineering Works Ltd., Bombay	23-2-67, (801—803).
398	Lucas Indian Service Pvt., Ltd., Bombay	2-3-67, (892—900).
399	Bhatwadekar Bros. (Pvt.) Ltd., Bombay	2-3-67, (975—980).
400	Hercules Hoists Ltd., Bombay	9-3-67, (1024—1026).
401	Chowgule & Co. (Hind) Pvt. Ltd., Thana	23-3-67, (1163—1165).
402	Central Tin Works, Bombay	23-3-67, (1187—1192).
403	Light Metal Works, Bombay	30-3-67, (1444—1445).
404	Tahira Industries (India) Pvt., Ltd., Bombay	6-4-67, (1570—1575).
405	Devidayal Stainless Steel Industries Pvt. Ltd., Bombay	13-4-67, (1654—1661).
406	Shaparia Dock & Steel Co. Pvt. Ltd., Bombay	27-4-67, (1897—1899).
407	N. G. K. Electrical Industries, Bombay	18-5-67, (2171—2172).
408	Killick Nixon & Co. Ltd., Bombay	25-5-67, (2253—2256).
409	The Automotive Industries Service, Bombay	25-5-67, (2259—2261).
410	Remington Rand of India, Bombay	25-5-67, (2304—2318).
411	J. N. Marshall & Co. (Steel Engineering & Spirax Deptts.) Pvt. Ltd., Bombay	1-6-67, (2350—2355).
412	Hedavkar Mechanical Works Pvt. Ltd., Bombay	1-6-67, (2361—2364).
413	Ajmera Industrial & Engg. Works, Bombay	8-6-67, (2447—2449).

(1)	(2)	(3)
414	National Machinery Mfgs. Ltd., Kalwa, Thana	15-6-67, (2534—2537).
415	The Scientific Instrument Co. Ltd., Bombay	15-6-67, (2538—2542).
416	The Bombay Enamel Works, Thana	20-7-67, (2812—2819).
417	Harish Engineering Works, Bombay	20-7-67, (2831—2834).
418	Telerad Pvt. Ltd., Bombay	20-7-67, (2838—2846).
419	Fixwell Industrial Engineers, Bombay	20-7-67, (2859—2860).
420	Britelite Electric Industries Pvt. Ltd., Bombay	3-8-67, (3077—3080).
421	Jolly Kitchen Equipment Pvt. Ltd., Bombay	10-8-67, (3251—3254).
422	Guest, Keen, Williams Ltd., Bombay	24-8-67, (3339—3357).
423	The Ashok Nut Bolts Industries, Bombay	31-8-67, (3460—3462).
424	Indian Cable Co. Ltd., Bombay	31-8-67, (3468—3481).
425	The Acme Bobbins & Shutters Co. Pvt. Ltd., Bombay	31-8-67, (3542—3543).
426	Britalite Electric Industries Pvt. Ltd., Bombay	31-8-67, (3547—3550).
427	Allenbury Engineers Pvt. Ltd., Bombay	14-9-67, (3616—3617).
428	Anandji Haridas & Co. Pvt. Ltd. Bombay & M/s. Anand Industries, Bombay	5-10-67, (3914—3921).
429	French Motor Car Co. Ltd., Bombay	12-10-67, (4056—4058).
430	Hydro (Engineers) Pvt. Ltd., Bombay	19-10-67, (4206—4209).
431	M/s. Poysha Industrial Co. Ltd., Bombay	16-11-67, (4706—4714).
432	P. H. Jadhav & Co., Thana	16-11-67, (4726—4735).
433	Great Western Engg. Works, Bombay	16-11-67, (4756—4761).
434	The General Electric Co. of India Pvt. Ltd., Calcutta, (Br. Office at Bombay)	16-11-67, (4791—4796).
435	Engineering Products Ltd., Bombay	16-11-67, (4798—4803).
436	Scindia Workshops Ltd., Bombay	23-11-67, (4811—4839).
437	Hercules Industries, Thana	23-11-67, (4868—4877).
438	The Tata Engineering & Locomotive Co. Ltd., Bombay	23-11-67, (4887—4889).
439	The Standard Rolling Shutters and Engineering Works Pvt. Ltd., Bombay	23-11-67, (4938—4946).
440	Electro Engineering Co. Pvt. Ltd., Bombay	30-11-67, (4969—4974).
441	Chaganlal Iron Works, Chalisgaon	7-12-67, (5036—5039).
442	The Oriental Can Mfg. Co., Bombay	7-12-67, (5047—5062).
443	The Indian Hume Pipe Co. Ltd., Nasik	14-12-67, (5128—5132).
444	Warrior (India) Ltd., Bombay	14-12-67, (5133—5135).
445	Warrior (India) Ltd., Bombay	14-12-67, (5136—5139).
446	Advanson Engineering Co., Thana	14-12-67, (5145—5147).
447	Kumar Metal Industries, Bombay	28-12-57, (5356—5358).
448	Bhoruka Drum & Allied Industries Pvt. Ltd., Thana	28-12-67, (5359—5363).
449	Todi Industries Pvt. Ltd., Bombay	28-12-67, (5364—5366).
450	Bhiwandiwalla Industries, Bombay	28-12-67, (5380—5385).
<b>Poona Division</b>		
451	The Kirloskar Oil Engines Ltd., Kirkee, Poona	15-1-59, (205—246).
452	Dandekar Bros. Engineers & Foundry, Sangli	6-8-59, (3481—3488).
453	The Indian Hume Pipe Co. Ltd., Miraj	1-10-59, (4263—4267).
454	The Kulko Engineering Works Ltd., Icnalkaranji	15-10-59, (4550—4556).
455	The Porwal Pore & Co., Poona	19-11-59, (5088—5094).
456	Ruston & Hornsby (India), Pvt. Ltd., Chinchwad, Poona	24-12-59, (5580—5612).
457	Cooper Engineering Ltd., Satara	22-6-60, (Unpublished).
458	Kirloskar Oil Engines Ltd., Poona	15-9-60, (1340—1342).
459	Shah Salzgitter and Jolly Pvt. Ltd., Satara	20-10-60, (1759—1763).
460	New India Development Corpn. Pvt. Ltd., Pimpri, Poona	1-12-60, (3027—3029).
461	Kirloskar Oil Engines Ltd., Kirkee, Poona	19-1-61, (195—216).
462	The Indian Hume Pipe Co. Ltd., Poona	6-4-61, (845—848).
463	The Hind Metal Works, Karad, District Satara	28-4-61, (Unpublished).
464	The Production Tool Co., Ichalkaranji	14-9-61, (2200—2203).
465	Maharashtra Metal Mfg. Co. Poona	18-11-61, (Unpublished).
466	Matchwel Electricals (India) Ltd., Poona	25-1-62, (372—382).
467	The Indian Hume Pipe Co. Ltd., Hadapsar, Poona	22-2-62, (902—922).
468	The Globe Electric Stores & Works Shop, Poona	15-3-62, (1158—1162).
469	The Kirloskar Brothers Ltd., Kirloskarwadi	5-4-62, (1405—1431).
470	M/s. Vaidya Industries, Poona	27-12-62, (5326—5331).
471	Matchwel Electricals (India) Ltd., Poona	9-1-64, (106—107).
472	The Rocket Engineering Corpn., Kolhapur	12-11-64, (3853—3860).
473	The Indian Hume Pipe Co. Ltd., Hadaspar, Poona	11-2-65, (500—507).
474	M/s. Ghatge Patil Industries Pvt. Ltd., Kolhapur	30-12-65, (4695—4703).
475	The Refrigeration and Appliances Co. Pvt. Ltd., Pimpri, Poona.	30-12-65, (4704—4707).
476	The Bombay Garage Pvt. Ltd., Poona	10-2-66, (487).
477	Indian Hume Pipe Co. Ltd., Kolhapur	2-6-66, (1677).
478	M/s. Anantrao Jadhav & Co., Kolhapur	7-7-66, (2128).
479	The Henley Catrles India Ltd., Poona	1-9-66, (2771).
480	M/s. Manindra Owen Ltd. & Seven other Concerns, Pimpri, Poona	29-12-66, (4423).
481	M/s Mahindra Owen Ltd. (M/s. K. S. B. Pumps Ltd.), Pimpri, Poona	29-12-66, (4426).
482	R. K. Patole & Co. Engineering Works, Kolhapur	12-1-67, (208—213).
483	The Automotive & Allied Industries Pvt. Ltd., Lonawala, Poona	9-2-67, (501—504).
483A	The Kirloskar Brothers Ltd., Kirloskarwadi	2-3-67, (945—962).
484	Goodwyn Industries Corpn. (India), Poona	9-3-67, (1020—1021).
485	M/s. Philips India Ltd., Loni, Kalbhor, Poona	13-4-67, (1628—1647).
486	The Indian Hume Pipe Co. Ltd., Poona	13-4-67, (1690—1693).
487	Masvy & Co. Pvt. Ltd., Poona	11-5-67, (2067—2070).
488	M/s. Vulcan Lavel Ltd., Pimpri, Poona	18-5-67, (2154—2157).
489	M/s. Metro Metal Industries, Kolhapur	29-6-67, (2659—2664).
490	Traub India Pvt. Ltd., Poona	24-8-67, (3365—3367).
491	The Atlas Capco India Pvt. Ltd., Poona	12-10-67, (4012—4034).
492	The Indian Hume Pipe Co. Ltd., Sholapur	9-11-67, (4503—4507).
493	Mahindra Owen Ltd. and Others, Pimpri, Poona	30-11-67, (4994—4997).

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	<b>ur Division</b>	
494	Bombay Garage (C. P.) Pvt. Ltd., Nagpur .. .. .	8-10-59, (4478—4479).
495	M/s. Kale's Auto Workshop Ltd., Mahal, Nagpur .. .. .	12-5-60, (3941).
496	Kale's Auto Workshops, Nagpur .. .. .	11-5-61, (1157-1162).
497	The Indian Hume Pipe Co. Ltd., Kanhan, Nagpur .. .. .	3-5-62, (1830—1834).
498	Edulji Garage, Nagpur .. .. .	24-5-62, (2112—2123).
499	The Indian Hume Pipe Co. Pvt. Ltd., Kanhan, Nagpur .. .. .	14-6-62, (2546—2547).
500	Khandelwal Ferro Alloys Ltd., Kanhan, Nagpur .. .. .	14-6-62, (2554—2556).
501	Government Central Workshop and Stores, Civil Lines, Nagpur .. .. .	10-1-63, (152—160).
502	Vidarbha Auto Springs and Ancillaries (Canara Workshop), Nagpur .. .. .	24-1-63, (354-355).
503	Vidarbha Auto Spring & Ancillaries, Nagpur .. .. .	8-8-63, (2708-2709).
504	The Punjab Engineers Corpn. Pvt. Ltd., Kamptee .. .. .	11-2-65, (590—592).
505	The Indian Hume Pipe Co. Ltd., Kanhan .. .. .	20-5-65, (1930—1932).
506	Vidarbha Engineering Industries, Nagpur .. .. .	20-5-65, (1932—1935).
507	The Indian Hume Pipe Co. Ltd., Kanhan .. .. .	20-5-65, (1940-1943).
508	M/s. Jaika Motor of Nagpur .. .. .	5-1-67, (72—74).
509	Provincial Automobile Co., Nagpur .. .. .	5-1-67, (76—82).

### SETTLEMENTS/AGREEMENTS

<b>Bombay Division</b>		<b>Date of Settlements/Agreements and section of I. D. Act</b>
510	The Indian Tool Mfg. Ltd., Bombay .. .. .	12-1-59, 2 (P).
511	Mukund Iron & Steel Works Ltd., Bombay .. .. .	13-1-59, 2 (P).
512	M/s. Bombay Metal Press Factory, Bombay .. .. .	20-2-59, 2 (P).
513	The Bombay Surgical Works Bombay .. .. .	4-3-59, 2 (P).
514	Steel Industries of Hindustan Pvt. Ltd., Bombay .. .. .	24-3-59, 2 (P).
515	Kamani Metal & Alloys Ltd., Bombay .. .. .	31-3-59, 2 (P).
516	Siesta Industrial and Trading Corporation, Kurla, Bombay .. .. .	2-4-59, 12 (3).
517	General Electrical Industries, Bombay .. .. .	11-4-59, 2 (P).
518	International Structural Engineering Works Pvt. Ltd., Bombay .. .. .	24-4-59, 12 (3).
519	Patel Engineering & Foundry Works, Bombay .. .. .	28-4-59, 12 (3).
520	Mahindra and Mahindra Ltd., Bombay .. .. .	15-5-59, 2 (P).
521	Utility Articles Manufacturing Co., Bombay .. .. .	15-5-59, 2 (P).
522	National Metal Industries, Bombay .. .. .	9-7-59, 2 (P).
523	Kores (India) Pvt. Ltd., Bombay .. .. .	20-7-59, 2 (P).
524	Western Mechanical Industries Pvt. Ltd., Bombay .. .. .	31-7-59, 12 (3).
525	Amar Brass & Iron Works, Bombay .. .. .	31-7-59, 12 (3).
526	Chemical Moulding Mfg. Co., Bombay .. .. .	8-8-59, 12 (3).
527	Somani & Co. Pvt. Ltd., Bombay .. .. .	8-9-59, 12 (3).
528	Panchal Iron Works, Bombay .. .. .	18-9-59, 12 (3).
529	Turner Hoare & Co. (Pvt.) Ltd., Bombay .. .. .	22-9-59, 2 (P).
530	Testeels Ltd., Bombay .. .. .	28-9-59, 2 (P).
531	Sion Garage, Bombay .. .. .	27-10-59, 2 (P).
532	Collins and Co., Bombay .. .. .	30-10-59, 2 (P).
533	Automobiles and Agricultural Industries Corporation, Bombay .. .. .	9-11-59, 2 (P).
534	Automobiles and Agricultural Industries, Bombay .. .. .	20-11-59, 2 (P).
535	Shri Shakti Trading Co., Bombay .. .. .	20-11-59, 2 (P).
536	Josts' Engineering Co. Ltd., Bombay .. .. .	20-11-59, 2 (P).
537	The National Garage Pvt. Ltd., Bombay .. .. .	12-12-59, 12 (3).
538	The Murphy Radio of India Ltd., Bombay .. .. .	21-12-59, 2 (P).
539	The Murphy Radio of Indi Ltd., Bombay .. .. .	23-12-59, 2 (P).
540	The Metal Box Co. of India Ltd., Bombay .. .. .	24-12-59, 2 (P).
541	Rack Industries Pvt. Ltd., Bombay .. .. .	1-1-60, 2 (P).
542	National Electrical Industries Ltd., Bombay .. .. .	13-1-60, 2 (P).
543	Sardar Nut & Stud Mfg. Co., Bombay .. .. .	13-1-60, 12 (3).
544	M/s. Repute Engineering & Galvanising Works, Bombay .. .. .	19-1-60, 2 (P).
545	M/s. Vijay Industries, Bombay .. .. .	22-1-60, 2 (P).
546	M/s. Jashwantalal Kantilal, Bombay .. .. .	28-1-60, 2 (P).
547	Oriental Metal Industries, Bombay .. .. .	28-1-60, 2 (P).
548	M/s. Mistry Motor Body Builders, Bombay .. .. .	29-1-60, 12 (3).
549	Hindustan Sheet Metal Works, Bombay .. .. .	1-2-60, 2 (P).
550	National Electrical Industries Ltd., Bombay .. .. .	4-2-60, 2 (P).
551	Indian Tube Mills & Metal Industries, Bombay .. .. .	4-2-60, 12 (3).
552	Bieri Private Ltd., Bombay .. .. .	5-2-60, 2 (P).
553	Shri Shakti Trading Co., Bombay .. .. .	9-2-60, 2 (P).
554	Jairam Seth and Co., Bombay .. .. .	9-2-60, 12 (3).
555	National Body Motor Works, Bombay .. .. .	15-2-60, 12 (3).
556	M/s. Keron Products, Bombay .. .. .	17-2-60, 12 (3).
557	P. S. A Engineering Works Pvt. Ltd., Bombay .. .. .	24-2-60, 12 (3).
558	Hajee Alimohamed Haji Bachooally Tin Factory, Bombay .. .. .	4-3-60, 2 (P).
559	The Bharat Tool Mfg. Co. Pvt. Ltd., Bombay .. .. .	10-3-60, 2 (P).
560	Victoria Lamp Works, Bombay .. .. .	14-3-60, 12 (3).
561	Jeewanlal (1929) Ltd., Bombay .. .. .	23-3-60, 12 (3).
562	Inventors' Industries Corpn. Pvt. Ltd., Bombay .. .. .	30-3-60, 2 (P).
563	Western Mechanical Industries Pvt. Ltd., Bombay .. .. .	30-3-60, 12 (3).
564	Craftsman Electric Corporation Pvt. Ltd., Bombay .. .. .	6-4-60, 12 (3).
565	Air Conditioning Corporation Pvt. Ltd., Bombay .. .. .	6-4-60, 12 (3).
566	Devidayal Cable Industries Pvt. Ltd., Bombay .. .. .	6-5-60, 2 (P).
567	The Grabhic & Steel Extention, Bombay .. .. .	7-5-60, 2 (P).
568	M/s. Jayant Metal Mfg. Co., Bombay .. .. .	9-5-60, 2 (P).
569	Wire Nails Pvt. Ltd., Bombay .. .. .	9-5-60, 2 (P).

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570	M/s. India Stores Supply Co., Bombay	14-5-60, 2 (P).
571	Guest, Keen, Williams Ltd., Bombay	18-5-60, 12 (3).
572	M/s. Radio Lamp Works Ltd., Bombay	20-5-60, 12 (3).
573	The Bombay Surgical Co., Bombay	3-6-60, 12 (3).
574	M/s. Heatly & Greasham Ltd., Bombay	8-6-60, 12 (3).
575	Telera Pvt. Ltd., Bombay	9-6-60, 12 (3).
576	Godrej and Boyce Mfg. Co. Pvt. Ltd., Bombay	11-6-60, 2 (P).
577	Devidayal Stainless Steel Industries Pvt. Ltd., Bombay	15-6-60, 2 (P).
578	Devidayal Metal Industries, Bombay	21-6-60, 2 (P).
579	M/s. Josts Engineering Co. Ltd., Bombay	27-6-60, 12 (3).
580	Excel Industries, Bombay	29-6-60, 2 (P).
581	Bharat Engineering & Wire Products, Bombay	1-7-60, 12 (3).
582	Crompton Parkinson (Works) Pvt. Ltd., Bombay	9-7-60, 12 (3).
583	Simens Engineering & Mfg. Co. of India Pvt. Ltd., Bombay	16-7-60, 12 (3).
584	Presto Metals, Bombay	16-7-60, 2 (P).
585	Rubby Industries, Bombay	21-7-60, 12 (3).
586	Premier Automobiles Pvt., Bombay	25-7-50, 12 (3).
587	National Electrical Industries Ltd., Bombay	28-7-60, 2 (P).
588	Automobile Products of India Ltd., Bombay	30-7-60, 12 (3).
589	Windsor Engineering & Welding Works, Bombay	8-8-60, 12 (3).
590	Bharat Bijlee Ltd., Bombay	19-8-60, 2 (P).
591	Ram Narayan Industries, Bombay	23-8-60, 2 (P).
592	National Electrical Industries Ltd., Bombay	23-8-60, 2 (P).
593	Nanu's Metal (Brass) Works, Bombay	25-8-60, 12 (3).
594	Lucas Indian Service Pvt. Ltd., Bombay	8-9-60, 13 (3).
595	Steel made & Co., Bombay	14-9-60, 12 (3).
596	Mazgaon Dock Pvt. Ltd., Bombay	16-9-60, 2 (P).
597	M/s. Alu Capsules Pvt. Ltd., Bombay	24-9-60, 12 (3).
598	Kalina Metal & Engineering Works, Bombay	24-9-60, 12 (3).
599	The Brady Engineering Co. Ltd., Bombay	1-10-60, 12 (3).
600	M/s. Dalal Engineering Pvt. Ltd., Bombay	3-10-60, 12 (3).
601	J. B. Advani Oerliken Electrodes Pvt. Ltd., Bombay	7-10-60, 12 (3).
602	Azad Industries, Bombay	9-10-60, 12 (3).
603	Bombay Premier Trading Co., Bombay	10-10-60, 12 (3).
604	Kanti Engineering Works, Bombay	18-10-60, 12 (3).
605	Indus Engineering Co., Bombay	24-10-60, 2 (P).
606	Metal Products Mfgs., Bombay	24-11-60, 12 (3).
607	Orient Can Mfg. Co., Bombay	25-11-60, 12 (3).
608	Murphy Radio of India Ltd., Bombay	7-12-60, 2 (P).
609	Novus Engineering Works, Bombay	12-12-60, 2 (P).
610	National Electrical Industries Ltd., Bombay	14-12-60, 2 (P).
611	F. E. Hardcastle & Co. Pvt. Ltd., Bombay	17-12-60, 12 (3).
612	Structural Engineering Works Ltd., Bombay (Mulund Factory)	21-12-60, 12 (3).
613	Hind Rectifiers Pvt. Ltd., Bombay	22-12-60, 12 (3).
614	National Engineering & Electro Plating Works, Bombay	28-12-60, 2 (P).
615	West End Works, Wada Thana District	31-12-60, 12 (3).
616	Indus Engineering Co., Bombay	2-1-61, 2 (P).
617	Mulchandani Electrical & Radio Industries Ltd., Bombay	4-1-61, 2 (P).
618	M/s. National Electrical Industries Ltd., Bombay	17-1-61, 2 (P).
619	M/s. Ebrahim Noormohammed, Bombay	21-1-61, 2 (P).
620	T. Maneklal Mfg. Co. Ltd., Bombay	24-1-61, 12 (3).
621	Sohal Engineering Works, Bombay	28-1-61, 2 (P).
622	Hedavkar Metal Pressing Works, Bombay	30-1-61, 2 (P).
623	M/s. Grindwell Abrasives Ltd., Mora, District Kolaba	1-2-61, 12 (3).
624	John Baker & Sons, Bombay (Assignee; Killick Industries Ltd., Bombay).	18-2-61, 12 (3).
625	Premier Electro Platers, Bombay	24-2-61, 2 (P).
626	Steelage Industries Pvt. Ltd., Bombay	28-2-61, 2 (P).
627	Standard Drum & Barrel Mfg. Co., Bombay	13-3-61, 2 (P).
628	The Indian Hume Pipe Co. Ltd., Bombay	29-3-61, 2 (P).
629	Cooper Engineering Ltd., Bombay	29-3-61, 2 (P).
630	Mazgaon Dock Ltd., Bombay	29-3-61, 2 (P).
631	The Acme Mfg. Co. Ltd., Bombay	7-4-61, 2 (P).
632	East Asiatic Co. (India) Pvt. Ltd., Bombay	19-4-61, 2 (P).
633	Kandivali Metal Works, Bombay	19-4-61, 12 (3).
634	M/s. Palitan Iron & Mechanical Works, Bombay	22-4-61, 2 (P).
635	The Bharat Tool Mfg. Co. Pvt. Ltd., Bombay	29-4-61, 12 (3).
636	Polar Industrial Corporation, Bombay	29-4-61, 12 (3).
637	M/s. C. J. Textile Accessories Works, Bombay	3-5-61, 12 (3).
638	Janata Works Pvt. Ltd., Bombay	4-5-61, 12 (3).
639	Bajaj Tempo Pvt. Ltd., Bombay	6-5-61, 2 (P).
640	Presto Metals, Bombay	7-5-61, 2 (P).
641	M/s. Allenburry Engineering Pvt. Ltd., Bombay	13-5-61, 12 (3).
642	Hindustan Stove & Light Industries, Bombay	15-5-61, 2 (P).
643	The Champion Engineering Works Pvt. Ltd., Bombay	18-5-61, 12 (3).
644	M/s. Bomin (Pvt.) Ltd., Bombay	19-5-61, 12 (3).
645	M/s. National Electrical Industries Ltd., Bombay	23-5-61, 2 (P).
646	General Electrical Industries, Bombay	27-5-61, 12 (3).
647	Mukund Iron & Steel Works Ltd., Bombay	27-5-61, 12 (3).
648	International Structural Engineering Works Pvt. Ltd., Bombay	1-6-61, 12 (3).
649	M/s. Minimax Ltd., Bombay	3-6-61, 12 (3).
650	Mckenzie's Ltd., Bombay	10-6-61, 12 (3).
651	The Bharat Tool Mfg. Co. Pvt. Ltd., Bombay	15-6-61, 12 (3).

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652	Devidayal Metal Industries, Bombay .. .. .	1-7-61, 2 (P).
653	M/s. Anandji Haridas & Co. Pvt. Ltd., Bombay .. .. .	4-7-61, 12 (3).
654	M/s. Nanu's Metal (Brass) Works, Bombay .. .. .	13-7-61, 12 (3).
655	M/s. Premier Industries, Bombay .. .. .	15-7-61, 12 (3).
656	Ashok Nut Bolts Industries, Bombay .. .. .	20-7-61, 12 (3).
657	Greaves' Cotton & Co. Pvt. Ltd., Bombay .. .. .	1-8-61, 2 (P).
658	Westrex Co. of India, Bombay .. .. .	9-8-61, 12 (3).
659	M/s. Vithal Purushottam & Sons Pvt. Ltd., Bombay .. .. .	12-8-61, 12 (3).
660	M/s. Sidhpura and Co., Bombay .. .. .	14-8-61, 12 (3).
661	Premier Electro Platers, Bombay .. .. .	17-8-61, 12 (3).
662	Berk's Engineering Works, Bombay .. .. .	22-8-61, 12 (3).
663	Poysha Industrial Co. Ltd., Bombay .. .. .	9-8-61, 2 (P).
664	Structural Engineering Works Ltd., Bombay .. .. .	9-9-61, 12 (3).
665	Hardcastle and Waud Mfg. Co. Pvt. Ltd., Bombay .. .. .	12-9-61, 12 (3).
666	Leeds Meter Mfg. Co. Ltd., Bombay .. .. .	3-10-61, 2 (P).
667	Kumar Engineering Stores, Bombay .. .. .	3-10-61, 12 (3).
668	M/s. Devidayal Cable Industries Pvt. Ltd., Bombay .. .. .	5-10-61, 12 (3).
669	Bright Tubes Corporation Pvt. Ltd., Bombay .. .. .	7-10-61, 2 (P).
670	Bombay Brass and Metal Works, Bombay .. .. .	13-10-61, 2 (P).
671	M/s. Devidayal Rolling and Refineries Pvt. Ltd., Bombay .. .. .	18-10-61, 12 (3).
672	Rashtriya Metal Industries Pvt. Ltd., Bombay .. .. .	24-10-61, 12 (3).
673	Bharat Bijlee Ltd., Bombay .. .. .	26-10-61, 2 (P).
674	Mazgaon Dock Ltd., Bombay .. .. .	28-10-61, 2 (P).
675	M/s. Daji Kika and Sons, Bombay .. .. .	31-10-61, 12 (3).
676	Crompton Parkinson (Works) Ltd., Bombay .. .. .	29-11-61, 12 (3).
677	Universal Textile Engineering Co., Bombay .. .. .	2-12-61, 12 (3).
678	Argo Electric Corporation, Bombay .. .. .	4-12-61, 2 (P).
679	M/s. Devidayal Cable Industries Pvt. Ltd., Bombay .. .. .	5-12-61, 12 (3).
680	Rallifan Pvt. Ltd., Bombay .. .. .	5-12-61, 12 (3).
681	Kayce Industries Ltd., Bombay .. .. .	14-12-61, 12 (3).
682	Reunion Engineering Co. Pvt. Ltd., Bombay .. .. .	26-12-61, 12 (3).
683	M/s. Jeewanlal (1929) Ltd., Bombay .. .. .	27-12-61, 12 (3).
684	Cable Corporation of India Ltd., Bombay .. .. .	28-12-61, 2 (P).
685	India Corroging Industries, Bombay .. .. .	1-1-62, 12 (3).
686	Consolidated Pneumatic Tool Co. India Ltd., Bombay .. .. .	3-1-62, 12 (3).
687	Jal B. Kanga & Co., Bombay .. .. .	4-1-62, 12 (3).
688	Racek Industries Pvt. Ltd., Bombay .. .. .	4-1-62, 2 (P).
689	Mervyn & Spittom Pipe Fitting Factory, Bombay .. .. .	6-1-62, 12 (3).
690	M/s. Devidayal Tube Pvt. Ltd., Bombay .. .. .	15-1-62, 12 (3).
691	M/s. Solar Electric Trading Co., Bombay .. .. .	19-1-62, 12 (3).
692	Guest, Keen Williams Ltd., Bombay .. .. .	31-1-62, 2 (P).
693	Guest, Keen Williams Ltd., Bombay .. .. .	1-2-62, 2 (P).
694	J. B. Advani & Co. Pvt. Ltd., Bombay .. .. .	6-2-62, 12 (3).
695	Ralliwolf Ltd., Bombay .. .. .	7-2-62, 2 (P).
696	Ghatalia Reeds Mfg. Works, Bombay .. .. .	8-2-62, 2 (P).
697	Crompton Parkinson (Works) Ltd., Bombay .. .. .	14-2-62, 12 (3).
698	The Acme Mfg. Co. Ltd., Bombay .. .. .	21-2-62, 12 (3).
699	International Burner Mfg. Co. Ltd., Bombay .. .. .	1-3-62, 2 (P).
700	International Burner Mfg. Co., Bombay .. .. .	5-3-62, 12 (3).
701	Bombay Switch Gear, Bombay .. .. .	6-3-62, 12 (3).
702	M/s. Damania Electrical & Engineering Works, Bombay .. .. .	7-3-62, 12 (3).
703	National Electrical Industries Ltd., Bombay .. .. .	9-3-62, 2 (P).
704	Gandhi Electric Industries Pvt. Ltd., Bombay .. .. .	15-3-62, 12 (3).
705	M/s. Rallis India Ltd., Bombay .. .. .	17-3-62, 2 (P).
706	Popular Metal Works and Rolling Mills, Bombay .. .. .	22-3-62, 12 (3).
707	M/s. George Motors, Bombay .. .. .	23-3-62, 12 (3).
708	Greaves Foundry Services Ltd., Bombay .. .. .	2-4-62, 2 (P).
709	Jeewanlal (1929) Ltd., Bombay .. .. .	7-4-62, 2 (P).
710	Rallis India Ltd., Bombay .. .. .	9-4-62, 2 (P).
711	Prospect Mechanical Works, Bombay .. .. .	9-4-62, 12 (3).
712	Structural Engineering Works, Bombay .. .. .	16-4-62, 12 (3).
713	Hararwala Engineering Works Pvt. Ltd., Bombay .. .. .	18-4-62, 2 (P).
714	Harshad Metal Industries, Bombay .. .. .	23-4-62, 2 (P).
715	Electro Engineering Co. Pvt. Ltd., Bombay .. .. .	24-4-62, 12 (3).
716	Great Western Engineering Co. Pvt. Ltd., Bombay .. .. .	24-4-62, 12 (3).
717	United Motors (India) Ltd., Bombay .. .. .	24-4-62, 12 (3).
718	Afco Ltd., Bombay .. .. .	27-4-62, 12 (3).
719	Bombay Metal Press Factory, Bombay .. .. .	28-4-62, 12 (3).
720	The Bombay Metal Press Factory, Bombay .. .. .	28-4-62, 2 (P).
721	T. Maneklal Mfg. Co. Ltd., Bombay .. .. .	4-5-62, 2 (P).
722	National Electrical Industries Ltd., Bombay .. .. .	7-5-62, 2 (P).
723	M/s. United Hardware Stores and Engineering Works, Bombay .. .. .	8-5-62, 2 (P).
724	Standard Rolling Shutters and Engineering Works Pvt. Ltd., Bombay .. .. .	8-5-62, 12 (3).
725	Volkart Brothers, Bombay .. .. .	16-5-62, 2 (P).
726	M/s. Khandelwal Udyog Ltd., Bombay .. .. .	22-5-62, 2 (P).
727	Motiwala and Natekar, Bombay .. .. .	28-5-62, 12 (3).
728	Bharat Metal Industries Bombay .. .. .	29-5-62, 2 (P).
729	Optimohor Industries Pvt. Ltd., Bombay .. .. .	30-5-62, 12 (3).
730	Bajaj Tempo Limited, Bombay .. .. .	5-5-62, 2 (P).
731	Patel Engineering Co. Ltd., Bombay .. .. .	12-6-62, 12 (3).
732	Calcuttawalla Tape Works, Bombay .. .. .	13-6-62, 12 (3).
733	M/s. Azad Industries, Bombay .. .. .	15-6-62, 12 (3).

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734	Amin Mechanical Works, Bombay .. .. .	16-6-62, 12 (3).
735	Kaybee School Aids Mfg. Co., Bombay .. .. .	9-7-62, 12 (3).
736	Siemens Engineering and Mfg. Co. of India Ltd., Bombay .. .. .	10-7-62, 2 (P).
737	M/s. Mistry Motor Body Builders, Bombay .. .. .	12-7-62, 12 (3).
738	New India Electric Corporation, Bombay .. .. .	19-7-62, 12 (3).
739	Siemens Engineering and Mfg. Co. of India Ltd., Bombay .. .. .	16-8-62, 2 (P).
740	Hindustan Wire Netting Co. Pvt. Ltd., Bombay .. .. .	20-8-62, 12 (3).
741	Oriental Can Manufacturing Co., Bombay .. .. .	30-8-62, 12 (3).
742	Andheri Metal Refinery and Foundry, Bombay .. .. .	1-9-62, 12 (3).
743	National Industrial Works, Bombay .. .. .	8-9-62, 12 (3).
744	M/s. Shiv Engineering Industries, Bombay .. .. .	14-9-62, 2 (P).
745	M/s. Telecom Industries Pvt. Ltd., Bombay .. .. .	17-9-62, 12 (3).
746	Bajaj Electricals Ltd., Bombay .. .. .	21-9-62, 2 (P).
747	SKF Ball Bearing Co. Pvt. Ltd., Bombay .. .. .	6-10-62, 12 (3).
748	Ingersoll-Rand (India) Pvt. Ltd., Bombay .. .. .	10-10-62, 12 (3).
749	Bharat Radiators Pvt. Ltd., Bombay .. .. .	11-10-62, 2 (P).
750	Siemens Engineering and Mfg. Co. of India Ltd., Bombay .. .. .	18-10-62, 2 (P).
751	Siemens Engineering and Mfg. Co. of India Ltd., Bombay .. .. .	19-10-62, 2 (P).
752	Ajit Radio Corporation, Bombay .. .. .	26-10-62, 12 (3).
753	Bharat Barrel and Drum Mfg. Co. Pvt. Ltd., Bombay .. .. .	17-11-62, 12 (3).
754	M/s. Universal Metal Refinery, Bombay .. .. .	19-11-62, 12 (3).
755	K. R. Metal Industries Pvt. Ltd., Bombay .. .. .	21-11-62, 12 (3).
756	Devidayal Metal Industries, Bombay .. .. .	24-11-62, 2 (P).
757	Shah Industries No. 1, Bombay .. .. .	29-11-62, 2 (P).
758	K. I. V. Group of Industries, Bombay .. .. .	16-12-62, 2 (P).
759	Structural Engineering Works Ltd., Dhamangaon, Taluka Bhiwandi, Dist. Thana .. .. .	19-12-62, 2 (P).
760	The Gold Filled Leather Works, Bombay. (Machinery and Metal Works) .. .. .	21-12-62, 2 (P).
761	Pearl Metal Works, Bombay .. .. .	27-12-62, 2 (P).
762	Industrial Air Control (India), Bombay .. .. .	11-1-63, 12 (3).
763	Mazgaon Dock Limited, Bombay .. .. .	18-1-63, 2 (P).
764	India Tube Mills and Metal Industries Pvt. Ltd., Bombay .. .. .	31-1-63, 12 (3).
765	Kothari Auto Parts Mfg. Pvt. Ltd., Bombay .. .. .	4-2-63, 2 (P).
766	M/s. Excel Industries Pvt. Ltd., Jogeshvari, Bombay .. .. .	5-2-63, 2 (P).
767	Reliable Metal Works, Bombay .. .. .	6-2-63, 12 (3).
768	Kamani Bros. Pvt. Ltd., Kurla, Bombay .. .. .	21-2-63, 2 (P).
769	Prabhat Electric Equipment Corpn., Bombay .. .. .	1-3-63, 12 (3).
770	Dalal Engineering Pvt. Ltd., Bombay .. .. .	1-3-63, 12 (3).
771	Binani Engineering Corpn., Bombay-59. .. .. .	2-3-63, 2 (P).
772	M/s. M. T. Falcao Electrical Engineers, Bombay-27 .. .. .	2-3-63, 2 (P).
773	Binani Machinery Corporation, Bombay .. .. .	2-3-63, 2 (P).
774	Indian Textile Engineers Pvt. Ltd., Bombay .. .. .	6-3-63, 2 (P).
775	Hind Razer and Blades Co. Pvt. Ltd., Bombay .. .. .	9-3-63, 12 (3).
776	M/s. Rajkamal Industries, Bombay .. .. .	11-3-63, 12 (3).
777	Air-conditioning Corporation Ltd., Bombay .. .. .	15-3-63, 12 (3).
778	Bharat Barrel and Drum Mfg. Co. Pvt. Ltd., Bombay .. .. .	18-3-63, 12 (3).
779	Singer Sewing Machine Co., Bombay .. .. .	28-3-63, 12 (3).
780	Bharat Bharat Cables Pvt. Ltd., Bombay-78 .. .. .	28-3-63, 2 (P).
781	Standard Drum and Barrel Mfg. Co., Bombay-71 .. .. .	30-3-63, 2 (P).
782	Indian Link Chain Mfgs. Ltd., Bombay .. .. .	5-4-63, 12 (3).
783	Alu Capsules Ltd., Bombay .. .. .	8-4-63, 12 (3).
784	Nathani Steel Yard, Bombay .. .. .	9-4-63, 12 (3).
785	General Radio and Appliances Ltd., Bombay .. .. .	11-4-63, 2 (P).
786	Nav Bharat Steel Rolling Mills, Bombay .. .. .	15-4-63, 2 (P).
787	Laxmi Engineering Works, Bombay .. .. .	15-4-63, 12 (3).
788	Hindustan Equipment Suppliers Ltd., Bombay .. .. .	20-4-63, 2 (P).
789	National Electrical Industries Ltd., Bombay .. .. .	26-4-63, 2 (P).
790	Kotkar Enamel Works, Bombay .. .. .	27-4-63, 2 (P).
791	Paper Mill Plant and Machinery Mfgs. Ltd., Bombay .. .. .	29-4-63, 12 (3).
792	Communication and Power Equipment Co. Pvt. Ltd., Bombay .. .. .	3-5-63, 12 (3).
793	Bharat Radiators Pvt. Ltd., Bombay .. .. .	6-5-63, 2 (P).
794	Batliboi and Co., Bombay .. .. .	7-5-63, 12 (3).
795	M/s. Motor Hood Depot, Bombay .. .. .	10-5-63, 12 (3).
796	Electromach, Bombay .. .. .	13-5-63, 12 (3).
797	M/s. Keypee Electricals, Bombay .. .. .	13-5-63, 12 (3).
798	R. S. S. O. Conduit and Tubes Pvt. Ltd., Bombay .. .. .	15-5-63, 12 (3).
799	M/s. Automobile Agricultural Industries Corporation, Bombay .. .. .	18-5-63, 12 (3).
800	Tractor Engineers Ltd., Bombay .. .. .	20-5-63, 12 (3).
801	H. and R. Johnson (India) Pvt. Ltd., Bombay .. .. .	22-5-63, 12 (3).
802	Ganesh Engineering Works, Bombay .. .. .	23-5-63, 12 (3).
803	Dhirajlal and Co., Bombay .. .. .	24-5-63, 12 (3).
804	D. Kanaiyalal and Co., Bombay .. .. .	29-5-63, 12 (3).
805	M/s. Star Textile Engineering Works Ltd., Bombay .. .. .	31-5-63, 12 (3).
806	M/s. Shamsher Sterling Cable Corpn., Ltd., Bombay .. .. .	4-6-63, 12 (3).
807	A. K. Industries, Bombay .. .. .	5-6-63, 2 (P).
808	Kothari Auto Parts Mfgs., Bombay .. .. .	6-6-63, 2 (P).
809	Kothari Auto Parts Mfgs., Bombay .. .. .	6-6-63, 12 (3).
810	National Baby Motor Works, Bombay .. .. .	28-6-63, 12 (3).
811	Blandon Coles and Co. Pvt. Ltd., Bombay .. .. .	2-7-63, 12 (3).
812	Shamsher Sterling Cable Corpn. Ltd., Bombay .. .. .	13-7-63, 12 (3).
813	Sewree Engineering Works, Bombay .. .. .	24-7-63, 12 (3).
814	Steel Industrial Corporation, Bombay .. .. .	26-7-63, 12 (3).
815	M/s. Comet Metal Works, Bombay .. .. .	29-7-63, 12 (3).
816	Bombay Cable Co. Pvt. Ltd., Bombay .. .. .	30-7-63, 12 (3).

(1)	(2)	(3)
817	Blue Star Industries Pvt. Ltd., Bombay .. .. .	30-7-63, 12 (3).
818	Somani and Co. Pvt. Ltd., Bombay (Manufacturers and Engineers) .. .. .	30-7-63, 2 (P).
819	J. B. Advani and Co. Pvt. Ltd., Bombay .. .. .	2-8-63, 12 (3).
820	Tahira Industries Pvt. Ltd., Bombay .. .. .	9-8-63, 2 (P).
821	Ellora Art Industries, Bombay .. .. .	9-8-63, 2 (P).
822	Masvy and Co. Pvt. Ltd., Bombay .. .. .	15-8-63, 12 (3).
823	L. and T. Pvt. Ltd., Bombay, Managing Agents, .. .. .	26-8-63, 12 (3).
	(1) India Crown Cork Co. Ltd., Bombay.	
	(2) Engg. Construction Corporation Ltd., Bombay.	
	(3) Alu Capsules Ltd., Bombay.	
824	J. B. Advani Oerlikes Electrodes Pvt. Ltd., Bombay .. .. .	26-8-63, 12 (3).
825	National Electrical Industries Ltd., Bombay .. .. .	28-8-63, 2 (P).
826	International Telephones & Radio Corporation, Bombay .. .. .	1-9-63, 12 (3).
827	K. T. Rolling Mills Pvt. Ltd., Bombay .. .. .	3-9-63, 12 (3).
828	National India Engineering Co. Pvt. Ltd., Bombay .. .. .	3-9-63, 12 (3).
829	Kedyee Engineering Works Pvt. Ltd., Bombay .. .. .	3-9-63, 12 (3).
830	Special Steels Ltd., Bombay .. .. .	5-9-63, 2 (P).
831	Shukla Manseta Industries Pvt. Ltd., Bombay .. .. .	9-9-63, 12 (3).
832	P. S. A. Engineering Pvt. Ltd., Bombay .. .. .	10-9-63, 12 (3).
833	Free India Metal Works, Bombay .. .. .	16-9-63, 12 (3).
834	National Electric Co., Bombay .. .. .	18-9-63, 12 (3).
835	Hardcastle and Waud Mfg. Co. Pvt. Ltd., Bombay .. .. .	18-9-63, 12 (3).
836	The Bombay Brass & Metal Works, Bombay .. .. .	23-9-63, 12 (3).
837	Windsor Engineering & Welding Works, Bombay .. .. .	23-9-63, 12 (3).
838	J. B. Metal Industries, Bombay .. .. .	23-9-63, 12 (3).
839	Bajaj Electricals Ltd., Bombay .. .. .	23-9-63, 2 (P).
840	The Indian Smelting & Refining Co. Pvt. Ltd., Bombay .. .. .	24-9-63, 12 (3).
841	V. Pamlay's Pvt. Ltd., Thana .. .. .	25-9-63, 12 (3).
842	Auto Accessories (India) Ltd., Bombay .. .. .	30-9-63, 12 (3).
843	Natnani Steel Yard, Bombay .. .. .	30-9-63, 12 (3).
844	Meta Frames, Bombay .. .. .	5-10-63, 2 (P).
845	Krishna Steel Industries Pvt. Ltd., Bombay .. .. .	8-10-63, 2 (P).
846	Getco Products, Bombay .. .. .	16-10-63, 2 (P).
847	New Standard Engineering Co. Ltd., Bombay .. .. .	21-10-63, 2 (P).
848	Hindustan Sheet Metal Works, Bombay .. .. .	29-10-63, 2 (P).
849	Dynacraft Machine Co. Pvt. Ltd., Bombay .. .. .	2-11-63, 2 (P).
850	Testubes Mechanical Industries, Bombay .. .. .	12-11-63, 2 (P).
851	(1) Christensen-Long Year (India) Ltd., Bombay .. .. .	13-11-63, 12 (3).
	(2) Tractor Engineering Ltd., Bombay.	
852	Forbes, Forbes, Campbell & Co. Ltd., Bombay .. .. .	18-11-63, 12 (3).
853	Vidyut Metallics, Thana .. .. .	18-11-63, 2 (P).
854	Suresh Engineering Works, Bombay .. .. .	19-11-63, 12 (3).
855	Audco India Ltd., Bombay .. .. .	20-11-63, 12 (3).
856	Small Parts Mfg. Co., Bombay .. .. .	21-11-63, 2 (P).
857	Afco Ltd., Bombay .. .. .	28-11-63, 12 (3).
<b>Poona Division</b>		
858	The Patent Tiffin Carrier, Sanghavi Co., Poona .. .. .	27-1-59, 2 (P).
859	(i) Mahindra & Mahindra Ltd., .. .. .	20-3-59, 12 (3).
	(ii) Mahindra Owen Pvt. Ltd., Pimpri.	
860	The Premier Garage, Poona .. .. .	4-4-59, 2 (P).
861	Modern Foundry & Machine Works Ltd., Ahmednagar .. .. .	3-6-59, 12 (3).
862	Utkur Iron Works, Kolhapur .. .. .	23-7-59, 2 (P).
863	The Indian Hume Pipe Co. Ltd., Sholapur .. .. .	11-10-59, 2 (P).
864	New Vijaya Industries Ltd., Sangli .. .. .	7-11-59, 2 (P).
865	Mahatma Metal Works, Kolhapur .. .. .	30-11-59, 2 (P).
866	J. Williams Co., Poona .. .. .	14-12-59, 12 (3).
867	Hind Casting & Iron Works, Kolhapur .. .. .	1-1-60, 2 (P).
868	Menon and Co., Kolhapur .. .. .	18-1-60, 2 (P).
869	The Patent Tiffin Carrier, Sanghavi Co., Poona .. .. .	20-1-60, 2 (P).
870	Maruti Babaji Jedhe, Deshmukh, Metal Works, Poona .. .. .	1-2-60, 12 (3).
871	Southern Engineering Works, Kolhapur .. .. .	21-2-60, 2 (P).
872	Ruston and Hornsby (India) Pvt. Ltd., Chinchwad, Poona .. .. .	3-3-60, 2 (P).
873	The Indian Hume Pipe Co. Ltd., Miraj .. .. .	12-4-60, 12 (3).
874	Roopa Engineering Corporation, Kolhapur .. .. .	30-5-60, 2 (P).
875	Laboratory Apparatus Works of Radio Lamp Works Ltd., Poona .. .. .	30-5-60, 2 (P).
876	Radio Lamp Works Ltd., Poona .. .. .	23-6-60, 2 (P).
877	The Indian Hume Pipe Co. Ltd., Poona .. .. .	30-7-60, 2 (P).
878	The Indian Hume Pipe Co. Ltd., Kolhapur .. .. .	10-8-60, 2 (P).
879	M. G. Karajgar Engineering Works, Kolhapur .. .. .	12-9-60, 2 (P).
880	Lodha Engineering Works, Snreerampur, District Ahmednagar .. .. .	18-11-60, 12 (3).
881	Dandekar Bros, Sangli .. .. .	26-12-60, 2 (P).
882	New Vijay Industries Ltd., Sangli .. .. .	10-1-61, 2 (P).
883	K. S. Patil Engineering Works, Kolhapur .. .. .	23-1-61, 2 (P).
884	The Patent Tiffin Carrier Sanghvi Co., Poona .. .. .	11-2-61, 2 (P).
885	The Indian Hume Pipe Co. Ltd., Snolapur .. .. .	25-4-61, 2 (P).
886	Southern Machine Industries, Poona .. .. .	10-5-61, 2 (P).
887	The Indian Hume Pipe Co. Ltd., Karad .. .. .	5-10-61, 2 (P).
888	The Indian Hume Pipe Co. Ltd., Karad .. .. .	18-10-61, 2 (P).
889	D. N. Mhaiskar and Co., Oglewadi .. .. .	17-1-62, 12 (3).
890	The patent Tiffin Carrier, Sanghvi Co., Poona .. .. .	9-2-62, 2 (P).
891	Modern Foundry and Machine Works, Ahmednagar .. .. .	3-4-62, 2 (P).
892	Mukund and Co., Sholapur .. .. .	20-8-62, 12 (3).



(1)	(2)	(3)
893	Indian Hume Pipe Co. Ltd., Kolhapur .. .. .	1-10-62, 2 (P).
894	The Indian Hume Pipe Co. Ltd., Karad .. .. .	19-10-62, 2 (P).
895	Indian Hume Pipe Co. Ltd., Karad .. .. .	19-10-62, 2 (P).
896	Production Engineers Corpn., Poona .. .. .	16-11-62, 2 (P).
897	Dalco Engineering Works, Pimpri, Poona .. .. .	31-12-62, 2 (P).
898	Indian Hume Pipe Co. Ltd., Poona .. .. .	4-1-63, 2 (P).
899	Kirloskar Pneumatic Co. Ltd., Poona .. .. .	14-2-63, 2 (P).
900	Cooper Engineering Ltd., Chinchwad, Poona .. .. .	5-4-63, 2 (P).
901	Shivaji Works Ltd., Sholapur .. .. .	18-4-63, 12 (3).
902	Mahindra Sintered Products Ltd., Poona .. .. .	11-5-63, 2 (P).
903	Cooper Engineering Ltd., Satara .. .. .	16-5-63, 2 (P).
904	Bajaj Electricals Ltd., Poona .. .. .	31-7-63, 2 (P).
905	Bajaj Electricals Ltd., Poona .. .. .	31-7-63, 12 (3).
906	Buckau Wolf New India Fngg. Works Ltd., Pimpri, Poona .. .. .	1-8-63, 2 (P).
907	K. S. B. Pumps Ltd., Pimpri, Poona .. .. .	21-8-63, 12 (3).
908	Antifriction Bearings Corpn. Ltd., Lonawala, District Poona .. .. .	14-9-63, 12 (3).
909	Philips India Ltd., Lon: Kalbhor, Poona .. .. .	23-9-63, 2 (P).
910	Indian Hume Pipe Co. Ltd., Miraj .. .. .	3-10-63, 2 (P).
911	Manindra Owen Ltd., Pimpri, Poona .. .. .	12-10-63, 2 (P).
<b>Nagpur Division</b>		
912	Indian Hume Pipe Co. Ltd., Kanhan .. .. .	25-5-55, C. P. & B., I. D. S. Act.
913	Indian Hume Pipe Co. Ltd., Kanhan .. .. .	20-8-55, C. P. & B., I. D. S. Act.
914	Brass Industry at Bhandara represented by Snri R. R. Hardania and 14 other representatives of the Brass Industry.	20-4-56, C. P. & B., I. D. S. Act.
915	Indian Hume Pipe Co. Ltd., Kanhan .. .. .	20-4-56, C. P. & B., I. D. S. Act.
916	Government Central Workshop & Stores, Nagpur .. .. .	4-9-58, C. P. & B., I. D. S. Act.
917	Indian Hume Pipe Co. Ltd., Kanhan .. .. .	15-12-58, C. P. & B. I. D. S. Act.
918	Vidharbna Auto Springs and Ancillaries (Camera Workshops Ltd.), Nagpur .. .. .	15-12-62, C. P. & B. I. D. S. Act.
919	Voltas Ltd., Nagpur .. .. .	8-2-63, C. P. & B. I. D. S. Act.
<b>Aurangabad Division</b>		
920	Jalana Electric Syndicate Pvt. Ltd., Jalana .. .. .	8-8-61, 12 (3).
921	Indian Hume Pipe Co. Ltd., Aurangabad .. .. .	14-10-61, 12 (3).
922	Indian Hume Pipe Co. Ltd., Aurangabad .. .. .	22-12-61, 12 (3).

### WAGES AND DEARNESS ALLOWANCE.

The question of wages and dearness allowance was involved in 702 cases. Out of these 100 cases dealt with dearness allowance only, wages were revised in 273 cases; both dearness allowance and revision of wages were granted in 270 cases and adhoc increase in wages and dearness allowance were granted in 59 cases. A statement showing wages, dearness allowance and increments decided in 702 cases is attached herewith.

#### Adjustment of Wages :

The adjustment of wages in the revised scales was done according to the following rules :—

(1) In case the existing basic wages of an employee is less than the minimum of the revised scale he shall get the minimum of the revised scale.

(2) In case the existing wage of an employee is equal to the minimum of the revised scale or above he shall be stepped up to the nearest higher stage in the revised scale.

(3) In case the existing wage of an employee is more than the maximum of the revised scale he shall continue to get the same and difference shall be treated as his personal pay.

#### Increments in the revised wage-Scales :

In 79 cases increments were granted after adjustment of existing wages in the revised scales as below :—

Sr. No. in the Index	Period of service	No. of increments granted
(1)	(2)	(3)
15	.. More than 1 year and upto 3 years .. .. .	1
	.. More than 3 and upto 6 years .. .. .	2
	.. More than 6 years .. .. .	3
17,59,63	.. 1 year and more .. .. .	1
	.. More than 2 and upto 4 years .. .. .	2
	.. More than 4 years .. .. .	3

Sr. No. in the Index	Period of service	No. of increments granted (3)
(1)	(2)	(3)
21,141	.. More than 1 year but less than 3 years .. .. .	1
	3 years and more but less than 6 years .. .. .	2
	6 years and more .. .. .	3
456	.. For every 3 years service (Maximum 3 increments) .. .. .	1
33	.. These who had reached the maximum in the old scale .. .. .	2
32	.. 1 year .. .. .	1
	More than 1 year but less than 4 years .. .. .	2
	4 years or more .. .. .	3
131, 426, 440	.. 3 years .. .. .	1
161	.. { 3 years .. .. .	1
	{ 7 years .. .. .	2
52, 761	.. { 5 years .. .. .	1
	{ More than 5 years .. .. .	2
71	.. More than 1 year but less than 4 years .. .. .	1
	More than 4 years but less than 7 years .. .. .	2
	7 years or more .. .. .	3
84	.. For every 2 years service (Maximum 2 increments) .. .. .	1
94	.. 5 years or more but less than 10 years .. .. .	1
	10 years or more .. .. .	2
107, 148, 223	.. 2 years .. .. .	1
	5 years .. .. .	2
116, 166, 266, 323	.. 3 years .. .. .	1
	6 years .. .. .	2
133	.. 3 years but less than 4 years .. .. .	1
	4 years but less than 5 years .. .. .	2
	5 years or more .. .. .	3
466	.. 2 years .. .. .	1
	5 years .. .. .	2
	10 years .. .. .	3
134, 299	.. 1 year .. .. .	1
135	.. 3 years .. .. .	1
	More than 3 years .. .. .	2
498	.. For every period of 3 years (Maximum of 5 increments) .. .. .	1
729	.. 2 years .. .. .	1
	4 years .. .. .	2
174, 294, 448, 821	.. 2 years .. .. .	1
180	.. 1 year or less .. .. .	1
	More than 1 year .. .. .	2
199, 778	.. More than 3 years but less than 5 years .. .. .	1
	5 years and more .. .. .	2
206	.. More than 4 years but less than 8 years .. .. .	1
	8 years but less than 12 years .. .. .	2
	12 years and more .. .. .	3
214	.. More than 5 years .. .. .	1
230	.. 6 years .. .. .	1
233	.. 5 years .. .. .	1
102, 783	.. More than 1 year but less than 3 years .. .. .	1
	3 years but less than 5 years .. .. .	2
	5 years or more .. .. .	3
695, 807	.. 1 year but less than 2 years .. .. .	1
	2 years .. .. .	2
308, 725	.. 5 years .. .. .	1
275, 808, 816	.. 1 year but less than 3 years .. .. .	1
	3 years .. .. .	2
270, 856	.. 2 years .. .. .	1
	More than 2 years but less than 5 years .. .. .	2
	5 years and more .. .. .	3

Sr. No. in the Index	Period of service	No. of increments granted
(1)	(2)	(3)
706	.. More than 3 years but less than 6 years .. .. .	1
	6 years but less than 9 years .. .. .	2
	9 years .. .. .	3
746	.. 3 years .. .. .	1
	7 years .. .. .	2
311, 317, 812	.. More than 1 year but less than 3 years .. .. .	1
	3 years and more .. .. .	2
823	.. More than 3 years but less than 7 years .. .. .	1
	7 years and more .. .. .	2
855	.. More than 1 year .. .. .	1
482	.. For every 3 years (Maximum 3 increments) .. .. .	1
390	.. 2 years but less than 4 years .. .. .	1
	4 years but less than 8 years .. .. .	2
	8 years and more .. .. .	3
392	.. 2 years but less than 4 years .. .. .	1
	4 years and more .. .. .	2
400	.. Less than 1 year .. .. .	1
	1 year but less than 2 years .. .. .	2
	2 years but less than 3 years .. .. .	3
	3 years or more .. .. .	4
404	.. More than 2½ years .. .. .	1
485	.. 1 year and upto 3 years .. .. .	1
	More than 3 years and upto 6 years .. .. .	2
	More than 6 years .. .. .	3
411	.. 5 years .. .. .	1
	8 years .. .. .	2
413	.. 3 years .. .. .	1
	5 years .. .. .	2
444	.. More than 2 years .. .. .	1
446	.. More than 3 years .. .. .	1
450	.. 1 year and upto 3 years .. .. .	1
	More than 3 years .. .. .	2
263	.. 3 years .. .. .	1
	5 years .. .. .	2
268	.. For every 3 years service (Maximum 2 increments) .. .. .	1
269	.. 3 years .. .. .	1
273	.. More than 2 years .. .. .	1
280	.. 9 months .. .. .	1
379	.. For every 3 years' service .. .. .	1
478	.. 4 years and upto 8 years .. .. .	1
	8 years to 12 years .. .. .	2
	12 years or more .. .. .	3

### CLASSIFICATION

Cases in which classification of employees has been granted are indicated in the 'Statement showing wages and dearness allowance' which is attached. In the following concerns the classification of various categories of employees was done as under.

#### Steelage Industries Pvt. Ltd., Bombay (Sr. No. 24)

After the norms agreed upon by the Assessers the Tribunal classified the employees as under :—

*Skilled.*—Power Press Operators, Asstt. Brake Press Operator, Welders.

*Semi-skilled.*—Helpers in cabinet, Safe and Lock Departments, Lohar in Safe Department, Moulders in Lock Department, Driller in Machine Department.

**M/s. Hakimrai Jaichand, Bombay (Sr. No. 38)**

The Tribunal awarded the following classification :—

1. Highly Skilled.
2. Skilled Grade I.
3. Skilled Grade II.
4. Semi-skilled Grade I.
5. Semi-skilled Grade II.
6. Semi-skilled Grade III.
7. Unskilled.

**Quadri Tin Factory, Bombay (Sr. No. 52)**

*Highly Skilled.*—Mistry.

*Skilled.*—Those who worked on seaming, locking and lid-cutting machines.

*Semi-skilled.*—Workers working on the following machines :—

- (a) Machines which are worked with a hand or foot lever for cutting square sheets of Metal into strip.
- (b) Machines where the edges of the cut strips are turned.
- (c) Machines where the square corner of these strips are cut and rounded.
- (d) Machines where flat metal strips are inserted underneath a role.

*Unskilled.*—All the remaining categories of workmen including those who do not have to handle any machine and work it.

**The Indian Hume Pipe Co. Ltd., Thana (Sr. No. 116)**

The daily rated employees shall be classified (in consultation with the Union) as far as possible on the same basis as in other branches, and especially in the branch at Wadala.

**Siemens Engineering and Mfg. Co. of India, Pvt., Ltd., Bombay (Sr. No. 133)**

As from 31st December 1961 the following new classification was adopted in the place of the existing one :—

<i>Old Classification</i>	<i>New Classification</i>
Unskilled I or II .. .. .	Unskilled
Semi-skilled .. .. .	Semi-skilled I
Skilled I .. .. .	Semi-skilled II
Skilled II .. .. .	Skilled I
Skilled III .. .. .	Skilled II
Highly skilled I .. .. .	Highly Skilled
Highly skilled II .. .. .	Special Grade.

**The Excel Industries, Bombay (Sr. No. 191)**

*Skilled.*—Foreman, Supervisor, Mechanic.

*Semi-skilled.*—All workmen who work on wire drawing machines, pin making and polishing machines packers.

*Unskilled.*—All workmen who help skilled or semi-skilled workmen or who have nothing to do with the working of machines, sweepers, watchmen.

**S. S. Miranda, Pvt., Ltd., Bombay (Sr. No. 306)****(1) Tool—Bits Department**

Grade A.—(I) Operators on Churchill Alpa V. S. G. 4.5 and 6 Big Grinders working to a tolerance of 0.005".

(II) Furnace operators who can work independently and record such information as is necessary.

Grade B.—(I) Operators working on V. S. G. 2 and 3, Small Grinders and working to a tolerance of 0.005".

(II) Furnace Operators who cannot work independently.

Grade C.—Operators working on Band Saw Machine.

Grade D.—Operators working on buffing machine and Polishing Etching and Packing.

Grade E.—Helpers, Cleaners and Operators working on Demagnetising Machine.

(2) *Carbide Tipped Tools Section*

Grade A.—Operators working on Chip Brakers, Grinding to a tolerance less than  $\frac{1}{2}$  Finishing Grinding of Carbide Tips and who can also work on Chipbreakers—Grinding to a tolerance less than  $\frac{1}{2}$ .

Brazing Operators who can braze both Carbide Tips and High Speed Steel Tips.

Grade B.—(1) Grinding Operators on V. S. G. 5 Shank Grind.

(2) Rough Grinding of Carbide Tip.

(3) Finishing Grinding of Carbide Tips (those who cannot fulfill the conditions mentioned in Grade A).

(4) Milling Operators.

(5) Forging Operators.

(6) Brazing Operators (those who cannot fulfill the conditions mentioned in Grade A).

Grade C.—Band Saw Operators. Operators on Engraving Machine and Shot Blasting.

Grade D.—Spray Painting and Shot Blasting.

(3) *Special Tools Department*

Grade A.—(1) Operators who can and are required to grind and accurate Straight and circular form Tools.

Grade A.—(2) Operators who can and required to grind within a tolerance of 0.001 and less.

Grade B.—(1) Surface Grinder Operators.

(2) Centreless Grinder Operators.

(3) Chipbreaker Operators.

(4) Milling Machine Operators.

Grade C.—Band Saw Machine Operators.

Grade D.—Painting Operators.

(4) *Tool Room Department*

Grade A.—Turners, Milling Machine Operators and Shaping Machine Operators; Fitters who ner work independently in Machine maintenance.

Grade B.—Apprentice Turners, Milling Machine Operators and Shaping Machine Operators aftea one year's training will be placed in Grade B. Promotion from Grade B to Grade A will bc made after passing trade test. Fitters who cannot work independently in machine maintenance.

(5) *Band Saw Section*

Grade A.—Induction heater Operator and General Asstt. to Engineer.

Grade B.—Operators working Band Saw blade on Hobbing Setting and Punching. All Operators working on Hack Blade Production.

Grade C.—Band Saw Machine Operator.

(6) *General*

Grade B.—Carpenters and Masson.

Grade D.—Watchmen, Peons and heplers, Carpenter.

Grade E.—Helpers, Cleaners, Sweepers and Mali.

**Standard Drum and Barrel Mfg. Co., Bombay (Sr. No. 627)**

*Skilled*—Fitter, Grinding Machine Operator.

*Semi-skilled*—(a) Sooger Machine Operator, Circle Cutter Small Press Tester.

*Semi-skilled*—(b) Tester.

**M/s. Palitana Iron and Mechanical Works, Bombay (Sr. No. 634)**

*Skilled.*—Moulders, Lathe and Shopping Machineman.

*Semi-skilled.*—Melters, Buffers, Pressmen, Drillers, Rollers, Cutters, Gravers, Road Turning and Tower Bolt Fitters.

*Unskilled.*—Helpers, Mazdoors, Watchmen.

**Mukund Iron and Steel Works Ltd., Bombay (Sr. No. 647)**

A Joint Committee of equal representatives from the Management and the Workmen will look into the question of revision of any jobs after determining the intrinsic value of the job on the basis of :—

(a) experience and education required to do the work satisfactorily.

(b) the nature and extent of responsibility involved.

(c) degree of physical effort involved.

(d) hazards and working conditions pertaining to it and compare it with the intrinsic value of the other well established jobs in the Company as well as other engineering firms doing similar work.

**Dalal Engineering Pvt. Ltd., Bombay (Sr. No. 770)**

<i>Unskilled</i>	.. ..	Coolies, Sweepers, all helpers including those issuing welding rods to welders, helpers allowed for training and other such workers doing purely unskilled work.
<i>Semi-skilled ' B '</i>	..	Store coolies, Packers, Grinders III, Assistant Fitters.
<i>Semi-skilled ' A '</i>	..	Tin Cutters II, Junior Fitters, Grinders II, Tin Smith II, Gass Cutters, Turners III, Gas and Electric Welders III, Argonare Welders III.
<i>Skilled ' B '</i>	.. ..	Fitters II, Tin Smith I, Tin Cutters I, Gas and Electric Welders II, Argonare Welders II, Turners II, Grinders I.
<i>Skilled ' A '</i>	.. ..	Turners I, Gas and Electric Organ and Automatic Machine Welding and Passed in X-ray test in welding and capable of executing welding work from drawing with the help of fitters and helpers.

**Anti-friction Bearing Corporation Ltd., Lonavala, District Thana (Sr. No. 908)**

The Union and workers agreed that classification is a managerial function.

**LEAVE**

There were 504 awards, settlements and agreements in which various kinds of leave were considered. A statement showing the names of 504 concerns and the various types of leave granted is attached.

**Privilege Leave :**

There were 178 cases in which privilege leave has been granted. In the cases examined it was noticed that the number of days of privilege leave enjoyed by the workmen were as follows :—

<i>Serial No.</i>	<i>Quantum</i>	<i>No. of cases</i>
(1)	(2)	(3)
1	As per the Factories Act, 1948 .. .. .	77
2	14 days .. .. .	6
3	15 days .. .. .	10
4	21 days .. .. .	11
5	18 days .. .. .	1
6	20 days .. .. .	1
7	30 days .. .. .	13
8	For 11 months service 30 days .. .. .	2
9	1 day for every 20 days work .. .. .	5
10	As per the Bombay Shops and Establishments Act, 1949 .. .. .	3

Serial No. (1)	Quantum (2)	No. of cases (3)
11	<i>The Fargo Mantle Products, Bombay (Sr. No. 91)</i> — (a) For first 240 days of work in a year .. .. 15 days .. .. .. (b) For work in excess of 240 days in a year .. .. 15 days plus 1 day extra leave for every 20 days work subject to a maximum of 18 days in a year. }	1
12	<i>The Premier Automobiles Ltd., Kurla, Bombay (Sr. No. 141)</i> — (a) For daily rated workmen .. .. 18 days .. .. .. (b) For monthly rated workmen .. .. 30 days .. .. .. }	1
13	<i>Structural Engineering Works Ltd., Bombay (Sr. No. 151)</i> — (a) For workmen with less than 5 years service .. 15 days .. .. .. (b) For workmen with 5 years or more service .. 21 days .. .. .. }	1
14	<i>Volta Ltd., Bombay (Sr. No. 184)</i> — (a) For monthly rated employees .. .. 30 days .. .. .. (b) For daily rated employees for first 3 years .. 18 days .. .. .. (c) For daily rated employees from fourth year and onwards. 26 days .. .. .. }	1
15	<i>Philips India Ltd., Bombay (Sr. No. 197)</i> — (a) For workmen with five years or less service .. .. 21 days .. .. .. (b) For workmen more than 5 years to 10 years service .. 24 days .. .. .. (c) For workmen with more than 10 years service .. 28 days .. .. .. }	1
16	<i>The National Machinery Manufacturers Ltd., Kalwa, District Thana (Sr. No. 202)</i> — (a) For first 240 days work in a year .. .. As per Factories Act, 1948 .. .. (b) For work beyond 240 days in a year .. .. 1 day for every 10 days work subject to a maximum of 18 days in a year. }	1
17	<i>The Skoda (India) Pvt. Ltd., Bombay (Sr. No. 219)</i> — (a) For workmen with 3 years service .. .. 21 days .. .. .. (b) For workmen with more than 3 years service .. .. 28 days .. .. .. }	1
18	<i>The Mather and Platts Ltd., Bombay (Sr. No. 220)</i> — For all workmen .. .. 7 days with full pay or 15 days with half pay.	1
19	<i>The East Asiatic Co. India Pvt. Ltd., Bombay (Sr. No. 228)</i> — (a) For workmen with service up to 5 years .. .. 21 days .. .. .. (b) For workmen with service over 5 years .. .. 28 days .. .. .. }	1
20	<i>Indian Hume Pipe Co. Ltd., Bombay (Sr. No. 227)</i> — (a) For workmen with less than 240 days work in a year. As per the provisions of the Indian Factories Act, 1948. } (b) For workmen for first 240 days work in a year 15 days .. .. .. } (c) For workmen with more than 240 days work in a year. 1 day for every 10 days' work subject to maximum of 18 days. }	1
21	<i>Automobile Products of India Ltd., Bombay (Sr. No. 588)</i> — (a) For monthly rated workmen .. .. 21 days .. .. .. (b) For daily rated workmen .. .. 15 days .. .. .. }	1
22	<i>Ralliwolf Ltd., Bombay (Sr. No. 695)</i> — (a) For all workmen .. .. 1 day for every 20 days worked. However those who have earned 12 days leave shall get additional 3 days privilege leave. }	1

Serial No.	Quantum	No. of cases (3)												
(1)	(2)													
23	(1) <i>Structural Engineering Works Ltd., Bombay (Mulund Factory) (Sr. No. 612)</i> — (2) <i>Rallis India Ltd., Bombay (Sr. No. 705)</i> — (a) Workmen with over 1 year and up to 5 years service .. 21 days .. .. } (b) Workmen with over 5 years service .. .. .. 30 days .. .. }	2												
24	<i>T. Maneklal Mfg. Co. Ltd., Bombay (Sr. No. 721)</i> — Workmen who complete 210 working days in a year 1 day for every 13 working days with a maximum of 21 days in a year. }	1												
25	<i>Siemens Engineering and Mfg. Co. of India Ltd., Bombay (Sr. No. 751)</i> — (a) Daily rated employees of Erection Department and Godown 21 working days.. } Staff of the categories of Carpenters, Hand-cartmen. Unskilled Workers after completion of 11 months conti- nuous service. } (b) Other employees after completion of 11 months continuous 30 days .. .. }	1												
26	(1) <i>Gannens Dunkerley and Co. Ltd., Bombay (Sr. No. 323)</i> — (2) <i>Bharat Radiators Pvt. Ltd., Bombay (Sr. No. 749)</i> — (3) <i>Kothari Auto Parts Mfg. Co. Pvt. Ltd., Bombay (Sr. No. 765)</i> — (a) For first 240 days of work in a year .. .. 1 day for every 20 days work } (b) For work after 240 days .. .. .. 1 day for every 10 days of work }	3												
27	<i>Philips India Ltd., Loni-Kalbhori, Poona (Sr. No. 909)</i> — <table style="margin-left: auto; margin-right: auto; border: none;"> <thead> <tr> <th style="text-align: left;">No. of days worked</th> <th style="text-align: left;">Earned Leave</th> </tr> </thead> <tbody> <tr> <td>(a) Less than 240 days .. .. .</td> <td>As per Factories Act, 1948 .. .. .</td> </tr> <tr> <td>(b) 240 to 249 days .. .. .</td> <td>12 days. .. .. .</td> </tr> <tr> <td>(c) 250 to 265 days .. .. .</td> <td>14 days. .. .. .</td> </tr> <tr> <td>(d) 266 to 270 days .. .. .</td> <td>17 days. .. .. .</td> </tr> <tr> <td>(e) 271 days and above .. .. .</td> <td>18 days. .. .. .</td> </tr> </tbody> </table>	No. of days worked	Earned Leave	(a) Less than 240 days .. .. .	As per Factories Act, 1948 .. .. .	(b) 240 to 249 days .. .. .	12 days. .. .. .	(c) 250 to 265 days .. .. .	14 days. .. .. .	(d) 266 to 270 days .. .. .	17 days. .. .. .	(e) 271 days and above .. .. .	18 days. .. .. .	1
No. of days worked	Earned Leave													
(a) Less than 240 days .. .. .	As per Factories Act, 1948 .. .. .													
(b) 240 to 249 days .. .. .	12 days. .. .. .													
(c) 250 to 265 days .. .. .	14 days. .. .. .													
(d) 266 to 270 days .. .. .	17 days. .. .. .													
(e) 271 days and above .. .. .	18 days. .. .. .													
28	<i>Dynacraft Machine Co. Pvt. Ltd., Bombay (Sr. No. 849)</i> — (a) After completion of 1 year and up to 5 years' service .. 1 day for 14 days' } work. .. .. } (b) After completion of 6 years service .. .. .. 22 days. .. .. } (c) After completion of 7 years service .. .. .. 24 days. .. .. } (d) After completion of 8 years service .. .. .. 26 days. .. .. } (e) After completion of 9 years service .. .. .. 28 days. .. .. } (f) After completion of 10 years service .. .. .. 30 days. .. .. }	1												
29	(1) <i>Bharat Spring Pvt. Ltd., Bombay (Sr. No. 245)</i> — (2) <i>New India Industries Ltd., Thana (Sr. No. 305)</i> — (3) <i>Vidyut Metallic, Thana (Sr. No. 853)</i> — (a) For first 240 days work in a year .. .. 1 day for every 20 days work. .. } (b) For every 10 days work in excess of 240 days in 1 day for every 10 days work } a year. subject to a maximum of 18 } days in a year.	3												
30	<i>Small Parts Mfg. Co., Bombay (Sr. No. 856)</i> — For 240 days work in a year. .. .. . 15 days .. .. . }	1												



Serial No. (1)	Quantum (2)	No. of cases (3)
31	<i>Siemens Engineering and Mfg. Co. of India Pvt. Ltd., Bombay (Sr. No. 583)—</i> (a) Workmen who have completed 11 months and up to 3 years services. 3 weeks. .. .. } (b) Workmen who have completed 3 years service .. .. 4 weeks. .. .. }	1
32	<i>The Champion Engineering Works Pvt. Ltd., Bombay (Sr. No. 643)—</i> Workmen who complete 240 working days in a year .. .. 18 days .. ..	1
33	<i>The Bharat Tool Mfg. Co. (Pvt.) Ltd., Bombay (Sr. No. 651)—</i> (a) Workmen with service of 1 year .. .. 15 days. .. .. } (b) Workmen with service of 2 years .. .. 22 days. .. .. } (c) Workmen with service of 3 years and above .. .. 30 days. .. .. }	1
34	<i>Premier Industries, Bombay (Sr. No. 655)—</i> For All Workmen .. .. As per Factories Act, 1948 plus 7 days.	1
35	<i>The Bombay Garage Pvt. Ltd., Poona (Sr. No. 476)—</i> (a) For 240 days of work .. .. 14 days. .. .. } (b) For 241 days to 260 days .. .. 16 days. .. .. } (c) For 261 days and above .. .. 18 days. .. .. }	1
36	<i>The Vasant Industries and Engineering Works, Bombay (Sr. No. 361)—</i> After 240 days work .. .. 1 day for every 12 days' work .. ..	1
37	<i>United Motor (India) Ltd., Bombay (Sr. No. 375)—</i> (a) For Factory Workmen up to 5 years' service .. .. 18 days. .. .. } (b) For Factory workmen with more than 5 years service .. .. 25 days. .. .. } (c) For other staff .. .. 1 month. .. .. }	1
38	<i>Hercules Hoists Ltd., Bombay (Sr. No. 400)—</i> For All Workmen .. .. 18 days or 1 day for every 16 days worked.	1
39	<i>Chowgule and Co. (Hind) Pvt. Ltd., Thana (Sr. No. 401)—</i> (a) For first 240 days work .. .. 18 days. (b) For work in excess of 240 days .. .. 1 day for every 10 days' work or part thereof in excess of 5 days } Maximum leave shall not exceed 24 days in a year. }	1
40	<i>Tahira Industries (India) Pvt. Ltd., Bombay (Sr. No. 404)—</i> (a) For 1st 240 days work .. .. 1 day for every 20 days' work or part thereof in excess of 10 days. } (b) For work in excess of 240 days .. .. 1 day for every 12 days work or part thereof in excess of 6 days. }	1
41	<i>M/s. Phillips India Ltd., Loni-Kalbhori, Poona (Sr. No. 485)—</i>	
	<i>No. of days Worked</i>	<i>Privilege Leave</i>
	(a) Less than 240 .. .. As per Factories Act, 1948. .. .. }	
	(b) 240 to 249 .. .. 12 days. .. .. }	
	(c) 250 to 255 .. .. 14 days. .. .. }	
	(d) 256 to 260 .. .. 15 days. .. .. }	
	(e) 261 to 265 .. .. 16 days. .. .. }	
	(f) 266 to 270 .. .. 17 days. .. .. }	
	(g) 271 and above .. .. 18 days. .. .. }	1

Serial No.	Quantum	No. of cases
(1)	(2)	(3)
42	<i>Killick Nixon and Co. Ltd., Bombay (Sr. No. 408)</i> For workmen who have worked for 240 days or more in a calendar year.	1 day for every 15 days work during previous year subject to a maximum of 21 days. } 1
43	(1) <i>Hedavkar Mechanical Works Pvt. Ltd., Bombay (Sr. No. 412)</i> — (2) <i>Britelite Electric Industries Pvt. Ltd., Bombay (Sr. No. 420)</i> — (a) Up to 240 days or work .. .. . 1 day for every 20 days work .. } (b) For more than 240 days .. .. . For first 240 days, 12 days and thereafter at the rate of 1 day for every 8 days of work or part thereof in excess of 4 days. } 2	
44	<i>Guest, Keen, Williams Ltd., Bombay (Sr. No. 422)</i> — For workmen .. .. . 1½ days for every 19 days worked provided they qualify for leave under the Factories Act, 1948. } 1	
45	<i>G. T. Badamia and Sons, Bombay (Sr. No. 241)</i> — For workmen .. .. . 1 day for every 15 days' work .. } 1	
46	<i>The Acme Manufacturing Co. Ltd., Bombay (Sr. No. 246)</i> — (a) For first 240 days work .. .. . 15 days .. .. . } (b) For more than 240 days work .. .. . 1 day for every 10 days work subject to a maximum of 18 days. } 1	
47	<i>Engineering Products Ltd., Bombay (Sr. No. 284)</i> — (a) For first 240 days' attendance .. .. . As per Factories Act, 1948 .. } (b) After 240 days' attendance .. .. . 1 day for every 10 days' work } 1	
48	<i>Picon Pvt. Ltd., Bombay (Sr. No. 282)</i> — All workmen .. .. . 1 day for every 16 working days.. } 1	
49	<i>Shaparia Dock and Steel Co. Pvt., Ltd. Bombay (Sr. No. 287)</i> — (a) For first 240 days work.. .. . 15 days .. .. . } (b) Above 240 days' work .. .. . 1 day for every 20 days' work or part thereof. } 1	
50	<i>National Garage Pvt. Ltd., Bombay (Sr. No. 293)</i> — (a) For workmen with service of less than 3 years 15 days .. .. . } (b) For workmen with service of 3 years or more.. 21 days .. .. . } (c) For clerical staff with service of 3 years and above. 28 days .. .. . } 1	
51	<i>Ramsahay Rajkumar Rolling Mills, Thana (Sr. No. 299)</i> — (a) For first 240 days work during previous calendar year. 1 day for every 20 days work .. } (b) For remaining working days' of the year .. 1 day for every 9 days of work } 1	
52	<i>Andheri Metal Refinery and Foundry, Bombay (Sr. No. 325)</i> — (a) For first 240 days work .. .. . 1 day for every 20 days work .. } (b) For work after 240 days .. .. . 1 day for every 12 days work .. } 1	
53	<i>Radio Foundation Engineering Ltd. and Hajarat and Co., Bombay (Sr. No. 332)</i> — For workmen .. .. . 1 day for every 20 days work .. } 1	

**Accumulation of Privilege Leave :**

In 56 cases accumulation of privilege leave was granted as follows :—

<i>Serial No.</i>	<i>Period of Accumulation</i>	<i>No. of cases</i>
(1)	(2)	(3)
1	45 days .. .. .	10
2	42 days .. .. .	10
3	90 days .. .. .	9
4	For 2 years of privilege leave entitlement .. .. .	5
5	For 3 years of privilege leave entitlement .. .. .	4
6	63 days .. .. .	3
7	36 days .. .. .	3
8	84 days .. .. .	2
9	54 days .. .. .	2
10	40 days .. .. .	2
11	60 days .. .. .	1
12	30 days .. .. .	1
13	28 days .. .. .	1
14	21 days .. .. .	1

15 *Structural Engineering Works Ltd., Bombay (Sr. No. 664)*—

(a) 42 days after 1 years service .. .. .	} 2
(b) 60 days above 5 years service .. .. .	

**Conditions for grant of Privilege Leave :**

Condition for grant of privilege leave were laid down as follows :—

<i>Serial No.</i>	<i>Conditions</i>	<i>Serial Nos.</i>
(1)	(2)	(3)
1	Privilege leave can be prefixed and/or suffixed to Sundays, holidays or weekly off days.	32
2	Those workmen not covered by the Employees State Insurance Scheme can prefix and suffix leave to sick leave.	..
3	Privilege leave cannot be taken for more than 60 days at a time and less than 5 days at a time.	50,674
4	Privilege leave cannot be taken more than 3 times in a year.	911
5	Generally, once the privilege leave begins it should be continue to the date a staff member resumes duty. This means that Sundays' and all Public Holidays falling at the end of that leave will be counted as leave.	919
6	Privilege leave cannot be taken for less than 7 days at a time and more than 3 times in a year.	919
7	Privilege leave can be encashed to the extent of half the quantum of leave.	282
8	Accumulated privilege leave to the extent of 15 days can be encashed at the end of the year.	287
9	Encashment of privilege leave can be done once in 2 years.	588

**Sick Leave:**

There were 137 cases in which sick leave was granted. Details of sick leave granted in these 137 cases is as follows :—

Serial No. (1)	Quantum (2)	Number of cases (3)
1	7 days .. .. .	29
2	6 days .. .. .	18
3	As per Employees State Insurance Scheme	17
4	5 days .. .. .	14
5	10 days .. .. .	13
6	4 days .. .. .	9
7	15 days .. .. .	4
8	3 days .. .. .	5
9	5 days .. .. .	3
10	14 days .. .. .	2
11	30 days .. .. .	1
12	21 days .. .. .	1
13	2 weeks .. .. .	1
14	12 days .. .. .	1
15	9 days .. .. .	1

16 *Powers-Samas Accounting Machines (Sales) Ltd., Bombay (Serial No. 27)*—

Years of continuous service (1)	Weeks on full pay and Allowances (2)	Weeks on $\frac{1}{2}$ pay and allowances (3)
1	4	..
2	6	2
3	8	4
4	10	6
5	12	8
6	14	10
7	16	12
8	18	14
9	20	16
10	22	18
11	24	20
12	26	22
13	28	24

17 *The Bharat Barrel and Drum Mfg. Co. Pvt. Ltd., Bombay (Serial No. 32)*—

For persons other than Daily-rated workmen 7 (days) .. .. . 1  
and not covered by Employees' State Insurance Scheme.

18 *Adrema Ltd. (Bradma Ltd.), Bombay (Serial No. 48)*—

(a) Workmen other than those covered by the Employees' State Insurance Scheme. 14 days .. .. . 1  
(b) Workmen covered by the Employees' State Insurance Scheme. 7 days .. .. . 1

19 *Siemens Engineering and Mfg. Co. of India Pvt. Ltd., Bombay (Serial No. 133)*—

Workmen .. .. . 9 to 17 days on half pay.. .. . 1

20 *Voltas Ltd., Bombay (Serial No. 184)*—

(a) During the first year of service of a workman .. 2 weeks (full pay) .. .. . 1  
(b) After first year of service .. .. . 4 weeks (full pay) .. .. .  
(c) For prolonged sickness .. .. . 8 weeks (half pay) .. .. .

21 *The East Asiatic Co. India Pvt. Ltd., Bombay (Serial No. 228)*—

(a) Upto 10 years service .. .. . 7 days on full pay or 14 days on half pay in a year. 1  
(b) 10 years or more service.. .. . 7 days on full pay 21 days on half pay in a year.

- 22 *M/s. Picon Pvt. Ltd., Bombay (Serial No. 282)*—  
 Workmen .. .. . In addition to E. S. I. Scheme 7 days. 1
- 23 *Bhandary Metallurgical Corporation Pvt. Ltd., Bombay (Serial No. 317)*—  
 Workmen .. .. . 3 days on full day. 6 days on half pay. 1
- 24 *Steel-age Industries Pvt. Ltd., Bombay (Serial No. 318)*—  
 Workmen .. .. . In addition to the benefits under the E. S. I. Scheme 4 days on full wages or 8 days on half wages. 1
- 25 *Radio Foundation Engineering Ltd. and Hazarat & Co., Bombay (Serial No. 332)*—  
 (a) An enlisted workman who works for 160 days or more in a year ending 30th June. 7 days .. .. . } 1  
 (b) An enlisted workman who works for less than 160 days in a year. On *pro-rata* basis .. .. . }
- 26 *The Consolidated Pneumatic Tool Co. (India) Ltd., Bombay (Serial No. 390, 392)*—  
 (a) For workmen with service of 1 year but less than five years. 7 days on  $\frac{1}{2}$  pay for those covered by the E. S. I. Scheme & 14 days on full pay for those not covered by the E. S. I. Scheme. } 2  
 (b) For workmen with service of more than five years 14 days on  $\frac{1}{2}$  pay for those covered by the E. S. I. Scheme & 21 days on full pay for those not covered by the E. S. I. Scheme. }
- 27 *The Asian Cables Corporation Ltd., Bombay (Serial No. 394)*—  
 (a) For workmen drawing up to Rs. 400 per month.. As per the provisions of the E. S. I. Scheme. } 1  
 (b) For employees drawing more than Rs. 400 per month. 15 days on  $\frac{1}{2}$  pay .. .. }
- 28 *Indian Cable Co. Ltd., Bombay (Serial No. 424)*—  
 For workmen not covered by the Employees' State Insurance Scheme. 15 days .. .. . 1
- 29 *Ruston & Hornsby (India) Pvt. Ltd., Chinchwad, Poona (Serial No. 456)*—  
 Workmen .. .. . 20 days ( $\frac{1}{2}$  pay).. .. . } 1  
 10 days (full pay) .. .. . }
- 30 *Ghatge Patil Industries Pvt. Ltd., Kolhapur (Serial No. 474)*—  
 For workmen .. .. . 7 days on full wages .. .. . } 1  
 14 days on  $\frac{1}{2}$  wages .. .. . }
- 31 *Mazgaon Dock Ltd., Bombay (Serial No. 674)*—  
 (a) Workmen who have completed one year's service and who are covered by the Employees' State Insurance Scheme. 15 days (half pay) .. .. . } 1  
 .. .. . }  
 (b) Workmen who have completed one year's service and who are not covered by the Employees' State Insurance Scheme. 15 days (full pay) and 15 days half pay. }
- 32 *Voltas Ltd., Nagpur (Serial No. 919)*—  
 For Permanent Employees—  
 (a) For first year of service .. .. . 15 days .. .. . } 1  
 (b) From 2nd year of service and thereafter .. .. . 30 days .. .. . }  
 (c) For prolonged illness .. .. . At managements' discretion—  
 8 weeks on half pay & half dearness allowance. }

**Accumulation of Sick Leave :**

In 65 cases accumulation of sick leave was granted as follows :—

<i>Serial No.</i>	<i>Accumulation</i>	<i>Number of cases</i>
(1)	(2)	(3)
1	18 days .. .. .	11
2	30 days .. .. .	9
3	21 days .. .. .	9
4	20 days .. .. .	6
5	60 days ( $\frac{1}{2}$ pay)	4
6	28 days .. .. .	4
7	15 days .. .. .	4
8	42 days .. .. .	3
9	24 days .. .. .	3
10	12 days .. .. .	3
11	56 days .. .. .	1
12	45 days .. .. .	1
13	6 weeks .. .. .	1
14	16 days .. .. .	1
15	10 days .. .. .	1
16	9 days .. .. .	1
17	8 days .. .. .	1
18	12 months in entire service..	1
19	Sick leave equivalent to 8 years entitlement.	1

**Conditions for Grant of Sick Leave :**

Conditions were laid down for grant of sick leave as follows :—

<i>Serial No.</i>	<i>Conditions</i>	<i>Serial Nos.</i>
(1)	(2)	(3)
1	Certificate from a registered medical practitioner shall be produced even for sick leave for one day.	301, 319
2	For sickness of more than one day, medical certificate shall be produced..	408, 619, 803, 804, 908.
3	Sick leave for two days or more shall be supported by a medical certificate	907
4	Sick leave for 3 days or more should be supported by a medical certificate..	27, 32, 219, 282, 317, 455, 468, 472, 555, 751, 794, 870, 906, 919.
5	Sick leave cannot be suffixed or prefixed to casual leave .. .. .	666
6	Sick leave can be prefixed or suffixed to casual leave or privilege leave ..	911
7	Sick leave cannot be prefixed or suffixed to holidays, weekly offs, earned leave and casual leave.	318
8	Employees will be allowed to avail of sick leave even when privilege leave is due without asking them to exhaust the privilege leave.	123, 456, 469
9	First two days of sickness can be treated as earned leave with a maximum of six days in a year.	394
10	The Company can seek the advice of an independent medical practitioner in the sickness of an employee who should state the address at which he is lying sick.	27
11	Sick leave is not cumulative.. .. .	919
12	For the first 2 days of sickness, sick leave on half pay can be granted subject to a maximum of 6 days in a year.	310, 323, 334, 410, 416, 428, 432, 437.
13	The workmen shall be paid full wages for the first 2 days of sick leave subject to a maximum of seven days in a year.	421

**Maternity Leave:**

There were 7 cases in which maternity leave has been granted. In the cases examined it was noticed that the number of days of maternity leave enjoyed by the employees were as follows :—

	<i>Quantum</i>	<i>No. of cases</i>
(1) 12 weeks	.. .. .	2
(2) 12 weeks (on half pay)	.. .. .	1
(3) 90 days	.. .. .	1
(4) 3 months	.. .. .	1

In Siemens Engineering and Manufacturing Co. of India Ltd., Bombay (Serial No. 751) privilege leave of only one year was allowed to be adjusted against maternity leave.

In Voltas Ltd., Nagpur (Serial No. 919) maternity leave as prescribed under the Employees' State Insurance Scheme up to a maximum of 12 weeks was allowed to all eligible female employees. Out of this leave maximum of 6 weeks was granted before the expected date of delivery and 6 weeks after the delivery. Wherever the Employees' State Insurance Scheme was in force the staff member concerned had an option either to take the wages permissible under the Employees' State Insurance Scheme *i.e.*, sick leave on half pay or 12 annas per day whichever was higher or adjust leave as follows :—

First 4 weeks	.. .. .	Sick leave with full pay.
Next 8 weeks	.. .. .	Sick leave on half pay or at the discretion of the staff member against the privilege leave.

Any period over this was treated as without pay.

**Leave without Pay:**

There were 50 cases in which leave without pay has been granted. In the cases examined it was noticed that the number of days of leave without pay enjoyed by the workmen were as follows :—

	<i>Quantum</i>	<i>No. of cases</i>
	(1)	(2)
15 days	.. .. .	20
1 month	.. .. .	5
10 days	.. .. .	5
60 days	.. .. .	4
30 days	.. .. .	2
21 days	.. .. .	2
13 days	.. .. .	2
7 days	.. .. .	2
50 days	.. .. .	1
16 days	.. .. .	1
5 days	.. .. .	1
At the discretion of the managements..		1

In Heatly and Gresham Ltd., Bombay (Serial No. 54), 60 days of leave without pay was granted during the entire period of service.

In Engineering Products Ltd., Bombay (Serial No. 238) leave without pay was allowed to the daily rated workmen in conjunction with the sanctioned privilege leave provided that no further extension of the leave under any circumstances was applied for and that the workman reported for duty on expiry of such authorised leave without pay.

In M/s. Mistry Motor Body Builders, Bombay (Serial No. 548) leave without pay was non-accumulative and not more than 6 days' leave without pay could be availed at a time.

In T. Maneklal Manufacturing Company Ltd., Bombay (Serial No. 620) one month's leave without pay could be taken with privilege leave.

**Accumulation of Leave without Pay:**

In 7 cases accumulation of leave without pay was granted as follows :—

	<i>Quantum</i>	<i>No. of cases</i>
	(1)	(2)
40 days	.. .. .	2
30 days	.. .. .	4
14 days	.. .. .	1

**Casual Leave :**

There were 336 cases in which casual leave has been granted. In the cases examined it was noticed that the number of days of casual leave enjoyed by the workmen were as follows :—

Serial No. (1)	Quantum (2)	Number of cases (3)
1	7 days .. .. .	112
2	5 days .. .. .	78
3	4 days .. .. .	52
4	3 days .. .. .	42
5	6 days .. .. .	24
6	10 days .. .. .	15
7	2 days .. .. .	4
8	9 days .. .. .	3
9	8 days .. .. .	2
10	14 days .. .. .	1
11	12 days .. .. .	1
12	15 days .. .. .	1
13	<i>The Best Silver Company, Bombay (Serial No. 319)—</i>	
	(a) For workmen who worked for 200 days or more in a year. .. .. 4 days .. .. }	1
	(b) For workmen who worked for less than 200 days in a year. .. .. 3 days .. .. }	

**Accumulation of Casual Leave :**

One case was noted. In Kanti Engineering Works, Bombay (Serial No. 604) accumulation of casual leave was granted as follows :—

1. Workmen who get 7 days' casual leave can accumulate it up to 14 days.
2. Clerical staff who get 10 days casual leave can accumulate it up to 20 days.

**Conditions for Grant of Casual Leave :**

In 264 cases conditions for grant of casual leave were laid down as follows :—

Serial No. (1)	Conditions (2)	Serial Nos. in Index (3)	Number of cases (4)
1	Not more than 1 day's casual leave can be taken at a time.	8, 227, 669, 755, 760, 761, 797, 803	8
2	Not more than 2 days' casual leave can be availed at a time.	3, 14, 93, 171, 273, 291, 294, 317, 325, 328, 343, 474, 522, 588, 609, 666, 667, 682, 715, 716, 719, 720, 729, 732, 743, 748, 766, 780, 784, 796, 834, 846, 858, 860, 886.	35
3	Not more than 3 days' casual leave can be taken at a time.	3, 21, 28, 38, 48, 62, 107, 115, 126, 133, 135, 154, 159, 227, 239, 245, 256, 278, 282, 299, 305, 332, 422, 452, 455, 467, 468, 490, 532, 539, 552, 562, 571, 617, 639, 654, 671, 691, 751, 759, 765, 775, 777, 788, 794, 804, 831, 849, 853, 861, 865, 867, 868, 874, 879, 883, 888, 891, 907, 911, 919.	61
4	Casual leave can be prefixed or suffixed to weekly offs or public holidays.	3, 11, 21, 28, 32, 38, 48, 50, 62, 95, 107, 115, 126, 136, 154, 159, 191, 264, 278, 282, 303, 305, 317, 332, 394, 432, 452, 468, 522, 531, 535, 571, 583, 593, 682, 691, 719, 748, 751, 757, 761, 766, 784, 790, 792, 911.	46
5	Casual leave can be prefixed or suffixed to weekly offs, holidays etc. with previous permission.	105, 227, 245, 246, 264, 273, 298, 299, 325, 418, 420, 421, 422, 548, 609, 654, 669, 715, 716, 720, 749, 759, 765, 788, 794, 795, 804, 831, 834, 853, 854, 860, 919.	33
6	Casual leave can be prefixed or suffixed to holidays or weekly offs but not to both.	133, 261, 285, 291, 321, 330, 467, 490, 856, 907.	10



<i>Serial No.</i>	<i>Conditions</i>	<i>Serial Nos. in Index</i>						<i>Number of cases</i>
(1)	(2)	(3)						(4)
7	Sundays and holidays cannot be prefixed to casual leave.	239, 294, 343, 472, 760, 780, 846	..	..	..	..	..	7
8	Casual leave cannot be prefixed or suffixed to privilege leave.	28, 124, 463, 691, 730, 795, 799, 833	..	..	..	..	..	8
9	No leave of any kind shall be combined with casual leave.	741, 751, 755, 803, 849, 858	..	..	..	..	..	6
10	Casual leave, if not taken during the year, can be taken with privilege leave.	312, 855	..	..	..	..	..	2
11	If casual leave is demanded and refused, it can be added to privilege leave or it can be encashed.	260, 720	..	..	..	..	..	2
12	The balance of casual leave at the end of the year can be added to privilege leave and sick leave.	588	..	..	..	..	..	1
13	Unavailed casual leave can be encashed at the end of the year.	136, 220, 232, 244, 245, 249, 250, 272, 276, 282, 287, 293, 296, 299, 311, 317, 332, 375, 388, 390, 392, 394, 401, 404, 406, 412, 446, 448, 482, 669, 711, 719, 729, 732, 765, 780, 788, 833, 834, 853, 856.	..	..	..	..	..	41
14	If the workman avails a portion of the total number of days of casual leave, he shall be paid 40 per cent of the cash wages and dearness allowance for the remaining days.	202	..	..	..	..	..	1
15	If total number of casual leave is not availed of during the year 75 per cent of the cash wages and dearness allowance shall be paid for the remaining days.	202	..	..	..	..	..	1
16	Casual leave cannot be taken only once in a year.	766	..	..	..	..	..	1
17	Casual leave cannot be taken without prior sanction.	666	..	..	..	..	..	1

### FESTIVAL HOLIDAYS

There were 315 cases in which Festival Holidays have been granted. In the cases examined it was noticed that the number of days of Festival Holidays enjoyed by the workmen were as follows :—

<i>Serial No.</i>	<i>Quantum</i>	<i>Number of cases</i>
(1)	(2)	(3)
1	4 days .. .. .	116
2	5 days .. .. .	76
3	6 days .. .. .	31
4	3 days .. .. .	29
5	8 days .. .. .	16
6	7 days .. .. .	12
7	2 days .. .. .	9
8	10 days .. .. .	7
9	12 days .. .. .	3
10	9 days .. .. .	3
11	14 days .. .. .	2
12	Public holidays declared by State Government	2
13	11 days .. .. .	1
14	16 days .. .. .	1
15	19 days .. .. .	1

Sr. No.	Quantum	No. of cases
(1)	(2)	(3)
16	<i>Meckenzie's Ltd., Bombay (Sr. No. 47)</i> — All workmen .. .. .	1
	.. .. . An additional holidays to the present number of festival holidays.	
17	<i>The Premier Automobiles Ltd., Bombay (Sr. No. 141)</i> — (a) For daily-rated workmen .. .. .	1
	.. .. . 8 days .. .. .	
	(b) Monthly workmen .. .. .	
	.. .. . 14 days .. .. .	
18	<i>Ganesh Engineering Works, Bombay (Sr. No. 387)</i> — All workmen .. .. .	1
	.. .. . 2 more festival holidays in addition to the present quantum of holidays.	
19	<i>M/s. Jayant Metal Mfg. Co., Bombay (Sr. No. 568)</i> — All workmen .. .. .	1
	.. .. . 3 days in addition to the present quantum of holidays.	
20	<i>Azad Industries, Bombay (Sr. No. 602)</i> — All workmen .. .. .	1
	.. .. . Present practice of granting holidays shall continue.	
21	<i>M/s. Anandji Haridas &amp; Co. Pvt. Ltd., Bombay (Sr. No. 653)</i> — All workmen .. .. .	1
	.. .. . 1st May in addition to the existing holidays.	

In the cases examined it was noticed that the following festival holidays were enjoyed by the workmen:—

Sr. No.	Festival Holidays	No. of cases
(1)	(2)	(3)
1	26th January .. .. .	205
2	15th August .. .. .	204
3	Diwali .. .. .	144
4	1st May .. .. .	103
5	Festival Holidays to be fixed in consultation with the Union .. .. .	84
6	Holi .. .. .	63
7	Festival Holidays not mentioned .. .. .	52
8	Mahatma Gandhi Jayanti .. .. .	41
9	Dassara .. .. .	35
10	Christmas .. .. .	17
11	Shivaji Jayanti .. .. .	16
12	Ganesh Chaturthi .. .. .	15
13	Ramzan Id. .. .. .	14
14	Bakari Id. .. .. .	9
15	1st January .. .. .	9
16	Gokul Ashtami .. .. .	7
17	Id-e-Millad .. .. .	6
18	Maha Shivaratri .. .. .	5
19	Muharram .. .. .	5
20	Samvatsari .. .. .	4
21	Good Friday .. .. .	3
22	Sectional Holiday .. .. .	2
23	Gudi Padava .. .. .	2
24	Coconut Day .. .. .	2
25	Lokmanya Tilak Punyatithi .. .. .	1

Sr. No.	Festival Holidays	No. of cases
(1)	(2)	(3)
26	The Death anniversary of Founder/Proprietor .. .. .	1
27	Buddha Jayanti .. .. .	1
28	Bhau-bij .. .. .	1
29	Seth Jayantibhai Day .. .. .	1
30	Seth Chimanbhai Day .. .. .	1
31	Ram Navami .. .. .	1
32	Rushi Panchami .. .. .	1
33	Ashadhi Ekadashi .. .. .	1

### ACTING/OFFICIATING ALLOWANCE

For working in a higher post this allowance is paid in various concerns as under :—

Sr. No. in Index	Officiating Period	Quantum of Allowance
(1)	(2)	(3)
35 .. ..	More than one month continuously.	Difference between the minimum of the grade of the employee for whom he is officiating & his existing pay or 10 per cent of his salary, whichever is less.
71 .. ..	More than 21 days or more	Minimum of the higher grade fitted in the higher stage of the higher grade.
73 .. ..	More than 15 days .. ..	12½ per cent of the salary of the person officiating.
91, 335 .. ..	2 weeks or more .. ..	Difference between the minimum of the grade and the minimum of the person for whom he acts.
97 .. ..	More than 15 days continuously	50 per cent of the difference between his basic wage and minimum of the higher grade; if already drawing more than the minimum of the higher grade, he shall receive one increment in normal basic wage for the officiating period.
131, 141, 166, 214, 289, 344, 357, 378, 676, 816.	More than 15 days .. ..	50 per cent of the difference between his basic wage and minimum of the higher grade.
133 .. ..	More than 13 days by an order in writing.	Difference between this salary and the starting salary of the higher grade. If already drawing more than the minimum of the higher grade, he will be fitted in the next stage in the higher grade.
167, 222, 357, 380, 387, 389, 439.	14 days or more .. ..	Minimum of the higher grade or fitted in the next higher stage of the higher grade.
191 .. ..	More than 10 days continuously	Wages in the higher grade.
244 .. ..	More than 7 days .. ..	Difference between the wage earned and the minimum wage that will be payable to the person in the higher grade.
267 .. ..	More than 10 days .. ..	Half the difference between the minimum basic salary of the incumbent's grade and the minimum basic salary of the higher grade.
283 .. ..	More than 2 weeks .. ..	50 per cent of the difference between the minimum of the grade in which he works and the minimum of the higher grade.
285 .. ..	More than 14 days .. ..	50 per cent of the difference between his wages and the worker for whom he officiates.
299 .. ..	Period not mentioned .. ..	Wages will be so fixed so as to get the minimum increase in the wages equal to the difference in the two respective grades.
300, 337 .. ..	15 days or more .. ..	Minimum of the higher grade or fitted in the next higher stage of the higher grade.

Serial No.	Officiating period	Quantum of allowance
(1)	(2)	(3)
301, 302 309, 319, 432, 474.	For 15 days or more within a month.	Half the difference between the minimum of the two grades.
305 .. ..	For 12 days or more .. ..	Difference between the existing basic salary of the acting person and the minimum of the higher grade. If the existing salary is higher than the minimum of the higher grade on increment in the higher grade.
311 .. ..	More than 10 days .. ..	20 per cent of the basic wages of a person who is acting subject to a maximum of what is being paid to the person for whom he officiates.
329 .. ..	Period not mentioned .. ..	50 per cent of the difference between the 2 grades.
346 .. ..	Period not mentioned .. ..	20 per cent of the difference between the two wages.
366 .. ..	More than 7 days .. ..	15 per cent of the actual wages.
391 .. ..	More than 20 days .. ..	20 per cent of the total pay.
412 .. ..	More than 4 days .. ..	25 per cent of the wages.
416 .. ..	Period not mentioned .. ..	Difference between wage and the minimum of the higher grade.
422 .. ..	Period not mentioned .. ..	Minimum of the higher grade or fitted in the next higher stage of the higher grade.
477 .. ..	Period not mentioned .. ..	1½ times one's pay.
485 .. ..	For 12 consecutive working days or more.	Hourly rated direct workmen (other than promoted on probation) for working in a category of Job drawing or higher (hourly) scale are paid the difference between his basic pay and the minimum of the higher grade or fitted in the next stage of the higher grade.
490 .. ..	More than 7 days .. ..	½ difference between minimum of the two grades.
520 .. ..	(1) More than 6 days continuously in case of daily rated. (2) More than 10 days continuously in case of monthly rated.	Minimum of the higher grade or fitted in the next higher stage in the higher grade. At the discretion of the Management.
781 .. ..	More than 21 continuous days (inclusive of Sundays and Holidays.)	Minimum of the higher grade or fitted in the next higher stage of the higher grade.
919 .. ..	Two weeks or more .. ..	do.

#### OVERTIME ALLOWANCE

This allowance was granted as under :—

Serial Nos.	Particulars
6, 49, 81 332, 595, 612.	As per the Factories Act.
31 .. ..	<i>For Clerks in the Office</i> (a) Work beyond 36 hours but below 48 hours a week at ordinary rate of wages. (b) Work beyond 48 hours a week at double the ordinary rate of wages.
50 .. ..	Monthly rated employees excluding drivers and cleaners— (a) Work in excess of 7 hours a day, at ½ times of normal wage. (b) Work in excess of 8 hours a day, at double the normal wage.
184 .. ..	Single rate or basic and dearness allowance beyond normal hours but below statutory hours.
214, 222 .. ..	<i>Up to 48 hours.</i> ½ times wages (basic & D.A.). ..

Serial Nos.	Particulars
	<i>Above 48 hours</i>
	Double the wages.
380 .. ..	For drivers and peons working beyond duty hours at $1\frac{1}{2}$ times.
390 .. ..	For work beyond 8 hours a day or 40 hours a week. $1\frac{1}{2}$ times of basic salary and D. A.
	<i>For work beyond 8 hours a day or 48 hours a week.</i>
	Double the basic salary or D. A.
459 .. ..	For Working more than 8 hours a day. Normal rate up to 12 hours and at $1\frac{1}{2}$ times above 12 hours.
502 .. ..	Double the ordinary rates of wages for working more than 8 hours a day.
588 .. ..	In excess of normal hours up to 48 hours. Single basic and Dearness Allowance.
	<i>Beyond 48 hours a week.</i>
	Double the rate of average wage and Dearness Allowance.
609 .. ..	Working in excess of 48 hours a week. Double the normal wage.
674 .. ..	For working over the Company's daily normal working hours. (a) For the time up to 9 hours on any day at the rate of the monthly salary including D. A. reduced to an hourly rate. (b) For work done over 8 hours a day when the total hours worked exceed two hours on any day or 48 hours a week at the rate laid down under the Factories Act, 1948.
	<i>For working on weekly off days and public holidays.</i>
	(a) For staff other than subordinate staff :
	(i) For half day or part thereof .. .. Rs. 4.
	(ii) For full day or not less than six hours .. .. Rs. 6.
	(iii) For more than $\frac{1}{2}$ day but less than a full day. .. .. Pro rata at the rate of Rs. 6 per 6 hours.
	(b) Subordinate Staff :
	(i) For half day or part thereof .. .. Rs. 2.
	(ii) For full day of not less than seven hours .. .. Rs. 3.
	(iii) For more than half day but less than a full day. .. .. Pro rata at the rate of Rs. 7 per 7 hours.
705 .. ..	In addition all are entitled to a compensatory off. For those covered under the Shops and Establishments Act. (a) For working in excess of 9 hours a day or 48 hours a week $\frac{1}{2}$ times a basic salary plus D. A. calculated on the hourly basis for the actual additional hours worked. (b) For working on a holiday or in excess of the normal working hours. Proportionate to the gross salary (basic & D. A.) calculated on the hourly basis for the actual additional hours worked. Hourly rates for the purpose of calculating overtime are as under :—

Total weekly hours of work	Total monthly hours of work
36 to 37 .. ..	160.
38 to 40 .. ..	170.
41 to 43 .. ..	180.
44 to 47 .. ..	200.

Serial No. (1)	Particulars (2)	Quantum of Allowance (3)
	<i>For Drivers :</i> The hourly rate is arrived at by dividing monthly salary <i>plus</i> D. A. by total monthly hours of work <i>viz.</i> , 200.	
	<i>For those covered under the Factories Act.</i>	
747	For working in excess of 9 hours a day or 48 hours a week.	Twice the ordinary rate of wages (basic & D. A.).
	(a) For working in excess of normal working hours up to 9 hours a day and 48 hours a week.	Normal rate.
	(b) For working beyond 9 hours a day and 48 hours a week.	1½ times.
	(c) On Holiday	Single rate <i>plus</i> usual salary without a substituted off.
751	<i>For Head Office and Erection Department Staff :</i>	
	(a) For working in excess of normal working hours up to 9 hours a day and 48 hours of week.	Single.
	(b) For working beyond 9 hours a day and 48 hours a week.	1½ times.
	<i>For Workshop Staff :</i>	
	(a) For working in excess of normal hours (i.e. 7½ hours a day) and beyond 40½ hours per week but up to 9 hours per day and 48 hours per week.	Single.
	(b) Beyond 9 hours a day or 48 hours per week	Double.
823	The working hours for staff are 38½ hours a week. The overtime was paid for working more than 38½ hours and up to 47 hours a week at 25 per cent of basic salary.	
914	For working beyond the agreed hours of work.	1½ times the normal wages.
918	Conductors are paid overtime at double the ordinary rate of wages for working more than 8 hours a day.	

#### MOTOR CYCLE/SCOOTER ALLOWANCE

In the case of Crompton Parkinsons (Works) Ltd., Bombay (S. No. 676) peons apart from his office normal duties if required to ride a motor cycle or scooter on company's work were paid Rs. 8 per month as an allowance.

#### WASHING ALLOWANCE/ARRANGEMENTS

Either this allowance was paid or arrangements were made by the managements to wash the uniforms in the following cases :—

Serial Nos. in Index	Particulars of arrangements
112, 483	Rs. 2 per month to those supplied with uniforms.
50, 456, 571, 713, 717, 845	Arrangements for washing were done by the management.
899	Allowance was paid for the days actually worked as under :—
	Watchmen .. Re. 0-30 per day.
	Driver .. Re. 0-20 per day.

#### *Allowance for working on Sundays, Festival Holidays or Weekly off days.*

Allowance for working on Festival Holidays, Sundays or Weekly Off Days were given as under :—

Serial No. in the Index (1)	For working on (2)	Quantum of Allowance (3)
19, 59, 63, 65, 81, 82, 135, 217, 250, 256, 267, 276, 285, 289, 303, 305, 376, 428, 456, 466, 467, 576, 635, 657, 738, 747, 765, 783, 800, 851, 899.	Holidays (paid or unpaid) or Sunday.	1½ times the normal wages and a compensatory off.

Serial No. in the Index (1)	For working on (2)	Quantum of Allowance (3)
59, 63, 65, 81, 82, 91, 257, 267, 285, 738, 756, 800, 823, 851, 899	Paid Festival Holidays	.. Double the basic wages and D. A.
63, 65, 120, 299, 751, 855	.. Unpaid Holiday or Weekly Off	1½ times the wage and dearness allowance.
59, 267, 275, 311, 412, 765	.. Sundays or usual Weekly Off	Double the normal wages.
31, 47, 172, 270, 823	.. Holidays	Double the normal wages and a compensatory off.
390, 392, 777, 783	.. Holidays other than Sundays and Saturdays.	3 times the normal Wages and Dearness Allowance.
380, 387, 422, 432	.. Rest days (maintenance staff)	50 per cent of the basic wage and dearness allowance.
214, 222, 356, 360, 372	.. Sundays or Holidays	50 per cent of the wages and dearness allowance and the compensatory off.
137, 412, 738	.. Substitute Sundays	Normal wages.
390, 392	.. Sundays	1½ times the normal wages (consolidated.)
332, 412, 909	.. Paid Festival Holidays	Three times the normal wages.
305, 588	.. Paid holidays	2½ times the ordinary rate of wages.
15	.. Holidays	Normal wage and a substitute off.
81	.. Company's Paid Holidays	Double the basic salary and D. A.
909	.. Company's declared Paid holidays.	Normal wages and D. A.
232	.. Festival holidays	At the rate of 175 per cent of the normal wage of the day and a substitute holiday.
893	.. Paid holidays	One day's additional wage and Dearness Allowance (For Watchman).

#### ALLOWANCE TO DRIVERS

Drivers were paid special allowances in various concerns as under :—

*The Consolidated Pneumatic Tool Co. (India) Ltd., Bombay (Sr. No. 390).*

Heavy vehicle drivers Rs. 20 per month.

*The Scientific Instrument Co. Ltd., Bombay. (Sr. No. 415).*

(a) Rs. 15 per month for washing and cleaning the car.

(b) Rs. 10 per month for working extra time.

*Rallis India Ltd., Bombay. (Sr. No. 710).*

Heavy Transport drivers Rs. 10 per month.

#### TRANSFER ALLOWANCE

In M/s. Rallis India Ltd., Bombay (Sr. No. 705), Transfer Allowance was given to the staff transferred permanently as under :—

Clerical staff	..	Rs. 35-00 at the time of transfer only.
Lower Grade	..	Rs. 20-00 at the time of transfer only.

In addition they were paid travelling railway tickets according to the entitlements of class for himself, his wife and up to three children.

#### HOUSE RENT ALLOWANCE

In Kamani Engineering Corporation, Bombay (Sr. No. 39), House Rent Allowance was given at the rate of Rs. 5 per month to watchmen who were not provided with rent free quarters.

In Shah Salzgitter and Jolly (Pvt.) Ltd., Sata (Sr. No. 459), the married workers were paid Rs. 5 per month and unmarried workers Rs. 3 per month as house rent allowance.

In Devidayal Metal Industry, Bombay (Sr. No. 652), rent-free quarters were given to watch and ward staff if available.

## CONVEYANCE ALLOWANCE

Conveyance allowance was given as under :—

*Western Mechanical Industries (Pvt.) Ltd., Bombay. (Sr. No. 524).*

Those drawing salary up to Rs. 350 p.m. . . . . Actual bus fare and taxi fare on special permission.  
Rs. 351 and above . . . . . Taxi fare for a distance under six miles and Second Class train fare for distance over six miles.

*M/s. Devidayal Cable Industries (Pvt.) Ltd., Bombay. (Sr. No. 668).*

The allowance was given to the workers at the rate of 12 Ps. from the Thana railway station to Pokhran Vally, provided that they got accommodation either of their own or by the Company near the Thana railway station, and paid on the basis of working days.

## TRAVELLING ALLOWANCE

Due to shifting of the premises of the factory special travelling allowance was paid in the following concerns :—

*M/s. Star Textile Engineering Works Ltd., Bombay. (Sr. No. 805).*

For shifting of Parel Factory to Dombivili.

*Train fare* . . . . . Actual fare to reach Dombivili or Kalyan Station.  
*Bus fare* . . . . . Transport arrangement would be made by the Company. 90 per cent of the expenses would be borne by the Company and 10 per cent by workers ; this would be withdrawn after the housing is provided by the Company.

## LUNCH ALLOWANCE

This allowance was paid in various concerns as under :—

Serial No. in the Index (1)	Quantum (2)
16	(1) Those who were given duties outside the factory premises for full day were paid Re. 1 per day plus actual conveyance expenses. (2) Despatch department workers were entitled to this allowance if they had to return half hour after lunch recess. (3) Drivers of Lorries and Vans were paid Re. 1.25, if they were obliged to return half hour after official lunch recess.
57, 120, 210, 238, 380, 387, 398, 410, 432, 571, 593, 654, 697, 704, 759, 765, 795.	Re. 1 per day to those who were sent on outdoor work and could not return to the factory during lunch interval.
123, 293, 305, 311, 344, 376, 378, 401, 412, 520, 686, 738, 823, 851, 911.	Re. 1.50 to subordinate staff.
133, 141, 239, 282, 422, 676	Rs. 2 per day.
160	Re. 0.65 per day.
184	Clerical and Technical staff Re. 1.75. Servicemen, mechanics and skilled staff—Re. 1.25. Subordinate staff—Re. 1.00.
207	Re. 1.60 per day in addition to transport expenses if sent beyond Kalyan or Virar.
256, 289, 299, 575, 589	Re. 1.25 per day.
261	Unskilled or semi-skilled—Re. 1 per day. Skilled or Highly-skilled—Re. 1.25 (per day).
267	Daily rated—Re. 1.25 (per day). Monthly rated—Re. 1.50 (per day).
285	Unskilled—Re. 1.25 (per day). Semi-skilled, skilled or highly skilled—Re. 1.50 (per day).
300	Subordinate staff—Re. 1.15 (per day). Clerical staff—Re. 1.40 (per day).
361	Unskilled—Re. 1.25 (per day). Others—Rs. 2.00 (per day).



Serial No. in the Index	Quantum
(1)	(2)
366 .. .. .	Re. 1.50 (per day) subject to a maximum of Rs. 30 per month.
390 .. .. .	(a) Re. 1.50 to those who are required to work four hours or more on a closed day or a holiday. (b) In case of working outside during lunch interval— (i) Drivers, Peons, Sweepers, Cleaners, Carpenters, Packers, Godown Helpers—Re. 1.50 (per day). (ii) Others—Rs. 2.50 (per day).
392 .. .. .	Cleaners—Re. 1.50 (per day). Others—Rs. 2.50 (per day).
424 .. .. .	Clerks—Rs. 2.50 (per day). Carpenters—Rs. 2.00 (per day). Mates—Re. 1.00 (per day).
	<b>Drawing salary :</b>
524 .. .. .	Up to Rs. 125 p.m.—Re. 0.75 (per day). Rs. 126 to Rs. 300 per month—Re. 1.25 (per day). Rs. 301 to Rs. 750 per month—Rs. 2.50 (per day). Rs. 751 and above—Rs. 3.00 (per day).
563 .. .. .	Up to Rs. 125 per month—Re. 1.00 (per day). Rs. 126 to Rs. 300 per month—Re. 1.50 (per day). Rs. 301 to Rs. 750 per month—Rs. 2.50 (per day). Rs. 751 and above—Rs. 3.00 (per day).
565, 777 .. .. .	Helpers and coolies at Mazgaon—Re. 1.25 (per day). Asstt. fitter, fitters and other workmen drawing salary less than Rs. 500 per month—Re. 1.75 (per day).
576 .. .. .	Workmen, Mechanics, Drivers, Peons and similar staff—Re 1.00 (per day). Clerical, Supervisory and similar staff—Re. 1.75 (per day).
583 .. .. .	Peons—Re. 1.50 (per day). Drivers—Rs. 2.00 (per day).
610 .. .. .	Despatch workers—Re. 0.50 (per day). Others—Re. 0.75 (per day).
612, 664, 785.. .. .	Subordinate staff—Re. 1.00 (per day). Clerical—Re. 1.50 (per day).
635 .. .. .	Workmen—Re. 0.87 (per day).
651, 707, 828, 829 .. .. .	Actual expenses incurred—
680, 695 .. .. .	Workers—Re. 1.25 (per day). Drivers—Rs. 15 per month. Mazdoor attached to vehicles—Rs. 10 per month.
721 .. .. .	Workers—Re. 1.30 (per day).
724 .. .. .	Unskilled—Re. 0.62 (per day). Other workers—Re. 0.87 (per day).
725 .. .. .	Clerical staff—Rs. 2.00 (per day). Other staff—Re. 1.25 (per day).
741 .. .. .	Drivers—Re. 1.00 (per day). Workers—Re. 0.75 (per day).
747 .. .. .	Clerical—Rs. 2 (per day). Subordinate—Re. 1 (per day).
751 .. .. .	For those working at different sites within the Municipal Limits but outside the premises of Head Quarters—Rs. 2 per day or 20 per cent of daily short-term outstation allowance, whichever is higher.

#### DUTY ALLOWANCE

In Siemens Engineering and Manufacturing Co. of India Ltd., Bombay (Serial. No. 751) this allowance was paid as under:—

- (a) Monthly rated staff other than the categories of Asstt. Foreman, Drivers, Printers, Compounders, Peons, Watchmen, Liftmen, Sweepers, Freeloss, Asstt. Freeloss, Carpenters and Handcartmen, who work 48 hours a week were paid at the rate of 12½ per cent of their salary.

- (b) Monthly rated staff of the design office and manufacturing department whose hours of work had been raised from 36 hours per week to 40½ hours per week were paid at the rate of 7½ per cent of their salary.
- (c) Duty Allowance was not admissible for the duration of privilege leave and leave without pay.

### BOOT ALLOWANCE

This allowance was noted in the following cases :—

*Nav Bharat Steel Rolling Mills, Bombay. (Sr. No. 786).*

On condition that no worker be allowed to work on mills without putting on boots this allowance was paid as under :—

- (a) Workmen working on No. 1 up and down . . . Rs. 15 for every three months per head.
- (b) All other workers working in Rolling Section . . . Rs. 12 for every 3 months per head.

*Krishna Steel Industries Pvt. Ltd., Bombay. (Sr. No. 845).*

Workmen were paid Rs. 5 per month.

### NIGHT SHIFT ALLOWANCE

*M/s. Philips India Ltd., Loni-Kalbhori, Poona. (Sr. No. 485)*

Workers who worked beyond midnight were paid Re. 0.50 per day.

*National Electrical Industries Ltd., Bombay. (Sr. Nos. 542 and 550)*

Daily rated workers were paid night shift allowance at the rate of Re. 0.25 per day and the monthly rated staff Re. 0.50 per shift from 8-00 p. m. to 5-00 a. m.

*Rallifan Pvt. Ltd., Bombay. (Sr. No. 680).*

Workers who worked for the second shift were paid Re. 0.31 per shift.

*Crompton Parkinson (Works) Ltd., Bombay. (Sr. No. 697)*

This allowance was given as follows :—

- |                                  |       |                            |
|----------------------------------|-------|----------------------------|
| (1) Leading-hands and Inspectors | .. .. | Re. 0.65 per shift.        |
| (2) Others                       | .. .. | Re. 0.40 for first shift.  |
|                                  |       | Re. 0.35 for second shift. |

### ATTENDANCE BONUS ALLOWANCE

*The Premier Automobiles Ltd., Kurla, Bombay. (Sr. No. 141)*

Daily rated workmen who worked for the full number of working days in the months of April, May and June and do not remain absent for the remaining nine months of the calendar year except on leave duly sanctioned, whether privilege, casual or sick leave were paid 12 days' extra wages with dearness allowance at the end of each calendar year.

*International Burner Mfg. Co., Bombay. (Sr. No. 225).*

Every workman who attended the factory for all the working days in the calendar month was entitled to attendance bonus allowance equivalent to one day's wage for that month. However, absence merely due to casual leave or festival holidays or weekly off days was taken into consideration for the purposes of this allowance and was construed as working days for the purpose of counting attendance. The days on which the worker who was absent on account of E. S. I. S. leave or any other leave or absence without

permission was not construed as days of attendance under the said clause. In case a workman earned this allowance for 10 months within a calendar year he would earn this additional allowance for the said year which would be equivalent to wages for a period of 4 days earned by him. The amount which would be payable to a worker on account of this allowance earned by him during a calendar year would be payable to him in the month of January of the following calendar year. In case a worker was retrenched before the completion of the calendar year then in that event he would be entitled to get this allowance for such period for which he might have earned the same till the date of retrenchment.

*M/s. Anandji Haridas and Co. Pvt. Ltd., Bombay. (Sr. No. 653).*

A workman putting in attendance of minimum 250 days per year was entitled to bonus leave of 3 days in addition to the existing privilege leave.

*Masvy and Co. Pvt. Ltd., Bombay. (Sr. No. 822).*

The workers who were present for all the working days of the month were given Rs. 5 per month as Attendance Bonus Allowance.

*Small Parts Manufacturing Co., Bombay. (Sr. No. 856).*

Those workmen who worked continuously for six days in a week were entitled to a payment of Re. 0.50 for that week by way of incentive bonus.

*Production Engineers Corporation, Poona. (Sr. No. 896).*

Daily rated workers who attend and work over and above the minimum of 24 days in a month were paid attendance bonus at the following rate :—

Unskilled .. ..	Re. 0.50 per day.
Semi-skilled .. ..	Re. 0.65 per day.
Skilled .. ..	Re. 0.75 per day.

#### CASH HANDLING ALLOWANCE

*The Hind Cycles Ltd., Bombay. (Sr. No. 81).*

Cash clerk was paid Rs. 10 per month.

*The Premier Automobiles Ltd., Kurla, Bombay. (Sr. No. 141).*

Workers who made cash payment were given Rs. 15 per month.

*The National Machinery Manufacturers Ltd., Kalwa, District Thana. (Sr. No. 215).*

- (1) For work in connection with payment of salaries to monthly rated and daily rated employees :—
  - (a) For insertion of money in the pay packet. Rs. 8.00.
  - (b) For distribution of the above .. Rs. 8.00 to one who was required to go to shop.  
Rs. 5.00 to one who was required to make payment at Cash Counter.
- (2) For work in connection with Festival Advance :—
  - (a) For insertion of money in the pay packet. Rs. 5.00.
  - (b) For distribution of the above .. Rs. 8.00 to one who was required to go to the shop.  
Rs. 5.00 to one who was required to make payment at Cash Counter.
- (3) Sepoys or watchmen engaged on carrying cash boxes Rs. 2.00 each.

#### PROBATION ALLOWANCE

In Mahindra and Mahindra Ltd., Bombay (Sr. No. 520) and Mahindra Owen Ltd., Pimpri, Poona (Sr. No. 911), this allowance was regulated as follows :—

(a) In case of a workman whose salary was lower than the minimum of the higher category to which he is promoted, the quantum of allowance was 50 per cent of such difference between his substantive salary in the lower category and the minimum of the new one.

(b) In the case of a workman in receipt of salary equal to or beyond the minimum of the higher grade the quantum of probation allowance was one increment in the scale or the higher grade.

## MILK ALLOWANCE OR FREE SUPPLY OF MILK

This facility was noted in the following concerns :—

<i>Sr. No. in Index</i>	<i>Particulars</i>
(1)	(2)
120	.. .. ½ Lb. of milk to Spray Painters on working days.
238	.. .. A quarter litre of milk to the workman on the day of working of paint spraying.
435	.. .. ½ litre milk per day to welders.
476	.. .. Painters and Assistant Painters were given 30 Paise per day as milk allowance.
531	.. .. Spray Painters were given 25 paise per day as Milk Allowance.
548	.. .. ¼ seer of milk to Spray Painters working in painting for more than 2 hours a day.
559	.. .. Quarter seer of milk to workers in Heat Treatment and Buffing Section.
575	.. .. ¼ seer of milk to workers working in Electroplating Buzing and Spray Painting Department on every working day.
697	.. .. ½ seer milk to the following categories of workmen on each working day:— (1) Spray Painters. (2) Solderman in Transfer Department. (3) Drilling Machine Operator and Bakelite Sawman.
704	.. .. ¼ seer of milk to Spray Painters and Buffers on every working day.
737	.. .. ¼ seer of milk to Spray Painters per day when they work.
831	.. .. The question as to which categories of workers milk be given was to be decided by the Chief Inspector of Factories.
835	.. .. 0.50 per day.

## OUTSTATION ALLOWANCE

In the following cases this allowance was provided :—

<i>Sr. No. in Index</i>	<i>Particulars</i>
(1)	(2)
57	.. .. Rs. 2.50 per day.
111	.. .. To those getting wages between Rs. 2.50 to Rs. 3.82 per day—Rs. 8.50 per day.
133	.. ..
	<i>Grade</i>
	<i>Daily Allowance</i>
	<i>Class of travel</i>
	Rs.
	Special grade, Highly skilled and Skilled I .. .. 8.50 II
	Skilled II and Semi-skilled I .. .. 7.00 II
	Semi-skilled II, Unskilled and Apprentice .. .. 6.00 II
141	.. .. Up to basic salary of Rs. 125 per month were paid daily allowance of Rs. 5 per day or as per voucher subject to a maximum of Rs. 7.50 per day, if they were sent outstation.
207	.. .. Rs. 4.00 per day to those workers who were sent beyond Kalyan. This was in addition to the actual expenses.
267	.. .. <i>For daily rated workers :—</i> Skilled and Semi-skilled .. .. Rs. 5 (per day). Unskilled .. .. Rs. 4 (per day).
311	.. .. Rs. 10 (per day).
322	.. .. From 1st March 1964 onwards permanent workers of the floating staff were given Outside Bombay Allowance equivalent to 1/6 of the consolidated pay earned by them.
332	.. .. Rs. 1.50 per day to those who were sent from Bombay to work on contracts outside Bombay were paid for all working days, Sundays, Holidays, period of leave, period of absence or sick leave proved to the satisfaction of the site authority with III class fare for journey.
390	.. .. Drivers, Peons, Sweepers, Cleaners, Carpenters and Packers. Rs. 7 per day and III Class fare. Others .. .. Rs. 14 per day and 1st Class fare.
391	.. .. Rs. 10 per day to those who were required to go upcountry.

<i>Sr. No. in Index</i>	<i>(1)</i>	<i>Particulars</i>	<i>(2)</i>	<i>Daily Allowance</i>	<i>Class of Travel</i>
410	.. ..	<i>Basic Pay</i>			
				Rs.	
		Up to Rs. 84 p.m. .. .. .		6-00	III
		Rs. 85 p.m. to Rs. 250 .. .. .		7-50	II
		Rs. 251 and above .. .. .		9-50	I
		Rs. 1-50 per day as additional allowance for a period of stay in Calcutta and Hill Station.			
439, 724	.. ..	Unskilled Rs. 2-80 per day.			
		Other Workman—Rs. 3-00 per day.			
520	.. ..	<i>For those drawing below Rs. 125 p.m.—</i>			
		(a) Class of travel by rail .. .. .	Third Class.		
		(b) Hotel charges supported by vouchers .. .. .	Maximum Rs. 7-50 per day.		
		(c) Allowance unsupported by vouchers .. .. .	Rs. 5 per day.		
		(d) Conveyance allowance .. .. .	Actual tram/bus fare or otherwise the cheapest available transport fare.		
		<i>For those drawing Rs. 125 per month to Rs. 249 per month—</i>			
		(a) Class of travel by rail .. .. .	IIInd Class.		
		(b) Hotel charges supported by vouchers .. .. .	Maximum Rs. 12 per day.		
		(c) Allowance unsupported by vouchers .. .. .	Rs. 6 per day.		
		(d) Conveyance Allowance .. .. .	Actual tram/bus fare or otherwise the cheapest available transport fare.		
		<i>For those drawing Rs. 250 per month to Rs. 400 per month—</i>			
		(a) Class of travel by rail .. .. .	1st Class.		
		(b) Hotel charges supported by vouchers .. .. .	Maximum of Rs. 15 per day.		
		(c) Allowance unsupported by vouchers .. .. .	Rs. 7-50 per day.		
		(d) Conveyance Allowance .. .. .	Actual tram/bus fare or taxi charges, if, bus, tram or company's Transport was not available.		
		(1) Drivers on outstation duty were entitled to an additional 50 per cent of the Daily Allowance pertaining to their category, for extra hours of duty.			
		(2) Whenever rail transport was not available the actual bus charges were allowed.			
		(3) Employees who leave the headquarters on outstation duty after mid-day were entitled to charge 50 per cent of the Daily Allowance and employees who return to headquarters before mid-day were similarly entitled to charge the same quantum of Daily Allowance.			
530	.. ..	—		<i>Salary up to Rs. 100</i>	<i>Salary over Rs. 100</i>
				Rs. (per day)	Rs. (per day)
		(1) Up to Kalyan Industrial belt .. .. .		1-25	1-50
		(2) Greater Bombay including Thana .. .. .		2-75	3-00
		(3) Outside Bombay .. .. .		3-75	4-00
565	.. ..	Rs. 3 per day were paid to workers who were getting a total salary up to Rs. 150 per month.			
576	.. ..	Rs. 6 per day from 1st July 1960.			
588	.. ..	Monthly rated—Rs. 10 per day.			

Sr. No. in Index (1)	Particulars (2)		
705	.. .. The rate of bhatta for clerical, technical and lower grade staff was as follows :— (a) <i>Clerical Factory Staff</i> :—		
		Per day	Half day
		Rs.	Rs.
	Inspecting Sub-Agents, Engineers, Sub-Agents and Head Clerks.	6-00	3-00
	All other clerical and qualified technical engineering staff including Bazar Assistants Delivery Clerks, Cashiers, Fitter, etc.	5-00	2-50
	Lower Grade and non-qualified technical engineering staff.	3-00	1-75
	(b) <i>Engineers</i> .. .. .	6-00	3-00
	All servicemen, mechanics, etc. .. .. .	5-00	2-50
	Lower Grade staff including escorts, cleaners, etc. ..	3-00	1-75
	(c) Headquarters staff going on audit inspection, etc. ..	7-50	3-75
	The above was meant to cover the board of the staff concerned when sent to out-station on short visits not exceeding 10 days on the company's business. If accommodation was not available in the premises the actual room rent supported by bills were paid, if reasonable, in addition to conveyance, cartage and coolie charges actually incurred.		
	For the purpose of daily allowance a ' day ' meant 24 hours or less but not less than 10 hours; and		
	' half day ' meant 10 hours or less but not less than 5 hours.		
721	.. .. Unskilled and Semi-skilled .. .. .	IIIrd Class return fare and Rs. 4 per day.	
	Skilled and Highly-skilled .. .. .	IIInd Class return fare and Rs. 6 per day.	
751	.. .. This allowance was paid for all official tours outside the Municipal limits of the Head Quarters, as under :—		
	Wages up to and inclusive of Rs. 8 per working day..	Rs. 3 per calendar day.	
	Wages over Rs. 8 per working day .. .. .	Rs. 4 per calendar day.	
777	.. .. <i>Salary</i>	<i>Rate per day</i>	<i>Class of travel</i>
	Up to Rs. 150 per month ..	Rs. 4	III
	Rs. 150 to Rs. 250 ..	Rs. 6 for first 10 days and Rs. 4-50 from 11th onward.	II
	Rs. 250 to Rs. 500 ..	Rs. 7-50 for first 10 days and Rs. 6 from 11th onward.	I
	<i>Basic Salary per month</i>	<i>Per day</i>	<i>Class of journey</i>
		Rs.	
783, 800, 823, 851, 855.	(1) Up to Rs. 78 .. .. .	5	III
	(2) Apprentice (1 to 3 years) .. .. .	6	II
	(3) Rs. 78 to Rs. 174 .. .. .	10	I
	(4) Apprentice (4th year) .. .. .	15	I
	(5) Rs. 175 to Rs. 350 .. .. .		
	(6) Rs. 351 to Rs. 600 .. .. .		
822	.. .. Up to Rs. 100—Rs. 3 per day. Rs. 101 to Rs. 150—Rs. 4 per day. Rs. 151 and above—Rs. 5 per day.		

## UNIFORMS

It was noticed that in 133 concerns uniforms, raincoats, woollen coats or jersey, hat, umbrellas, shoes and articles for safety measures were given to the workmen. The following gives the details indicating the Serial No. of the concern in the index, the categories of workmen and the details of the uniforms or other materials supplied :—

Serial No. in Index	Categories of workmen	Description of the uniforms
(1)	(2)	(3)
<i>Supply of uniforms</i>		
12	Sand Mixers, Dhabar-walas, workmen in kanji house, Grinders.	2 pairs per year consisting of a shirt and a short pant.
43	Fusarc Operators, Welders 1st Grade ..	2 Khakhi Bush-shirts and 2 Khakhi Pants per year.
	Watchmen, Peons, Loco and Motor Drivers	2 Khakhi Bush-shirts, 2 Khakhi Pants and 2 Khakhi Caps per year.
115	Watchmen and Tinningmen .. .. .	2 sets consisting of shirts and pants per year.
	Welders and Lohars .. .. .	2 sets of aprons per year.
116	Watchmen .. .. .	2 sets of uniforms per year.
120	Pourers (daboowalas), Oil Casting Furnace Operators, Bhattiwalas on Cauptra, Grinders in the Foundry.	2 pairs consisting of half-shirts and half-pants.
133	Watchmen .. .. .	3 sets of full uniforms and 2 pairs of socks.
137	Fitters, Turners, Drillers and Buff Polishers	2 sets of aprons per year.
159	Watchmen .. .. .	2 pairs of uniforms per year.
174	Watchmen and Painters .. .. .	2 sets of uniforms per year.
	Grinder .. .. .	1 apron a year.
184	Assembler of Coil assembly, Spray Painters and their helpers, Blacksmith and his helper.	2 shirts and 2 shorts every year.
188	Workers whose clothes got soiled with grease or oil.	1 apron after every six months.
219	Drivers and Sepoys .. .. .	3 sets of uniforms per year.
225	Workmen working near acid buff, burner taking or lacquering.	2 aprons every year.
238	Drivers and Cleaners .. .. .	2 pairs of uniforms every year.
244	Helpers to etchingman and persons working in Chrome Plating Department.	Appropriate aprons and footwear.
257	Watchmen .. .. .	2 sets of uniforms per year.
261	Buffermen, Moulders .. .. .	2 sets of shirts and pants in a year.
270	All workmen whose clothes get spoiled due to nature of duties.	Either protective clothing or aprons.
274	Watchmen .. .. .	3 sets of Khakhi uniforms every year.
282	Permanent workmen .. .. .	2 sets of uniforms every year.
306	Workmen on furnace .. .. .	2 pairs of uniforms.
319	All workmen .. .. .	2 sets of uniforms in a year.
364	Watchmen .. .. .	2 pairs of uniforms every year.
366	Driver, Watchmen and Peon .. .. .	They are supplied with uniforms (details not mentioned).
390	Mechanics .. .. .	2 sets of full-pants and bush-shirts every year.
	Drivers, Peons and Sweepers .. .. .	3 sets of uniforms every year.
	Godown Helpers, Carpenter, and Packers ..	2 sets of half-pants and half shirts every year.
405	Workmen whose clothes get spoiled due to nature of duties.	2 sets of uniforms every year.
	Others whose clothes do not get spoiled ..	1 set of uniform every year.
412	Drivers, Malis, Cleaners, Watchmen and Peons	3 sets of uniforms every year.
424	Drivers .. .. .	2 sets of uniforms every year.
	Watchmen .. .. .	3 sets of uniforms every year.
453	Watchmen .. .. .	2 full-pants and 2 coats every 3 years.
473	Painters, Welders, Gas Cutters, Furnaceman (Oil furnace), Maintenance fitter.	2 long blue pants and 2 blue shirts with full sleeves.

Serial No. in Index	Categories of workmen	Description of the uniforms
(1)	(2)	(3)
477	Workmen .. .. .	A pair of uniforms every year.
478	Welders, Watchmen, Office Boy, Painter ..	2 long pants and 2 half-shirts every year.
485	(a) <i>Machine Shop</i> .—Press Operators, Milling, Drilling, Tapping, Grinding, Machine Operators Scrapping Rolling, Straighting Hand-Machine Operators.	2 sets (half-shirts and pants) per year.
	(b) <i>Maintenance</i> .. .. .	Do.
	(c) Setters/Inspectors in Machine Shop ..	2 Coat type aprons every year.
	Tool Room Machine Section .. .. .	Do.
	(d) Sweepers .. .. .	2 sets (Full-pants and shirts) per year.
498	All employees working in the Workshop ..	Dungreess.
530	Watchmen .. .. .	2 pairs of uniforms.
559	Workmen in Heat Treatment and Buffing Section.	2 sets of bush-shirts and trousers every year.
563	Welders .. .. .	2 uniforms.
	Painter .. .. .	Apron.
565	Painters, Welders and Store-keepers .. ..	2 half-pants and shirts every year.
571	Estate Workmen .. .. .	3 sets of uniforms.
577	Workmen whose clothes get spoiled due to nature of duties.	2 sets of uniforms every year.
585	Spray Painters, Watchmen, Office Peons and Vehicle Drivers.	2 sets of uniforms every year.
593	Watchmen, Spray Painters and Welders ..	2 sets of uniforms every year.
595	Drivers, Watchmen, Peons, Spray Painters and Delivery-man.	2 sets of uniforms every year.
619	Workmen .. .. .	2 sets of uniforms every year.
620	Workmen in Watch and Ward Deptt., Boilerman, Welder, Mixer from Rubber Deptt., Oilman from Machine Shop Deptt., Bhattiwalla and Chemical man.	2 sets of uniforms every year.
625	Workmen whose clothes get spoiled due to nature of duties.	1 pant and shirt every year.
635	Peons and Watchmen .. .. .	2 sets of uniforms every year.
642	Workmen working on machines and acid ..	Uniforms were supplied (quantity not mentioned).
644	Grinders .. .. .	Shirt and Pant every year.
648	Permanent Watchmen, Welder and Blacksmith.	2 pants and 2 shirts every year.
652	Watch and Ward Staff .. .. .	Uniforms as decided by the management.
654	Spray Painters, Welders, Unskilled Workers on picking tank.	2 sets of uniforms every year.
661	Watchmen and other workers whose clothes get spoiled due to nature of duties.	2 shirts and 2 half pants every year.
676	Peons .. .. .	3 sets consisting of a pair of trousers or shorts and bush-coat every 18 months.
680	Drivers, Watchmen .. .. .	2 sets of uniforms every year.
	Buffer Maintenance fitter, Gas Welder, Plater Bearing Assembler, Operators and Electroplaters.	2 Boiler Suits every year. Aprons.
686	Painter, Welder, Drillers and Furnace Operators Watchmen, Gardeners, Sweepers and Office peon.	Aprons. 2 sets of uniforms every year.
690	Peons and Watchmen .. .. .	2 sets (full-pant and Coat) every year.
691	Watchmen, Spray Painter .. .. .	2 sets of uniforms.
	Plater and Buffer .. .. .	Aprons.
700	Workers working on Acid Work, Buff, Burner testing and laquering.	2 aprons every year.



Serial No. in Index	Categories of workmen	Description of the uniforms
(1)	(2)	(3)
713	Watchmen .. .. .	2 sets of uniforms every year.
	Buffingmen and Die-caster .. .. .	2 Boiler Suits every year.
717	Watchmen .. .. .	2 sets of uniforms every year.
721	Permanent Painters and Assistant Painters .. .. .	2 sets of uniforms every year.
724	Boilerman .. .. .	One Boiler Suit every year.
730	All employees in Foundry .. .. .	A pair of suitable uniforms.
738	Welders, Spray Painters .. .. .	2 sets of uniforms every year.
740	Truck Driver, Cleaner .. .. .	2 sets of uniforms every year.
741	Watchmen, Driver, Office Peons .. .. .	2 full-pants, full bush-shirts and caps every year.
751	Peons, Sweeper, Liftmen .. .. .	3 sets of uniforms.
	Laboratory Assistant .. .. .	3 white coats similar to those used by doctors.
	Driver .. .. .	4 Bush-shirts and Pants every year.
754	Workmen .. .. .	2 sets (Shirt and Half-pant) every year.
759	Watchmen .. .. .	2 sets (including headgears) every year.
769	Workmen whose clothes get spoiled by nature of their duties.	2 aprons every year.
794	Sepoys, Chatties, Drivers and Watchmen .. .. .	2 pairs of uniforms every year.
796	Workmen whose clothes get spoiled by nature of their duties.	2 aprons every year.
797	Do. .. .. .	2 aprons every year.
810	Do. .. .. .	2 sets (shirt and pant) every year.
841	Spray Painters .. .. .	Uniforms to be supplied (quantity not mentioned).
849	Painters and Regular Helpers to Painters .. .. .	2 Short sleeve shirts and 2 full-pants every year.
	Grinders .. .. .	Canvas or Drill (Cotton) Apron.
	Blacksmith and Welders .. .. .	Leather Apron.
856	Workmen whose clothes get spoiled by nature of their duties.	Protective clothings or Aprons.
865	Watchmen .. .. .	A pair of half-pant and shirt with a cap.
867	Watchmen .. .. .	Do.
868	Watchmen .. .. .	Do.
869	Watchmen, Painter .. .. .	Do.
	Welder .. .. .	Pair of dungari.
886	Workmen working on machine .. .. .	2 sets of uniforms every year.
897	Welders, Grinders, Watchmen and Peons .. .. .	2 sets of uniforms.
899	Watchmen, Driver and Canteen Workmen .. .. .	2 sets of uniforms every year.
909	Finishing Shop Operators .. .. .	3 sets (Bush-coat half sleeves and pant) every year.
	Peons, canteen boys, sweepers, cone section operators.	Present practice to continue.
	All mazdoors (except in Iron Finishing Shop) Lathe Operators in Machine Shop, Lacquaring Room Operators, Heat Treatment Operators.	2 aprons every year.
919	Peons, Sepoys, Drivers .. .. .	2 cotton uniforms every year. One woollen uniform every three years.

*Supply of Raincoats/Woollen over-coats, Umbrellas, Sola Hat, Woollen Jersey, etc.*

44	Store Mazdoors .. .. .	To be provided while on duty; they shall be kept in the premises of the company.
45	Storeman, Store boy, Drivers .. .. .	Raincoats.
133	Watchmen .. .. .	Woollen overcoat and two pairs of woollen socks.
174	Watchmen .. .. .	Raincoat or umbrella every year.
219	Drivers and Sepoys .. .. .	Umbrella and a pair of gum-boots during rainy season (to be returned).

Serial No. in Index	Categories of workmen	Description of the uniforms
(1)	(2)	(3)
274	Watchmen .. .. .	Raincoat with cap every three years.
293	Watchmen and Peons .. .. .	Raincoat and Umbrella.
332	Workmen .. .. .	Raincoat, Gum-boot and a sola hat every year.
390	Mechanic .. .. .	Raincoat every 2 years.
	Drivers, Peons, Sweepers, Godown Helpers required to work out-door.	Raincoat or umbrella every two years.
391	Peons .. .. .	Umbrella every alternate year.
	Watchmen .. .. .	Woollen Jersey every two years.
453	Watchmen .. .. .	Raincoat every three years.
477	Workmen .. .. .	Umbrella every year.
530	Watchmen .. .. .	Raincoat (returnable).
571	Estate workmen .. .. .	Raincoat or Kambli (returnable).
595	Watchmen, Deliverymen .. .. .	Raincoat and Umbrella every two years.
680	Watchmen .. .. .	Raincoat.
686	Watchmen, Gardeners, Office Peons .. .. .	Raincoat.
	Watchmen .. .. .	Jersey in winter.
723	All workmen .. .. .	Umbrella every year.
747	Umbrellas to be provided to those required to go out on duty.	
835	Watchmen .. .. .	Raincoats.
909	Pump House Operator .. .. .	Raincoat every three years.

*Supply of Pairs of Shoes or Thick Soled Chappals.*

45	Drilling Machine Operators .. .. .	} Ordinary pair of shoes or thick soled chappals.
	Drilling Machine Coolie .. .. .	
	Milling Machine Operator .. .. .	
	Milling Machine Coolie .. .. .	
	Training Machine Operator .. .. .	
	Training Machine Coolie .. .. .	
	Boaring Machine Operator .. .. .	
	Boaring Machine Coolie .. .. .	
71	Welders .. .. .	The asbestos aprons should not be cumbersome which might impede free movement.
121	Sweepers .. .. .	One pair each of ammunition boots and gum-boots and carbolic soap.
133	Watchmen .. .. .	One pair of boots.
	Painting Shop and Painters .. .. .	Two boiler suits, one gas mask, one pair of painter's boots and two caps.
	Acid Men, Galvanic Men .. .. .	Two boiler suits, one pair of gum-boots, two sets of rubber gloves, two rubber aprons, one mask, goggles.
	Tinning Pot Welders, Blacksmiths .. .. .	Two sets of leather gloves and aprons will be kept with equipment for workers for their use.
184	Watchmen .. .. .	Gum-boots every second year.
219	Drivers and Sepoys .. .. .	Pair of shoes.
274	Watchmen .. .. .	Pair of police type chappals every year ; pair of gum-boots every four years.
293	Watchmen, Peons .. .. .	Gum-boots.
390	Mechanic, Drivers, Peons, Sweepers, Godown Helpers, required to work out-door.	Gum-boots every two years.
422	Permanent workmen in the Heading N and T, Warming, Cleaning, Heat Treatment and Wire Drawing Sections, Replacement Group and Class II Inspectors.	Safety shoes every year.
453	Watchmen .. .. .	Pair of shoes every three years.

Serial No. in Index	Categories of workmen	Description of the uniforms
(1)	(2)	(3)
503	Workers .. .. .	Safety measure articles as per Factories Act, Hand-gloves whenever necessary.
530	Watchmen, Welders .. .. . Painters, Blacksmiths and Hammer men in Hot smithy and Furnance. Welder .. .. .	Gum-boots in rainy season (Returnable). Head-ware (caps) whenever required to work in Sun. Glasses.
544	Workmen whose work is likely to harm eyes, legs and hands.	Goggles, hand-gloves, gum-boots.
565	Store-coolie .. .. .	Canvas shoes every year.
571	Estate Workmen .. .. .	A pair of chappals or gum-boots every year.
680	Watchmen .. .. .	Leather shoes, gum-boots.
686	Watchmen, Gardeners, Office Peons .. .. .	Leather shoes, gum-boots (Returnable as and when necessary).
725	Watchmen, Delivery Peon and Out-door Staff	Gum-boots every year.
738	Varnishmen .. .. .	Pair of gloves and gum-boots.
754	Workmen .. .. .	Pair of shoes of standard quality.
835	Watchmen .. .. .	Gum-boots every two years.
900	Finishing Shop Operators .. .. .	Two gum-boots every year.
912	Workmen in Moulding Section .. .. .	Half leg gum-boots to be kept in the Stores.
915	Do. .. .. .	Do. do.

#### TRANSPORT FACILITIES

In 5 cases transport facilities were provided as under :—

*The Premier Automobiles Ltd., Kurla, Bombay (Sr. No. 141).*

All buses operating from Sion, Kurla and Ghatkopar station started operating from Vidya Vihar Station and carried the workmen to the gate of the factory nearer to the new Station. Re. 1 per month was charged for this transport. Persons entitled to such transport were those persons used this facility and those others from similar groups who applied and whose selection was made on the basis of the Seniority of service.

*The Ferrocast Pvt. Ltd., Bombay (Sr. No. 302)*

The Tribunal recommended to make an attempt to provide facilities for transport if a large number of workers came from outside by train.

*Structural Engineering Works Ltd., Dhamzangam, Taluka Bhiwandi, District Thana (Sr. No. 759)*

AND

*Kothari Auto Parts Mfg. Pvt. Ltd., Bombay (Sr. No. 765)*

Facilities in case of sickness and accidents were provided by the company to employees and their families.

*Alu Capsules Ltd., Bombay (Sr. No. 783)*

Workmen permitted to go on half day leave continued to enjoy the facility of Company's transport if available, but no special arrangements were made in this regard.

#### PERMANENCY

The question of permanency was dealt with in 174 cases. The following indicates the serial No. of concerns, and the period after which workers were made permanent :—

Period and Sr. No. of Concerns in Index		No. of cases
(1)	(2)	
(1) After completion of period of 3 Months— 245, 382, 531, 533, 565, 619, 659, 853, 862 .. .. .	9	
(2) After 100 days— 833 .. .. .	1	

<i>Period and Sr. No. of concerns in Index</i> (1)	<i>No. of cases</i> (2)
(3) <i>After 120 days—</i> 225, 484 .. .. .	2
(4) <i>After 150 days—</i> 299, 346, 354, 359, 366, 377, 412, 420, 446, 749, 765 .. .. .	11
(5) <i>After 180 days' aggregate service in a year—</i> 258, 271, 335, 416, 448 .. .. .	5
(6) <i>After six months' continuous service—</i> 21, 78, 105, 113, 120, 134, 137, 160, 174, 175, 188, 199, 226, 237, 238, 259, 264, 269, 278, 285, 295, 305, 308, 317, 321, 323, 344, 379, 387, 390, 392, 402, 437, 516, 518, 522, 541, 546, 551, 562, 575, 584, 585, 588, 589, 593, 599, 603, 614, 621, 639, 640, 642, 644, 654, 661, 667, 671, 677, 678, 680, 689, 700, 701, 705, 715, 716, 727, 729, 730, 757, 775, 791, 799, 800, 814, 820, 844, 849, 850, 854, 858, 870, 880.	84
(7) <i>After service of six months in aggregate within a period of 18 months—</i> 7, 82, 257 .. .. .	3
(8) <i>After service of 8 months in aggregate within a year—</i> 302, 304 .. .. .	2
(9) <i>After service of 8 months in aggregate within a year—</i> 409, 704, 761, 908 .. .. .	4
(10) <i>After 20 days' service in aggregate within a year—</i> 115, 329 .. .. .	2
(11) <i>After 240 days' service in aggregate within a year—</i> 232, 244, 248, 249, 281, 310, 350, 357, 362, 364, 371, 374, 376, 395, 405, 449, 668, 724, 777, 828, 829, 831, 861.	23
(12) <i>After completion of 12 months' service—</i> 68, 252, 335, 410, 455, 502, 544, 545, 564, 638, 889, 896, 912, 915, 918 .. .. .	15
(13) <i>As per Standing Orders—</i> 303, 306, 535, 548, 634, 713, 762, 769, 871 .. .. .	9
(14) <i>After 2 years—</i> 270 .. .. .	1
(15) <i>After 3 years—</i> 498, 508 .. .. .	2
(16) <i>After 4 years—</i> 509 .. .. .	1

#### ISSUE OF PAY SLIPS

In M/s G. T. Badamia & Sons, Bombay (Sr. No. 241) it was agreed to give to the workers annual cards showing deductions under various heads and monthly earnings.

In M/s Arc Brazer, Bombay (Sr. No. 6) the management agreed to give to all workers separate pay slips at the end of every month giving details of earned wages and deductions, if any.

#### PROMOTIONS

The following principles of promotion to a higher grade were observed in 24 cases that were examined—

<i>Principles observed</i> (1)	<i>Sr. No. in Index</i> (2)
(1) Normally to a senior workman in a lower category. If this was not followed the management was doing it after consultation with the workers' representatives.	16, 141, 571, 588.
(2) As far as possible preference was given to the existing workers. Ultimate decision rested with the company.	120, 583, 617, 650, 686, 747, 794 823, 857.
(3) Normally by promoting persons who have acted in the higher post for at least a fortnight continuously.	267.
(4) On the basis of the seniority-cum-efficiency .. .. .	293, 390, 391, 392, 520, 557, 822.
(5) Only after subjecting the concerned workman to trade test and if found suitable.	435, 469.
(6) Pneumatic chippers and swing Grinders of Fitting Shop shall be promoted to unskilled special grade.	511.

## ISSUE OF ATTENDANCE CARDS

*Telerad Pvt. Ltd., Bombay (Sr. No. 575)*

Workers were provided with the attendance cards every month with full details about them.

*M/s Comet Metal Works, Bombay (Sr. No. 815)*

The workmen were provided with suitable attendance cards.

## Selling of Company's Products at concessional rates to employees

In Telerad Pvt. Ltd., Bombay (Sr. No. 575), the company agreed to sell radio sets with 10 per cent discount on the catalogue price to the permanent workmen on reasonable instalment basis once in five years.

## HOURS OF WORK

This was decided in the various concerns as under :—

<i>Sr. No. in Index</i>	<i>Particulars of hours of work decided</i>
111 .. ..	Duration of II shift was 7½ hours and it ended at 11-30 p.m.
133 .. ..	With effect from 1-1-62 it was agreed to give two <i>Tea Breaks</i> each of ten minutes duration one in the morning and the other in the afternoon except on Saturdays when only one break was allowed. The Company agreed to close on Saturdays of every fourth week if the timings in that week were adjusted by commencing work at 8-00 a.m. and closing work at 5-30 p.m. instead of 5-15 p.m. without affecting the usual intervals for <i>tea breaks</i> and lunch recess.
332 .. ..	In case the IInd shift is started by the management the working hours for this shift shall be 7 hours with 8 hours wages.
375 .. ..	<i>Administrative Staff.</i> —41½ hours a week. <i>Workshop and store staff.</i> —44½ hours a week.
390 .. ..	The working hours excluding rest intervals were 8 hours per day and 40 hours in a week of 5 days (Mondays to Fridays).
392 .. ..	<i>For Cleaners.</i> —8 hours per day and 48 hours per week (Mondays to Saturdays).
420 .. ..	<i>Workmen.</i> —48 hours per week.
456 .. ..	Duration of IInd shift was fixed at 7½ hours.
575 .. ..	As per the provisions of the Factories Act, 1948.
588 .. ..	<i>Monday to Friday.</i> —9-30 a.m. to 5-00 p.m. with lunch break at 1-00 p.m. to 1-30 p.m. <i>Saturday.</i> —9-30 a.m. to 1-30 p.m. <i>Drivers.</i> —9-00 a.m. to 5-00 p.m. with ½ an hour lunch to be adjusted mutually.
611 .. ..	<i>From 1-4-61.</i> —36 hours per week. <i>Head Office :</i> <i>Monday to Friday.</i> —10-00 a.m. to 1-00 p.m. and 2-00 p.m. to 5-30 p.m. <i>Saturday.</i> —9-30 a.m. to 1-00 p.m.
641 .. ..	<i>For Drivers and Cleaners—</i> Day shift.—8-00 a.m. to 5-00 p.m. 1 hour lunch. Night Shift—5-30 p.m. to 12 mid-night, ½ hour lunch. Extra shift—12-30 a.m. to 7-00 a.m.
721 .. ..	1st shift .. 7-00 a.m. to 3-30 p.m. 2nd shift .. 3-30 p.m. to 12-00 mid-night.
750 .. ..	<i>Monday to Friday</i> —8-00 a.m. to 4-45 p.m. <i>Saturday</i> — 8-00 a.m. to 11-45 a.m.
849 .. ..	1st shift .. 8-00 a.m. to 4-30 p.m. 2nd shift .. 4-30 p.m. to 12-30 a.m. 3rd shift .. 12-30 a.m. to 8-00 a.m. (½ an hour lunch-interval).
914 .. ..	8-00 a.m. to 12-00 noon Rest interval 12-00 to 1-00 p.m. and 1-00 p.m. to 5-00 p.m.
916 .. ..	(1) Clerical Staff in Office—36 hours per week. (2) Sepoys, Drivers, Service and Godown Staff—48 hours a week. (3) Except six paid holidays all other bank holidays shall be working days for godown and service station staff.

## MEDICAL AID FACILITIES

Medical facilities were provided in various concerns as under :—

*Voltas Ltd., Bombay (Sr. No. 184).*

The total reimbursement given to an employee within a year did not exceed Rs. 50 per cent of the expenses on hospitalisation subject to a maximum of Rs. 300 per year.

*International General Electric Co. (India) Pvt. Ltd., Bombay (Sr. No. 331).*

On production of Doctor's Certificate a worker who was in bed and received treatment outside, the company paid half the expenditure of doctor's bill and half of the actual cost of Medicines prescribed and purchased provided that it did not exceed Rs. 65 in a year.

*The Consolidated Pneumatic Tools Co. (India) Ltd., Bombay (Sr. No. 392)*

As per the existing Medical scheme the workmen were required to pay 25 per cent of the premium and the management paid the balance.

*Remington Rand of India, Bombay (Sr. No. 410).*

Medical bill was decided in consultation with the Union Secretaries.

*Guest, Keen, Williams Ltd., Bombay (Sr. No. 410)*

Those who were not covered by the E. S. I. Scheme and who were getting more than Rs. 500 per month were offered medicines as per the rules framed by the company.

*M/s Rallis India Ltd., Bombay (Sr. No. 705).*

The Company met the cost of Doctor's Bills, Injection and Patent Medicines; T. C. F. Products were supplied to the staff free of charge for their own use and at 45 per cent of the list price for the use of their dependants. All cases were to be supported by the Doctor's prescription. The Medicines supplied at concessional rate were subject to a getting of Rs. 50 (Concessional Value) per half year.

*Siemens Eng. and Mfg. Co. of India Ltd., Bombay (Sr. No. 751)*

Company gave free treatment in case of ordinary sickness and in case of serious sickness such as Tuberculosis, Cancer it gave monetary assistance at its own discretion.

*Batliboi and Co., Bombay (Sr. No. 794)*

If any member of the staff was hospitalised in a duly recognised hospital for more than 5 days continuously for any medical or surgical treatment he was paid towards his medical bill an amount not exceeding one month's basic salary subject to a maximum of Rs. 300 in a year, on submission of medical bill from the hospital or doctor.

*L. and T. Pvt. Ltd., Bombay Managing Agents (Sr. No. 823)*

Employees were given free medical treatment for minor sickness at Company's dispensary and for major diseases adequate financial assistance were given to them who were not covered by E. S. I. Scheme.

*Philips India Ltd., Loni-Kalbhori, Poona (Sr. No. 909)*

The Company reimbursed an amount of Rs. 150 per year against medical bills submitted subject to maximum of Rs. 300 per year.

## MARRIAGE CLAUSE FOR FEMALE EMPLOYEES

In the Bharat Containers Pvt. Ltd., Bombay (Sr. No. 373), it was decided that female employees on their getting married will go out of employment.

In the Kamani Engineering Corporation Ltd., Kurla, Bombay (Sr. No. 240) and Kamani Metals and Alloys Ltd., Kurla, Bombay (Sr. No. 263) it was decided that the 'Marriage Clause' would not be binding in respect of female clerical workers including typist.

## SUPPLY OF FREE TEA

*M/s Grindwel Abrasives Ltd., Mora, Dist. Kolaba (Sr. No. 623)*

Free tea was given to workers working in the Second and Third Shifts at 9-00 p.m., 11-00 p.m., 2-00 and 4-00 a.m.

*Guest, Keen, Williams Ltd., Bombay (Sr. Nos. 692, 693)*

Tea was given to all workers and shift store-keepers.

*Meta Frames, Bombay (Sr. No. 844)*

Tea was given twice a day.

*Voltas Ltd., Nagpur (Sr. No. 919)*

Tea was given twice a day on all working days and once on Saturdays.

## PROVISIONS FOR MEALS

*Cooper Eng. Ltd., Satara (Sr. No. 903)*

The Company charged Rs. 32 p.m. for 'B' Class employees who took their meals in the canteen on days of duty.

## PROVISION OF SOAP

*Engineering Products Ltd., Bombay (Sr. No. 238)*

$\frac{1}{2}$  bar of soap was provided per month to each worker.

*Bharat Cables Pvt. Ltd., Bombay (Sr. No. 354)*

It was decided to provide workers with adequate quantity of quality soap.

*National Baby Motor Works, Bombay (Sr. No. 555)*

Soaps were supplied for washing hands etc. after working hours.

*Cooper Engineering Ltd. Chinchwad, Poona (Sr. No. 900)*

All daily-rated employees were provided with three ounces of soap and cotton waste every month.

## ABOLITION OF CONTRACT SYSTEM AND FACILITIES TO CONTRACT LABOUR

The question of abolition of Contract System was dealt with in the various concerns as under :—

*Mckenzie's Ltd., Sewree, Bombay (Sr. No. 47).*

(a) Whatever component parts the Company was manufacturing, the management agreed to do it by workmen employed by it directly.

(b) For the removal of goods from outside up to the godown stage, the company was entitled to employ outside contract labour.

(c) For removal from godown to the workshop the company in respect of heavy materials like channels, plate sheets, angles billets, etc., which were required to be handled by an expert gang of workers, it could be done by contract labour. The rest of the work of carrying materials of lesser weight like flats, rounds, etc., was done by workmen on company's muster only.

*The French Motor Car Co. Ltd., Bombay (Sr. No. 83).*

The management agreed to abolish the work done on contract system at Bombay with effect from 1st January 1961 except the contract of Shri J. F. Patel who was doing the work of trimming and tailoring only in the Company's workshop at Worli.

*The Ramkishan Metal Works, Bombay (Sr. No. 312).*

The management guaranteed that the contractor would pay wages and Dearness Allowance, Casual Leave and Holidays as available to the Company's direct employees.

*M/s Rocket Engineering Corporation, Kolhapur (Sr. No. 472).*

The system of work by contractors was abolished from 13th October 1966.

*Scindia Workshops Ltd., Bombay (Sr. No. 436).*

The work which was normal, regular and recurring was not given on contract.

*National Metal Industries, Bombay (Sr. No. 522).*

Contract System was decided to be abolished within six months from the date of the agreement and the workmen employed under the contractors would be absorbed as regular employees of the Company.

## PERIOD OF APPRENTICESHIP AND STIPENDS

*Hima Spun Pipe Co., Bombay (Sr. No. 61) and Hima Engineering Co., Bombay (Sr. No. 62).*

The apprenticeship period was fixed as six months for semi-skilled job and between 1 to 2 years for skilled jobs. During the period they were paid Rs. 30 per month.

*The Greaves Cotton and Co. Ltd., Bombay (Sr. Nos. 59 and 65).*

An apprentice was paid Rs. 40 per month with annual increment of Rs. 3 per month.

*Ruston Hornsby (India) Pvt. Ltd., Chinchwad, Poona (Sr. No. 456).*

The period of apprenticeship was fixed as three years.

*Automobile Products of India Ltd., Bombay (Sr. No. 588).*

It was decided that the period of apprenticeship should not exceed three years. A trainee apprentice was paid as under :—

1st year .. .. .	Rs. 75 per month.
2nd year .. .. .	Rs. 100 per month.
3rd year .. .. .	Rs. 125 per month.

*Free India Metal Works, Bombay (Sr. No. 833).*

It was decided that after the apprenticeship period of four years the apprentice should be placed in skilled category.

*Meta Frames, Bombay (Sr. No. 844).*

It was decided that after the expiry of the period of apprenticeship of six months to one year the apprentice was made permanent.

## RETIREMENT AGE

<i>Age Fixed</i>	<i>Serial No. in Index</i>
Normally 58 years ; Further extension of service may be given not exceeding 12 months at a time if found medically fit by the company's Doctor.	41, 214, 218, 647.
58 years .. .. .	175, 239, 332, 579, 748, 794, 841, 876.
58 years ; Can be extended at the absolute discretion of the management and shall be granted one year at a time up to 3 years.	206 ..
60 years (*Reference to the case of Sha Wallace and Co., 1964, L. L. J. II— Page 644).	320, 341, 342, 360, 594, 628, 629, 631, 705.
58 years for operatives, chargemen, supervisors and engineers .. .. .	469.
60 years for clerical.	
57 years ; Further extension of service may be given not exceeding one year at a time if found fit.	697.



## PROVIDENT FUND

The Provident Fund Scheme was noted in 27 concerns. The following indicates serial Numbers of concerns and the particulars of the scheme:—

<i>Particulars</i>	<i>Serial No. in Index</i>
The scheme shall be framed on the lines of the model Provident Fund Rules by Government as required under the award of Shri Thakor in Reference (II) No. 48 of 1948 (vide 1950 I.C.R., Page 519).	70.
On the lines of the Employees' Provident Fund Act, 1952 .. .. .	78, 124, 422, 547, 614, 644, 728.
The scheme was introduced for daily-rated workmen who were enlisted. The rate of contribution was 6½ per cent of the consolidated wages including incentive bonus.	332.
Under the scheme those who had completed continuous service of one year or more were made eligible to be member of the scheme. The rate of contribution of both was 7 per cent or 7 N.P. in a rupee of the monthly basic earnings.	583, 594, 794.
The existing rate of 6½ per cent was to be raised to 8½ per cent as and when the Government raises the rate of contribution under the Provident Fund Act.	583, 594, 794.
The employees agreed to introduce a Provident Fund Scheme .. .. .	660, 621, 758, 765, 820.
All those employers who joined on or after 1st April 1950 were made eligible to join as members of the Mazgaon Dock Ltd., Clerical and Subordinate Staff, Provident Fund and were made entitled to the Provident Fund according to the rates and rules laid down in the Fund.	674
The present rate of contribution of 6½ per cent by a workman shall be raised to 8 per cent and that of the company shall be 6½ per cent of the basic pay and Dearness Allowance.	78, 124, 422.
The management agreed to increase the rate of contribution from 6½ per cent to the percentage figure as fixed from time under the Provident Fund Act.	751.
The Company's contribution to the Fund shall be as under :—	
	Per cent
For less than 3 years' service .. .. .	25
Service between 3 and 5 years .. .. .	50
Service between 5 and 10 years .. .. .	75
For more than 10 years' service .. .. .	100
The Company agreed to introduce the scheme after framing the rules acceptable to the Income Tax Authorities. The rate of contribution was agreed at 6½ per cent of the wage.	844
From 1st November 1963 the rate of contribution was agreed at 8 per cent of the basic wage and Dearness Allowance.	857

## GRATUITY

Gratuity schemes were noticed in 221 cases. A statement showing the names of concerns and other details is attached.

Statement showing the names of the concerns and wages and Dearness Allowance granted in 'Engineering' Industry

Serial No. (1)	Name of Concern (2)	Wages (3)	Dearness Allowance (4)
2	Plasto Metals, Bombay ..	(1) Press Attendant .. Rs. 2.72 per day. (2) Unskilled Workmen .. Rs. 2.50 per day.	
3	Inventors' Industrial Corporation Pvt. Ltd., Bombay.	<i>Effective from 1-10-1958:</i>	
	(1) Unskilled ..	Rs. 2.50 and 0.6 nP. increment per year.	
	(2) Semi-skilled ..	Rs. 3.00 and 0.12 nP. increment per year.	
	(3) Skilled .. ..	Rs. 4.00 and 0.19 nP. increment per year.	
	(4) Highly-skilled ..	Rs. 5.00 and 0.25 nP. increment per year.	

(1)	(2)	(3)	(4)
9	Laxmi Engineering Works, Bombay.	The Tribunal awarded an increment of 0.12 nP. to two coolies who are getting Rs. 2.25 and Rs. 2.37 per day, respectively.	
10	American Spring and Pressing Works, Bombay.	..	Those who have not completed a year's continuous service on 1-1-59 shall be paid Rs. 35 for 26 working days as D. A. Those who have completed one year's service shall be paid Rs. 1.75 p. as D. A. for next months' service. Those who have completed one year but not 2 years' service on 1-1-59 shall be paid Rs. 1.75 as D. A. per day. Those who have completed 2 years' shall be paid Rs. 2 per day as D. A.
11	The Metropolitan Springs Pvt. Ltd., Bombay.	(1) Unskilled .. Rs. 1-4-0—Re. 0-1-0— Rs. 1-14-0 p. (2) Semi-skilled .. Rs. 1-8-0—Re. 0-2-0— Rs. 2-12-0 p. (3) Skilled .. .. Rs. 2-4-0—Re. 0-3-0— Rs. 3-3-0—Re. 0-4-0— Rs. 4-7-0 p.	<i>Effective from 1-7-1958</i>  <i>To All workmen 80 per cent of the Revised Cotton Textile Scale.</i>
13	The Indian Hume Pipe Co. Ltd., Wadala, Bombay.		<i>Effective from 1-2-1958</i>  D. A. at percentage of basic pay or the Textile Scale on the basis of No. of days in the month whichever is higher  Pay-Slab      Variation for 10 points  Rs.      Percent      Percent 1—100      65      5 101—200      30      2 201—300      15      1 301 and Above.      10      1
14	Hydro (Engineers) Pvt. Ltd., Bombay.	<i>Effective from 1-10-1958</i>  Those whose wages are below Rs. 2.44 per day shall be brought to Rs. 2.44 per day. Those whose wages are Rs. 2.44 per day or above shall get an <i>ad-hoc</i> increment of 0.19 nP. per day.	
15	Murphy Radio of India Ltd., Bombay.	<i>Effective from 1-6-1958</i>	<i>Effective from 1-6-1958</i>
		<i>Daily Rated</i>	Basic salary      D. A.
	(1) Mazdoor .. ..	Rs. 1.25—0.10 Rs. 2.25 P.	Rs. 1 to Rs. 100      Rs. 70 per month.
	(2) Rivetters, Wire Cutters, Valve Holders, Assembler, Packer.	Rs. 1.45—0.15— Rs. 2.95 P.	Rs. 101 to Rs. 150      Rs. 75 per month.
	(3) Store Issuer .. ..	Rs. 1.55—0.15— Rs. 3.05 P.	Rs. 151 to Rs. 200      Rs. 80 per month.
	(4) Assemblers and Winders.	Rs. 1.80—0.20— Rs. 3.80 P.	Rs. 201 and Above      Rs. 85 per month.
	Monthly-Rated :—		All Daily-Rated Employees—Rs. 2.50 per day.
	(1) Peon .. ..	Rs. 35—3—65.	
	(2) Watchmen .. ..	Rs. 40—3—70.	
	(3) Asstt. Store Keeper and Store-clerk.	Rs. 80—5—125—7½— 140—EB.—10— 200.	
	(4) Turners and Final Testers.	Rs. 100—5—130—EB— 7½—160—EB.—10— 210.	
	(5) Store Keeper .. ..	Rs. 105—5—130—EB— 7½—185—EB.—10— 235.	

(1)	(2)	(3)	(4)
18	Ravi Industries Pvt. Ltd., Thana.	<p><b>Group 'A'</b> <i>Turner Miller, Fitter, Welder, Blacksmith, Pattern Maker, Moulder</i></p> <p>Grade I .. Rs. 143—4.87—162.50—6.50—182.</p> <p>Grade II .. Rs. 104—4.87—143.</p> <p>Grade III .. Rs. 84.50—3.25—104.</p> <p>Grade IV .. Rs. 71.50—2.44—81.25.</p> <p><b>Group 'B'</b> <i>Planer, Carpenter, Wireman and Shaper</i></p> <p>Grade I .. Rs. 130—6.50—156.</p> <p>Grade II .. Rs. 94.25—3.25—104—4.87—130.</p> <p>Grade III .. Rs. 81.25—3.25—104.</p> <p><b>Group 'C'</b> <i>Drillman, Painter, Sind Plaster, Hammerman, Fireman.</i></p> <p>Grade I .. Rs. 91—3.25—104—4.87—130.</p> <p>Grade II .. Rs. 78—2.44—91.</p> <p>Grade III .. Rs. 71.50—1.62—78.</p> <p><b>Group 'D'</b> <i>Grinder, Chipper, Core-maker, File Fitter, Helper to Carpenter</i></p> <p>Grade I .. Rs. 78—3.25—91.</p> <p>Grade II .. Rs. 71.50—1.62—78.</p> <p><b>Group 'E'</b> <i>Rest of the Occupations</i></p> <p>Rs. 71.50—1.50—76.</p>	
		<i>Note.—The wages are for 26 working days of the month.</i>	
20	Meckenzie's Ltd., Bombay ..	<i>Effective from 14-6-1956.</i>	
		(1) Miscellaneous workers and Mazdoors. Rs. 2.87 per day.	
		(2) Fitters and Khalasis Rs. 4 per day.	
		(3) Mukadams .. Rs. 5 per day.	
21	G. G. Dandekar Machine Works Ltd., Bhiwandi; District Thana.	<p>(1) Unskilled and Mazdoors. Rs. 1.00—Re. 0.06—Rs. 1.60 P.</p> <p>(2) Semi-skilled II .. Rs. 1.25—Re. 0.08—Rs. 2.05 P.</p> <p>(3) Semi-skilled I .. Rs. 1.50—Re. 0.12—Rs. 2.70 P.</p> <p>(4) Skilled II .. Rs. 2.00—Rs. 0.20—Rs. 4.00 P.</p> <p>(5) Skilled I .. .. Rs. 2.50—Rs. 0.25—Rs. 5.00 P.</p>	<i>Daily-Rated—Rs. 1.53 per day.</i>
		<i>Monthly-Rated:—</i>	
		(1) Peons .. .. Rs. 30—2—50 per month	<i>Monthly-Rated—Rs. 40 per month.</i>
		(2) Watchmen .. .. Rs. 32.50—2.00—54.50 per month.	
23	Prabhat (Stove and Lamp) Products Co. Pvt. Ltd., Bombay.		<i>Effective from 1-9-1958—</i>
			(1) All workmen excluding Contract Labour—Rs. 1.75 paise per day.
			(2) Workmen under Contractors.—The Company will recommend to the contractors to give ad-hoc increment of 0.75 nP. per day over and above existing payments.
25	National Conducts (Pvt.) Ltd., Dahisar, Bombay.		<i>Consolidated Wages for 26 working days</i>
			Rs.
		(1) Unskilled .. .. 65	
		(2) Semi-skilled .. .. 75	
		(3) Skilled .. .. 85	
		(4) Highly-skilled .. .. 95	
26	Sonawala Industries (Pvt.) Ltd., Kalyan.	<i>Effective from 1-1-1959—</i>	<i>Consolidated Wages</i>
		Unskilled—(1) Mazdoors, Sweepers, Peons, Cleaners, Malis.	Rs. 70—2.50—75.

(1)	(2)	(3)	(4)
		<i>Semi-skilled</i> —(2) H e l p e r s, Hammerman. Rs. 75—3—81.	
		(3) Mukadams, Asstt. Fitters, Asstt. Operators, Pumpmen, Firemen. Rs. 85—3·50—92.	
		<i>Skilled</i> —(4) Operators .. Rs. 95—5—105.	
		(5) Blacksmith, Carpenter, II Class Boiler Attendants (Class 'A'), II Class Wireman, Class 'A', Class 'A' Asstt. Turners, Class 'A' Masons, Drivers, Fitters, Class 'A' Plumbers. Rs. 115—5—125.	
		(6) IInd Class Boiler Attendants Class 'B', IInd Class Wiremen Class 'B', Fitters Class 'B', Asstt. Supervisors, Drivers Class 'B'. Rs. 125—5—135.	
		(7) Turners, Mechanics, Electricians, Ist Class Wiremen, Welders, Supervisors, Ist Class Boiler Attendant. Rs. 140—6—152.	
		<i>Watch and Ward</i> —	
		(8) Watchmen Class 'A' .. Rs. 75—3—81.	
		(9) Watchmen Class 'B' .. Rs. 80—5—90.	
		<i>Personal Grades.</i> —Special Personal Grades were given to 4 workers as follows :—	
		(1) Rs. 110—3—116.	
		(2) Rs. 148—7—162.	
		(3) Rs. 160—7—174.	
		(4) Rs. 185—7—199.	
27	Powers Samas Accounting Machines (Sales) Ltd., Bombay.	(1) Probationer Recruit .. Rs. 100. (2) Grade 'E' Engineer .. Rs. 120—7—141. (3) Grade 'D' Engineer .. (a) Rs. 141—9—204. .. (b) Rs. 204—11—248. (4) Grade 'C' Engineer .. Rs. 175—11—197. .. Rs. 197—14—351. (5) Grade 'B' Engineer .. Rs. 275—17—445. (6) Grade 'A' Engineer, By Appointment. Senior Engineer.	
28	National Surgical instrument Company, Bombay.	(1) Unskilled .. Rs. 1·25—0·12—2·25 nP. (2) Semi-skilled .. Rs. 1·50—0·19—3·00 nP. (3) Skilled .. Rs. 3·00—0·25—5·00 nP. (4) Highly-skilled .. Rs. 4·50—0·37—9·00 nP.	<i>Effective from 1-5-1959—</i> Rs. 52 per month.
30	Dadajee Dhackjee and Co. (Pvt.) Ltd., Bombay.	..	<i>Effective from 1-1-1960—</i> <i>To workmen of Motor Department—</i> At the Revised Textile Scale.
31	Makenzies Ltd., Bombay ..	<i>Effective from 1-10-1957</i>	<i>Effective from 1-10-1957</i> 80 per cent of the Bombay Textile Industry Scale for clerks.
		(1) Clerks, Typist, Asstt. Store-keepers, Telephone Operators, Time-keepers, Tracers, Despatch Clerks— Rs. 75—5—90—7·50—150—E.B.—10—210—12·50—260. (2) Stenographers— Rs. 120—10—220—15—370. (3) Sr. Clerks, Store-keepers, Sr. Time-keepers, Supervisors, Jr. Draftsman, Cost Asstt., Accountants, Ledger-keepers, Sr. Stenographers, Foreman, Asstt. Cashier, Draftsman, Cost Accountants, Section Head and Cashier— Rs. 125—10—205—12·50—225—E.B.—15—315—20—375—25—400.	
32	The Bharat Barrel and Drum Mfg. Co. Pvt. Ltd., Bombay.	<i>Effective from 1-12-1958</i> <i>Consolidated Index 381—410</i>	<i>Effective from 1-12-1958</i> For every rise in Index by 10 points above 410, Rs. 5 per month shall be paid as Dearness Allowance.
		(1) Grade 'C'— Rs. 150—7·50—210—10—300—12·50—325. (2) Grade 'B'— Rs. 190—10—270—12·50—320—15—425. (3) Grade 'A'— Rs. 225—12·50—275—15—435—20—495.	

(1)	(2)	(3)	(4)
33	Singer Sewing Machine Co., Bombay.	<i>Effective from 1-1-1959</i>	
		(1) Sweepers— Rs. 34—2—60.	Salary
		(2) Machine W. H. Ordy.— Rs. 35—2—59—2.50—74.	Basic (301—310)
		(3) Peon— Rs. 36—2—44—3—74.	Variation for 10 points increase or decrease in Index (Bombay)
		(4) Mazdoors— Rs. 40—2—64—2.50—79.	Per cent
		(5) Van Driver— Rs. 65—5—125.	(1) Rs. 1—100 .. 73
		(6) Adjuster, Carpenter— Rs. 70—5—125.	(2) Rs. 101—200 .. 35
		(7) Lift Operator— Rs. 75—5—100—7.50—130—10—170.	(3) Over Rs. 200 .. 17
		(8) Jr. Clerks— Rs. 80—8—120—10—170—12.50—220—15—250.	(4) Minimum .. Rs. 57
		(9) Watchmen— Rs. 36—2—44—3—74.	Per cent
		(10) Sr. Adjuster— Rs. 100—7.50—139—10—200.	(1) Rs. 1—100 .. 73
		(11) M. T. D. Sales Representatives— Rs. 120—10—150—15—270—20—350.	(2) Rs. 101—200 .. 35
		(12) Sr. Clerks, Stenographer— Rs. 130—10—170—15—290—17.50—300.	(3) Over Rs. 200 .. 17
		(13) Cashier, Store-keeper— Rs. 150—10—200—12.50—275—15—320—20—400.	(4) Minimum .. Rs. 57
		(14) Asstt. Chief Clerk— Rs. 200—15—260—20—500.	
34	The Malleable Iron and Steel Casting Co. Pvt. Ltd., Bombay.	(1) Bench Fitters— Rs. 1.25—0.08 nP.—Rs. 2.05 nP.	(1) From 1-4-58 to 31-3-59. 85% of Old Textile Scale.
		(2) Highly Skilled— Rs. 4.00—0.25 nP.—Rs. 6.00 nP.	(2) From 1-4-59 to 31-3-60. 90% of the Old Textile Scale.
			(3) From 1-4-60 onwards. 95% of the Old Textile Scale.
35	The Chicago Telephone and Radio Co. Pvt. Ltd., and The Eastern Electric and Engineering Co., Bombay.	(1) Coolies, Sweepers— Rs. 75—5—105—7.50—150.	
		(2) Peons, Watchmen— Rs. 85—5—110—7.50—125—10—175.	
		(3) Painter— Rs. 90—5—150—7.50—180—10—230.	
		(4) Mechanic Grade 'B'— Rs. 110—5—165—7.50—195—10—255—15—270.	
		(5) Car Drivers .. Rs. 120—7.50—165—10—215—15—245.	
		(6) Mechanic Grade 'A' .. Rs. 130—7.50—175—10—225—15—285.	
		(7) Clerks Salesmen, Stores Assistants; Telephone Operator, Typists. .. Rs. 140—10—240—12.50—290—E.B.—15—350.	
		(8) Stenographers .. Rs. 170—10—270—12.50—345—E.B.—15—375.	
36	The Oriental Metal Pressing Works Pvt. Ltd., Bombay.	..	<i>Effective from 1-11-1959</i> 95 per cent of the Old Textile Scale.
37	The Model Engineering Works, Bombay.	<i>Effective from 1-4-1959</i>	<i>Effective from 1-12-1959</i>
		(1) Unskilled— Rs. 1-2-6—Re. 0-1-0—Re. 1-12-6 P.	Cost of Living Index No. D. A.
		(2) Semi-skilled— Rs. 1-8-0 P.—Re. 0-2-0—Re. 3-0-0 P.	Re.a.p
		(3) Skilled— Rs. 2-0-0—Re. 0-3-0—Rs. 5-0-0 P.	(1) Between 401—430 .. 1-13-0
			(2) Above 430 .. 1-14-0
			(3) Between 371 to 400 .. 1-12-0
38	M/s Hakimrai Jaichand, Bombay.	<i>Effective from 1-8-1959</i>	Watchmen .. Rs. 50 per month.
		Watchmen— Rs. 35—3—71.	
40	Alcock Ashdown and Co. Ltd., Bombay.	(1) Sweeper— Rs. 35—2—55.	<i>Additional Dearness Allowance for enormous rise in Cost of Living</i>
		(2) Peon, Watchman— Rs. 35—2—69.	(1) From 1-1-59 to 30-6-1959. } 3 as per day.
		(3) Havaldar and Head Peon— Rs. 41—2—71—3—80.	(2) From 1-7-59 to 30-11-1959. } 4 as per day.
		(4) Dresser, Painters— Rs. 45—2.50—80.	

(1)	(2)	(3)	(4)												
		(5) Head Watchmen— Rs. 45—3—81. (6) Drivers—Car— Rs. 65—4—113—5—123. (7) Driver—Van and Lorry— Rs. 65—5—113—5—128. (8) Tracer, Compounder, Typist, Telephone Operator— Rs. 80—5—100—8—140—10—210—12.50—260. (9) Clerks-General— Rs. 80—5—100—8—140—10—240—E.B.—51—300. (10) Comptist— Rs. 100—8—140—10—230—12.50—280. (11) Stenographer— Rs. 125—10—225—15—300—E.B.—15—375. (12) Draughtsman— Rs. 125—10—205—12.50—255—E.B.—15—345—E.B.—15—390—20—470. (13) Clerks Promotion Grade— Rs. 255—15—375.													
45	Mackenzies Ltd., Bombay	..	<i>Effective from 1-6-1959</i> To Operatives.—75 per cent of the Revised Textile Scale.												
46	Adrema Ltd. (Bradma of India Ltd.), Bombay.	<i>Effective from 1-6-1959</i>	<i>Effective from 1-6-1959</i> <table border="0"> <thead> <tr> <th>Basic Salary</th> <th>D.A.</th> </tr> <tr> <th></th> <th>Per cent</th> </tr> </thead> <tbody> <tr> <td>(1) Rs. 1—100</td> <td>.. 75 (Minimum Rs.75.)</td> </tr> <tr> <td>(2) Rs. 101—200</td> <td>.. 30</td> </tr> <tr> <td>(3) Rs. 201—300</td> <td>.. 15</td> </tr> <tr> <td>(4) Above Rs. 300</td> <td>.. 10 (Maximum Rs. 200.)</td> </tr> </tbody> </table>	Basic Salary	D.A.		Per cent	(1) Rs. 1—100	.. 75 (Minimum Rs.75.)	(2) Rs. 101—200	.. 30	(3) Rs. 201—300	.. 15	(4) Above Rs. 300	.. 10 (Maximum Rs. 200.)
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	Per cent														
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(4) Above Rs. 300	.. 10 (Maximum Rs. 200.)														
		(1) Mazdoors, Watchmen, Peons, Packers— Rs. 35—2—41—3—65. (2) Carpenters— Rs. 60—5—80—7.50—125. (3) Press Operators (Plate)— Rs. 60—5—80—7.50—110. (4) Drivers— Rs. 65—3—80—4—100—E.B.—5—115. (5) Service Engineer Gr. II— Rs. 70—5—90—6—120—E.B.—10—150. (6) Checking Clerks— Rs. 75—5—80—150—E.B.—10—180  (7) Asstt.-in-charge and Checker— Rs. 75—5—110—7.50—170—E.B.—10—220. (8) Asstt. Store-keeper (Service Deptt.)— Rs. 100—7.50—145—10—195—E.B.—15—225. (9) Service Engineer (Grade II)— Rs. 100—8—124—10—184—E.B.—12—220—15—250. (10) Service Engineer (Grade I)— Rs. 150—10—190—15—265—E.B.—20—325. (11) Senior Service Engineer— Rs. 175—10—225—15—285—20—305—E.B.—20—425. (12) Store-keeper— Rs. 175—10—225—15—285—20—305—E.B.—20—425. Rs. 180—10—200—15—290—E.B.—20—330.													
49	The Mazgaon Dock Pvt. Ltd., Bombay.	<i>Effective from 1-4-1956</i>													
		(1) Mistries— Rs. 4.25—Rs. 7. (2) Chargehand Grade I— Rs. 160—10—190—12.50—215. (3) Chargehand Grade II— Rs. 210—12.50—260—15—275.													
	(b) Richardson and Cruddas Ltd., Bombay.	(1) Mistries— Rs. 4.25—Rs. 7. (2) Overseer— Rs. 3.19—Rs. 5.25.													
	(c) Alcock Ashdown and Co. Ltd., Bombay.	(1) Chargeman— Rs. 150—10—210—12.50—260. (2) Asstt. Chargeman— Rs. 100—5—120—7.50—150—10—180.													
52	Quadri Tin Factory, Bombay	(1) Unskilled— Rs. 2.85—0.10—3.85 P. (2) Semi-skilled— Rs. 4.00—0.15—5.50 P.													

(1)	(2)	(3)	(4)																					
		(3) Skilled— Rs. 5-00-0.20—7-00 P. (4) Highly Skilled— Rs. 6-00-0.30—9-00 P. (5) One Temporary Worker on Lid-Cutting Machine— Rs. 4-50 per day. (6) Three workmen on roller machine (Temporary)— Rs. 3-50 per day.																						
54 Heatly and Gresham Ltd., Bombay.		<i>Effective from 1-2-1960</i> (1) Peons, Coolies and Hamals— Rs. 35—2-50—60 (Head Peon Rs. 10 allowance) (2) Packers and Semi-carpenters— Rs. 45—2-50—70—5—85. (3) Drivers— Rs. 65—4—105—5—120. (4) Mechanics— Rs. 75—5—105—7-50—180—E.B.—10—200. (5) Clerks Grade 'B'— Rs. 75—5—105—7-50—180—E.B.—10—220. (6) Asstt. Store Keeper— Rs. 130—10—200—E.B.—12-50—275. (7) Stenographer— Rs. 120—7-50—165—E.B.—10—225—E.B.— 12-50—312-50—7-50—320. (8) Clerks Grade 'A'— Rs. 130—10—200—E.B. 12-50—275— 15—320.	<i>Effective from 1-2-1960</i> <table border="1"> <thead> <tr> <th>Pay Slab (Rs.)</th> <th>D. A. at Bombay Cost of Living Index 311—320 (Percentage of basic pay)</th> <th>Variation of 10 points movement</th> </tr> <tr> <th>(1)</th> <th>(2)</th> <th>(3)</th> </tr> <tr> <th></th> <th>Percent</th> <th>Per cent</th> </tr> </thead> <tbody> <tr> <td>(1) Rs. 1 to 100.</td> <td>75 or revised textile scale for (26 days) whichever is more.</td> <td>5</td> </tr> <tr> <td>(2) Rs. 101—Rs. 200.</td> <td>30</td> <td>2</td> </tr> <tr> <td>(3) Rs. 201—Rs. 300.</td> <td>15</td> <td>1-5</td> </tr> <tr> <td>(4) Rs. 301 &amp; Above.</td> <td>10</td> <td>1</td> </tr> </tbody> </table> <p>(D. A. payable for Index group 421—430 shall not be reduced until the Index falls below 401 wherever the textile scale is applicable the increase in D. A. shall be for every point rise in the Cost of Living).</p>	Pay Slab (Rs.)	D. A. at Bombay Cost of Living Index 311—320 (Percentage of basic pay)	Variation of 10 points movement	(1)	(2)	(3)		Percent	Per cent	(1) Rs. 1 to 100.	75 or revised textile scale for (26 days) whichever is more.	5	(2) Rs. 101—Rs. 200.	30	2	(3) Rs. 201—Rs. 300.	15	1-5	(4) Rs. 301 & Above.	10	1
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(4) Rs. 301 & Above.	10	1																						
55 Latham Abercrombie and Co. Pvt. Ltd., Bombay.	<i>No. of years' Service of 1-10-1959</i> (1) More than one year but less than 3 years.      1 (2) More than 3 years      ..      2	<i>No. of Increments</i> 1 2	<i>Effective from 1-10-1959</i> In addition to existing D. A. every workman belonging to clerical, mechanical and subordinate category shall be given a flat increase of Rs. 10 per month.																					
		<i>Note.</i> —In case a workman has reached maximum of his grade he shall still be given increment as above as personal pay.																						
56 The Structural Engineering Works Ltd., Bombay.			(1) <i>Daily-Rated Workmen.</i> —D. A. on the basis of new textile scale or on the basis of 1 per cent of every rise of 2 points Consumers Price Index over 100, whichever is higher. (2) <i>Monthly-Rated Workmen.</i> —(Peons, watchmen, Drivers, Sweepers, etc.) D. A. on the basis of new Textile Scale for all days of the month, provided they are present or on casual, sick or privilege leave.																					
58 Gaument Kalee (Pvt.) Ltd., Bombay.	(1) Sepoys and Hamals— Rs. 34—2—50—2-50—65. (2) Carpenters— (a) Rs. 50—3—65—4—85—5—95. (b) Rs. 70—3—100—E. B. 5—125. (3) Jr. Grade— Rs. 75—5—90—7-50—120—10—140—E. B. —10—220. (Graduates to start on the increment). (4) Intermediate Grade— Rs. 135—10—275—12-50—300. (5) Senior Grade— Rs. 240—10—300—15—360.	<table border="1"> <thead> <tr> <th>Basic Pay</th> <th>D. A. When Index is in 311-320 Group</th> <th>Variation Price for 10 point in the Index</th> </tr> <tr> <th></th> <th></th> <th>Per cent</th> </tr> </thead> <tbody> <tr> <td>1. Up to Rs. 100</td> <td>60</td> <td>5</td> </tr> <tr> <td>2. Rs. 101 to Rs. 200.</td> <td>25</td> <td>2</td> </tr> <tr> <td>3. Rs. 201 to Rs. 300.</td> <td>15</td> <td>1</td> </tr> <tr> <td>4. Rs. 301 and Above.</td> <td>10</td> <td>1</td> </tr> <tr> <td>5. Minimum ..</td> <td>Rs. 60</td> <td>Rs. 2</td> </tr> </tbody> </table>	Basic Pay	D. A. When Index is in 311-320 Group	Variation Price for 10 point in the Index			Per cent	1. Up to Rs. 100	60	5	2. Rs. 101 to Rs. 200.	25	2	3. Rs. 201 to Rs. 300.	15	1	4. Rs. 301 and Above.	10	1	5. Minimum ..	Rs. 60	Rs. 2	
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5. Minimum ..	Rs. 60	Rs. 2																						

(1)	(2)	(3)	(4)																											
59	The Greaves Cotton and Co. Ltd., Bombay.	<p><i>Effective from 1-4-1959</i></p> <p>(1) Jr. Clerks, Dealing Clerks, Sales Clerks, Typists, Asstt. Draughtsman. Rs. 90-5-105-10-165-15-255-20-275. (Graduates clerks to start on Rs. 105).</p> <p>(2) Sr. Clerks, Stenographers— Rs. 135-15-240-20-300-25-425.</p> <p>(3) Sectional Heads— Rs. 280-20-500-25-550.</p> <p>(4) Draughtsman— Rs. 150-15-240-20-300-25-450.</p> <p>(5) Storekeeper and Godownkeeper— Rs. 175-15-265-20-325-25-425.</p> <p>(6) Asstt. Storekeeper— Rs. 105-10-165-15-255-20-275.</p> <p>(7) Daftary— Rs. 65-5-105-7-140.</p> <p>(8) Sepoys— Rs. 65-2-73-3-85. (An allowance of Rs. 10 to shraffs Sepoy and Head Sepoy and Rs. 5 to delivery Sepoy and Sepoys on duplicating machines).</p> <p>(9) Watchman— Rs. 50-2-72-3-96.</p> <p>(10) Hama!, Asstt. Cook, Cleaner— Rs. 45-2-75-3-81.</p> <p>(11) Sweeper— Rs. 45-2-75.</p> <p>(12) Butlers— Rs. 55-3-94.</p> <p>(13) Head Cook— Rs. 65-3-95-4-115.</p> <p>(14) Car Driver— Rs. 75-5-100-7-50-145.</p> <p>(15) Lorry Driver— Rs. 85-7-50-115-10-165.</p> <p>(16) Supervisors I— Rs. 400-20-600.</p> <p>(17) Supervisors II— Rs. 350-15-500.</p> <p>(18) Supervisors III— Rs. 300-10-400.</p> <p>(19) Skilled I— Rs. 150-10-250-12-310.</p> <p>(20) Skilled II— Rs. 100-8-212.</p> <p>(21) Skilled III— Rs. 75-6-159.</p> <p>(22) Semi-skilled— Rs. 65-4-125-5-135.</p> <p>(23) Semi-skilled II— Rs. 55-3-100.</p> <p>(24) Unskilled Class— Rs. 45-2-75-3-81.</p>	<p><i>Effective from 1-4-1959</i></p> <table border="1"> <thead> <tr> <th>Salary Slab</th> <th>When the Price Index is between 411-420</th> <th>Variation for each 10 points variation in Index</th> </tr> <tr> <th>Rs.</th> <th>Per cent</th> <th>Per cent</th> </tr> </thead> <tbody> <tr> <td>1. On 1st 100..</td> <td>115</td> <td>5</td> </tr> <tr> <td>2. On 2nd 100</td> <td>50</td> <td>2</td> </tr> <tr> <td>3. On 3rd 100</td> <td>20</td> <td>1</td> </tr> <tr> <td>4. On Balance up to 600.</td> <td>20</td> <td>1</td> </tr> <tr> <td>5. Minimum..</td> <td colspan="2">Variation Rs. 3.</td> </tr> <tr> <td>shall be</td> <td colspan="2"></td> </tr> <tr> <td>Rs. 190.</td> <td colspan="2"></td> </tr> </tbody> </table>	Salary Slab	When the Price Index is between 411-420	Variation for each 10 points variation in Index	Rs.	Per cent	Per cent	1. On 1st 100..	115	5	2. On 2nd 100	50	2	3. On 3rd 100	20	1	4. On Balance up to 600.	20	1	5. Minimum..	Variation Rs. 3.		shall be			Rs. 190.		
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Rs. 190.																														
60	Recondo Pvt. Ltd., Bombay	..	<p><i>Effective from 1-6-1959</i></p> <p>Monthly-Rated Employees—</p> <table border="1"> <thead> <tr> <th>Pay Slab</th> <th>D. A. at Cost of Living Index 320</th> <th>Variation for 5 point</th> </tr> <tr> <th>Rs.</th> <th>Per cent</th> <th>Per cent</th> </tr> </thead> <tbody> <tr> <td>1-100</td> <td>60</td> <td>3</td> </tr> <tr> <td>101 and Above.</td> <td>30</td> <td>3</td> </tr> <tr> <td></td> <td colspan="2">of basic pay.</td> </tr> </tbody> </table> <p><i>Daily-Rated Employees.</i>—D. A. shall be payable only if the Index No. exceeds 320. Rate of D. A. shall be @ 6 nP. per day for every 10 points rise over 320.</p> <p><i>Effective from 1-12-1958</i></p>	Pay Slab	D. A. at Cost of Living Index 320	Variation for 5 point	Rs.	Per cent	Per cent	1-100	60	3	101 and Above.	30	3		of basic pay.													
Pay Slab	D. A. at Cost of Living Index 320	Variation for 5 point																												
Rs.	Per cent	Per cent																												
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101 and Above.	30	3																												
	of basic pay.																													
61	Hima Spun Pipe Co.	..	<p><i>Effective from 1-12-1958</i></p> <p>(1) Unskilled Mazdoor— Rs. 1.16-0.06-1.66 per day.</p> <p>(2) Semi-Skilled.—Mixer, Hammerman, Cagemaker, Mould Fitters, Assemblers, Pipe Tester— Rs. 1.62-0.12-2.12 per day.</p> <p>(3) Skilled.—Engine Driver or drivers— Rs. 2.50-0.25-4.50 per day.</p> <p><i>Effective from 1-12-1958</i></p> <p>Rs. 1.25 per day.</p>																											



(1)	(2)	(3)	(4)			
62	Hima Engineering Co., Bombay.	<i>Effective from 1-12-1958</i>	<i>Effective from 1-12-1958</i>			
		(1) Watchmen— Rs. 40-4-80 per month.	Rs. 1-25 per day.			
		(2) Unskilled-Mazdoors— Rs. 1-16-0-06-1-66 per day.				
		(3) Semi-skilled—Asst. Welder, Welder, Asstt. Fitter, Asstt. Turner, Hammerman— Rs. 1-62-0-12-2-62 per day.				
		(4) Skilled.—Welder, Fitter, Blacksmith, Wireman, Electrician— Rs. 250-0-25-4-50 per day.				
63	The Ruston and Hornsby (India) Pvt. Ltd., Bombay.	<i>Effective from 1-8-1959</i>				
	(1) Sepoy— Rs. 45-2-73-3-85.	Pay Slab	When the Consumer Price Index is between 411-420	Per cent	Variation for 10 Points	
	(2) Asstt. Draughtsman, Typist, Junior Clerk— Rs. 90-5-105-10-165-15-255-20-275. (Graduate Clerk to start on Rs. 105.)					
	(3) Stenographer, Sr. Clerk— Rs. 135-15-240-20-300-25-425.					
	(4) Draughtsman— Rs. 150-15-240-20-300-25-450.					
	(5) Sectional Head— Rs. 280-20-500-25-550.					
				Rs.	Per cent	Per cent
		1. On 1st 100	115		5	
		2. On 2nd 100	50		2	
		3. On 3rd 100	20		1	
		4. Balance upto 600.	20		1	
		5. The minimum shall be 90.	90			Variation Rs. 3.
64	Greaves Cotton and Crompton Parkinson Pvt. Ltd., Bombay.		..			
	(1) Junior Clerks, Dealing Clerk, Sales Clerk, Typist, Assistant Draughtsman (General Clerk to start on Rs. 105)— Rs. 90-5-105-10-165-15-255-20-275.					
	(2) Senior Clerk, Stenographer— Rs. 135-15-240-20-300-25-425.					
	(3) Sectional Head— Rs. 280-20-500-25-550.					
	(4) Draughtsman— Rs. 150-15-240-20-300-25-450.					
	(5) Storekeeper, Godownkeeper— Rs. 175-15-265-20-325-425.					
	(6) Asstt. Storekeeper, Asstt. Godownkeeper— Rs. 105-10-165-15-255-20-275.					
	(7) Daftary— Rs. 65-5-105-7-140.					
	(8) Sepoy— Rs. 45-2-73-3-85.					
	(An allowance of Rs. 10 to Shroff's Sepoy and Head Sepoy and Rs. 5 to Delivery Sepoy and Sepoy on duplicating machine.)					
	(9) Watchman— Rs. 50-2-72-3-96.					
	(10) Hamal, Cleaner— Rs. 45-2-75-3-81.					
	(11) Butler— Rs. 55-3-94.					
	(12) Assistant Cook— Rs. 45-2-75-3-84.					
	(13) Head Cook— Rs. 65-3-95-4-115.					
	(14) Sweeper— Rs. 45-2-75.					
	(15) Car Driver— Rs. 75-5-100-7-50-145.					
	(16) Lorry Driver— Rs. 85-7-50-115-10-165.					
65	The Greaves Cotton & Co. Ltd., Bombay.	<i>Effective from 1-4-1959</i>	<i>Effective from 1-5-1959</i>			
	(1) Junior Clerks, Sales Clerks, Typist, Asstt. Draughtsman, Dealing Clerk— Rs. 90-5-105-10-165-15-255-20-275.	Salary Slab	D.A. When Consumers Price Index is between 411-420	Per cent	Variation for 10 points movement in Index	
	(2) Senior Clerk, Stenographers— Rs. 135-15-240-20-300-25-425.					
	(3) Sectional Heads— Rs. 280-20-500-25-550.					
	(4) Draughtsman— Rs. 150-15-240-20-300-25-450.					
	(5) Storekeeper and Godownkeeper— Rs. 175-15-265-20-325-25-425.					
	(6) Asstt. Storekeeper, Asstt. Godownkeeper— Rs. 105-10-165-15-255-20-275.					
		(1) On 1st Rs. 100	115		5	
		(2) On 2nd Rs. 100	50		2	
		(3) On 3rd Rs. 100	25		1	
		(4) Balance up to Rs. 600.	20		1	

(1)	(2)	(3)	(4)
65. (continued)	(7) Daftary, Semi-Clerks— Rs. 65—5—105—7—140. (8) Sepoys— Rs. 45—2—73—3—85. (9) Watchmen— Rs. 50—2—72—3—96. (10) Hamal, Cleaners, Unskilled Class— Rs. 45—2—75—3—81. (11) Butler— Rs. 55—3—94. (12) Assistant Cook— Rs. 45—2—75—3—84. (13) Head Cook— Rs. 65—3—95—4—115. (14) Sweepers— Rs. 45—2—75. (15) Car Driver/Lorry Driver— Rs. 85—7—50—115—10—165. (16) Unskilled Class— Rs. 45—2—75—3—81. (17) Higher Unskilled— Rs. 50—2—80—3—86. (18) Semi-skilled I— Rs. 65—4—125—5—135. (19) Semi-skilled II— Rs. 55—3—100. (20) Skilled I— Rs. 150—10—250—12—310. (21) Skilled II— Rs. 100—8—212. (22) Skilled III— Rs. 75—6—159. (23) Supervisors I— Rs. 400—20—600. (24) Supervisors II— Rs. 350—15—500. (25) Supervisors III— Rs. 300—10—400.	(5) Minimum .. 90 3	
66 M's. Hakimraj Jaichand, Bombay.	<i>Effective from 1-8-1959</i> Consolidated Wages— (1) Unskilled— Rs. 2.75—0.10—3.75. (2) Semi-skilled III— Rs. 2.80—0.10—3.80. (3) Semi-skilled II— Rs. 2.85—0.15—4.35. (4) Semi-skilled I— Rs. 2.95—0.20—4.95. (5) Skilled II— Rs. 3.50—0.25—6.00. (6) Skilled I— Rs. 4.00—0.30—7.00. (7) Highly skilled— Rs. 5.50—0.35—9.00.	<i>Effective from 1-8-1959</i>	
67 The American Spring and Pressing Works, Bombay.	<i>Effective from 1-7-1959</i> (1) Unskilled— Rs. 1.20—0.06—1.50 P. (2) Semi-skilled— (a) Rs. 1.60—0.09—2.05 P. (b) Rs. 1.75—0.12—2.35 P. (3) Semi-skilled— (a) Rs. 2.25—0.15—3.00 P. (b) Rs. 2.75—0.19—3.70 P.	75 per cent of the revised Cotton Textile scale of D.A. without merger as recommended by the Central Wage Board. The concern shall deduct Rs. 1.50 per day from this D.A. and pay the balance separately. (This amount of Rs. 1.50 P. shall be merged with basic pay which after merger shall be as shown in the previous column).	
(No worker except apprentices or learners be paid less than Rs. 2.75 as consolidated wages.)			
68 The Asha Engineering Industries Pvt. Ltd., Bombay.	<i>Effective from 1-1-1960</i> The workmen should be paid an <i>ad-hoc</i> increment of 0.25 P. per day.	..	
69 Bombay Cable Co. Pvt. Ltd., Bombay.	<i>Effective from 1-4-1960</i> Mazdoor— Rs. 30—2—60.	..	

(1)	(2)	(3)	(4)
71 The Indian Hume Pipe Co. Ltd., Wadala, Bombay.	<i>Effective from 1-1-1958</i>	<p>(1) Unskilled—Mazdoors in yard and Workshop— Rs. 1-35—0-09—2-25 P.</p> <p>(2) Semi-skilled—Assistant Mason, Assistant fitter, Assistant Moulder, Assistant Hand-Welder, Assistant Turner, Assistant Shaper, Assistant Transformer, maker, Assistant Carpenter, Hacksawmen, Hammerman, Assistant Machiner, Welder, Chipper Assembler, Benchman, Assistant M/c Driver, Store Issuer, Station Boy, Mazdoor, Mukadam, Reinforcer, Compressor Driver— Rs. 1-65—0-12—2-37—0-15—3-12 P.</p> <p>(3) Skilled.—Mason, Fitter, Moulder, Hand-Welder, Turner, Shaper, Planers, Transformer Maker, Driller, Machinist, Wireman, Carpenter, Blacksmith, Electric Fitter, Machine Welder, Miller, Marker, Pattern Maker, Gas Cutter, Gas Welder— Rs. 2-65—0-15—3-40—0-20—4-40 P.</p> <p>(4) Highly-skilled— Rs. 3-25—0-20—4-25—0-25—5-50 P.</p>	..
77 The Sanghi Motors (Bombay) Pvt. Ltd., Bombay.	..	<i>Effective from 1-6-1960</i>	<p>(1) To operatives and Subordinate Staff— At the revised textile rate.</p> <p>(2) To Clerical Staff—</p> <p>(a) Those getting basic } Rs. 7-50 D. A. at salary upto Rs. 100 } revised textile per month. } rate.</p> <p>(b) Those getting basic } Rs. 10 plus D.A. salary of Rs. 100 } at revised textile and above per } rate. month.</p>
80 Fali and Homee Bros., Bombay	..	Rs. 45 per month.	
84 The Saurashtra Engineering Corporation Pvt. Ltd., Bombay.	<i>Effective from 1-2-1960</i>	<p>(1) Unskilled— Rs. 3-00—0-09—3-90 P.</p> <p>(2) Semi-skilled— Rs. 3-75—0-12—4-95 P.</p> <p>(3) Skilled— Rs. 4-50—0-25—7-00 P.</p> <p>(4) Highly skilled— Rs. 5-50—0-40—9-00 P.</p>	..
85 Bharat Cables Pvt. Ltd., Bombay.	<i>Effective from 1-6-1960</i>	<p>(1) Unskilled— Rs. 1-2-6 P—Re. 0-1-0 P—Re. 1-8-6 P.</p> <p>(2) Semi-skilled— Rs. 1-6-0 P—Re. 0-2-0 P—Rs. 2-0-0 P.</p> <p>(3) Skilled— Rs. 2-0-0 P—Re. 0-2-0 P—Rs. 2-12-0 P— Re. 0-3-0 P.—Rs. 3-8-0 P.</p> <p>(4) Highly-skilled— Rs. 3-0-0 P—Re. 0-4-0 P—Rs. 5-8-0 P.</p>	<p><i>Effective from 1-6-1960</i></p> <p>D. A. when Cost of Variation for every Living Index is 380 5 points rise or fall</p> <p style="text-align: center;">Rs. 1-62 P.                      0-2 P.</p>
89 G. B. Tapkire Brass Factory, Nasik.	<i>Effective from 1-3-1959</i>	<p>(1) The existing consolidated wages of piece-rated workers shall be raised by 4 per cent.</p> <p>(2) The worker who is getting Rs. 1-12-0 P. per day shall be paid Rs. 2 per day.</p> <p>(3) The supervisor shall be paid Rs. 2-8-0 per day as consolidated wage.</p>	..
90 The Rustan Foundry, Bombay.	<i>Consolidated Wages</i>	<p>(1) Mazdoor— Rs. 2-75—0-10—3-25.</p> <p>(2) Assistant, Matiwalla, Chipper— Rs. 3-12—0-15—4-02.</p> <p>(3) Core-Maker— Rs. 3-87—0-20—4-87.</p> <p>(4) O. C. Moulder, Copola Man— Rs. 3-87—0-25—5-87.</p> <p>(5) W. C. Moulder— Rs. 3-87—0-25—6-87.</p>	..

(1)	(2)	(3)	(4)
93 Lans Metal and Enamel Works Pvt. Ltd., Bombay.	..	(1) Unskilled— Rs. 1.25—0.10—1.95. (2) Semi-skilled— Rs. 1.50—0.15—2.45. (3) Skilled— Rs. 2.25—0.25—4.25.	<i>Effective from 1-1-1961</i>  (1) Unskilled— Re. 1 per day. (2) Semi-skilled— Rs. 1.20 per day. (3) Skilled— Rs. 1.25 per day.
94 Garlick and Co. Pvt. Ltd., Bombay.	<i>Effective from 1-1-1959</i>	Sr. Foremen, Asstt. Engineer— Rs. 350—25—525.	<i>Effective from 1-1-1959</i>  Salary Slab      D. A. when the cost of Living Index is between      Variation for 10 points rise or fall in Index  (1) On 1st Rs. 100      411—420      115 per cent of the basic wage or the revised textile scale for all days of the month which ever is higher.      5 per cent Per cent      Per cent (2) On 2nd Rs. 100      50      2 (3) On 3rd Rs. 100      25      1 (4) Balance up to Rs. 500.      20      1 (No additional D. A. on that part of salary which exceeds Rs. 500.)
95 A. J. Bros., Bombay .. ..	<i>Effective from 1-7-1960</i>	Those who are getting a total monthly salary of less than Rs. 81 should be paid Rs. 81 per month. Those getting more than Rs. 81 but less than Rs. 100 be given an <i>ad-hoc</i> increase of Rs. 5 per month.	..
99 Anglo-American Marine Co. Pvt. Ltd., Bombay.	<i>Category</i>	<i>Basic Wage</i>	<i>Annual Increment</i>
	(1) Unskilled ..	Rs. 1.16 P.	0.10 P.
	(2) Hacksaw Coolie ..	Rs. 1.25 P.	0.10 P.
	(3) Semi-skilled 'A' ..	Rs. 1.25 P.	0.15 P.
	(4) Semi-skilled 'B' ..	Rs. 1.50 P.	0.15 P.
	(5) Skilled ..	Rs. 2.00 P.	0.20 P.
	(6) Highly Skilled ..	At the discretion of management.	0.25 P.
102 Bharat Cables Pvt. Ltd., Bombay.	..		Splitting of Consolidated wages into basic wages and D. A.—Sum of Rs. 1.78 shall be deducted from the wages of June 1960 as D. A. and the balance shall be deemed as basic wages.
103 Bharat Barrel and Drum Mfg. Co. Ltd., Bombay.	..		<i>Effective from 1-10-1960</i> Rs. 65 per month.
105 Khandelwal Mfg. Co. Pvt. Ltd., Bombay.	<i>Consolidated Wages</i>		The workmen may reagitate the demand for D. A. at any time if the Cost of Living Index goes above 500 points.
	(1) Semi-skilled 'A'.—Surface Grinder Operator, Rolling Machine Operator, Carpenter, Fitter, Welder, Electrician, Gas Welder, Helper to die Fitter— Rs. 3.00—0.10—4.00.		
	(2) Unskilled 'A'.—Shearing Worker, Circular Saw Operator, Asstts. to Turner, Shaper, Miller, Slotter— Rs. 2.50—0.06—3.10.		
	(3) Semi-skilled 'B'.—Blacksmith, Wireman, Muffle Furnace and Wire drawing machine Operator— Rs. 2.75—0.09—3.65.		

(1)	(2)	(3)	(4)
105 (Continued)	<p>(4) Skilled 'A'—Die Fitter, Turner, Miller, Jig Boring Die Sinking and Die Copying Machine Operator— Rs. 4.50—0.20—6.50—0.25—7.00.</p> <p>(5) Skilled 'B'—Shaper, Planer, Slotter Asstt. to big borer and Die Sinking Operator— Rs. 4.25—0.15—5.75.</p> <p>(6) Unskilled 'B'—Cake and Coal Braker, Hand Furnace Worker, Oil Furnace Mazdoor, Blanker, Cropper Headers, Nail Setter, Sorter, Packer, Point Cutter, Painting Picking-Pointing-Bunding Mazdoors, Bender, Hand Weaver, Mazdoors, Pipe Flattner, Hole maker— Rs. 2.25—0.06—2.85.</p>	..	
106 Jayant Metal Mfg. Company, Bombay.	<p><i>Effective from 1-3-1961</i></p> <p><i>Daily Rated</i></p> <p>(1) Unskilled— Rs. 1.19—0.08—1.59—0.10—1.99 P.</p> <p>(2) Semi-skilled— Rs. 1.62—0.14—2.32—0.15—2.92 P.</p> <p>(3) Skilled— Rs. 2.50—0.20—4.90 P.</p> <p>(4) Highly Skilled — Rs. 3.00—0.30—6.00 P.</p> <p><i>Monthly-Rated</i></p> <p>(5) Skilled— Rs. 65—5—130.</p> <p>(6) Highly-skilled— Rs. 80—10—180.</p>	..	<p>The D. A. which is paid at present to the daily rated and monthly rated workers at the old textile rate (as per decision of Labour Appellate Tribunal) shall be raised to 100 per cent in the following way:—</p> <p>(1) during calendar year 1961 by 5 per cent of difference.</p> <p>(2) during calendar year 1962 by 30 per cent of difference.</p> <p>(3) from 1963 onwards by the balance of difference.</p>
107 The Paramount Commercial Corpn. Pvt. Ltd., Bombay.	<p><i>Effective from 1-9-1960</i></p> <p><i>Daily-Rated</i></p> <p>(1) Unskilled— Rs. 1.16—0.06—1.76 P.</p> <p>(2) Semi-skilled— Rs. 1.50—0.12—2.22 P.</p> <p>(3) Skilled— Rs. 2.00—0.19—3.52 P.</p> <p><i>Monthly-Rated</i></p> <p>(4) Watchmen— Rs. 30—2—50.</p>	<i>Effective from 1-9-1960</i>	Rs. 1.90 P.
110 The Bombay Engineering and Metal Pvt. Ltd., Bombay.	..	<i>Effective from 1-1-1961</i>	75 per cent of the Revised Textile Rate.
112 Achme Bobbins and Shutters Pvt. Ltd., Bombay.	<p>(1) Rs. 3 per day consolidated pay shall be paid to all workers.</p> <p>(2) Those who have completed 2 years service and who are getting more than Rs. 3 per day as consolidated wage shall get an <i>ad-hoc</i> increase of Re. 1 per day.</p> <p>(3) Those with 2 years' completed service and drawing more than Rs. 3 as consolidated wage shall get increase of 00.75 nP. per working day.</p> <p>(4) The watchman shall get monthly wage of Rs. 90 per day.</p>	..	
113 Fargo Mantle Products, Bombay.	<p><i>Effective from 1-12-1960</i></p> <p>(1) Daily Rated Mazdoors (General Workers)— Rs. 2.62—0.09—3.52.</p> <p>(2) Piece Rated Workers (Packing Deptt.)— (Minimum work of 14 gross will be provided.) Re. 0.19 per gross.</p> <p>(3) Piece Rated Workers (Ironing Deptt.)— (Minimum work of 7 gross will be provided.) Re. 0.37 P. per gross.</p>	..	

(1)	(2)	(3)	(4)
114	Hydro (Engineers) Pvt. Ltd., Bombay.	<i>Effective from 1-4-1961</i>  <i>Consolidated Wages</i>  (1) Unskilled— Rs. 3·10—0·10—4·10. (2) Semi-skilled— Rs. 3·60—0·15—5·10. (3) Skilled— Rs. 4·25—0·20—6·25—0·25—7·50. (4) Apprentice— Rs. 2·50—3·00—3·50 (3 years' Scheme).	..
116	Indian Hume Pipe Co. Ltd., Bombay.	<i>Daily-Rated</i>  (1) Unskilled— Rs. 1·25—0·06—1·55—0·09—2·18. (2) Semi-skilled— Rs. 1·50—0·12—2·10—0·15—3·00. (3) Skilled— Rs. 2·65—0·15—3·40—0·20—4·40.  <i>Monthly-Rated</i>  (4) Jr. Grade Time-Keeper, Store-Clerk, Filing, Correspondence and other clerks— Rs. 75—5—100—10—150—15—225. (5) Sr. Grade-Cashier, Sr. Asstt., Supervisors— Rs. 100—10—150—15—300. (6) Mechanics— Rs. 100—4—140.	(1) <i>Daily-Rated Workers</i> .—D. A. at the old textile scale.  (2) <i>Monthly-Rated Workers</i> :— D. A. at Cost      Variation of Living      for 10 Index 351—360      points (1)      (2)      (3)  Rs.      Per cent 1—100 .. 65 per cent of      5 basic pay or Textile Scale on the No. of days in the month, which- ever is higher. 101 to 200 30 per cent      2 201 to 300 15 per cent      1 301 and      10 per cent      1 Above.
117	Regal Motors Bombay ..	<i>Effective from 1-6-1961</i>  (1) Unskilled— Rs. 35—2·50—55. (2) Semi-skilled— Rs. 60—5—95. (3) Skilled— Rs. 100—7—142. (4) Highly-skilled— Rs. 160—10—240. (5) Drivers— Rs. 80—5—120. (6) Mazdoors, Peons, Cleaners, Watchmen— Rs. 35—2—55.	Rs. 50 per month.
119	Bombay Cable Co. Pvt. Ltd., Bombay.	(1) Unskilled— Rs. 1·20—0·06—1·80 P. (2) Semi-skilled— Rs. 1·50—0·12—2·70 P. (3) Skilled— Rs. 2·50—0·15—4·00 P. (4) Highly Skilled— Rs. 3·50—0·25—6·00 P.	..
120	New Standard Engineering Co. Ltd., Bombay.	The annual increments of workmen reaching the maximum of their grades during the period of agreement, dated 1-6-1961, shall be continued.	..
121	National Machinery Mfgs. Ltd., Kalwa, Dist. Thana.	<i>Effective from 1-8-1959</i>  (1) Two peons doing Semi-Clerical Work— Rs. 65—5—90—6—120—8—160.	..
122	Sewree Engineering Works, Bombay.	(1) Unskilled-Coolies, Mazdoors— Rs. 1·16—0·08—1·96 P. (2) Unskilled (Special)— Rs. 1·33—0·10—2·33 P.	<i>Effective from 1-12-1960</i>  66 per cent of the Revised Textile Rate.

(1)	(2)	(3)	(4)																		
122. (Continued)		<p>(3) Semi-skilled-Hammerman, Asstt. fitters, Asstt. Blacksmiths, Asstt. Turners, Asstt. Markers, Asstt. Welders, Asstt. Painters, Mukadam, Carpenter— Rs. 1.40—0.12—2.60.</p> <p>(4) Skilled.—Fitters, Blacksmiths, Turners, Welders, Makers, Spray Painters, Furnacemen, Carpenter— Rs. 2.25—0.15—3.00—0.20—4.25.</p> <p>(5) Highly-skilled.—Sr. Fitters, Sr. Turners, Sr. Welders, Sr. Markers, Senior Blacksmiths— Rs. 4.25—0.25—5.50—0.30—7.00.</p> <p>(6) Watchmen— Rs. 32-2-60.</p>																			
123 Bajaj Electricals Ltd., Bombay		<i>Effective from 1-10-1961</i>	..																		
		<i>For Peons.—An ad-hoc flat increase shall be given in the present basic salary.</i>																			
126 Gannon Dunkerley and Co. Ltd., Bombay.		<i>Effective from 1-1-1961</i>																			
		<p>(1) Skilled 'A'— Rs. 6.00—0.25—8.00 per day.</p> <p>(2) Skilled 'B'— Rs. 5.00—0.20—6.60 per day.</p> <p>(3) Semi-skilled 'A'— Rs. 4.00—0.15—5.20 per day.</p> <p>(4) Semi-skilled 'B'— Rs. 3.75—0.12—4.71 per day.</p> <p>(5) Unskilled— Rs. 3.35—0.15—3.50—0.10—4.10 per day.</p>	In view of the consolidated wages agreed, the demand for D. A. does not survive. However, the Company shall pay Re. 1 (One) per month for every 5 points rise in the Cost of Living Index over the Index of 430 points if the Living Index rises above the same by 5 points.																		
127 Electronic Construction and Equipment Co. Ltd., Bombay.		<p>(1) <i>Minimum wages for temporary workers:—</i></p> <p>(a) Unskilled—Rs. 1.16 P. (b) Semi-skilled—Rs. 1.50 P. (c) Skilled—Rs. 2.50 P.</p> <p>(2) <i>Increments for permanent workers:—</i></p> <p>(a) Unskilled—0.10 P. (b) Semi-skilled—0.15 P. (c) Skilled—0.20 P.</p>	..																		
128 The Jupiter Foundry Bombay		<i>Consolidated Wages</i>																			
		<p>(1) Mazdoor— Rs. 2.75—0.10—3.25.</p> <p>(2) Asstt. Matiwala, Chipper— Rs. 3.12—0.15—4.02.</p> <p>(3) Core Maker— Rs. 3.87—0.20—4.87.</p> <p>(4) O. C. Moulder, Copolaman— Rs. 3.87—0.25—5.87.</p> <p>(5) W. C. Moulder— Rs. 3.87—0.25—6.37.</p>	..																		
129 The Achme Mfg. Co. Ltd., Bombay.		<p>(1) Unskilled— Rs. 1.25—0.10—2.25 P.</p> <p>(2) Semi-skilled— Rs. 1.75—0.15—2.50 P.</p> <p>(3) Skilled— Rs. 2.50—0.20—3.50—0.25—5.00 P.</p> <p>(4) Highly Skilled— Rs. 4.50—0.40—7.30 P.</p>	..																		
131 The East Asiatic Co. (Ind.) Pvt. Ltd., Bombay.		<i>Effective from 1-1-1961</i>																			
		<p>(1) Unskilled— Rs. 39—2.50—69 (12 Yrs.).</p> <p>(2) Semi-skilled— Rs. 60—3—75—4—95—5—105 (12 Yrs.).</p> <p>(3) Skilled— Rs. 120—7.50—165—10—225 (12 Yrs.).</p> <p>A special allowance of Rs. 35 per month to store-keeper and of Rs. 20 p.m. to Asstt. Store-keeper.</p>	<table border="1"> <thead> <tr> <th>Basic</th> <th>Working Class Consumers Price Index 341-350</th> <th>Variation of every 10 points</th> </tr> <tr> <th></th> <th>Per cent</th> <th>Per cent</th> </tr> </thead> <tbody> <tr> <td>Upto Rs. 100 ..</td> <td>65</td> <td>5</td> </tr> <tr> <td>Rs. 101 to 200 ..</td> <td>30</td> <td>2</td> </tr> <tr> <td>Rs. 201 to 300 ..</td> <td>15</td> <td>1½</td> </tr> <tr> <td>301 and Above ..</td> <td>10</td> <td>1</td> </tr> </tbody> </table> <p>With effect from 1-1-1963 if the Cost of Living Index exceeds 440 points, Rs. 3 per month to each 10 points variation shall be paid.</p>	Basic	Working Class Consumers Price Index 341-350	Variation of every 10 points		Per cent	Per cent	Upto Rs. 100 ..	65	5	Rs. 101 to 200 ..	30	2	Rs. 201 to 300 ..	15	1½	301 and Above ..	10	1
Basic	Working Class Consumers Price Index 341-350	Variation of every 10 points																			
	Per cent	Per cent																			
Upto Rs. 100 ..	65	5																			
Rs. 101 to 200 ..	30	2																			
Rs. 201 to 300 ..	15	1½																			
301 and Above ..	10	1																			

(1)	(2)	(3)	(4)
133 Siemens Engineering and Mfg. Co. of India Pvt. Ltd, Bombay.	<i>Effective from 1-1-1962</i>	<p style="text-align: center;"><i>Consolidated Wages</i></p> (1) Unskilled— Rs. 5.00—0.10—6.50 per day. (2) Semi-skilled I— Rs. 5.50—0.13—7.45 per day. (3) Semi-Skilled II— Rs. 6.20—0.16—8.60 per day. (4) Skilled I— Rs. 7.00—0.20—10.00 per day. (5) Skilled II— Rs. 7.70—0.25—11.45 per day. (6) Highly Skilled— Rs. 9.50—0.30—14.00 per day. (7) Special Grade (For 1st Class Specialist)— Rs. 260—10—360—15—435 per month. (8) Apprentice— Rs. 3.50—0.50—4.50 per day.	..
134 Hamilton Industries Pvt. Ltd, Bombay.		(1) Unskilled— Rs. 95—5—120. (2) Semi-skilled— Rs. 80—4—100. (3) Skilled— Rs. 65—2—50—90.	..
135 Swastik Rolling Shutters and Engineering Works, Bombay.	<i>Effective from 1-6-1961</i>	(1) Accountant— Rs. 175—10—225—15—300. (2) Cashier— Rs. 150—10—200—12½—250. (3) Typist/Clerk, Sr. Clerk— Rs. 80—5—105—7½—150—10—170. (4) Jr. Clerk— Rs. 70—5—120—7½—150. (5) Store-keeper— Rs. 70—5—120—7½—150. (6) Sales Man— Rs. 80—5—105—7½—150—10—170. (7) Correspondants— Rs. 80—5—105—7½—150—10—170. (8) Watchman, Driver— Rs. 50—5—75—7½—120—10—150. (9) Peons, Coolies— Rs. 45—2—55—3—70. (10) Welder, Turner, Blacksmith— Rs. 65—5—90—7½—120—10—170—15—200. (11) Painters, Drillers— Rs. 60—5—85—7½—130. (12) Mukadam— Rs. 65—5—80—7½—125.	<i>Effective from 1-6-1961</i>
			Clerical staff, watchman and Peons 80 per cent of the Revised Cotton Textile scale.
			For the operatives 80 per cent of the Revised Textile scale or the present rate whichever is higher.
136 Practical Engineering Co., Bombay.		(1) Unskilled— Rs. 1.20—0.09—2.10 P. (2) Semi-skilled— Rs. 1.50—0.13—2.80 P. (3) Skilled 'B'— Rs. 2.25—0.20—4.25 P. (4) Skilled 'A'— Rs. 2.50—0.25—4.50 P.	Peons, Watchmen (a) 66½ per cent of the Revised Textile scale from 1-12-61 to 30-11-63. (b) 75 per cent of the Revised Textile scale from 1-12-1963 onwards.
			Other Workmen (a) 95 per cent of the Revised Textile scale from 1-12-61 to 30-11-63. (b) 97 per cent of the Revised Textile scale from 1-12-63 to 30-11-64. (c) 100 per cent of the Revised Textile scale from 1-2-64 onwards.
137 Metro Engineering Works, Bombay.	<i>Effective from 1-7-1961</i>	(1) Highly Skilled— Rs. 4.00—0.30—7.00 P.D. (2) Skilled— Rs. 2.75—0.20—4.75 P. D. (3) Semi-skilled— Rs. 1.60—0.15—2.50 P. D. (4) Unskilled— Rs. 1.25—0.10—2.25 P. D.	Rs. 2 per day from 1-7-1961.
138 The Bombay Metal and Alloys Mfg. Co. Pvt. Ltd., Bombay.			Company shall revise the D. A. as follows : (a) For Hamals, Peons and Watchmen : (i) From 1-10-61, Textile rate of 1.9 pias per point of Cost of Living Index (C. L. I.) per day plus 50 per cent of the



(1)	(2)	(3)	(4)
138. (Continued)			<p>difference between the Old Textile Scale and the amount of the D. A. payable at the revised rate, according to the decision of the Labour Appellate Tribunal, dated 17-1-1955 as available to operatives in the Cotton Textile Industry in Bombay.</p> <p>(ii) From 1-9-1962 these workmen will be paid D. A. at the rate of 100 per cent of the D. A. payable at the revised rate according to the decision of Labour Appellate Tribunal, dated 17-1-1955 as available to the operatives in the cotton Textile Industry in Bombay.</p>
140 The Bombay Metal and Alloys Mfg. Co. Pvt., Ltd. Bombay.			<p>(b) For Monthly-Rated Workmen other than above :—</p> <p>(i) From 1-10-1961 scale of D. A. as mentioned in sub-clause (a) (i) above plus Rs. 20 or 25 per cent of basic salary plus 15 per cent surcharge whichever is higher.</p> <p>(ii) From 1-9-1962 these workmen will be paid D. A. as mentioned in sub-clause (a) (ii) above plus Rs. 20 or 25 per cent of basic salary plus 15 per cent surcharge whichever is higher.</p>
			<p><i>For Workers (Hamals, Peons and Watchmen) Daily-Rated :</i></p> <p>From 1-10-1961, Old Textile scale @ 1.9 pies per point per day plus 50 per cent of the difference between the Old Textile scale and the amount at revised rate as per decision of the Labour Appellate Tribunal, dated 17 January 1955 for the operatives of the Cotton Textile Industry in Bombay City. From 1-9-1962, @ 100 per cent of D. A. at revised rate according to the above decision.</p>
			<p><i>For Monthly-Rated :</i></p> <p>From 1-10-1961, D. A. as mentioned above plus Rs. 20 or 25 per cent of basic salary plus 15 per cent surcharge whichever is higher.</p> <p>From 1-9-1962, D. A. as above plus Rs. 20 or 25 per cent of basic salary plus 15 per cent surcharge whichever is higher.</p>
141 Premier Automobile Ltd., Kurla, Bombay.		<i>Daily-Rated</i>	
		<p>(1) Unskilled— Rs. 1.38—0.13—2.63.</p> <p>(2) Semi-skilled— (c) Rs. 1.65—0.15—2.70—0.20—3.10. (b) Rs. 2.00—0.20—4.00. (a) Rs. 2.25—0.20—3.85—0.25—4.60.</p> <p>(3) Skilled— (c) Rs. 2.75—0.25—5.25. (b) Rs. 3.55—0.30—7.15. (a) Rs. 4.50—0.35—9.40.</p> <p>(4) Highly Skilled— Rs. 6.40—0.40—9.20—0.70—12.00.</p> <p>(5) Specialist— Maximum of highly skilled shall be extended by 3 increments of Rs. 0.70.</p> <p>(6) Cleaners— Rs. 1.65—0.15—2.70—0.20—3.10.</p> <p>(7) Sweepers— Rs. 1.38—0.13—2.63.</p> <p>(8) Drivers— Rs. 65 on confirmation Rs. 70—6—130.</p> <p>(9) Hyster Driver— With an allowance of Rs. 20 p.m.</p> <p>(10) Heavy Crane Driver— Allowance of Rs. 15 p.m.</p> <p>(11) Jamadar— Rs. 50—4—90 (No separate allowance).</p> <p>(12) Havildar— Rs. 47.50—4—87.50.</p> <p>(13) Peons, Watchman, Fireman— Rs. 40—4—80.</p>	<p>Monthly rated workman except the subordinate staff shall be paid D.A. at the rate of clerical staff paid from 1-5-59.</p>

(1)	(2)	(3)	(4)										
143 Amar Brass and Iron Works Pvt. Ltd., Bombay.	<i>Effective from 1-1-1962</i>	(1) Unskilled— Rs. 1.20—0.06—1.50—0.10—2.00. (2) Semi-skilled— Rs. 1.69—0.12—2.29—0.15—3.34. (3) Skilled— Rs. 2.62—0.25—5.37. (4) Highly Skilled— Rs. 5.00—0.31—6.86.	70 per cent of the Revised Cotton Textile scale in Bombay City from 1-9-61.										
144 Ashok Steel Chain Mfg. Co., Bombay.	..		Revised Textile Scale with effect from 1-1-60 to all workers for all days in a month.										
145 Acme Mfg. Co. Ltd., Bombay	..		<i>Effective from 1-5-61 (Monthly-Rated Staff).</i> (1) Rs. 1 to 100 D.A. payable to daily-rated <i>plus</i> Rs. 20 per month. (2) Rs. 101 to 150 D.A. payable to daily-rated <i>plus</i> Rs. 30 per month. (3) Rs. 151 to Rs. 250. D.A. payable to daily-rated <i>plus</i> Rs. 35 per month. (4) Rs. 251 and above. D.A. payable to daily-rated <i>plus</i> Rs. 40 per month.										
146 Achme Mfg. Co. Ltd., Bombay.	..		<i>For Drivers, Watchman, Peons, Sweepers and Malis.</i> On the basis of scale of D. A. paid to the daily-rated workers of the Co., plus Rs. 5 per month. <i>Effective from 1-5-61</i> <table data-bbox="1130 1247 1612 1567"> <thead> <tr> <th data-bbox="1184 1247 1257 1271">Salary</th> <th data-bbox="1439 1247 1494 1271">D.A.</th> </tr> </thead> <tbody> <tr> <td data-bbox="1130 1295 1312 1319">(1) Rs. 1 to 100</td> <td data-bbox="1366 1295 1612 1367">Scale of D.A. to daily-rated workers <i>plus</i> Rs. 20 per month.</td> </tr> <tr> <td data-bbox="1130 1367 1312 1439">(2) Rs. 101 to Rs. 150.</td> <td data-bbox="1366 1367 1612 1439">Scale of D.A. to daily-rated workers <i>plus</i> Rs. 30 per month.</td> </tr> <tr> <td data-bbox="1130 1439 1312 1512">(3) Rs. 151 to Rs. 250.</td> <td data-bbox="1366 1439 1612 1512">Scale of D.A. to daily-rated workers <i>plus</i> Rs. 35 per month.</td> </tr> <tr> <td data-bbox="1130 1512 1312 1584">(4) Rs. 251 and above.</td> <td data-bbox="1366 1512 1612 1584">Scale of D.A. to daily-rated workers <i>plus</i> Rs. 40 per month.</td> </tr> </tbody> </table>	Salary	D.A.	(1) Rs. 1 to 100	Scale of D.A. to daily-rated workers <i>plus</i> Rs. 20 per month.	(2) Rs. 101 to Rs. 150.	Scale of D.A. to daily-rated workers <i>plus</i> Rs. 30 per month.	(3) Rs. 151 to Rs. 250.	Scale of D.A. to daily-rated workers <i>plus</i> Rs. 35 per month.	(4) Rs. 251 and above.	Scale of D.A. to daily-rated workers <i>plus</i> Rs. 40 per month.
Salary	D.A.												
(1) Rs. 1 to 100	Scale of D.A. to daily-rated workers <i>plus</i> Rs. 20 per month.												
(2) Rs. 101 to Rs. 150.	Scale of D.A. to daily-rated workers <i>plus</i> Rs. 30 per month.												
(3) Rs. 151 to Rs. 250.	Scale of D.A. to daily-rated workers <i>plus</i> Rs. 35 per month.												
(4) Rs. 251 and above.	Scale of D.A. to daily-rated workers <i>plus</i> Rs. 40 per month.												
148 Standard Drum and Barral Mfg. Co., Bombay.	Watchman Rs. 35-2-65.		Same D.A. to watchman as is paid to other workers.										
149 M/s Hakimraj Jaichand, Bombay.	<i>Effective from 1-8-1960.</i>	(1) Unskilled— Rs. 1.25—0.06—1.85. (2) Semi-skilled III— Rs. 1.30—0.10—2.30. Semi-skilled II— Rs. 1.35—0.12—2.55. Semi-skilled I— Rs. 1.40—0.15—2.90. (3) Skilled II— Rs. 1.70—0.20—3.70. Skilled I— Rs. 2.00—0.30—5.00. (4) Higly-Skilled— Rs. 3.00—0.35—6.50.	<i>Effective from 1-8-1960</i> D.A. equivalent to 66½ per cent of Cotton Textile scale.										
151 Structural Engineering Works Ltd., Bombay.	<i>Daily-Rated from 1-1-1960.</i>	(1) Highly Skilled— Rs. 3.20—0.20—5.50. (2) Skilled Grade I— Rs. 2.60—0.15—4.10.	D.A. on the basis of Revised Textile scales for all days of the month.										

(1)	(2)	(3)	(4)
151 (Continued)		Skilled Grade II— Rs. 2.30—0.12—3.26. Skilled Grade III— Rs. 1.75—0.10—2.55. (3) Semi-skilled Grade I— Rs. 2.30—0.12—3.20. Semi-skilled Grade II— Rs. 1.60—0.10—2.40. Semi-skilled Grade III— Rs. 1.40—0.10—2.10. (4) Mukadam Grade I— Rs. 2.30—0.12—3.26. Mukadam Grade II— Rs. 2.00—0.10—2.80. (5) Hammerman and Oilman— Rs. 1.35—0.10—2.80. (6) Unskilled— Rs. 1.25—0.06—1.75—0.09—2.20.	
		<i>Monthly-Rated</i>	
		(7) Watchman and Office Peon— Rs. 36—2—66. (8) Jamadar— Rs. 46—3—75.	
157 Somani & Co. Pvt. Ltd., Bombay.		..	<i>Effective from 1-1-62 to 31-12-63.</i> Daily-Rated. All Workmen—Rs. 2.35 per day.
160 Bombay Rolling Shutters and Eng. Works, Bombay.		<i>Consolidated Wages from 1-2-1962</i>	..
		(1) Unskilled— Rs. 3.10 per day. (2) Semi-skilled— Rs. 3.25 per day. (3) Skilled— Rs. 4.00 per day.	
161 Bajaj Electricals Ltd., Bombay		(1) Unskilled— Rs. 4.40—0.10—5.20. (2) Semi-skilled— Rs. 4.80—0.12—5.64. (3) Skilled III— Rs. 5.00—0.16—6.28. (4) Skilled II— Rs. 5.25—0.25—7.50. (5) Skilled I— Rs. 5.75—0.25—8.25.	..
162 Arco Steels, Bombay		(1) Unskilled— Rs. 1.50—0.10—2.70. (2) Semi-skilled— Rs. 2.00—0.15—3.50—0.20—3.90.	..
163 Siemens' Eng. and Mfg. Co. of India Pvt. Ltd., Bombay.		<i>Effective from 1-1-1962</i> <i>Consolidated Wages</i>	..
		(1) Semi-clerks and Asstt. Store-keeper— Rs. 170—7—184—10—314. (2) Drivers— Rs. 160—6—190—7—260. (Cleaning Allow- ance of Rs. 15 per month.) (3) Peons, Watchman, Liftman— Rs. 140—3—155—4—195. (Rs. 10 per month to cycle peon shall not be paid if on leave. Rs. 10 per month to Head watchman allowance). (4) Sweepers— Rs. 130—3—151—4—183.	
166 The Gramophone Co. Ltd., Bombay.		<i>Effective from 1-1-1962</i>	..
		(1) Clerk Grade 'A'— Rs. 170—12—230—EB—15—305 p.m. (2) Clerk Grade 'B'— Rs. 120—8—160—EB—12—220—EB— 15—250.	

(1)	(2)	(3)	(4)		
166—cont.		(3) Clerk Grade 'C'— Rs. 75—5—100—E.B.—8—140—E.B.—10—160. (4) Daftary, Sr. Watchman (Grade 'D')— Rs. 60—3—75—4—95—5—110. (5) Daftary, (Grade 'E')— Rs. 40—2—50—2½—65—3—80. Piece rate system is abolished and the workers are put in the appropriate grade and given the awarded scale.			
167 Guest, Keen, Williams Ltd., Bombay.		<i>Effective from 1-4-1962</i> (1) Grade A— Rs. 80—7·50—117·50—10—137·50—E.B.—10—217·50. (2) Grade B— Rs. 95—10·50—147·50—12·50—172·50—E.B.—12·50—272·50. (3) Grade C— Rs. 125—10·50—177·50—12·50—202·50—E.B.—12·50—302·50. (4) Grade D— Rs. 170—15—245—15—275—E.B.—15—395. (5) Grade E— Rs. 250—15—325—17·50—360—E.B.—17·50—500.	Basic pay 1st Rs. 100 .. 2nd Rs. 100 .. 3rd Rs. 100 and above.	Cost of Living Index between 381—390. Per cent 120 and 60 30 Cost of Living Index 421—430 Per cent 120 57 26 21	Variation of 5 points up or down Per cent 4 2 1 Variation of 10 points up and down Per cent 5 2 1 1
170 National Machinery Mfgs. Ltd., Kalwa. (District Thana).		<i>Effective from 1-9-1959</i> Pay-scales to progress Detailers— Rs. 100—10—130—12·50—205—15—310.		..	
171 M/s. Mulchand Narottamdas, Bombay.		<i>Effective from 1-6-1962</i> (1) Unskilled— Rs. 1·20—0·10—1·70. (2) Semi-skilled— Rs. 1·75—0·20—2·75. (3) Skilled— Rs. 2·75—0·25—4·00.		<i>Effective from 1-1-1962</i> All permanent workmen— Rs. 1·62 nP. per day.	
172 The National Ekco Radio and Engineering Co. Ltd., Bombay.		..		Present Dearness Allowance shall be raised to 98 per cent of the Revised Textile Scales effective from 1-6-1962.	
173 The Patel Electrical Industries, Bombay.		<i>Effective from 1-6-1962</i> (1) Skilled— Rs. 5·10 per day. (2) Semi-skilled— Rs. 4·10 per day. (3) Unskilled— Rs. 3·10 per day and Rs. 80·76 per month minimum.		..	
174 The Janak Mfg. Works, Bombay.		<i>Effective from 1-5-1962</i> (1) Unskilled—(Coolie and Sweeper)— Rs. 1·19—0·09—2·09. (2) Semi-skilled—(All Helpers and Packers)— Rs. 1·40—0·10—2·40. (3) Semi-skilled—(Hand Press Operator, Hand and Power Driven Drill Machine Operator, Asstt. Painters, Blacksmith, All Hand and Foot Operated Machine Operators and All other Assistants)— Rs. 1·80—0·15—3·30. (4) Skilled B—(Grinders, Welders, Spray Painters, Blacksmith)— Rs. 2·50—0·20—4·50. (5) Skilled A—(Fitters, Turners, Carpenters, Sheet Metal Misteries and Die Maker cum Die Setters)— Rs. 3·25—0·25—5·75.		<i>Effective from 1-5-1962</i> 70 per cent of the Revised Textile Scale in Bombay.	..

(1)	(2)	(3)	(4)
175	M. Gulamabbas and Co., Bombay.	(1) Unskilled— Rs. 2.50—0.15—3.25. (2) Semi-skilled— Rs. 3.25—0.25—4.50. (3) Skilled— Rs. 4.50—0.30—6.00. (4) Highly-skilled— Rs. 5.50—0.35—7.25.	..
176	Cable Corporation of India, Bombay.	..	D. A. shall be payable at the rate of 85 per cent of the Revised Textile Scale from 1-4-1962.
177	The Shree Ram Mills Ltd. (Engineering Division), Bombay.	Applicable only to the workers of machine Shop. (1) Unskilled— Rs. 34.84—2.08—57.72. (2) Semi-skilled— Rs. 44.98—3.12—82.42. (3) Skilled— Rs. 58.24—4.94—103.06—5.98—132.96. (4) Highly skilled— Rs. 104.78—8.06—185.38.	On the scale of Bombay Cotton Textile workers.
178	Bombay Iron Works, Bombay	<i>Effective from 1-7-1962</i> (1) Unskilled (Watchman)— Rs. 1.16—0.10—1.96. (2) Semi-skilled— Rs. 1.53—0.15—2.58. (3) Skilled (Turner, Fitter)— Rs. 2.28—0.25—4.78.	From 1-7-62 .. 1.75 per day working. From 1-7-63 .. 1.87 per day working.
179	Amar Industries, Bombay ..	<i>Effective from 1-12-1961</i> (1) Apprentices— Rs. 2.50 per day. (2) Higher Grade— Rs. 3.50 per day.	..
180	Raj Bucket Factory, Bombay	(1) Unskilled— Rs. 1.25—0.10—2.25. (2) Semi-skilled— Rs. 1.50—0.15—3.00. (3) Skilled— Rs. 2.10—0.20—4.10.	..
181	Jetha and Co., Bombay ..	Effective from 1-1-1960 an increase in their present basic. (1) Employees drawing wages up to Re. 1 per day 50 nP. increase per day. (2) Employees drawing wages above Re. 1 per day As. 6 per day and Welder As. 4 per day.	Present rate of D. A. shall continue.
182	Gannon Dunkerley and Co. Ltd., Bombay.	<i>Effective from 1-10-1962</i>	<p style="text-align: center;"><i>Basic Salary Percentage of Basic salary</i></p> <p>(1) Rs. 100 or less per month. 110 per cent with minimum of Rs. 105.</p> <p>(2) Rs. 101 to 200 per month. { 110 per cent on 1st Rs. 100 of basic salary. 40 per cent on 2nd Rs. 100 of basic salary.</p> <p>(3) Above Rs. 200 per month. { 110 per cent on 1st Rs. 100 of basic salary. 40 per cent on 2nd Rs. 100 of basic salary. 15 per cent on of the basic salary on balance.</p>

(1)	(2)	(3)	(4)																				
183 The Sharif Electrical Works, Bombay.	<i>Daily-Rated</i>	(1) Unskilled— Rs. 1.20—0.08—2.00. (2) Semi-skilled — Rs. 1.50—0.10—2.70. (3) Skilled— Rs. 2.00—0.15—4.10. (4) Highly Skilled— Rs. 3.00—0.20—5.60.	70 per cent of the basic salary plus Rs. 7.50* per month from December 1962.																				
		<i>Monthly-Rated</i>																					
		(5) Sr. Clerk, Stenographer, Store-keeper— Rs. 90—5—130—6—160. (6) Jr. Clerk, Typist, Asstt. Store-keeper— Rs. 70—4—114. (7) Store Issuer— Rs. 60—3—90. (8) Peons, Watchman— Rs. 40—3—70. (9) Drivers— Rs. 60—4—100—5—110. (10) Office Boy— Rs. 30—2—50.																					
		<ul style="list-style-type: none"> <li>• For 1st year .. Rs. 30 per month.</li> <li>• For 2nd Year .. Rs. 42.50 per month</li> <li>• For 3rd Year .. Rs. 55 per month.</li> </ul>																					
		(* Those who will complete 3 years of service will be merged in semi-skilled.)																					
184 Voltas Ltd., Bombay		<i>Clerical Grade</i>	<i>Effective from 1-6-1962</i> (For the Index No. 371 to 380) and for 10 points variation :—																				
		(1) Grade C— Rs. 90—5—100—8—140—10—220—15— 235—E. B. —15—310. (2) Grade B— Rs. 190—10—200—15—290—20—350— E. B. —20—410. (3) Grade A— Rs. 270—15—285—20—425—25—500. (4) Book keeping, Mechanist Fulltime Comptist. Punch Card Operators. Same as Grade C but starting on Rs. 108. (5) Technical Copy Writers, Steno-Secretary and Stenographer doing more responsible work. Same as Grade 'B'. (6) Typist, Tel. Operator, Tel. Operator-Cum- Receptionist— Rs. 90—5—100—8—140—10—220—15— 235—E. B. —15—280. (7) Stenographers— Rs. 140—10—220—15—235— E. B. —15— 325. (8) Gate-keeper, Adrema Operator, Type Written Mechanics— Rs. 90—5—100—8—140—10—190—E. B.— 10—250. (9) Time-keeper, Store-keeper, Compounders— Rs. Same as Clerical Grade 'C'. (10) Draftsman— Rs. 135—10—225—15—300—E. B.—15— 405. (11) Daftaries— Rs. 68—4—80—5—100—7—121—E. B.—7— 156. (12) Type Writer Cleaners and Duplicator Operators— Rs. 50—4—70—5—95. (13) Canteen Boy— Rs. 32—2—40—2.50—55. (Free Lunch and Extra Pay for working on Bank Holidays when Factory is open.) (14) Sweepers— Rs. 40—2—50—3—68. (15) Sepoys, Hamals, Cycle Sepoy— Rs. 40—3—70—4—86.	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Basic Wage</th> <th style="text-align: center;">Dearness Allowance</th> <th colspan="2" style="text-align: center;">Variation for 10 points</th> </tr> <tr> <th></th> <th style="text-align: center;">Per cent</th> <th style="text-align: center;">Per cent</th> <th style="text-align: center;">Per cent</th> </tr> </thead> <tbody> <tr> <td>1st 100</td> <td style="text-align: center;">.. 100</td> <td style="text-align: center;">5</td> <td style="text-align: center;">5</td> </tr> <tr> <td>2nd Rs. 100</td> <td style="text-align: center;">.. 50</td> <td style="text-align: center;">2½</td> <td style="text-align: center;">2½</td> </tr> <tr> <td>Free Balance</td> <td style="text-align: center;">.. 25</td> <td style="text-align: center;">1½</td> <td style="text-align: center;">1½</td> </tr> </tbody> </table>	Basic Wage	Dearness Allowance	Variation for 10 points			Per cent	Per cent	Per cent	1st 100	.. 100	5	5	2nd Rs. 100	.. 50	2½	2½	Free Balance	.. 25	1½	1½
Basic Wage	Dearness Allowance	Variation for 10 points																					
	Per cent	Per cent	Per cent																				
1st 100	.. 100	5	5																				
2nd Rs. 100	.. 50	2½	2½																				
Free Balance	.. 25	1½	1½																				
			Minimum D. A. 77 and Rs. 3.																				

(1)	(2)	(3)	(4)
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184—cont.

- (16) Naik—  
Rs. 65—3—68—4—80—5—100.
- (17) Cook—  
Rs. 45—4—65—5—85.  
Free Meals daily and extra wages on Bank Holidays.
- (18) Asstt. Cook, Tea Maker and Stake Maker—  
Rs. 35—2½—55.  
Free meals daily and extra wages on Bank holidays.
- (19) Watchman—  
Rs. 43—3—61—4—93.
- (20) Liftman—  
Rs. 45—3—60—5—100.
- (21) Drivers—  
Rs. 70—4—82—5—132.

*Unskilled—*

- (1) Mazdoor—  
Rs. 1.50—0.10—3.10 per day.
- (2) Rly. Mazdoor—  
Rs. 2.00—0.10—3.60 per day.
- (3) Monthly-Rated Mazdoor—  
Rs. 40—2½—60—3—84 per month.

*Semi-skilled—*

Assembler, Tool Room Attendant, Marker Packer, Mukadam, Helpers and Brazers—  
Rs. 2.50—0.12—3.10—0.15—4.30.

*Skilled I—*

Mechanics, Servicemen, Carpenters, Welders, Blacksmith, Fitter, Turners, Electricians, Winders and Painters, Charge Hand I.  
Rs. 3.50—0.15—4.10—0.20—4.50—0.25—6.00.

*Skilled II—*

Sr. Mechanics, Sr. Servicemen, Sr. Welder, Sr. Blacksmith, Sr. Fitter, Sr. Turner, Sr. Winders, Sr. Electrician—  
Rs. 5.00—0.25—5.50—0.31—6.12—0.38—8.40—0.40—8.80.

*Heavy Equipments Mechanics, Serviceman (Construction Equipment)—*

Rs. 5.50—0.38—8.16—0.50—10.16—0.63—12.68.

*Charge Hand II—*

Rs. 5.25—0.25—5.50—0.31—6.12—0.38—8.02—0.50—9.52.

*Section Foreman :*

- (1) Winding Shop, Carpentry Shop, Packing Section—  
Rs. 150—10—230—E. B.—10—290.
- (2) Supervisors, Erectors, Grade I—  
Rs. 150—10—250—E. B.—12.50—300—15—315.
- (3) Asstt. Foreman, Erectors, Grade II—  
Rs. 185—10—265—12.50—340—E. B.—15—385.
- (4) Foreman—  
Rs. 250—12.50—275—15—338—E. B.—20—415. (Higher at Company's Discretion.)

*Apprentices :*

- 1st Year .. Rs. 1.75 per day.
  - 2nd Year .. Rs. 2.50 per day.
  - 3rd Year .. Rs. 3.00 per day.
- (\*After satisfactory completion of apprenticeship if employed they will start in skill grade.)

*Erection Trainees :*

- 1st Year .. Rs. 5.50 per day.
- 2nd Year .. Rs. 6.50 per day.
- 3rd Year .. Rs. 7.50 per day.

(1)	(2)	(3)	(4)																		
187 Malik Electric Works, Bombay.	<i>Effective from 1-12-1962</i>	(1) Unskilled— Rs. 1.20—0.12—2.64 per day. (2) Semi-skilled— Rs. 1.60—0.15—3.40 per day. (3) Skilled— Rs. 2.50—0.20—4.90 per day. (4) Highly Skilled— Rs. 4.00—0.25—7.00 per day.	<i>Effective from 1-12-1962</i> D. A. at the rate of 70 per cent of the New Textile Scale.																		
189 The Bombay Reeds Mfg. Co., Bombay.		(1) Unskilled— Rs. 3.10—0.08—3.50—0.10—4.00 per day. (2) Semi-Skilled— Rs. 3.50—0.10—4.75 per day. or (3) Skilled— Rs. 4.10—0.15—4.85—0.25—6.10 per day. (4) Apprentices 1st 4 months— Rs. 2.00 per day. 2nd 4 months— Rs. 2.25 per day. 3rd 4 months— Rs. 2.50 per day.	..																		
190 Prabhat (Stove and Lamp) Products, Co. Ltd., Bombay		..	0.50 nP. per day rise in D. A.																		
191 The Exel Industries, Bombay		<i>Consolidated Wages effective from 1-7-1962.</i> (1) Unskilled .. Rs. 3.10 per day. (2) Semi-skilled .. Rs. 4.10 per day. (3) Skilled .. Rs. 5.10 per day.	..																		
194 French Motor Car Co. Ltd., Bombay.		(1) Unskilled— Rs. 35—5—80. (2) Semi-skilled— Rs. 65—6—113—E.B.—7—127. (3) Skilled— Rs. 115—3—163—E.B.—9—199.	..																		
195 Ravi Industries Pvt. Ltd., Thana.		..	With Cost of Living Index of 441—450 Rs. 9 in addition to present wages and with the variation of 10 points— Rs. 2.																		
197 Philips India Ltd., Bombay		..	<i>Effective from 1-1-1963</i>																		
			<table border="1"> <thead> <tr> <th>Clerical Staff</th> <th>Cost of Living Index</th> <th>Variation of 10 points</th> </tr> <tr> <td>(1)</td> <td>441—450 (2)</td> <td>(3)</td> </tr> <tr> <td></td> <td>Per cent</td> <td>Per cent</td> </tr> </thead> <tbody> <tr> <td>1st Rs. 100</td> <td>.. 140</td> <td>5</td> </tr> <tr> <td>2nd Rs. 100</td> <td>.. 70</td> <td>2½</td> </tr> <tr> <td>Balance</td> <td>.. 35</td> <td>1½</td> </tr> </tbody> </table>	Clerical Staff	Cost of Living Index	Variation of 10 points	(1)	441—450 (2)	(3)		Per cent	Per cent	1st Rs. 100	.. 140	5	2nd Rs. 100	.. 70	2½	Balance	.. 35	1½
Clerical Staff	Cost of Living Index	Variation of 10 points																			
(1)	441—450 (2)	(3)																			
	Per cent	Per cent																			
1st Rs. 100	.. 140	5																			
2nd Rs. 100	.. 70	2½																			
Balance	.. 35	1½																			
198 Kantilal Chhotalal and Co., Bombay.		<i>Effective from 1-10-1962</i>	..																		
		(1) Unskilled— Rs. 3.10 per day. (2) Semi-skilled— Rs. 4.00 per day. (3) Skilled— Rs. 5.00 per day.																			
199 Bharat Barrel and Drum Mfg. Co. Pvt. Ltd., Bombay.		(1) Unskilled— Rs. 1.37—0.10—2.37 per day. (2) Semi-skilled 'B'— Rs. 1.75—0.15—3.25 per day. (3) Semi-skilled 'A'— Rs. 2.25—0.20—4.25 per day. (4) Skilled 'B'— Rs. 3.00—0.25—4.00—0.35—5.40 per day. (5) Skilled 'A'— Rs. 3.75—0.30—4.95—0.40—6.55 per day. (6) Highly Skilled— Rs. 4.75—0.40—6.75—0.50—9.25 per day.	..																		



(1)	(2)	(3)	(4)
200	Voltas Ltd., Bombay..	(1) Inspectors, Supervisors and Electrician Grade I— Rs. 150—10—250—E.B.—1250—300—15—315.	..
201	Investa Machine Tools and Engineering Co. Ltd., Bombay.	..	<i>Effective from 1-11-1962</i> 65 per cent of basic wages plus 50 nP. per day OR Rs. 2.50 nP. plus naye-paise equal to the points increased in the Cost of living Index from the level to 400 points subject, however, to multiple of 4 per day, whichever is higher.
203	Star Textile Engineering Works Ltd., Bombay.	..	(1) From 1-4-63 @ 95 per cent of the to 31-3-64. Revised Textile Scale. (2) From 1-4-64 Full Revised Textile Scale.
204	The M. V. M. Industries, Ghatkopar, Bombay	<i>Effect from 1-4-1963—Consolidated Wages :</i> (1) Unskilled— Rs. 65—2—75—3—90—4—110. (2) Semi-skilled— Rs. 75—4—95—5—120—7½—150. (3) Skilled— Rs. 100—5—125—7½—170—10—220.	..
205	The Textile Engravers Ltd., Bombay.	(1) Mazdoor— Rs. 32—1—42. (2) Polishers, Painters— Rs. 40—2—60. (3) Turner, Jr. Miller, Pentographer, Picker Plate cutter and Sketchman— Rs. 50—3—80. (4) Carpenter— Rs. 60—3—75—4—95. (5) Sr. Photographer (Setters) Plate cutter, Sketchmaker, Picker— Rs. 75—5—100—6—130.	..
206 <sup>r</sup>	Calico Industrial Engineers, Andheri, Bombay.	<i>Effective from 1-12-1961</i>	From 1-12-61 .. 66½ per cent of Cotton Textile Scale in Bombay. From 1-6-63 .. 85 per cent of Cotton Textile Scale in Bombay. From 1-1-64 .. 100 per cent of Cotton Textile Scale in Bombay.  <i>Factory.—Monthly for 26 working days</i> Unskilled inclusive of Watchman, Peon, Gradener— Rs. 35—2—55 per month. (2) Semi-skilled— Rs. 45—3—75 per month. (3) Skilled Grade II— Rs. 60—5—110 per month. (4) Skilled Grade I— Rs. 70—7—140 per month. (5) Highly skilled— Rs. 85—8—125—10—175 per month. (6) Mistry— Rs. 125—10—175—15—250 per month. (7) Lorry Driver— Rs. 60—5—110 per month.  <i>Apprentices</i> 1st 3 months .. Re. 1.00 per working day. 2nd Quarter .. Rs. 1.50 per working day. 3rd Quarter .. Rs. 2.00 per working day. 4th Quarter .. Rs. 2.50 per working day. Those who are (Apprentices) in the service of continuous 12 months shall be merged into semi-skilled Gr.
208	The Automotive Manufacturers Pvt. Ltd., Bombay.	From 1-1-63 to 31-8-64 .. 90 per cent of the Revised Textile D.A. or 66½ per cent of the basic wage of workman or Rs. 60 p.m. whichever is higher.  From 1-9-64 .. 100 per cent of the Revised Textile Scale or 66½ per cent of each workman's basic pay or Rs. 60 p.m. whichever is higher.	

(1)	(2)	(3)	(4)
209	The British Indian Electric and Oxy-Acetylene Welding Co., Bombay.	<i>Effective from 1-4-1959</i>	..
		(1) Watchman .. Rs. 70 per month.	
		(2) Carbon boy .. Rs. 50 per month.	
211	Bradama of India Ltd., Bombay.	..	1st 100 .. 100 per cent of Textile Scale minimum Rs. 90. 101 to 200 .. 30 per cent of Textile Scale minimum Rs. 90. 201 to 300 .. 15 per cent. Above 300 .. 10 per cent maximum of Rs. 200.
212	The Eastern Rolling Shutters Mfg. Co., Bombay.	<i>Effective from 1-3-1963</i>	Rs. 45 per month.
		(1) Unskilled-Mazdoor—	
		Rs. 2.00—0.10—3.00 per day.	
		(2) Semi-skilled—	
		Rs. 2.50—0.15—4.00 per day.	
		(3) Skilled-Fitters and Welders—	
		Rs. 3.00—0.25—5.50 per day.	
214	The Associated Electrical Industries (India) Pvt. Ltd., Bombay.	..	Cost of Living Index 431—440 D. A. Rs. 90 with Rs. 3 per every 10 points variation.
217	Indian Tool Manufacturers Ltd., Bombay.	<i>Effective from 1-4-1963</i>	
		<i>Daily Rated</i>	
		<i>Grade A—</i>	
		(1) Learners— Rs. 1.50—0.50 at the end of six months— 2.00—0.50 at the end of further twelve months—2.50 (1.5 years).	
		<i>Grade 'B'—</i>	
		(2) Semi-skilled— Rs. 2.50—0.25—4.25.	
		<i>Grade 'C'—</i>	
		(3) Skilled— Rs. 4.50—0.25—5.25—E.B.—0.25—6.25.	
		<i>Grade 'D'—</i>	
		Highly Skilled— Rs. 6.50—0.50—10.50.	
		<i>Grade 'E'—</i>	
		Unskilled— Rs. 2.56—0.07—3.12.	
		<i>Monthly Rated</i>	
		<i>Grade 'F'—</i>	
		(6) Jr. Mali— Rs. 65—1—75.	
		<i>Grade 'G'—</i>	
		(7) Sr. Mali— Rs. 76—1.50—82.	
		(8) Watchman— Rs. 68—1—79—E.B.—1.25—84.	
219	The Skod (India) Pvt. Ltd., Bombay.	<i>Effective from 1-4-1962</i>	
		(1) Peons or Sepoys— Rs. 120—5—170.	
		(2) Sweepers— Rs. 115—5—165.	
		(3) Drivers— .. Rs. 150—10—200—E.B.—15—265.	
		(4) Filing Clerks— Rs. 170—13—300.	
		(5) Despatch Clerks— Rs. 200—15—350.	
		(6) Typists— Rs. 160—12—280.	
		(7) Tel. Operator-cum-Receptionist— Rs. 190—13—320.	
		(8) Jr. A/C Clerks— Rs. 200—15—350.	

(1)	(2)	(3)	(4)															
219—cont.		(9) Sr. A/C Clerks— Rs. 300—20—500. (10) Jr. Stenographers— Rs. 200—15—350. (11) Sr. Stenographers— Rs. 300—20—500. (12) Jr. Asstts. Gen. Asstt. Secretaries— Rs. 350—25—600. (13) Sr. Asstts.— Rs. 450—40—850.																
220 The Mather and Platts Ltd., Bombay.		<i>Effective from 1-4-1963</i> (1) Mukadams— Rs. 4.00—0.20—6.00—E.B.—0.50—8.00. (2) Fitters— Rs. 2.50—0.15—4.00—E.B.—0.20—5.00.	..															
222 Metropolitan Springs Pvt. Ltd., Bombay.		<i>Effective from 1-1-1963</i> (1) Unskilled— Rs. 1.25—0.06—1.79—0.09—1.88 (per day). (2) Semi-skilled 'B'— Rs. 1.75—0.15—3.25 (per day). (3) Semi-skilled 'A'— Rs. 2.10—0.15—3.60 (per day). (4) Skilled 'B'— Rs. 2.25—0.25—4.50 (per day). (5) Skilled 'A'— Rs. 3.00—0.40—7.00 (per day). (6) Watchman— Rs. 30.00—2.00—50.00 (per month).	<i>Effective from 1-1-1963</i> Daily Rated Workmen and Watchmen shall be paid special allowance, equal to the difference between existing D. A. and the revised Scales of Cotton Textile Industry.															
223 Jeevanlal (1929) Ltd., Bombay		<i>Effective from 1-3-1963</i> Watchman— Rs. 38—2—48—3—69.	..															
225 International Burner Mfg. Co., Bombay.		<i>Effective from 1-7-1963</i> <i>Consolidated Wages</i> (1) Unskilled— Rs. 3.10—0.10—4.10 (per day). (2) Semi-skilled— Rs. 3.25—0.15—4.75 (per day). (3) Skilled— Rs. 4.00—0.25—6.50 (per day).	..															
226 The Light Metal Works, Bombay.		<i>Effective from 1-4-1963</i> Minimum (two workers)— Rs. 2.55. Who are getting 2.55 shall be given 0.25 nP. increment from 1-4-1963 after completion of one year's service.	..															
228 The East Asiatic Co., India Pvt. Ltd., Bombay.			<i>Effective from 1-7-1963</i> <table border="1"> <thead> <tr> <th>Basic pay</th> <th>Index</th> <th>Variation of 10 points</th> </tr> </thead> <tbody> <tr> <td>1st Rs. 100</td> <td>371—380</td> <td>5%</td> </tr> <tr> <td>2nd 101—200</td> <td>..</td> <td>2½%</td> </tr> <tr> <td>For Balance</td> <td>..</td> <td>1½%</td> </tr> <tr> <td>Minimum</td> <td>Rs. 77</td> <td>Rs. 3</td> </tr> </tbody> </table>	Basic pay	Index	Variation of 10 points	1st Rs. 100	371—380	5%	2nd 101—200	..	2½%	For Balance	..	1½%	Minimum	Rs. 77	Rs. 3
Basic pay	Index	Variation of 10 points																
1st Rs. 100	371—380	5%																
2nd 101—200	..	2½%																
For Balance	..	1½%																
Minimum	Rs. 77	Rs. 3																
230 Shah Industries, No. 1 and No. 2, Bombay.		(1) Unskilled— Rs. 2.75—0.10—3.95. (2) Semi-skilled— Rs. 4.00—0.15—5.80. (3) Skilled 'A'— Rs. 4.60—0.20—7.00. (4) Skilled 'B'— Rs. 5.00—0.25—8.00.																
231 The New Associated Commercial Enterprise Pvt. Ltd., Bombay.		<i>Daily Rated Permanent Workers (Consolidated Wages)</i> (a) Rs. 3.10—0.10—4.10 (per day). (b) Rs. 3.30—0.15—5.00 (per day). (c) Rs. 4.50—0.25—7.00 (per day). (d) Rs. 5.50—0.30—8.50 (per day). Watchman—Rs. 125—5—175 (per month).	Rs. 2.50 per day to all permanent daily-rated workers when Price Index reaches 455.															

(1)	(2)	(3)	(4)
232	Bnatia Industrial Co., Bombay	..	0.50 nP. as an additional Dearness Allowance to the workers with effect from 1-1-1963 to the original flat D. A.
233	Janatilal Narayandas and Co., Bombay.	(1) Unskilled— Rs. 3.00—0.10—4.00 per day. (2) Semi-skilled— Rs. 4.00—0.15—5.50 per day. (3) Skilled— Rs. 5.00—0.20—7.00 per day.	
234	Prabhat (Stove and Lamp) Products Co. Pvt. Ltd., Bombay.	Grade I—Supervisors (Dye, Auto-Lathe, Fitting Lathe)— Rs. 105—10—205. Grade II—Dye-Maker, Machine Operators, Fitter, Cleaner, Turner, Sr. Operator, Welder, Supervisors, Asstt. Supervisors, (Stove Assembly) Cutter, Operator— Rs. 85—7—155. Grade III—Asstt. Machine Operator, Shaping Machine Operator, Pressman, Super- visors, Asstt. Supervisors, (Stove Assembly) Turner, Solder, Drillman, Buffer— Rs. 55-6-115. Grade IV—Asstt. (Dye-Maker, Fitter, Turner, Welder, Drillman, Pressman, Assembler, Cutter, Forger, Tester, Asstt. Chacker, Spray Painter, Asstt. Carpenter, Tin Plater, Chacker, Driller, Furnanceman. Rs. 45—5—95. Grade V—Furnanceman, Cutter (Sheet Cutting), Cleaner, Packer, Mukadam (Gutter Fitter)— Rs. 40—4—80. Grade VI—Helpers and Coolie— Rs. 35—3—65.	..
235	Bhiwandiwalla Industries, Bombay.	<i>Effective from 1-12-1963.</i> (1) Unskilled— Rs. 2.75—0.05—3.00—0.10—4.00 per day. (2) Semi-skilled— Rs. 3.50—0.10—4.00—0.12—5.25 per day.	..
236	Titan Engineering Works, Bombay.	<i>Effective from 1-7-1963.</i> (1) Unskilled between— Rs. 2.00 to Rs. 2.50+0.75 Ps. ad-hoc in- crease in present wages. (2) Semi-skilled between— Rs. 2.51 to Rs. 4.00+0.37 Ps. ad-hoc increase in present wages. (3) Skilled— Rs. 4.00+0.25. ad-hoc increase in present wages.	..
237	Marvin and Co., Bombay	(1) <i>Unskilled</i> —Apprentice in Screen Machine Deptt. Asstt. Rolling Machine, Apprentice in B Part Finishing Deptt. Apprentice in Hinges Deptt.— Rs. 3.00—0.10—4.00 per day. (2) <i>Semi-skilled II</i> —Apprentice or Probationer in Die Making Deptt., Drill Machine Operator, Screw Machine Operator, Cutter, Driller, Hand Press Machine Operator, Die Repairer, Hinges Packer, Tapping Machine Operator— Rs. 3.50—0.12—4.70. (3) <i>Semi-skilled I</i> —Carbon Machine Operator, Rolling Machine Operator— Rs. 4.00—0.15—5.50. (4) <i>Skilled</i> —Turner, Moulder, Wireman— Rs. 5.00—0.20—7.00. (5) <i>Highly-skilled</i> —Die Maker, Chargeman— Rs. 6.00—0.25—8.50.	..
239	(i) The English Electric Co. Ltd., Bombay. (ii) The English Electric Co. of India Ltd., Bombay.	<i>Effective from 1-10-1963.</i> (1) Sweepers, Mazdoors— Rs. 35—2—45—3—75. (Rs. 10 allowance to head Mazdoor). (2) Watchman, Sepoy— Rs. 40—2.50—50—3—80. (Allowance Rs. 10 to Head Sepoy and Rs. 5 to Bank Sepoy). (3) Carpenters— Rs. 65—4—85—5—110.	<i>Effective from 1-10-1963.</i> (1) For Sepoys, Watchman, Mazdoors, Sweepers :— Rs. 94 shall be paid as D. A. when the Bombay Consumers Price Index No. is in 431—440 Group with Rs. 3 adjustment for every 10 points movement up and down.

(1)	(2)	(3)	(4)																								
239 (contd).—		<p>(4) Wiremen— Rs. 70—5—130—10—170.</p> <p>(5) Drivers— Rs. 75—5—100—7.50—145. (An allowance of Rs. 10 to Lorry Driver not subject to D.A.)</p> <p>(6) Stenographer— Rs. 150—10—180—15—300—20—360.</p> <p>(7) Jr. Clerical Grade— Rs. 90—10—100—12.50—150—15—300—20—320.</p> <p>(8) Sr. Clerical Grade— Rs. 240—15—300—20—400</p>	<p>(2) For Sr. Clerical Grade, Jr. Clerical Grade, Stenographers, Drivers, Wiremen, Carpenters.</p> <table border="1"> <thead> <tr> <th>Basic salary</th> <th>D.A. when the Bombay Consumers movement Price Index No. is in 441-450 Group</th> <th>Variation for 10 points in Index</th> </tr> <tr> <th></th> <th>Per cent</th> <th>Per cent</th> </tr> </thead> <tbody> <tr> <td>1. 1st Rs. 100 ..</td> <td>150</td> <td>5</td> </tr> <tr> <td>2. 2nd Rs. 100 ..</td> <td>75</td> <td>2½</td> </tr> <tr> <td>3. On remaining salary.</td> <td>37½</td> <td>1½</td> </tr> </tbody> </table>	Basic salary	D.A. when the Bombay Consumers movement Price Index No. is in 441-450 Group	Variation for 10 points in Index		Per cent	Per cent	1. 1st Rs. 100 ..	150	5	2. 2nd Rs. 100 ..	75	2½	3. On remaining salary.	37½	1½									
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240 Kamani Engineering Corpn. Ltd., Kurla, Bombay.		<p><i>Effective from 1-10-1962</i> <i>Daily Rated Workmen</i></p> <p>(1) Unskilled (1)— Rs. 1.25—0.10—2.25.</p> <p>(2) Unskilled (2)— Rs. 1.40—0.10—2.40.</p> <p>(3) Semi-skilled (1)— Rs. 1.50—0.12—2.70.</p> <p>(4) Semi-skilled (2)— Rs. 1.80—0.15—3.00.</p> <p>(5) Skilled (1)— Rs. 2.25—0.15—3.45.</p> <p>(6) Skilled (2)— Rs. 2.60—0.20—3.80.</p> <p>(7) Skilled (3)— Rs. 3.00—0.20—4.40.</p> <p>(8) Highly-skilled (1)— Rs. 4.00—0.25—6.50.</p> <p>(9) Highly-skilled (2)— Rs. 5.00—0.25—7.00.</p> <p><i>Monthly-Rated Workmen</i></p> <p>(10) Clerks 'D' Grade— Rs. 85—5—105—7.50—130—E. B.—10—180</p> <p>(11) Clerks 'C' Grade— Rs. 100—7.50—130—E. B.—10—210.</p> <p>(12) Clerks 'B' Grade— Rs. 140—10—180—E. B.—12.50—255.</p> <p>(13) Clerks 'A' Grade— Rs. 200—12.50—250—E. B.—15—310.</p> <p>(14) Typists, Cardex Clerk— Rs. 85—5—105—7.50—130—E. B.—10—210.</p> <p>(15) Filing Clerk, Despatch Clerk— Rs. 85—5—105—7.50—130—E. B.—10—180.</p> <p>(16) Stenographer, Comptist— Rs. 140—10—200—E. B.—12.50—250.</p> <p>(17) Printer, Peon, Watchman— Rs. 35—2.50—55—3—76.</p> <p>(18) Jamadar— Rs. 45—4—65—5—85.</p> <p>(19) Motor Driver— Rs. 70—5—90—E. B.—5—120.</p> <p>(20) Truck Driver— Rs. 75—5—125.</p> <p>(21) Cashier— Rs. 200—12.50—250—E. B.—15—310.</p> <p>(22) Chief Time-Keeper— Rs. 140—10—180—E. B.—12.50—255.</p> <p>(23) Supervisor— Rs. 90—5—100—7.50—130—E. B.—10—180.</p> <p>(24) Chageman— Rs. 110—10—150—E. B.—12.50—275.</p> <p>(25) Foreman 'B'— Rs. 170—10—200—12.50—250—E. B.—15—325.</p> <p>(26) Foreman Engineering 'B'— Rs. 120—15—225—E. B.—25—350.</p> <p>(27) Foreman Engineering 'A'— Rs. 180—15—225—25—350—E. B.—30—500.</p> <p>(28) Apprentices 1st Year— Rs. 2 per day.</p> <p>(29) Apprentices 2nd Year— Rs. 3.50 per day.</p>	<p>For Daily Rated Workmen—(Including Canteen Employees). From 1-10-1962 to 31-12-1963 Revised Textile Scale From 1-1-1964 94 per cent of the Revised Textile Scale.</p> <p><i>For Monthly-Rated Employees</i> Effective from 1-10-1962—</p> <table border="1"> <thead> <tr> <th>Basic Pay</th> <th>D. A.</th> </tr> </thead> <tbody> <tr> <td>1. One 1st Rs. 100</td> <td>60 per cent with a minimum of the Revised Textile Scale as prevailing up to 31-12-63 and thereafter 94 per cent of the scale.</td> </tr> <tr> <td>2. From Rs. 101 to Rs. 200.</td> <td>30 per cent of the 2nd Rs. 100.</td> </tr> <tr> <td>3. From Rs. 201 to Rs. 300.</td> <td>15 per cent of the 3rd Rs. 100.</td> </tr> <tr> <td>4. From Rs. 301 to Rs. 400.</td> <td>10 per cent of the 4th Rs. 100.</td> </tr> <tr> <td>5. From Rs. 401 to Rs. 500.</td> <td>10 per cent of the 5th Rs. 100.</td> </tr> <tr> <td>(6) On every Hundred above Rs. 500 of basic.</td> <td>5 per cent of every 100 Rs.</td> </tr> </tbody> </table> <p>The above percentage of D.A. is applicable when the Bombay Cost of Living Index rests between 311—320 variation in the above percentage to be allowed per 10 points movement in the Index :—</p> <table border="1"> <tbody> <tr> <td>(1) 1st Slab</td> <td>5 per cent of D.A.</td> </tr> <tr> <td>(2) 2nd Slab</td> <td>1½ per cent of D.A.</td> </tr> <tr> <td>(3) 3rd Slab</td> <td>1 per cent of D.A.</td> </tr> <tr> <td>(4) 4th Slab</td> <td>¾ per cent of D.A.</td> </tr> <tr> <td>(5) Last Slab</td> <td>½ per cent of D.A.</td> </tr> </tbody> </table>	Basic Pay	D. A.	1. One 1st Rs. 100	60 per cent with a minimum of the Revised Textile Scale as prevailing up to 31-12-63 and thereafter 94 per cent of the scale.	2. From Rs. 101 to Rs. 200.	30 per cent of the 2nd Rs. 100.	3. From Rs. 201 to Rs. 300.	15 per cent of the 3rd Rs. 100.	4. From Rs. 301 to Rs. 400.	10 per cent of the 4th Rs. 100.	5. From Rs. 401 to Rs. 500.	10 per cent of the 5th Rs. 100.	(6) On every Hundred above Rs. 500 of basic.	5 per cent of every 100 Rs.	(1) 1st Slab	5 per cent of D.A.	(2) 2nd Slab	1½ per cent of D.A.	(3) 3rd Slab	1 per cent of D.A.	(4) 4th Slab	¾ per cent of D.A.	(5) Last Slab	½ per cent of D.A.
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(1)	(2)	(3)	(4)	
240	(contd.)—	(30) Apprentices 3rd Year— Rs. 4.50 per day. <i>Canteen Employees—</i> (31) Food Maker— Rs. 1.75—0.12—2.95. (32) Cook (Rice Plate-Maker)— Rs. 1.50—0.10—2.30. (33) Vendor, Mazdoor— Rs. 1.25—0.10—2.25.		
241	G. T. Badamia & Sons, Bombay.	<i>Effective from 1-8-63</i> (1) Unskilled— Rs. 1.20—0.10—2.20. (2) Semi-skilled— Rs. 1.50—0.15—3.00. (3) Skilled— Rs. 2.20—0.20—4.60. (4) Highly skilled— 3.20—0.25—6.20	<i>Effective from 1-8-63</i> (a) Up to Cost of Living Index figures of 450 Pts. Rs. 2.30 per day. (b) For every variation of 5 points in the Index. Variation of 0.04 nP. per day.	
242	Jeewanlal (1929) Ltd., Bombay—		<i>Effective from 1-7-63</i> 80 per cent of the Revised Textile Scale.	
243	National Metal Industries, Bombay.	(1) Every workman will be given an <i>ad-hoc</i> increase of 0.75 nP. per day. This increase will be added to the Consolidated Wages as on 1-9-63. This increment will have retrospective effect from 1-9-63. (2) All workmen will be given increment on 1-1-65 on the following basis:— (a) Unskilled .. 0.10 nP. (b) Semi-skilled .. 0.15 nP. (c) Other Workmen .. 0.25 nP.		
244	The Photogravurs (India) Pvt. Ltd., Bombay.	<i>Effective from 1-12-63</i> (1) Unskilled— Rs. 80—1—82—2.50—102. (2) Semi-skilled— Rs. 95—2.50—100—4—132. (3) Skilled— Rs. 110—3—116—5—156. (4) Highly-skilled— Rs. 130—10—230.	@ 2½ per cent of aggregate wages for variation in the Cost of Living Index by 10 points above 470. (In no case the consolidated wages awarded should be affected).	
245	Bharat Springs Pvt. Ltd., Bombay.	From 1-12-62, the Company would grant to all workmen an interim increase in the total emoluments per day of 0.50 nP. and from 1-6-63 an additional 0.20 nP. per day. <i>Effective from 1-6-63</i> (1) Unskilled— Rs. 3.75—0.20—5.75. (2) Semi-skilled I— Rs. 4.45—0.30—7.45. (3) Semi-skilled II— Rs. 4.05—0.30—7.05. (4) Skilled I— Rs. 5.80—0.50—10.80. (5) Skilled II— Rs. 5.20—0.40—9.20. (6) Highly-skilled— Rs. 8.10—0.80—16.10.		
247	Swastik Rolling Shutters and Engineering Works, Bombay.	(1) Welders— Rs. 60—5—85. (2) Turners— Rs. 55—4—75. (3) Blacksmiths— Rs. 35—3—50—4—70—5—85. (4) Drillers, Painters— Rs. 40—3—55—4—75. (5) Mukadams— Rs. 35—2.50—55. (6) Watchmen, Peons, Coolies— Rs. 30—2—50	(1) Clerical staff including Peons, Watchmen and other Subordinate staff. 80 per cent of the Revised Cotton Textile scale. (2) Operatives .. 80 per cent of the revised cotten textile scale or the present D. A. whichever is higher.	
248	Central India Machinery Mfg. Co. Ltd., Bombay.	(1) Those getting consolidated wage between Rs. 3.50 to Rs. 3.95 per day shall get increment of 0.15 nP. per day. (2) Those getting consolidated daily wage between Rs. 3.95 and Rs. 4.75 per day shall get increment of 0.20 nP. per day. (3) Those getting above Rs. 4.75 per day as consolidated wages shall get 0.25 nP. as increment per day.		

(1)	(2)	(3)	(4)
-----	-----	-----	-----

248 (contd.)—

(4) Revised wages after adding *ad-hoc* increment shall be as follows:—

Wages	No. of workers	Wages	No. of workers
(a) Rs. 5.10 ..	1	(b) Rs. 5.05 ..	1
(c) Rs. 4.95 ..	2	(d) Rs. 4.85 ..	1
(e) Rs. 4.80 ..	3	(f) Rs. 4.75 ..	1
(g) Rs. 4.55 ..	3	(h) Rs. 4.50 ..	1
(i) Rs. 4.35 ..	2	(j) Rs. 4.40 ..	1
(k) Rs. 4.30 ..	1	(l) Rs. 4.10 ..	1
(m) Rs. 4.05 ..	2	(n) Rs. 4.00 ..	2
(o) Rs. 3.95 ..	1	(p) Rs. 3.80 ..	1
(q) Rs. 3.70 ..	2	(r) Rs. 3.65 ..	1
(s) Rs. 3.60 ..	1	(t) Rs. 3.55 ..	1
(u) Rs. 3.50 ..	8	(v) Rs. 3.45 ..	1
(w) Rs. 3.40 ..	1	(x) Rs. 3.30 ..	7
(y) Rs. 3.10 ..	1	(z) Rs. 3.05 ..	2
2. (a) Rs. 3.00	3	2. (b) Rs. 2.80	2

Apprentices .. (Rs. 3 per day after completion of one year's training.)  
(Rs. 3.50 per day after completion of 2 years' training. (Consolidated Wages).)

249 The Ronuk Industries Ltd.,  
Bombay.

- (1) Unskilled—  
Rs. 3.10—0.09—4.00 per day.  
(2) Semi-skilled—  
Rs. 3.50—0.15—5.00 per day.  
(3) Skilled—  
Rs. 5.00—0.20—7.00 per day.  
(4) Highly-skilled—  
Rs. 6.50—0.30—9.50 per day.  
(5) Apprentices Rs. 2 for 1st three months,  
(Per day) Rs. 2.25 for next 3 months,  
Rs. 2.50 for next three months,  
and Rs. 3 for last three months  
of the year.

(1) @ 2½ per cent of the consolidated wage earned by workman for rise in the Cost of Living Index for the Textile Workmen by 10 points after taking the base of 480.

(2) In case the Index comes below the base of 480 the wages would remain unaffected.

Effective from 20-8-1963

250 The Precista (India) Pvt. Ltd.,  
Bombay.

..

Slab of salary D. A.

- (1) Re. 1 to Rs. 100 60 per cent of the wages.  
(2) In excess of Rs. 100. Additional D. A. @ 50 per cent of their wages above Rs. 100.

Effective from 1-11-1963

252 The Inventors Industrial  
Corpn. Pvt. Ltd., Bombay.

Effective from 1-11-1963

- (1) Unskilled—  
Rs. 1.25—0.10—2.25 (per day).  
(2) Semi-skilled—  
Rs. 1.60—0.12—2.20—0.15—2.95 (per day).  
(3) Skilled—  
Rs. 2.65—0.25—5.15 per day.  
(4) Highly-skilled—  
Rs. 3.25—0.30—6.25 per day.  
(5) Trainees—  
After completion of six months continuous service shall be paid a consolidated wage of Rs. 2.50 (per day).

Rs. 2.50 per day based on Consumers Price Index Number for working Class in Bombay as 485. For each 10 points rise, an additional D. A. of 0.10 nP per day shall be paid.

254 Poysha Engineering Co.,  
Bombay.

Effective from 1-8-1963

- (1) Unskilled—  
Rs. 3.10—0.10—3.60.  
(2) Semi-skilled II—  
Rs. 3.50—0.13—4.15.  
(3) Semi-skilled I—  
Rs. 4.00—0.15—4.75.  
(4) Skilled—  
Rs. 5.00—0.20—6.00.  
(5) Temporary workers with continuous service of six months—  
Rs. 2.75 nP. per working day.

Effective from 1-10-1963

255 Pilot Engineering Works,  
Bombay.

- (1) Unskilled—  
Rs. 3.00—0.10—4.00.  
(2) Semi-skilled B—  
Rs. 3.25—0.13—4.55.

@ 0.10 nP. per day per point rise over 450 of Consumers Price Index Number.

(1)	(2)	(3)	(4)																								
255 (contd.)—		(3) Semi-skilled A— Rs. 3.65—0.15—5.15. (4) Skilled 'B'— Rs. 4.40—0.20—6.40. (5) Skilled 'A'— Rs. 5.40—0.25—7.90. These consolidated wages will be taken as neutralised at the Consumers Price Index of 450.																									
256 Sewri Engineering Works, Bombay.		Effective from 1-8-1963	Effective from 1-8-1963 To all monthly-ratea Workmen																								
		Grade 'A'— (1) Sr. Clerks, Sr. Store-keepers, Sr. Draughts- man, Sr. Account Clerks, Time-keeper, Supervisor— Rs. 125—10—205—12.50—255—E.B.—15— 300. (2) Grade 'B'— Stenographer— Rs. 150—10—200. (3) Grade 'C'— Jr. Draughtsmen— Rs. 100—5—120—8—184—10—284. (4) Grade 'D'— Jr. Clerks— Rs. 80—5—100—8—140—10—240. (5) Grade 'E'— Rs. 125—10—205. (6) Grade 'F'— Peons— Rs. 30—2—60.	<table border="0"> <tr> <td>Basic Pay</td> <td>D. A.</td> <td>Increase for every 10 Points— rise over 461—470</td> </tr> <tr> <td></td> <td>Per cent</td> <td>Per cent</td> </tr> <tr> <td>(1) Re. 1 to Rs. 100</td> <td>73</td> <td>2</td> </tr> <tr> <td>(2) Rs. 101 to Rs. 200</td> <td>43</td> <td>2</td> </tr> <tr> <td>(3) Rs. 201 to Rs. 300</td> <td>24</td> <td>2</td> </tr> <tr> <td>(4) Rs. 301 to Rs. 400</td> <td>18</td> <td>2</td> </tr> <tr> <td>(5) Rs. 401 to Rs. 500</td> <td>13</td> <td>2</td> </tr> <tr> <td colspan="3">(6) Peons 66½ per cent of the Revised Textile Scale.</td> </tr> </table>	Basic Pay	D. A.	Increase for every 10 Points— rise over 461—470		Per cent	Per cent	(1) Re. 1 to Rs. 100	73	2	(2) Rs. 101 to Rs. 200	43	2	(3) Rs. 201 to Rs. 300	24	2	(4) Rs. 301 to Rs. 400	18	2	(5) Rs. 401 to Rs. 500	13	2	(6) Peons 66½ per cent of the Revised Textile Scale.		
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257 The National Industrial Cor- poration, Bombay.		Effective from 1-1-1964	..																								
		Watchman Consolidated Wages— Rs. 100—5—175.																									
258 The Azad Pin Works, Bombay		Effective from 1-1-1964																									
		(1) Unskilled— Rs. 1.20—0.10—2.20 (per day). (2) Semi-skilled— Rs. 1.50—0.15—3.00 (per day). (3) Skilled— Rs. 2.20—0.20—4.60 (per day). (4) Highly-skilled— Rs. 3.20—0.25—6.20 (per day).	Re. 1.50 per working day at Cost of Living Index No. 370. This is to rise by 1 nP. per point rise of the Cost of Living Index over 370.																								
260 Vanguard Engineering Works, Bombay.		Effective from 1-1-1963	..																								
		Ad-hoc increase shall be given in the wages of every workman. At 5 per cent of his wages.																									
		Effective from 1-1-1964																									
		(1) Unskilled—Coolie and Helper— Rs. 3.20—0.10—4.20 (per day). (2) Semi-skilled—(Lower) Embossing Hand Pressmen (Conductor)— Rs. 3.50—0.15—5.00 (per day). (3) Semi-skilled—(Higher) Power Pressmen and Cutter— Rs. 4.50—0.15—6.00 (per day). (4) Skilled—(Lower) Turner— Rs. 6.25—0.25—8.75 (per day). (5) Skilled—(Higher) Die Maker— Rs. 7.25—0.30—10.25 (per day). An allowance of 0.75 nP. to unskilled worker for working on Power Press and 0.25 nP. for work- ing on Embossing Hand Press. These scales are fixed at the cost of Living Index Figure 480 points.																									
261 Steel Age Industries Pvt. Ltd., Bombay.		Effective from 1-4-1963																									
		(1) Unskilled— Rs. 1.25—0.10—2.35. (2) Semi-skilled I— Rs. 1.65—0.12—2.25—0.15—2.85.	Revised Textile Scale.																								



(1)	(2)	(3)	(4)
261	(contd.)—	(3) Semi-skilled II— Rs. 2.15—0.15—3.65. (4) Skilled I— Rs. 2.50—0.20—4.30. (5) Skilled II— Rs. 2.80—0.20—4.80. (6) Skilled III— Rs. 3.25—0.20—3.85—0.25—5.60. (7) Highly-skilled— Rs. 4.25—0.30—7.25.	
262	The Acme Manufacturing Co. Ltd., Bombay.	<i>Effective from 1-1-1964</i> (1) Watchmen, Peons, Malis, Sweepers— Rs. 40—3—55—4—75—5—80. (2) Watch and Ward Jamadar and Head Peon— Rs. 40—3—55—4—75—5—80 (plus an additional pay of Rs. 7 per month.) ((3) Head Watchman, Drivers. Rs. 65—5—85—6—115—7—143.	
263	The Kamani Metals and Ltd., Bombay.	<i>Effective from 1-10-1962</i> <i>Daily-Rated</i> (1) Unskilled— Rs. 1.35—0.10—2.45. (2) Semi-skilled (1)— Rs. 1.70—0.15—2.90. (3) Semi-skilled (2)— Rs. 2.30—0.15—3.80. (4) Skilled (1)— Rs. 2.50—0.20—3.70. (5) Skilled (2)— Rs. 3.00—0.20—4.20. (6) Skilled (3)— Rs. 4.00—0.25—6.00. (7) Highly skilled (1)— Rs. 4.50—0.25—7.00. (8) Highly-skilled (2)— Rs. 5.60—0.30—8.00. <i>Monthly Rated</i> (9) Clerks Grade 'D'— Rs. 80—5—100—7.50—130—E.B.—10—180. (10) Clerks Grade 'C'— Rs. 100—7.50—130—E.B.—10—210. (11) Clerks Grade 'B'— Rs. 140—10—180—E.B.—12.50—255. (12) Clerks Grade 'A'— Rs. 200—12.50—250—E.B.—15—310. (13) Telephone Operator, Store Clerk II— Rs. 100—7.50—130—E.B.—210. (14) Typist and Cardex Clerk— Rs. 90—5—100—7.50—130—E.B.—10—210. (15) Filing Clerk, Despatch Clerk, Store-Clerk I Rs. 85—5—100—7.50—130—E.B.—10—180. (16) Stenographer 'B'— Rs. 140—10—180—E.B.—12.50—255. (17) Stenographer 'A' Store-keeper, Cashier— Rs. 200—12.50—250—E.B.—15—310. (18) Comptist— Rs. 140—10—180—E.B.—12.50—255. (19) First Aid Attendant, Watchmen— Rs. 40—2.50—50—3—80. (20) Jamadar— Rs. 50—4—70—5—90. (21) Compounder— Rs. 90—8—130—E.B.—12.50—180. (22) Motor Driver— Rs. 70—5—105—E.B.—5—125. (23) Truck Driver— Rs. 80—5—130. (24) Chargeman— Rs. 115—7.50—130—E.B.—10—200 E. B.— 12.50—275. (25) Foreman 'B' Rs. 120—15—225—E.B.—25—400. (26) Foreman 'A' Rs. 180—15—225—25—350—E.B.—30—500.	<i>(a) Effective from 1-10-1963—</i> <i>For Daily-Rated—</i> Revised Textile Scale. <i>(b) Effective from</i> For Monthly paid 1-10-1962— (1) On 1st Rs. 100 basic pay. 60 per cent.  <i>(b) Effectively from</i> For Monthly Paid 1-10-1962 (2) 2nd Rs. 100 basic 35 per cent of the pay (Up to Rs.200). 2nd 100 Rupees. (3) On 3rd Rs. 100 15 per cent of the basic pay (Up to 3rd 100 Rupees. Rs. 300.) (4) On Rs. 301 basic 10 per cent of the and Above. balance. <i>(c) Minimum D. A. shall be Revised</i> <i>Textile Scale. The above D. A. is</i> <i>applicable when the Bombay Consumers</i> <i>Price Index No. is between</i> <i>311—320. Variation for 10 points</i> <i>in the Index shall be as follows:—</i> (1) 1st Slab Rs. 100 5 per cent. basic pay. (2) 2nd Slab Rs. 100 1½ per cent. basic pay. (3) Subsequent .. 1 per cent. Slabs.
264	N. G. K. Electrical Industries, Bombay.	<i>Effective from 1-6-1963</i> (1) Skilled— Rs. 3.00—0.25—5.00. (2) Semi-skilled— Rs. 1.75—0.15—2.50—0.20—3.50.	<i>Effective from 1-6-1963</i> Rs. 2.50 per day at the Cost of Living Index between 481 to 490 and 0.10 nP. more or less for every variation of 10 points in the Index.

(1)	(2)	(3)	(4)
264 (contd.)—		(3) Unskilled— Rs. 1.25—0.10—1.75—0.15—2.50. (4) Watchmen— Rs. 35—2—45—3—60.	
265 The Bombay Switchgears, Bombay.		<i>Effective from 1-10-1963</i> <i>Consolidated Wage-scales</i> <i>Grade I Highly Skilled.</i> —Sr. Supervisor, Die-maker, Turner, Fitter— Rs. 155—7—225. <i>Grade II Skilled.</i> —Jr. Supervisor, Shaper, Painter, In-charge of Assembling Deptt. Main Switch Fitter or Assembler, Asstt. Die-maker. Rs. 100—4—140. <i>Grade III Semi-skilled.</i> —Driller, Asstt. to Painter, Store-hand, Power Pressman, Fuse Drill Assembler, Hand Pressman, Grinder, Spring Maker, Threading man. Rs. 90—3—120. <i>Grade IV Unskilled and Other Workmen.</i> —Mazdoor, Sweeper, Watchmen, Peon, Cleaner— Rs. 80—2—100.	
266 The Bombay Switchgears, Bombay.		<i>Effective from 1-4-1964</i> <i>Consolidated Wage-scales</i> (1) Clerk, Senior Grade— Rs. 155—7—225. (2) Clerk, Junior Grade— Rs. 110—5—135—E.B.—7—175.	
268 National Machinery Mfg. Ltd., Kalwa, Dist. Thana.		<i>Effective from 1-12-1961</i> (1) Unskilled— Rs. 1.30—0.08—1.70—0.10—2.70. (2) Semi-skilled— Rs. 1.70—0.12—2.90.* Rs. 1.70—0.12—2.90—0.15—3.50*	Revised Textile Scale †.
		*As per Corrigendum in M. G. G., dated the 16-7-64, Page 2407. † Existing entitlement.	
		If however, by the time the employee reaches the maximum of this scale namely, Rs. 2.90, he is not employed on piece-rate, then this scale shall be further extended for him so as to be.	
		(3) Skilled 'B'— Rs. 3.50—0.25—4.50. (4) Skilled 'A'—*** Rs. 4.50—0.30—5.50. (5) Highly-skilled— Rs. 5.50—0.50—7.50. (6) Special Grade (For Tool and Pattern Shop)— Rs. 7.50—0.50—9.00—E.B.—0.60—12.00. (7) Knock-out Man Rs. 3.00—0.20—4.00.	
		***As to this skilled category promotion from grade 'B' to grade 'A' shall not have to await a vacancy in Grade 'A'.	
269 The Steel Structures Pvt. Ltd., Bombay.		<i>Effective from 1-9-1963</i> (1) Unskilled—Helpers, Cartmen— Rs. 3.25—0.10—4.25—0.15—5.00. (2) Semi-skilled—Asstt. Cutter, Asstt. Fitter, Asstt. Welder. Rs. 4.25—0.15—5.00—0.20—6.00. (3) Skilled—Fitters, Wiremen, Blacksmith, Welder. Rs. 5.50—0.20—6.50—0.25—7.50. (4) Highly-skilled—Mistries— Rs. 6.50—0.30—8.00—0.40—10.50.	
270 Small Parts Mfg. Co., Bombay		<i>Effective from 1-10-1963</i> (1) Unskilled— Rs. 3.00—0.15—4.50.	

(1)	(2)	(3)	(4)
270 (contd.)—	(2) Semi-skilled— Rs. 3.50—0.20—5.50. (3) Skilled— Rs. 4.00—0.25—6.50—0.35—10.50. (4) Apprentices— Rs. 2.50—0.50—3.00.		
271 Sewree Engineering Works, Bombay.	<i>Effective from 1-1-1964</i> (1) Unskilled— Rs. 1.20—0.10—2.20. (2) Semi-skilled— Rs. 1.50—0.15—3.00. (3) Skilled— Rs. 3.00—0.20—5.00. (4) Highly-skilled— Rs. 5.00—0.40—9.00.	<i>Effective from 1-1-1964</i>	(1) To Watchmen.—80 per cent of the Revised Textile Scale. (2) To other employees.—70 per cent of the Revised Textile Scale.
272 The Indo Berolira Industries Pvt. Ltd., Bombay.	<i>Effective from 1-3-1963</i> (1) Unskilled— Rs. 3.20—0.10—4.20. (2) Semi-skilled— Rs. 4.00—0.15—5.50 (3) Skilled— Rs. 6.00—0.20—8.00. (4) Highly-skilled— Rs. 7.50—0.30—10.50		Each of the workers shall get 2½ per cent of his wages for increase of 10 points each above the Index No. 490 of the Cost of Living Index.
	These wage-scales are deemed to have been fixed at the Cost of Living Index of 490.		
273 The Upadhyaya Electrical Industries (Pvt.) Ltd., Bombay.	<i>Effective from 1-1-1964</i> (1) Grade I— Rs. 90—5—150. (2) Grade II— Rs. 100—7—170. (3) Grade III— Rs. 120—8—200.		
274 The Bombay Surgical Works, Bombay.	<i>Effective from 1-5-1963.</i> (1) Unskilled— Rs. 85—2—105. (2) Semi-skilled— Rs. 100—4—140. (3) Skilled— Rs. 125—6.50—190. (4) Highly-skilled— Rs. 160—10—260.		In case the Cost of Living Index Number goes higher by 10 points the workers would get D. A. at the rate of 2½ per cent of the wages from the month from which the Index Figure has gone up by 10 points.
	The above wage-scales are consolidated and fixed at the Cost of Living Index Figure 480.		
275 The Shamsher Sterling Cable Corporation Ltd., Bombay.	Watchmen— Rs. 50—4—70—E. B.—5—95—E. B.—6—119.		Minimum D. A. shall be Rs. 60 on the basis of Living Index Number 380, with variation of Rs. 2 for every movement of 10 points in Index above the Index Group of 380.
277 Model Engineering Works, Bombay.	<i>Effective from 1-2-1963.</i> (1) Unskilled— Rs. 3.20—0.10—4.20. (2) Skilled 'B'— Rs. 5.25—0.20—7.25. (3) Skilled 'A'— Rs. 6.00—0.40—10.00. (4) Semi-skilled— Rs. 4.25—0.15—5.75. These wage-scales are fixed at the Cost of Living Index Figure 480.		<i>Effective from 1-8-1954.</i> (1) For rise of 10 points in the Cost of Living Index figure for working class in Bombay above 480 points, the workmen would be given D. A. @ 2½ per cent of the wages earned by them during the preceding month. (2) In calculating the aggregate wage for determining percentage of D. A., dearness allowance paid to workers shall not be added to wages. But for contributions to Provident Fund and other Contributions D. A. so paid will be included in wages.
278 The Bombay Construction and Engineering Co. (Pvt.) Ltd., Bombay.	<i>Consolidated Wages.</i> (1) Unskilled— Rs. 3.20—0.10—4.20—0.15—4.95. (2) Semi-skilled— Rs. 4.20—0.15—4.70—0.20—5.70. (3) Skilled— Rs. 5.20—0.20—6.20—0.25—7.20. (4) Apprentices— Rs. 2.60 per day.		

(1)	(2)	(3)	(4)
279 M. R. Industries Ltd., Bombay (Murphy Radio).	<p style="text-align: center;"><i>Effective from 1-10-1963</i></p> <p>(1) T and W Grade I— Rs. 130—6—148—12.50—273. (2) T and W Grade II— Rs. 100—5—115—10—215. (3) T and W Grade III— Rs. 70—4.16—82.48—6.50—134.48. (4) T and W Grade IV— Rs. 2.10—0.15—2.55—0.20—4.15 per day. (5) T and W Grade V— Rs. 1.60—0.09—1.87—0.14—2.99 per day. (6) T and W Grade VI— Rs. 1.25—0.10—2.35 per day. (7) Peons— Rs. 35—3—65. (8) Watchmen, Semi-clerks— Rs. 55—3.50—62—5.25—104.</p> <p style="text-align: center;"><i>Clerical Staff</i></p> <p>(9) Grade I— Rs. 150—10—170—15—290. (10) Grade II— Rs. 100—7—114—10—214. (11) Grade III— Rs. 80—5—95—10—195.</p>	<p style="text-align: center;"><i>Effective from 1-10-1963</i></p> <p>Daily-Rated Workmen and Watchmen and Semi-clerks: Rs. 3.25 per day at Index Number 450. Thereafter for variation of each point in the Cost of Living Index they will pay one paise per day.</p> <p>Monthly-Rated Employees in the category of Technical and Works employees as well as administrative Branch: D. A. at Index number 450 on the following basis:— (1) From Re. 1 to Rs. 100 .. Rs. 90 (2) From Rs. 101 to Rs. 150 .. Rs. 100 (3) From Rs. 151 to Rs. 200 .. Rs. 110 (4) Rs. 201 and Above .. Rs. 120</p> <p>For variation of 10 points in the Index after 450, additional D. A. at 3½ per cent of the D. A. payable to each person. The Company shall pay D. A. on the Index Number it has been revised after the report of the Lakdawalla Committee.</p>	
280 G. M. C. Himco Industries Ltd., Bombay.	<p style="text-align: center;"><i>Effective from 1-3-1961</i></p> <p>(1) Unskilled— Rs. 3.10—0.10—4.00. (2) Semi-skilled— Rs. 3.50—0.15—5.25. (3) Skilled— Rs. 4.75—0.25—7.25. (4) Highly-skilled— Rs. 6.00—0.40—10.00. (5) Watchmen— Rs. 90—2.75—95.50—3—119.50. These wage-scales are fixed at the Working Class Consumers Price Index Figure of 470.</p>	<p style="text-align: center;"><i>Effective from 1-7-1964</i></p> <p>@ 2½ per cent of the workman's wage for variation of 10 points in the Working Class Consumers Price Index Number above 470.</p>	
282 Picon Pvt. Ltd., Bombay	<p style="text-align: center;"><i>Effective from 1-12-1963</i></p> <p>Daily-Wages for 26 Working Days— (1) Unskilled Tune Making, Packing, Loading into Scooter-van— Rs. 3.20 per day. (2) Semi-skilled—Mixing Double Coating, Spreading, Cutting— Rs. 4.20 per day. (3) Skilled—Belting— Rs. 5.20 per day. These wages including that of watchman are fixed at Cost of Living Index 450. (4) Watchmen— Rs. 80—5—120 per month.</p>	<p style="text-align: center;"><i>Effective from 1-12-1963</i></p> <p>The wage will increase or decrease at one paise per day per point rise over or fall below 450. <i>For Watchmen.</i>—The wages shall increase by 30 paise per month per point rise over or fall below 450.</p>	
283 Trinity Mfg. Works Pvt. Ltd., Bombay.	<p style="text-align: center;"><i>Effective from 1-4-1964.</i></p> <p>(1) Unskilled— Rs. 1.15—0.06—1.55—0.10—2.05. (2) Semi-skilled 'A'— Rs. 1.37—0.13—2.25—0.15—3.00. (3) Semi-skilled— Rs. 1.62—0.15—2.56—0.20—3.56.</p>	<p style="text-align: center;"><i>Effective from 1-4-1964</i></p> <p>At 95 per cent of the Revised Textile Scale. <i>Effective from 1-4-1965.</i> At 97½ per cent of the Revised Textile Scale. <i>Effective from 1-4-1966.</i> At 100 per cent of the Revised Textile Scale.</p>	
284 Engineering Products Ltd., Bombay.	<p style="text-align: center;"><i>Effective from 1-10-1963</i></p> <p><i>Daily-Rated—</i> (1) Unskilled-Mazdoor, Sweeper, Peon, Office-Boy— Rs. 3.20—0.10—4.20. (2) Semi-skilled 'B'—Moulding Asstt., Core making Asstt., chipper-cum-Grinder, Machinist III, Fitter III, Winder III, Fitter-cum--Painter, Driller III, Storeman— Rs. 3.50—0.15—5.00. (3) Semi-skilled 'B'—Moulding Asstt., Pattern-make Asstt., Chipper Asstt., Packer, Winder III— Rs. 4.00—0.25—6.50.</p>	<p style="text-align: center;"><i>Effective from 1-6-1964</i></p> <p>(1) At 3 per cent of the wage for variation of 10 points in the Cost of Living Index for Working Class in Bombay above 480 points. (2) In no case the workmen would be affected in case Cost of Living Index goes below 480, except by due process of law.</p>	

(1)	(2)	(3)	(4)																								
284 (Cont.)—	<p>(4) Skilled 'B' Fitter II, Machinist, Carpenter, Moulder II, Chipper II— Rs. 4.50—0.30—7.50.</p> <p>(5) Skilled 'A'—Fitter, Turner, Winder, Grinder Core-maker, Chipper— Rs. 5.00—0.40—9.00.</p> <p>(6) Highly Skilled—Fornaceman, Moulder, Pattern Maker, Turner, welder— Rs. 6.00—0.50—11.00.</p> <p><i>Monthly-Rated:—</i></p> <p>(7) Clerks— Rs. 120—7.50—135—10—215.</p> <p>(8) Driver— Rs. 170—5—180—6—228.</p> <p>The wage-scales have been prescribed at the Cost of Living Index for Working Class in Bombay No. 480.</p>	..																									
285 The Electro Equipment Corpn. Ltd., Bombay.	The workmen shall get minimum wages and increments as follows—	<table border="1"> <thead> <tr> <th data-bbox="633 845 742 869">Category</th> <th data-bbox="778 821 888 893">Minimum wage from 1-1-64</th> <th data-bbox="906 821 1015 893">Minimum wage from 1-5-64</th> <th data-bbox="1033 780 1142 965">Increments to workmen from 1-5-64 who have completed two years' Service</th> </tr> <tr> <td></td> <th data-bbox="820 989 857 1013">Rs.</th> <th data-bbox="942 989 979 1013">Rs.</th> <th data-bbox="1070 989 1106 1013">P.</th> </tr> </thead> <tbody> <tr> <td data-bbox="596 1020 742 1045">(1) Unskilled</td> <td data-bbox="815 1020 869 1045">3.10</td> <td data-bbox="937 1020 991 1045">3.25</td> <td data-bbox="1064 1020 1119 1045">0.10</td> </tr> <tr> <td data-bbox="596 1045 778 1069">(2) Semi-skilled</td> <td data-bbox="815 1045 869 1069">4.00</td> <td data-bbox="937 1045 991 1069">4.25</td> <td data-bbox="1064 1045 1119 1069">0.15</td> </tr> <tr> <td data-bbox="596 1069 724 1093">(3) Skilled</td> <td data-bbox="815 1069 869 1093">5.00</td> <td data-bbox="937 1069 991 1093">5.50</td> <td data-bbox="1064 1069 1119 1093">0.25</td> </tr> <tr> <td data-bbox="596 1093 797 1117">(4) Highly-skilled</td> <td data-bbox="820 1093 857 1117">..</td> <td data-bbox="937 1093 991 1117">6.50</td> <td data-bbox="1064 1093 1119 1117">0.40</td> </tr> </tbody> </table> <p data-bbox="680 1134 1062 1158"><i>For both Byculla and Sewree Works.</i></p>	Category	Minimum wage from 1-1-64	Minimum wage from 1-5-64	Increments to workmen from 1-5-64 who have completed two years' Service		Rs.	Rs.	P.	(1) Unskilled	3.10	3.25	0.10	(2) Semi-skilled	4.00	4.25	0.15	(3) Skilled	5.00	5.50	0.25	(4) Highly-skilled	..	6.50	0.40	..
Category	Minimum wage from 1-1-64	Minimum wage from 1-5-64	Increments to workmen from 1-5-64 who have completed two years' Service																								
	Rs.	Rs.	P.																								
(1) Unskilled	3.10	3.25	0.10																								
(2) Semi-skilled	4.00	4.25	0.15																								
(3) Skilled	5.00	5.50	0.25																								
(4) Highly-skilled	..	6.50	0.40																								
287 Shaparia Dock and Steel Co. Ltd., Bombay.	<p><i>Effective from 1-3-1964</i></p> <p>(1) Unskilled— Rs. 35—2.50—45—3—60.</p> <p>(2) Semi-skilled, Grade I— Rs. 60—4—96.</p> <p>(3) Semi-skilled, Grade II— Rs. 45—3—60—4—76.</p> <p>(4) Skilled, Grade III— Rs. 70—5—130.</p> <p>(5) Skilled, Grade II— Rs. 110—6—170.</p> <p>(6) Skilled, Grade I— Rs. 150—7—241.</p>	<p><i>Effective from 1-3-1964</i></p> <p>For workmen who are in service of the Co. on the date of settlement. @ 97½ per cent of the Revised Textile Scale or the present percentage scale ('B' Scale) of D. A. whichever is higher.</p> <p>For Workmen who are taken in service after the date of settlement. @ 97½ per cent of the Revised Textile Scale of Dearness Allowance.</p>	..																								
288 The Eastern Aluminium Works, Bombay.	<p><i>Effective from 1-5-1964</i></p> <p>The scales of basic wages and D. A. as fixed under the Settlement [Under section 12 (3)] and which came in force from 1-1-1954 are continued subject to the condition that the consolidated wages payable to the workmen shall not be less than the following :—</p> <p>(1) Unskilled— Rs. 3.10 (per day).</p> <p>(2) Semi-skilled— Rs. 4.10 (per day).</p> <p>(3) Skilled— Rs. 5.10 (per day).</p>	..																									
289 The Poysha Industrial Co. Ltd., Bombay.	<p><i>Effective from 1-4-1964</i></p> <p>(1) Grade 'E'-1 (Mazdoors, Sweeper, Office Boys)— "Cent per cent of Cotton Textile Scale at Rs. 1.30—0.08—1.70—0.10—2.00. 529 points of the Cost of Living Index, i.e., Rs. 120 p.m."*</p> <p>(2) Grade 'D' 2-(Helpers)— Rs. 1.40—0.10—2.20.</p> <p>(3) Grade 'D'-1— Rs. 1.50—0.10—1.80—0.12—2.40.</p> <p>(4) Grade 'C'-2— Rs. 1.60—0.15—2.20—0.15—2.80.</p> <p>(5) Grade C-1— Rs. 1.80—0.15—2.40—E.B.—0.20—3.20.</p> <p>(6) Grade B-2— Rs. 2.30—0.20—3.10—E.B.—0.25—4.10.</p> <p>(7) Grade B-1— Rs. 2.50—0.25—3.50—E.B.—0.30—4.70.</p> <p>*Existing Entitlement.</p>	..																									

(1)	(2)	(3)	(4)																											
289 (cont.)—		(8) Grade A-2— Rs. 3·50—0·40—5·10—E.B.—0·50—7·10. (9) Grade A-1— Rs. 4·50—0·50—6·50—E.B.—0·60—8·90. (8 years).																												
290 Huns Engineering Works, Bombay.		<table border="1"> <thead> <tr> <th>Category</th> <th>No. of Workers</th> <th>Wages</th> </tr> </thead> <tbody> <tr> <td>(a) Boiler-maker</td> <td>1</td> <td>Rs. 7·10 (per day).</td> </tr> <tr> <td>Do. ..</td> <td>2</td> <td>Rs. 6·50 (per day).</td> </tr> <tr> <td>Do. ..</td> <td>1</td> <td>Rs. 7·00 (per day).</td> </tr> <tr> <td>(b) Welder ..</td> <td>1</td> <td>Rs. 8·00 (per day).</td> </tr> <tr> <td>(c) Gas Cutter</td> <td>1</td> <td>Rs. 7·50 (per day).</td> </tr> <tr> <td>(d) Watchman</td> <td>1</td> <td>Rs. 90·00 (per month).</td> </tr> <tr> <td>Do. ..</td> <td>1</td> <td>Rs. 85·00 (per month).</td> </tr> <tr> <td>(e) Head Boiler-maker.</td> <td>1</td> <td>Rs. 350·00 (per month).</td> </tr> </tbody> </table>	Category	No. of Workers	Wages	(a) Boiler-maker	1	Rs. 7·10 (per day).	Do. ..	2	Rs. 6·50 (per day).	Do. ..	1	Rs. 7·00 (per day).	(b) Welder ..	1	Rs. 8·00 (per day).	(c) Gas Cutter	1	Rs. 7·50 (per day).	(d) Watchman	1	Rs. 90·00 (per month).	Do. ..	1	Rs. 85·00 (per month).	(e) Head Boiler-maker.	1	Rs. 350·00 (per month).	For every rise of 10 completed points over 500 points of the Consumers Price Index, Rs. 2 shall be paid as D. A. for 26 Working Days.
Category	No. of Workers	Wages																												
(a) Boiler-maker	1	Rs. 7·10 (per day).																												
Do. ..	2	Rs. 6·50 (per day).																												
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(e) Head Boiler-maker.	1	Rs. 350·00 (per month).																												
		<p><i>Increments.</i>—The management shall give an annual increment of a minimum of 9 Paise every year for 3 years and the 1st increment shall be due on 1st July 1965.</p> <p>New workers appointed in future shall be paid a starting consolidated salary of Rs. 3·10 per Working Day.</p> <p>Consolidated Wages paid at present are neutralised at Consumers Price Index of 500.</p>																												
291 Oriental Can Mfg. Co., Bombay.		<p><i>Effective from 1-1-1964</i></p> <p><i>Consolidated Wages</i></p>																												
		<p>(1) Peon— Rs. 80—4—100—E.B.—5—105.</p> <p>(2) Clerk, Jr. Clerk, Typist, Bill Collector— Rs. 125—7—195—E.B.—10—225.</p> <p>(3) Line Supervisor, Packing Supervisor, Soldering Supervisor, Delivery Clerk, Cashier, Time-keeper, Tel. Operator-cum-Typist— Rs. 170—10—250—E.B.—13—315.</p> <p>(4) Shift-in-charge, Line Supervisor, Press Supervisor, Office Asstt., Accounts Asstt.— Rs. 200—15—350—E.B.—20—450.</p> <p>(5) Printing Foreman, Workshop Foreman, Fab. Foreman, Artist— Rs. 300—20—500—E.B.—30—650.</p>																												
292 Shaparia Dock and Steel Co. Pvt. Ltd., Bombay.		<p><i>Effective from 1-3-1964</i></p>	<p><i>Effective from 1-3-1964</i></p>																											
		<p>(1) Watchmen, Peon, Storemen— Rs. 35—2·50—45—3—69.</p> <p>(2) Head Peon— Rs. 45—3—60—5—105.</p> <p>(3) Drivers— Rs. 65—5—140.</p> <p>(4) Jr. Clerks, Typists— Rs. 75—7·50—105—10—155—12·50—205— E.B.—15—250.</p> <p>(5) Sr. Clerks, Stenographers— Rs. 135—10—155—12·50—180—15—240— E.B.—20—300.</p>	<p>(1) Those who were given flat D. A. of Rs. 57·50 per month under settlement dated 19-8-60 shall be given a flat D. A. of Rs. 94 per month.</p> <p>(2) Those who were given a flat D. A. of Rs. 42·50 per month under the above settlement shall be given a flat D. A. of Rs. 79 per month.</p> <p>(3) Watchman shall be given the same D. A. as applicable to workmen of factory, viz., 97½ per cent of the Revised Textile Scale for 26 working days in a month, whenever there are 30 days in a month and in other cases the D. A. shall be for 27 days.</p>																											
293 National Garage Pvt. Ltd., Bombay.		<p><i>Effective from 1-1-1965</i></p>	<p><i>Effective from 1-1-1965</i></p>																											
		<p><i>Supervisory Staff—</i></p> <p>(1) Supervisors and Foreman— Rs. 250—15—265—20—325—E.B.—25—525.</p> <p>(2) Asstt. Supervisors and Assistant Foreman— Rs. 225—12·50—250—15—280—E.B.—15— 325.</p> <p><i>Clerical Staff—</i></p> <p>(3) Grade I (Junior)— Rs. 85—5—100—7—128—8—100—E.B.—10— 250.</p> <p>(4) Grade II (Intermediate)— Rs. 105—8—153—10—213—E.B.—12—335.</p> <p>(5) Grade III (Senior)— Rs. 180—12·50—205—15—265—20—335— E.B.—25—460.</p>	<p>Rs. 150 per month (for 3 years). <i>After 3 years—</i> Rs. 160 per month (for 2 years). This D. A. is irrespective of the rise or fall in the Working Class Consumers Cost of Living Index Number.</p>																											

(1)	(2)	(3)	(4)
293 (cont.)—	<p><i>Subordinate Staff—</i></p> <p>(6) Drivers— Rs. 68—6—140.</p> <p>(7) Cleaners and Sweepers, Watchmen, Peons, Workshop Employees— Rs. 36—4—72.</p> <p>(8) Unskilled— Rs. 36—4—72.</p> <p>(9) Semi-skilled— Rs. 80—5—100—E.B.—6—124.</p> <p>(10) Skilled— Rs. 105—10—155—E.B.—10—205—15—250.</p> <p>(11) Highly-skilled— Rs. 180—10—230—15—320.</p>	<i>Effective from 1-8-1964</i>	<i>Effective from 1-8-1964</i>
294 De Smet (India) Pvt. Ltd., Bombay.	<p>(1) Unskilled— Re. 1.50—0.06—1.63 (per day).</p> <p>(2) Semi-skilled— Re. 1.40—0.09—2.12 (per day).</p> <p>(3) Skilled 'C'— Rs. 1.80—0.15—3.00 (per day).</p> <p>(4) Skilled 'B'— Rs. 2.25—0.20—3.85 (per day).</p> <p>(5) Skilled 'A'— Rs. 2.75—0.25—4.75 (per day).</p>	<i>Effective from 1-8-1964</i>	60 per cent of the Revised Textile Scale.
295 Amar Steel Container Corpo- ration, Bombay.	<p><i>Effective from 1-5-1964</i></p> <p><i>Daily-Rated</i></p> <p>(1) Unskilled— Rs. 3.50—0.15—4.70.</p> <p>(2) Semi-skilled— Rs. 4.50—0.20—6.10.</p> <p>(3) Skilled— Rs. 5.50—0.30—7.90.</p> <p><i>Monthly-Rated</i></p> <p>(4) Highly-skilled No. of workers-1— Rs. 165—20—265 (a). Highly-skilled No. of workers-2— Rs. 200—20—300 (b). Highly-skilled No. of workers-2— Rs. 200—20—320 (c). Highly-skilled No. of workers-1— Rs. 280—20—360 (d).</p> <p>(5) Watchman— Rs. 50—5—140.</p>	<i>Effective from 1-5-1964</i>	
296 Kooverji Devshi and Co. Pvt. Ltd., Bombay-28.	<p>(1) Unskilled— Rs. 1.22—0.12—2.78.</p> <p>(2) Semi-skilled— Rs. 1.60—0.20—4.00.</p> <p>(3) Skilled— Rs. 2.75—0.25—6.25.</p>	<i>Effective from 1-9-1964</i>	<i>Effective from 1-4-1964</i>
			78 per cent of the Revised Textile Scale.
			<i>Effective from 1-12-1964</i>
			80 per cent of the Revised Textile Scale.
			<i>Effective from 1-4-1965</i>
			85 per cent of the Revised Textile Scale.
			<i>Effective from 1-12-1965</i>
			90 per cent of the Revised Textile Scale.
			<i>Effective from 1-4-1966</i>
			95 per cent of the Revised Textile Scale.
297 Bharat Barrel and Drum Mfg. Co. Pvt. Ltd., Bombay.	<p>(1) Grade 'C'— Rs. 165—10—275—12.50—350 (17 Years).</p> <p>(2) Grade 'B'— Rs. 210—12.50—310—15—445 (17 Years).</p> <p>(3) Grade 'A'— Rs. 250—15—400—20—520 (16 Years).</p>	<i>Effective from 1-1-1964</i>	..

(1)	(2)	(3)	(4)
298 Jyoti Metallizing Corporation, Bombay.	<i>Effective from 1-1-1964</i>	An increase of 37 Paise per day shall be given in consolidated wages of workmen. (No. of workmen-134.)	..
299 Ramsahay Rajkumar Rolling Mills, Thana.	<i>Effective from 1-8-1964</i>	<i>Consolidated Wages</i>	..
		(1) Unskilled— Rs. 3.60—0.20—5.60. (2) Semi-skilled 'B'— Rs. 4.15—0.25—6.65. (3) Semi-skilled 'A'— Rs. 5.00—0.25—7.50. (4) Skilled 'B'— Rs. 5.75—0.35—9.25. (5) Skilled 'A'— Rs. 6.25—0.35—9.75. (6) Highly Skilled— Rs. 8.00—0.50—13.00.	
300 The Hind Cycles Ltd., Bombay.	<i>Effective from 1-9-1964</i>	<i>Monthly-Rated</i>	<i>Effective from 1-9-1964</i>
		(1) Grade 'A'— Rs. 280—20—440. (2) Grade 'B'— Rs. 160—10—200—12.50—275—E.B.—15— —320. (3) Grade 'C'— Rs. 80—5—90—8—130—10—180—E.B.— 10—260. (Graduates to start with two increments.) (4) Peons, Watchmen, Cleaners— Rs. 30—2—42—3—72. (5) Jamadar— Rs. 45—3—60—4—84. (6) Drivers— Rs. 70—5—140. (7) Cooks— Rs. 45—4—65—5—90.	<i>Monthly-Rated</i>
			D. A. at Old Textile Scale.
301 Hydro (Engineer's) Pvt. Ltd., Bombay.	<i>Effective from 9-11-1964.</i>		..
		(1) Unskilled— Rs. 4.15—0.10—5.15. (2) Semi-skilled— Rs. 4.75—0.15—6.25. (3) Skilled II— Rs. 5.50—0.25—8.00. (4) Skilled I— Rs. 6.50—0.30—9.50. (5) Apprentices— (1st Year—Rs. 3.25; 2nd Year—Rs. 3.75; 3rd Year —Rs. 4.25.	
302 The Ferrocast Pvt. Ltd., Bombay.	<i>Effective from 1-1-1965.</i>		<i>Effective from 1-1-1965.</i>
		(1) Unskilled— Rs. 3.25—0.10—4.25. (2) Semi-skilled— Rs. 4.25—0.15—5.00—0.20—5.60. (3) Skilled II— Rs. 5.25—0.20—6.25—0.25—7.25. (4) Skilled I— Rs. 5.50—0.25—8.00. (5) Personal grade for one workman— Rs. 7.00—0.25—9.50. These wages are fixed at Cost of Living Index 450 points.	For every 10 points rise over Cost of Living Index 450, these wages will increase by 5 nP. per day.
303 The Swastik Metal Industries, Bombay.	<i>Effective from 1-4-1965</i>	The wages of workmen getting less than Rs. 2.50 per diem should be increased to Rs. 2.50.	<i>Effective from 1-4-1965.</i>
			(1) D. A. for all Workmen—0.75 P. p.d. (2) The D. A. for monthly-Rated workmen shall be calculated by multiplying the daily-rate by 26.



(1)	(2)	(3)	(4)																		
304 Chhaganlal Iron Works, Chalisgaon.	..	<i>For All Workers.—</i> Re. 1 p. d. when the Cost of Living Index is at 750 and 5 Paise increase as variation for 10 points increase in the Index.																			
305 New India Industries Ltd., Thana.	<i>Effective from 1-1-1965</i>	<i>Effective from 1-11-1964</i>																			
	<i>Daily-Rated—</i>																				
	(1) Firemen, Helpers, (Mazdoors), Gardners, Sweepers— Rs. 1.30—0.10—2.30. (2) Packers— Rs. 2.10—0.12—3.30. (3) Trainee Packer— Rs. 1.35 for 6 months or during probation. (4) Checkers, Case Packers— Rs. 2.50—0.13—3.80. (5) Operators Grade I— Rs. 4.50—0.25—7.00. (6) Operators Grade II— Rs. 3.75—0.20—5.75. (7) Jr. Operator I— Rs. 3.25—0.15—4.75. (8) Jr. Operator II— Rs. 2.50—0.13—3.80. (9) Jr. Laboratory Attendants, Charge Girls— Rs. 3.00—0.15—4.50. (10) Electricians Grade I— Fitters Grade I— Rs. 5.25—0.30—8.25. (11) Electricians Grade II— Fitters Grade II— Rs. 4.50—0.25—7.00. (12) Electricians Grade III, Fitters Grade III (Fitters Grade II Jr.)— Rs. 3.75—0.20—5.75. (13) Welder, Fitter— Rs. 6.50—0.35—10.00. (14) Carpenters— Rs. 4.50—0.25—7.00. (15) Jr. Asstt. Airconditioning Operators Grade I— Rs. 3.75—0.20—5.75. (16) Jr. Asstt. Airconditioning Operators Grade—II Rs. 2.50—0.13—3.80.	<table border="0"> <tr> <td data-bbox="1173 561 1319 585">Basic Salary</td> <td data-bbox="1355 512 1610 705">Consumers Price Index for No. Working Class, Bombay. City Group 541—550</td> <td data-bbox="1501 512 1610 633">Variation for 10 points rise or fall.</td> </tr> <tr> <td data-bbox="1155 717 1319 753">(1) On Rs. 100 of Basic salary.</td> <td data-bbox="1355 717 1465 753">Per cent 112</td> <td data-bbox="1483 717 1574 753">Per cent 4</td> </tr> <tr> <td data-bbox="1155 765 1319 837">(2) On Rs. 101 to Rs. 200 of basic salary.</td> <td data-bbox="1355 765 1465 801">56</td> <td data-bbox="1483 765 1574 801">2</td> </tr> <tr> <td data-bbox="1155 850 1319 922">(3) On Rs. 201 to Rs. 300 of basic salary.</td> <td data-bbox="1355 850 1465 886">28</td> <td data-bbox="1483 850 1574 886">1</td> </tr> <tr> <td data-bbox="1155 934 1319 970">(4) On Rs. 301 and Above.</td> <td data-bbox="1355 934 1465 970">12.50</td> <td data-bbox="1483 934 1574 970">½</td> </tr> <tr> <td data-bbox="1155 982 1319 1018">(5) Minimum D.A.</td> <td data-bbox="1355 982 1465 1018">105</td> <td data-bbox="1483 982 1574 1018">2.50 minimum D. A.</td> </tr> </table>	Basic Salary	Consumers Price Index for No. Working Class, Bombay. City Group 541—550	Variation for 10 points rise or fall.	(1) On Rs. 100 of Basic salary.	Per cent 112	Per cent 4	(2) On Rs. 101 to Rs. 200 of basic salary.	56	2	(3) On Rs. 201 to Rs. 300 of basic salary.	28	1	(4) On Rs. 301 and Above.	12.50	½	(5) Minimum D.A.	105	2.50 minimum D. A.	
Basic Salary	Consumers Price Index for No. Working Class, Bombay. City Group 541—550	Variation for 10 points rise or fall.																			
(1) On Rs. 100 of Basic salary.	Per cent 112	Per cent 4																			
(2) On Rs. 101 to Rs. 200 of basic salary.	56	2																			
(3) On Rs. 201 to Rs. 300 of basic salary.	28	1																			
(4) On Rs. 301 and Above.	12.50	½																			
(5) Minimum D.A.	105	2.50 minimum D. A.																			
	<i>Monthly-Rated—</i>																				
	(17) Drivers— Rs. 65—5—115. (18) Boiler Attendants, Asstt. Airconditioning Operators— Rs. 124—7—229.																				
306) S. S. Miranda Pvt. Ltd., Bombay.	..	(1) Grade 'E'— Rs. 4.00—0.10—5.00. (2) Grade 'D'— Rs. 4.50—0.15—6.00. (3) Grade 'C'— Rs. 5.00—0.20—7.00. (4) Grade 'B'— Rs. 5.50—0.25—8.00. (5) Grade 'A'— Rs. 6.00—0.30—7.50—0.35—9.25.																			
308 The Indian Standard Metal Co. Ltd., Bombay.	<i>Effective from 1-1-1965.</i>	..																			
	(1) Unskilled— Rs. 1.35—0.10—2.35. (2) Semi-skilled 'B'— Rs. 1.70—0.15—3.05. (3) Semi-skilled 'A'— Rs. 2.25—0.20—3.85. (4) Skilled 'B'— Rs. 3.00—0.20—4.80. (5) Skilled 'A'— Rs. 3.75—0.25—6.00. (6) Highly-skilled 'B'— Rs. 4.50—0.30—6.00—0.35—6.70. (7) Highly-skilled 'A'— Rs. 5.25—0.35—8.40.																				

(1)	(2)	(3)	(4)
310	Bombay Metal Press Factory, Bombay.	<p style="text-align: center;"><i>Effective from 1-2-1965.</i></p> <p>Consolidated Wages—</p> <p>(1) Unskilled— Rs. 4.15—0.10—5.15.</p> <p>(2) Semi-skilled II— Rs. 4.45—0.12—5.65.</p> <p>(3) Semi-skilled I— Rs. 4.75—0.15—6.25.</p> <p>(4) Skilled II— Rs. 5.50—0.25—8.00.</p> <p>(5) Skilled I— Rs. 6.50—0.30—9.50.</p>	..
311	Bombay Cycle and Motor Agency Ltd., Bombay.	<p style="text-align: center;"><i>Effective from 1-4-1962</i></p> <p>Workshop Employees—</p> <p>(1) Unskilled— Rs. 35—5—80.</p> <p>(2) Semi-skilled— Rs. 65—6—113—E. B.—7—127.</p> <p>(3) Skilled— Rs. 105—10—165—E. B.—12.50—215—15—230.</p> <p>(4) Highly-skilled— Rs. 180—10—230—15—320.</p> <p>(5) Asstt. Foreman— Rs. 200—12.50—250—15—310—E. B.—20— 370.</p> <p>(6) Foreman— Rs. 300—20—400—E. B.—25—550.</p> <p>Monthly-Rated Clerical Staff—</p> <p>(7) Junior Grade— Rs. 85—6—115—7—150—E. B.—8—190— 10—250.</p> <p>(8) Inter Grade— Rs. 105—8—145—10—195—E. B.—12—327.</p> <p>(9) Senior Grade— Rs. 125—12—185—15—305—E. B.—20— 465.</p> <p>Monthly-Rated Subordinate Staff—</p> <p>(10) Driver— Rs. 70—5—100—6—148.</p> <p>(11) Peons, Watchmen, Cleaners, Sweepers, Mazdoors— Rs. 40—3—55—4—79.</p>	..
312	The Ramkishan Metal Works, Bombay.	<p style="text-align: center;"><i>Effective from 1-1-1965</i></p> <p>(1) Grade 'A'— Rs. 3.25—0.15—4.75.</p> <p>(2) Grade 'B'— Rs. 3.75—0.25—6.25.</p> <p>(3) Grade 'C'— Rs. 4.25—0.35—7.75.</p> <p>These wage-scales are fixed at the Cost of Living Index Number 520.</p>	For every rise of Cost of Living Index No. beyond 520, D. A. shall be paid at $\frac{1}{2}$ Paise per point per day.
313	The Alpha Electric and Engi- neering Company, Bombay.	<p style="text-align: center;"><i>Effective from 1-1-1965</i></p> <p>(1) Unskilled— Rs. 3.50—0.10—4.50.</p> <p>(2) Semi-skilled— Rs. 4.50—0.15—6.00.</p> <p>(3) Skilled— Rs. 5.50—0.25—8.00.</p> <p>The above wage-scales are fixed at the Cost of Living Index Figure 500.</p>	<p style="text-align: center;"><i>Effective from 1-1-1965</i></p> <p>D. A. shall be at 0.05 P. for every 10 points rise over 500 points of the Cost of Living Index Figure.</p>
315	Alpha Switchgear Corporation, Bombay.	<p style="text-align: center;"><i>Effective from 1-1-1965.</i></p> <p>(1) Unskilled— Rs. 3.50—0.10—4.50.</p> <p>(2) Semi-skilled— Rs. 4.50—0.15—6.00.</p> <p>(3) Skilled— Rs. 5.50—0.20—8.00.</p> <p>The above wage-scales are fixed at the Cost of Living Index Figure 500.</p>	<p style="text-align: center;"><i>Effective from 1-1-1965.</i></p> <p>D. A. shall be at 0.05 Paise for every 10 points rise over 500 points of the Cost of Living Index Figure.</p>
316	The Calama Industries, Pvt. Ltd., Bombay.	<p style="text-align: center;"><i>Effective from 1-1-1965</i></p> <p>Minimum Consolidated Wages—</p> <p>(1) Unskilled-Mazdoors, Peons, Watchmen, Sweepers— Rs. 3.10.</p>	..

(1)	(2)	(3)	(4)
316—cont.		(2) Semi-skilled—Asstt. Helpers, Grinders, Carpenters, Machine Operators (of machines worked by hand)— Rs. 4.10. (3) Skilled—Millers, Fitters, Pattern Makers, Machine Operators (of machines operated by power)— Rs. 5.10. (4) Highly-skilled—Die Makers— Rs. 6.10.	
317 Bhandary Metallurgical Corpn., Pvt. Ltd. Vikroli, Bombay.		<i>Effective from 1-10-1964</i> (1) Unskilled— Rs. 4.25—0.12—5.45. (2) Semi-skilled— Rs. 4.75—0.15—6.25. (3) Skilled— Rs. 5.50—0.20—7.50. (4) Highly-skilled— Rs. 6.50—0.25—9.00. The above consolidated wages are fixed at 530 of the Consumers Price Index No. for working Class in Bombay.	<i>Effective from 1-10-1964</i> For variation of 10 points in Cost of Living Index Figure beyond 530, the D. A. shall be paid at Rs. 2.50 Paise per month. The first increase of Rs. 2.50 Paise will be effective when the Index reaches 540.
319 The Best Silver Company, Bombay.		<i>Effective from 1-1-1965</i> (1) Unskilled— Rs. 3.35—0.10—4.35. (2) Semi-Skilled— Rs. 4.00—0.15—5.50. (3) Skilled— Rs. 5.20—0.20—7.20. The above consolidated wages are fixed at the Consumers Price Index 500 for the Working Class in the City of Bombay. (4) Apprentices (Stipend for the 1st Year)— Rs. 2.50 per day. Apprentices (Stipend for the 2nd Year)— Rs. 3.00 per day. Apprentices (Stipend for the 3rd Year)— Rs. 3.50 per day. (Apprenticeship shall be for a period of 3 years.)	<i>Effective from 1-1-1965.</i> For the rise (above 500) of every unit of 10 points in the Consumers Price Index Number for the Working Class in the City of Bombay an additional amount of 0.05 Paise per working day shall be paid to the workmen.
321 The United Works, Pvt. Ltd., Bombay.		<i>Effective from 1-4-1965</i> Partially Consolidated Wage-scales— (1) Unskilled— Rs. 1.60—0.10—2.60. (2) Semi-skilled— Rs. 2.00—0.15—3.50. (3) Skilled— Rs. 3.00—0.20—0.25—5.45. (4) Highly-skilled— Rs. 4.50—0.30—6.30. (5) Foremen— Rs. 7.00—0.40—9.40.	(1) D. A. shall be 50 per cent of the present Textile Scale. (2) D. A. shall be rounded off to the nearest naye Paise.
322 Shaparia Dock and Steel Co. Pvt. Ltd., Bombay.		<i>Effective from 1-3-1964</i> Consolidated pay for Floating Staff— (1) Khalasi— Rs. 115—3.50—150. (2) Oilman— Rs. 130—4—170. (3) Sukani— Rs. 125—4—165.	
323 Gannon Dunkerley and Co. Ltd., Bombay.		<i>Effective from 1-5-1964</i> (1) Unskilled— Rs. 4.50—0.10—5.30. (2) Semi-skilled 'B'— Rs. 5.00—0.12—5.96. (3) Semi-skilled 'A'— Rs. 5.25—0.15—6.45. (4) Skilled 'B'— Rs. 6.25—0.20—7.75. (5) Skilled 'A'— Rs. 7.25—0.25—9.00. (6) Highly-skilled— Rs. 7.75—0.30—9.55. These wage-scales are fixed at Bombay Working Class Consumers Price Index 430.	<i>Effective from 1-5-1964</i> Rs. 1.25 for every 5 points rise in the Cost of Living Index over 430.

(1)	(2)	(3)	(4)																					
324 The American Spring and Pressing Works Pvt. Ltd., Malad, Bombay.	<i>Effective from 1-1-1965</i>	(1) Unskilled— Rs. 1.25—0.10—1.95. (2) Semi-skilled 'A'— Rs. 1.65—0.12—2.49. (3) Semi-skilled 'B'— Rs. 1.85—0.15—2.90. (4) Skilled 'A'— Rs. 2.50—0.25—4.25. (5) Skilled 'B'— Rs. 3.00—0.30—5.10. (6) Highly-skilled— Rs. 3.25—0.30—5.70.	<i>From 1-1-1965 to 31-12-1965</i>																					
			@ 75 per cent neutralisation. <i>After 31-12-1965</i> @ 82½ per cent neutralisation.																					
		The wage-scale is agreed to on the condition that the wage-scale if revised in 1968 will be effective from 1-1-1968 and the existing span will not be treated as precedent at that time.																						
325 Andheri Metal Refinery and Foundry, Bombay.	<i>Effective from 1-9-1965</i>	<i>For Permanent Workmen</i> (1) 'C' Grade Workmen— Rs. 3.75—0.10—4.75. (2) 'B' Grade Workmen— Rs. 4.25—0.15—5.75. (3) 'A' Grade Workmen— Rs. 5.00—0.25—7.50.	..																					
		<i>Temporary Workmen</i>																						
		(4) Temporary Workmen— Rs. 3.50 per day.																						
327 (a) The Greaves Cotton and Co., Ltd., Bombay. (b) Greaves Cotton and Crompton Parkinson, Ltd., Bombay. (c) The Kanyon Greaves, Pvt. Ltd., Bombay.	<i>Effective from 1-4-1959</i>	(1) Unskilled Cleaners— Rs. 35—2.50—50—3—74. (2) Semi-skilled Grade II— Rs. 50—3—86. (3) Semi-skilled Grade I— Rs. 60—3—72—4—100. (4) Skilled Grade III— Rs. 75—5—110—6—140. (5) Skilled Grade II— Rs. 100—5—130—6—154. (6) Skilled Grade I— Rs. 150—8—190—10—250. (7) Car Driver— Rs. 75—5—100—6—148. (8) Lorry Driver— To get Rs. 15 more as basic than Car Driver. (9) Apprentices— Rs. 40—2.50—45—3—54.	<i>Effective from 1-4-1959</i>																					
			<table border="1"> <thead> <tr> <th data-bbox="1193 1187 1321 1216">Salary Slab</th> <th colspan="2" data-bbox="1375 1134 1612 1290">When the Variation Consumer for each Index is rise or fall between in Index 411-420</th> </tr> <tr> <td></td> <th data-bbox="1403 1307 1503 1336">per cent</th> <th data-bbox="1521 1307 1621 1336">per cent</th> </tr> </thead> <tbody> <tr> <td data-bbox="1166 1331 1385 1360">(1) On 1st Rs. 100</td> <td data-bbox="1403 1331 1457 1360">115</td> <td data-bbox="1557 1331 1576 1360">5</td> </tr> <tr> <td data-bbox="1166 1379 1385 1408">(2) On 2nd Rs. 100.</td> <td data-bbox="1403 1379 1439 1408">50</td> <td data-bbox="1557 1379 1576 1408">2</td> </tr> <tr> <td data-bbox="1166 1427 1385 1456">(3) On 3rd Rs. 100.</td> <td data-bbox="1403 1427 1439 1456">25</td> <td data-bbox="1557 1427 1576 1456">1</td> </tr> <tr> <td data-bbox="1166 1476 1385 1524">(4) Balance up to Rs. 600.</td> <td data-bbox="1403 1476 1439 1505">20</td> <td data-bbox="1557 1476 1576 1505">1</td> </tr> <tr> <td data-bbox="1166 1524 1385 1553">(5) Minimum Rs. 90.</td> <td data-bbox="1403 1524 1421 1553">..</td> <td data-bbox="1530 1524 1594 1553">Rs. 3</td> </tr> </tbody> </table>	Salary Slab	When the Variation Consumer for each Index is rise or fall between in Index 411-420			per cent	per cent	(1) On 1st Rs. 100	115	5	(2) On 2nd Rs. 100.	50	2	(3) On 3rd Rs. 100.	25	1	(4) Balance up to Rs. 600.	20	1	(5) Minimum Rs. 90.	..	Rs. 3
Salary Slab	When the Variation Consumer for each Index is rise or fall between in Index 411-420																							
	per cent	per cent																						
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(3) On 3rd Rs. 100.	25	1																						
(4) Balance up to Rs. 600.	20	1																						
(5) Minimum Rs. 90.	..	Rs. 3																						
329 Snetty Chemical and Engineering Works Pvt. Ltd., Bombay.	<i>Effective from 1-1-1965</i>	<table border="1"> <thead> <tr> <th data-bbox="647 1675 802 1736">Minimum Wages per day</th> <th data-bbox="920 1675 1030 1736">Annual increments</th> </tr> </thead> <tbody> <tr> <td data-bbox="620 1748 866 1892">           (1) Unskilled—            Rs. 3.50 .. ..            (2) Semi-skilled—            Rs. 4.50 .. ..            (3) Skilled—            Rs. 5.50 .. ..         </td> <td data-bbox="866 1796 1057 1832">} Rs. 0.25 per day.</td> </tr> <tr> <td data-bbox="620 1916 1057 1964">           (4) Highly-skilled—            Rs. 6.50 .. ..         </td> <td data-bbox="866 1940 1057 1976">} Rs. 0.50 per day.</td> </tr> </tbody> </table>	Minimum Wages per day	Annual increments	(1) Unskilled— Rs. 3.50 .. .. (2) Semi-skilled— Rs. 4.50 .. .. (3) Skilled— Rs. 5.50 .. ..	} Rs. 0.25 per day.	(4) Highly-skilled— Rs. 6.50 .. ..	} Rs. 0.50 per day.																
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(4) Highly-skilled— Rs. 6.50 .. ..	} Rs. 0.50 per day.																							
330 Ambika Engineering Works, Bombay.	<i>Effective from 1-8-1965</i>	<i>Minimum Consolidated Wages</i> (1) Unskilled— Rs. 3.10. (2) Semi-skilled— Rs. 4.10. (3) Skilled— Rs. 5.10.	..																					

(1)	(2)	(3)	(4)																								
331 International General Electric Co. (India) Pvt. Ltd., Bombay.	<i>Effective from 1-2-1965</i>	<p>(1) Clerical Grade 'A'— Rs. 205—15—325—E.B.—20—445.</p> <p>(2) Clerical Grade 'B'— Rs. 150—12·50—275—E.B.—15—365.</p> <p>(3) Clerical Grade 'C'— Rs. 90—7·50—105—10—185—E.B.—15 (Graduates, if appointed in Gr. 'C' should start with one increment.)</p> <p>(4) Sr. Stenographers— Rs. 200—15—305—E.B.—20—385.</p> <p>(5) Jr. Stenographers— Rs. 130—10—240—E.B.—12·50—315.</p> <p>(6) Jr. Service Engineer— Rs. 150—12·50—275—E.B.—15—380.</p> <p>(7) Sr. Service Engineer— Rs. 270—20—350—E.B.—30—530.</p> <p>(8) Mechanics— Rs. 80—5—100—7·50—130—E.B.—7·50—160.</p> <p>(9) Lorry Driver— Rs. 75—5—135.</p> <p>(10) Peons— Rs. 38—3—80.</p> <p>(11) Watchmen— Rs. 40—3—58—E.B.—4—82.</p> <p>(12) Mazdoor (Daily)— Rs. 1·62—0·07—2·37 per day.</p> <p>(13) Carpenters (Daily-Rated)— Rs. 2·50—0·15—4·30.</p>	<p style="text-align: center;"><i>Effective from 1-2-1965</i></p> <table border="1"> <thead> <tr> <th>Salary Slab</th> <th>D. A. at Index</th> <th>Variation</th> </tr> <tr> <td></td> <td>411-420</td> <td></td> </tr> <tr> <td>(1)</td> <td>(2)</td> <td>(3)</td> </tr> <tr> <td></td> <td>Per cent</td> <td>Per cent</td> </tr> </thead> <tbody> <tr> <td>1st Rs. 100 ..</td> <td>115</td> <td>5</td> </tr> <tr> <td>2nd Rs. 100 ..</td> <td>55</td> <td>2</td> </tr> <tr> <td>3rd Rs. 100 ..</td> <td>25</td> <td>1</td> </tr> <tr> <td>For the balance ..</td> <td>18</td> <td>1</td> </tr> </tbody> </table>	Salary Slab	D. A. at Index	Variation		411-420		(1)	(2)	(3)		Per cent	Per cent	1st Rs. 100 ..	115	5	2nd Rs. 100 ..	55	2	3rd Rs. 100 ..	25	1	For the balance ..	18	1
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For the balance ..	18	1																									
332 Radio Foundation Engineering, Ltd., and Hazarat and Co., Bombay.	<i>Effective from 1-7-1963</i>	<p>The following consolidated higher rates of wages shall be introduced in place of the graded wage-scales agreed to in the settlements of 23-10-1963 and 23-6-1964:—</p> <p>(1) Unskilled (a)— Rs. 3·50 per shift.</p> <p>(2) Unskilled (b)— Rs. 3·75 per shift.</p> <p>(3) Semi-skilled (c)— Rs. 4·50 per shift.</p> <p>(4) Semi-skilled (d)— Rs. 5·00 per shift.</p> <p>(5) Skilled (e)— Rs. 6·00 per shift.</p> <p>(6) Skilled (f)— Rs. 7·00 per shift.</p> <p>(7) Highly-skilled (g)— Rs. 9·10 per shift.</p>	.. .. ..																								
333 The Standard Batteries Ltd., Bombay.	..	<i>Effective from 1-6-1965</i>	<table border="1"> <thead> <tr> <th>Basic Pay</th> <th>D.A. (Per cent of textile scale)</th> </tr> <tr> <td></td> <td>Per cent    Rs.</td> </tr> </thead> <tbody> <tr> <td>(1) Up to Rs. 100 ..</td> <td>100 ..</td> </tr> <tr> <td>(2) Between Rs. 101 to 200.</td> <td>110+ 15</td> </tr> <tr> <td>(3) Up to Rs. 201 to 300.</td> <td>110+ 22·50</td> </tr> <tr> <td>(4) Up to Rs. 301 and Above.</td> <td>110+ 25</td> </tr> </tbody> </table>	Basic Pay	D.A. (Per cent of textile scale)		Per cent    Rs.	(1) Up to Rs. 100 ..	100 ..	(2) Between Rs. 101 to 200.	110+ 15	(3) Up to Rs. 201 to 300.	110+ 22·50	(4) Up to Rs. 301 and Above.	110+ 25												
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334: Alenxandra Engineering Works, Pvt. Ltd., Bombay.	<i>Effective from 1-7-1965</i>	<i>Consolidated Wages</i>	<p>(1) Unskilled Helpers— Rs. 4·10 per day.</p> <p>(2) Semi-skilled Asstt. Turner, Asstt. Fitter, Asstt. Welder, Asstt. Blacksmith, Asstt. Hammerman, Navaghani. Rs. 5·10 per day.</p> <p>(3) Skilled Turner, Blacksmith, Fitter, Welder, Shaper, Hammerman. Rs. 6·10 per day.</p>																								

(1)	(2)	(3)	(4)
335 Girdharlal S. Shah and Sons, Bombay.	<i>Effective from 1-6-1965</i>	(1) Grade I— Rs. 3.50—0.10—4.50. (2) Grade II— Rs. 4.50—0.25—7.00.	.. .. .
336 Airconditioning Corporation Ltd., Bombay.	..	<i>Effective from 1-8-1964</i>	The drivers and Peons shall be paid @ which shall be Rs. 4 per month less than the rate for Factory Workers under Settlements, dated 2-11-1964. (Under the settlement, dated 15-3-1963, the factory operatives drawing a basic salary up to Rs. 200 were to be paid D. A. at Rs. 61 at Bombay Working Class Cost of Living Index 420 with variation of Rs. 5 per every 10 points subject to a maximum of Rs. 86 by the subsequent, dated 2-11-1964 the said maximum of Rs. 86 is raised to Rs. 96 with retrospective effect from 1-4-1964.)
337 The Indian Hume Pipe Co., Ltd., Bombay.	<i>Effective from 1-1-1965</i>	(1) Jr. Clerks, Typists, Time-keepers, Compounders, Telephone Operators, Comptists. (Rs. 15 as allowance to comptist.)— Rs. 80—7.50—125—10—155—E.B.—10—245. (B.A.'s to start with one increment and Double Graduates and B. Com.'s with 2 increments.) (2) Sr. Clerks, Store-keepers, Cashiers— Rs. 125—12.50—200—E.B.—15—350. (Allowance to Cashier—Rs. 20 per month.) (3) Stenographers— Rs. 120—10—190—E.B.—12.50—240—15—330. (4) Semi-clerks— Rs. 70—5—105—7—149. (5) Peons, Sepoys, Hamals, Watchmen— Rs. 35—2.50—55—3—85. (6) Mazdoors, Gardners— Rs. 35—2—45—3—75. (7) Sweepers— Rs. 35—2—45—2.50—70. (8) Motor Mechanics— Rs. 85—5—140. (9) Drivers— Rs. 70—5—125. (10) Turners— Rs. 80—5—100—7.50—145. (11) Electrician— Rs. 100—7.50—215. (12) Wireman— Rs. 80—5—100—7.50—145. (13) Mistry— Rs. 80—5—100—E.B.—7.50—145. (14) Canteen Supervisor— Rs. 60—5—95. (15) Canteen Cook— Rs. 50—5—85. (16) Canteen Table Boys— Rs. 35—2—55.	.. .. .
338 Amzel Pvt. Ltd., Bombay	<i>Effective from 1-10-1965.</i>	(1) Grade 'C'— Rs. 90—4.50—144. (12 Yrs.) (2) Grade 'B'— Rs. 120—5.50—186. (12 Yrs.) (3) Grade 'A'— Rs. 180—7.00—264. (12 Yrs.) The above scales are consolidated and are linked to the Bombay City Cost of Living Index Number 570.	For every ten points rise over 570 of the Bombay City Cost of Living Index Number, the workers shall be paid D. A. at Rs. 2.50 nP. per month.

(1)	(2)	(3)	(4)
339	Bradma of India Ltd., Bombay	<i>Effective from 1-12-1964.</i>	<i>Effective from 1-12-1964.</i>
		(1) Peon, Mizdoor, Watchman, Packer, Gardener— Rs. 35—2.50—50—3—80.	Slab Index Fig. 581—90
		(2) Head Peon— Rs. 48—4—80—E.B.—4—92.	per cent 160
		(3) Helpers— Rs. 45—4—65—E.B.—5—95.	First— .. 160
		(4) Factory Clerk, Tracer— Rs. 80—7.50—110—10—130—E.B.—10—170.	101—200 .. 50
		(5) Jr. Clerk, Typist, Tel. Operator, Despatch Clerk— Rs. 85—7.50—115—10—175—E.B.—15—220.	201—300 .. 25
		(6) General Clerk, Sr. Clerk, Purchase Assistant— Rs. 145—15—220—20—260—E.B.—20—360.	301 and Above 20
		(7) Accountant— Rs. 270—20—330—25—455.	Minimum .. Rs. 125 per month.
		(8) Sr. Accountant— Rs. 325—30—475—40—635.	Variation 10 Pts. per cent 3
		(9) Cashier— Rs. 160—15—265—E.B.—20—385.	2
		(10) Jr. Stenographer— Rs. 115—10—195—E.B.—15—255.	1
		(11) Sr. Stenographer— Rs. 170—15—260—E.B.—20—360.	1
		(12) Sr. Steno Grade 'A'— Rs. 230—15—260—20—340—E.B.—20—420.	Rs. 2 per month.
		(13) Asstt. Store-keeper— Rs. 115—10—195—E.B.—15—255.	
		(14) Progress Chaser— Rs. 150—15—240—E.B.—15—300.	
		(15) Drivers— Rs. 70—5—100—E.B.—5—125.	
		(16) Draftsman— Rs. 110—10—160—E.B.—10—190.	
		(17) Driver, Maintenance fitter— Rs. 160—10—190.	
		(18) Electrician, Fitter, Driver— Rs. 70—5—90—E.B.—7.50—135.	
		(19) Carpenter— Rs. 70—5—80—7.50—140.	
		(20) Fitter Grade IV— Rs. 50—5—105.	
		(21) Fitter Grade III, Mechanic Operator Gr. IV— Rs. 65—5—90—E.B.—7.50—120.	
		(22) Fitter Grade II, Welder, Mechanic Operator Gr. III— Rs. 70—5—90—E.B.—7.50—135.	
		(23) Fitter Grade I, Incharge Plate Press, Machine Operator Gr. II— Rs. 80—7.50—125—E.B.—7.50—155.	
		(24) Plate Press Operator— Rs. 70—5—80—7.50—140.	
		(25) Tool Maker Grade II— Rs. 110—10—E.B.—10—190.	
		(26) Machine Operator I (Sp.) Machine Assembler— Rs. 90—10—140—E.B.—10—170.	
		(27) Charge Grade III— Rs. 90—10—140—E.B.—10—200.	
		(28) Charge Grade II— Rs. 130—10—190—E.B.—10—240.	
		(29) Charge Grade I— Rs. 160—10—180—12—240—E.B.—12—300.	
		(30) Service Eng. Grade III— Rs. 80—7.50—110—10—120—E.B.—10—170.	
		(31) Service Eng. Grade II-A— Rs. 110—10—170—E.B.—10—220.	
		(32) Service Eng. Grade II— Rs. 120—10—160—12—220—15—265.	
		(33) Service Eng. Grade I— Rs. 160—15—265—E.B.—20—345.	
		(34) Sr. Service Eng.— Rs. 180—15—225—20—305—E.B.—20—425.	
		(35) Inspector Grade III— Rs. 80—7.50—110—10—130—E.B.—10—170.	
		(36) Inspector Grade II— Rs. 110—10—150—E.B.—10—190.	
		(37) Inspector Grade I— Rs. 150—15—240—E.B.—15—300.	

(1)	(2)	(3)	(4)
339—contd.		(38) Sr. Inspector— Rs. 150—12—210—15—240—E.B.—15—285. (39) Sr. Foreman, Test Inspector— Rs. 195—15—255—18—309—E.B.—18—381. (40) Checking Clerk— Rs. 80—7·50—110—10—150—E.B.—10—200. (41) Asstt. In-charge— Rs. 85—7·50—115—10—175—E.B.—15—235. (42) Incharge Embossing Deptt.— Rs. 160—15—220—20—260—E.B.—20—360.	
341 T. Maneklal Mfg. Co. Ltd., Bombay.		<i>Effective from 1-6-1965.</i>	<i>Effective from 1-6-1965.</i>
		(1) Engineers— Existing practice shall continue. (2) Asstt. Engineer— Rs. 200—20—300—25—425—E.B.—30—575. (3) Jr. Engineer— Rs. 160—15—235—20—335—E.B.—25—460. (4) Chemist, Foreman— Rs. 200—20—300—25—425—E.B.—30—575. (5) Foreman II— Rs. 160—15—235—20—335—E.B.—25—460. (6) Supervisors— Rs. 100—12·50—175—20—275—E.B.—20— —325. (7) Draughtsman— Rs. 100—10—150—15—225—E.B.—20—325. (8) Asstt. Draughtsman— Rs. 80—7—115—10—165—E.B.—15—225. (9) Clerk Grade I— Rs. 100—10—150—15—225—E.B.—20—325. (10) Clerk Grade II— Rs. 80—7—115—10—165—E.B.—12—225. (11) Clerk Grade III— Rs. 60—5—85—7—120—E.B.—10—160. (12) Painters— Rs. 50—5—75—110—E.B.—10—160. (13) Motor Mechanics— Rs. 100—7—170—10—220. (14) Car Drivers— Rs. 50—5—100—10—150. (15) Peons— Rs. 34—3—64. (16) Steno Typist— Rs. 100—10—150—15—225—E.B.—20—325. (17) Stenographers— Rs. 160—15—235—20—335—E.B.—25—460.	Excluding engineers all the employees shall be paid D. A. at the Revised Textile Scales prevailing in Bombay on the basis of actual days of attendance like daily-rated attendant.
342 S. A. Engineering Works, Bombay.		<i>Effective from 1-5-1965 (Consolidated Wages).</i>	
		(1) Unskilled— Rs. 3·50—0·12—4·70 per day. (2) Semi-skilled— Rs. 4·30—0·20—5·90 per day. (3) Skilled— Rs. 5·00—0·25—6·00—0·30—7·50 per day. Temporary workmen not less than Rs. 3·50 per day.	..
343 Kotecha and Co., Bombay ..		(1) Skilled— Rs. 5·50—0·25—7·50 per day. (2) Semi-skilled— Rs. 3·75—0·15—5·75 per day. (3) Unskilled— Rs. 2·25—0·10—4·25 per day.	
344 M/s. Hakimrai Jaichand, Bombay.		(1) Watchman— Rs. 36—3—48—4—60—5—75 per month. (2) Unskilled— Rs. 1·25—0·10—2·25 per day. (3) Semi-skilled II— Rs. 1·40—0·12—2·60 per day. (4) Semi-skilled I— Rs. 1·50—0·15—3·00 per day. (5) Skilled II— Rs. 2·00—0·25—4·50 per day. (6) Skilled I— Rs. 2·50—0·35—6·00 per day. (7) Highly-skilled— Rs. 4·00—0·40—8·00—0·50—10·00 per day.	From 1-9-65 .. 75 per cent of the Revised Textile Scale. From 1-9-66 .. 81 per cent of the Revised Textile Scale. From 1-9-67 .. 87 per cent of the Revised Textile Scale.



(1)	(2)	(3)	(4)
347 Navbharat Udyog Structural Engineering Works, Bombay.	(1) Unskilled— Rs. 2-90—0-10—3-90 per day. (2) Semi-skilled— Rs. 3-50—0-15—4-90 per day. (3) Skilled— Rs. 5-40—0-20—7-40 per day.	After the index No. of 500 variation of every 10 points by 6 Ps. per day.	
348 Bhandary Metallurgical Corporation Pvt. Ltd., Bombay.	Wages for Unskilled Workers— Rs. 4-25—0-12—5-45 per day.		
349 The Premier Automobiles Ltd., Bombay.	<i>Effect from 1-7-1963</i>		
	<p>(1) Jr. Grade I—Jr. Clerk, Gate Clerk (to start on Rs. 90) checker, Caser Ledger keeper (Asstt.) Die-Sinker (Personal Grade to start on Rs. 100); Typist (Jr.) Tel. Operator (Jr.) Time-keeper (with a basic of Rs. 95) Laboratory Asstt.— Rs. 80—5—100—7-50—130—10—180—12-50—230—E. B.—15—260.</p> <p>(2) Jr. Grade II.—Tracer— Rs. 95—5—10—7-50—130—10—160—12-50—210—E. B.—12-50—235.</p> <p>(3) Intermediate Grade I.—Int. Clerk, Typist, (Sr.) Tel. Operator (Sr.) Comptist, Asstt. Inspector (Security) Ledger-keeper, Stenographer (Jr.), Time-keeper, (Personal grade) Asstt. Store-keeper, Turner (Personal grade). Rs. 125—10—145—12-50—195—15—270—E. B.—20—330.</p> <p>(4) Intermediate Grade II.—Group Leader, (For Monthly-Rated Mistry) (Personal Gr.)— Rs. 125—10—145—12-50—195—15—270—E. B.—20—310.</p> <p>(5) Sr. Grade I.—Sr. Clerk, Jr. Section head, Cashier, Parts Specifier— Rs. 180—15—240—17-50—275—20—375—E. B.—25—425.</p> <p>(6) Sr. Grade II.—Draftsman (Jr.) Inspector (Security), Supervisors, Stenographers (Sr.)— Rs. 160—12-50—185—15—275—17-50—310—20—350—E. B.—20—410.</p> <p>(7) Sr. Grade III.—Asstt. Supervisor, Store-keeper— Rs. 150—12-50—200—15—290—17-50—325—E. B.—20—365.</p> <p>(8) Sr. Asstt. Grade I.—Designer— Rs. 275—25—325—30—475—35—545—E. B.—35—615.</p> <p>(9) Sr. Asstt. Grade II.—Accountant, (Asstt.), Draughtsman (Sr.) Designer (Jr.)— Rs. 225—20—325—25—425—E. B.—30—575.</p> <p>(10) Sr. Asstt. Grade III.—Foreman, Sectional Head (Sr.) P. A. to Executive— Rs. 225—15—270—20—330—25—430—E. B.—30—490.</p> <p>(11) Miscellaneous Grade I.—Packer, Picker (Personal Gr.) Anlatr machine Operator (Rs. 15) (as Special Allowance)— Rs. 60—5—100—7-50—145—10—185—E. B.—10—205.</p> <p>(12) Miscellaneous Grade II.—Clerk (Semi) Mukadam (Personal Grade)— Rs. 60—5—100—7-50—145—10—165—E. B.—10—185.</p> <p>Special allowance of Rs. 15 per month shall be given to those who are handling cash.</p>		
350 Delta Electric and Eng. Works, Bombay.	Unskilled Rs. 4-15 per day will be the minimum consolidated wages.		
351 Solar Electric Trading Co., Bombay.	<i>Effective from 1-6-1966</i>		
	<p>(1) Unskilled— Rs. 90—3—120. (2) Semi-skilled— Rs. 100—4—140. (3) Skilled— Rs. 120—5—170. (4) Highly-skilled— Rs. 155—6—195.</p>		

(1)	(2)	(3)	(4)
352	G. G. Dandekar—Machine Works, Bombay.	(1) Unskilled— Rs. 1.50—0.08—2.30 per day. (2) Semi-skilled II— Rs. 1.75—0.10—2.75, per day. (3) Semi-skilled I— Rs. 2.00—0.15—3.50 per day. (4) Skilled II— Rs. 2.50—0.20—3.50—0.25—4.75 per day. (5) Skilled I— Rs. 3.25—0.30—4.75—0.40—6.75 per day.	D. A. on the cost of living Index figure 591—600, at the rate of Rs. 3.50, per day, with a variation of each point by one paisa per day.
353	The Eastern Electric Light and Power Co. Pvt. Ltd., Bombay.	..	<i>Effective from 3-12-1965</i> D. A. of Rs. 20 at Cost of Living Index between 601—610 Subordinate to a minimum of Rs. 8 and for every rise or fall of 10 points in the Index by Rs. 1.50.
354	Bharat Cable Pvt. Ltd., Bombay.	Unskilled— Rs. 1.25—0.10—2.25 per day. Semi-skilled— Rs. 1.50—0.15—3.00 per day. Skilled— Rs. 2.50—0.25—5.00 per day.	Effect from 1-11-65, D. A. shall be paid at the rate of 66 <sup>2</sup> / <sub>3</sub> per cent of Bombay Textile Scale.
355	Sanghi Motors (Bombay) Pvt. Ltd., Bombay.	..	From 1-5-65 to 28-2-66 at the following flat rate. Factory workman Rs. 145 per month, Clerical and other staff Rs. 145 per month plus Rs. 10, From 1-3-66 D. A. shall be 155 per month Clerical and other staff to draw Rs. 10 more per month.
356	Jafkay Pvt. Ltd., Bombay ..	<i>Effective from 1-10-65</i> Carpenter, liner 4 pholster, and polisher shall be given adhoc increase of Rs. 0.25 per day. Unskilled shall be paid minimum 3.75 per day those who are getting already Rs. 3.75 per day shall be protected and given 0.25 as adhoc increase.	..
360	Auto Accessories (Ind.) Ltd., Bombay.	<i>Monthly rated</i> Assembly Supervisors— Rs. 250—15—280—20—400—25—550 per months. Jr. Assembly Supervisor— Rs. 175—10—195—12.50—270—20—390. Account Clerk— Rs. 175—10—195—12.50—270—20—390. Stenographer— Rs. 155—10—175—12.50—250—20—370. Clerk, typist and Draughtsman. Tel. operator— Rs. 125—7.50—140—10—200—15—290. Van Driver— Rs. 125—5—165—7.50—210. Sepoy, Watchman— Rs. 86—4—118—6—154.	D. A. at the rate of 90 p. c. of Sholapur rate.
361	Vasant Industrial and Eng. Works, Bombay.	<i>Daily rated</i> Highly skilled— Rs. 7.50—0.40—11.50. Skilled— Rs. 6.50—0.25—9.00. Semi-skilled— Rs. 4.75—0.20—6.75. Unskilled— Rs. 4.15—0.15—5.65. Masters Gr.— Rs. 7.00—0.50—9.50 per day. Highly skilled— Rs. 4.50—0.30—7.50. Skilled I— Rs. 3.50—0.20—5.50. Skilled II— Rs. 2.50—0.20—4.50. Semi-skilled I— Rs. 2.20—0.20—4.20 per day. Semi-skilled II— Rs. 1.50—0.15—3.00. Unskilled— Rs. 1.25—0.10—2.25.	

(1)	(2)	(3)	(4)															
362 The Rattan Industries, Bombay.	Highly skilled.—Mistry, mechanics. Tinsmith, Turner, Welder— Rs. 7.50—per day. Skilled.—Mukadam, Blacksmith Tinsmith, Fitter, Mechanic, Welder, Painter, Turner, Fitter—Rs. 6.50—per day. Semi-skilled—All Jr. Blacksmith, Fitter, Welder, Turner— Rs. 4.75—per day. Unskilled—Helper Watchman, Mali, Sweeper— Rs. 4.15—per day.	..																
363 The National Machinery Mfg. Ltd., Kalwa, district Thana.	Jr. Clerk Asstt. Draughtsman— Rs. 85—8—125—12—185—EB—15—305. Senior Clerk— Rs. 140—10—170—12.50—220—15—295. —20—375. Jr. Stenographer— Rs. 140—7.50—170—10—220—EB—20— 320. Sr. Stenographer— Rs. 200—15—275—20—415. Supervisors -A— Rs. 185—10—215—15—290—20—390. Supervisors-B— Rs. 125—5—150—8—190. Chargeman 'A'— Rs. 275—12—335—15—380. Chargeman 'B'— Rs. 225—10—275—12.50—300. Sectional Head— Rs. 240—15—300—20—440. Draughtsman— Rs. 175—12.50—250—20—350. Asstt. Foreman— Rs. 275—15—350—20—450. Drivers— Rs. 80—5—105—8—145—10—195. Peons and Watchman— Rs. 40—2—60—3—75. Head Peon and Head Watchman— Rs. 15, more than peons. Sweepers Cleaners— Rs. 35—1.50—50—2—70.	<table border="0"> <thead> <tr> <th>Basic pay</th> <th>Full revised cotton textile scale</th> <th></th> </tr> </thead> <tbody> <tr> <td>1—100</td> <td>Do.</td> <td>plus Rs. 5.</td> </tr> <tr> <td>101—200</td> <td>Do.</td> <td>plus Rs. 5.</td> </tr> <tr> <td>201—300</td> <td>Do.</td> <td>plus Rs. 10.</td> </tr> <tr> <td>301 and above</td> <td>Do.</td> <td>plus Rs. 15.</td> </tr> </tbody> </table>	Basic pay	Full revised cotton textile scale		1—100	Do.	plus Rs. 5.	101—200	Do.	plus Rs. 5.	201—300	Do.	plus Rs. 10.	301 and above	Do.	plus Rs. 15.	
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301 and above	Do.	plus Rs. 15.																
365 Electro Metallics, Bombay ..	Skilled—Buffer (Polisher) Plaster— (a) Rs. 6.50—0.50—9.00. (b) Rs. 5.50—0.40—7.50. Semi-skilled.—Buffer, Plater, Asstt. Watchman— Rs. 4.50—0.30—6.00. Unskilled.—Coolie, Woman Worker, Brushers, etc.— Rs. 3.50—0.20—4.50.	..																
366 United Wire Ropes Ltd., Thana.	<p style="text-align: center;"><i>Daily rated.</i></p> Unskilled— Rs. 5.00—0.15—6.25. Semi-skilled A— Rs. 6.00—0.25—8.00. Semi-skilled B— Rs. 5.50—0.20—7.10. Skilled— Rs. 8.00—0.30—10.40. Highly Skilled— Rs. 10.00—0.75—16.00.  <p style="text-align: center;"><i>Monthly rated</i></p> Drivers— Rs. 210—7.50—270.00. Watchman and Peons— Rs. 140—5.00—180.00.  Sweepers and Gardeners— Rs. 130—4.00—162.	..																
367 Excel Industries, Bombay ..	Unskilled— Rs. 3.30—0.10—4.00. Semi-skilled— Rs. 4.30—0.15—5.35. Skilled— Rs. 5.30—0.25—6.95.																	

(1)	(2)	(3)	(4)	
368	National Garage Pvt. Ltd., Bombay.	Petrol Pump Attendants— Rs. 36—4—72.		
369	The Amalgamated Electricity Co. Ltd., Bombay.	<i>Effective from 1-12-1965</i>	It was agreed that Co. shall merge 50 per cent of the D. A. in force on 1st December 1965 into basic salary without affecting per cent of additional D. A.	
370	Standard Engineers, Bombay	Consolidated wages— Unskilled— Mazdoor, Office boy, Watchman, Sweeper. Semi-skilled— Asstt. fitter, Painter, Carpenter, Hammerman. Rs. 4'75—per day. Skilled— Welders, Cutter, Fitter, Blacksmith, Turner— Rs. 6'30—per day.	..	
372	Paper Mill Plant and Machi- nery Mfg. Ltd., Bombay.	Grade II—Clerk, Typist, Tracers, Tool store keeper and Tel. Operator— Rs. 160—5—200—7'50—260. Grade I—Clerk— Rs. 220—7'50—280—10—400—15—475. Intermediate Clerk— Rs. 120—5—200. Stenographer II— Rs. 270—7'50—330—10—500. Jr. Draught man— Rs. 200—15—290—20—357. Draught man— Rs. 250—18—340—20—500. Sr. Draughtsman— Rs. 350—25—450—35—660. Storekeeper— Rs. 270—15—360—20—460. Sr. Storekeeper— Rs. 270—15—360—20—500. Electrician— Rs. 200—10—300—15—390. Asstt. Progress Chaser— Rs. 200—7'50—280. Progress Chaser— Rs. 230—10—350—15—470. Accounts Clerk— Rs. 200—7'50—260—10—350. Costing Asstt.— Rs. 350—25—450—35—660. Roll Grinders— Rs. 270—7'50—330—10—480. Drivers— Rs. 160—5—200—7'50—260. Heavy Vehicle Drivers additional Rs. 10.	..	
374	Jivraj Karson and Bros., Bom- bay.	Workmen shall be given 70 paise rise in their existing consolidated wages.	..	
376	Western Mechanical Indus- tries Pvt. Ltd., Bombay.	Unskilled— Rs. 3'75—0'12—4'95—per day. Semi-skilled— Rs. 4'75—0'18—6'55—per day. Skilled— Rs. 5'75—0'25—8'25—per day. Highly skilled— Rs. 6'75—0'35—10'25—per day.	On rise above index No. 550, workmen shall be paid D. A. at 1 paise for each pt. per day.	
377	Globe Auto Electricals, Bom- bay.	Unskilled— Rs. 1'20—0'10—2'00—per day. Semi-skilled I— Rs. 1'75—0'15—2'95—per day. Semi-skilled II— Rs. 2'30—0'20—3'90—per day. Skilled I— Rs. 3'00—0'25—5'00—per day. Skilled II— Rs. 3'80—0'30—6'20—per day. Highly-skilled— Rs. 4'70—0'35—7'50—per day. Watchman— Rs. 35—4—67—per month.	..	From 1-10-65 (65 per cent of Revised Textile). From 1-10-66 (70 per cent of Revised Textile). From 1-10-67 (75 per cent of Revised Textile). From 1-10-68 (80 per cent of Revised Textile).

(1)	(2)	(3)	(4)	
377	Globe Auto Electricals, Bombay—cont.	Head Watchman— Rs. 45—5—70—6—88—per month. Apprentices— 1st 6 months Rs. 70 p.m. 2nd 6th months Rs. 85 p.m. 3rd 6th months Rs. 100 p.m.		
378	Gannon Dunkerly and Co. Ltd., Bombay.	Grade C— Rs. 80—5—100—7·50—130—10—160—12— 220. Grade B— Rs. 120—12—180—15—270. Grade A— Rs. 175—15—250—20—390. Stenographers— Rs. 150—10—210—15—270—20—390. Typist, Building mistries and comptists— Rs. 80—5—100—7·50—130—10—160—12— 220—15—280. Draughtsman— Rs. 160—12—220—15—280—20—340. Asstt. Godownkeeper— Rs. 110—7·50—140—12—200—15—290. Godownkeeper— Rs. 150—12—210—15—300—20—340. Mazdoor— Rs. 40—2—50—2·50—60—3—75. Watchman and Peon— Rs. 45—2—55—2·50—65—3—80. Drivers— Rs. 75—5—100—6—130— plus Rs. 10 as allowance. Carpenter— Rs. 70—5—95—6—125.	..	..
379	The Western India Engi- neering Co. Ltd., Bombay.	Unskilled— Rs. 2·25—0·12—4·00. Semi-skilled— Rs. 3·00—0·15—5·10. Skilled— Rs. 4·25—0·25—7·75. Highly skilled— Rs. 6·50—0·30—10·00.	D. A. at the rate of Rs. 1·60 per day in addition worker will get one paisa for every 3 pts. rise above 450 index fig.	
380	The Macphile and Co. Pvt. Ltd., Thana.	Unskilled— Rs. 1·25—0·07—1·95. Semi-skilled— Rs. 1·75—0·09—2·20—E. B.—0·12—2·80. Skilled— Rs. 2·25—0·15—3·00—E. B.—0·25—4·50. Highly Skilled— Rs. 4·50—0·25—5·25—E. B.—0·30—6·75.		
382	The Indian Link Chain Manufactures Ltd., Bombay.	<i>Effective from 1-1-1966 Consolidated</i> Unskilled— Rs. 4·50—0·20—6·50. Semi-Skilled— Rs. 5·50—0·25—8·00. Skilled— Rs. 7·00—0·35—10·50. Highly skilled— Rs. 8·50—0·50—12·50.		
383	The Ashok Nuts Bolts Industries, Bombay.	..	75 p. c. of the Revised Textile Scale,	
385	Asia Eng Company, Bombay	Unskilled— Rs. 3·60—0·10—4·60. Semi-skilled— Rs. 4·35—0·15—5·85. Skilled— Rs. 5·15—0·25—7·65. Highly skilled— Rs. 6·50—0·40—10·50.	D. A. given as per cost of living Index of 550 if there is variation of 10 points above 550, 10 paise rise shall be given.	
386	United Motors (Ind.) Ltd., Bombay.	<i>Effective from 1-3-1966</i> Foreman— Rs. 210—15—270—E. B.—20—350—25—525. Clerical, Jr. Gr.— Rs. 80—7—129—8—177—E. B.—10—247.		

(1)	(2)	(3)	(4)																								
386	United Motors (Ind.) Ltd., Bombay—contd.	<p>Intermediate Gr.— Rs. 105—8—153—10—213—E. B.—12—261 —12—335.</p> <p>Sr. Gr.— Rs. 210—12.50—260—20—340—25—465.</p> <p>Subordinate Staff— Driver— Rs. 65—5—95—6—131.</p> <p>Peon— Rs. 36—4—76.</p> <p>Watchman— Rs. 40—4—76.</p> <p>Showroom cleaner, Sweeper, mazdoor— Rs. 36—4—76.</p> <p>Head Watchman— Rs. 40—4—76 plus Rs. 8.</p> <p>Factory— Unskilled— Rs. 35—5—80.</p> <p>Semi-skilled— Rs. 65—6—113—E. B.—7—127.</p> <p>Skilled— Rs. 105—10—155—12.50—180—E. B.—15— 225.</p> <p>Highly skilled— Rs. 190—10—230—15—320.</p>	.. .. .																								
387	Ganesh Engineering Works, Bombay.	<i>Effective from 1-4-1966</i>																									
		<p>Unskilled— Rs. 1.16—0.15—1.80 per day.</p> <p>Semi-skilled— Rs. 1.50—0.15—2.70 per day.</p> <p>Skilled— Rs. 2.40—0.25—4.40 per day.</p> <p>Highly skilled— Rs. 3.00—0.30—5.40 per day.</p>																									
388	The International Spring Industries, Bombay.	<i>Effective from 1-3-1966</i> an ad hoc increment of 0.75 per day to workers. Minimum wages for probation worker is Rs. 3.75 per day after 3 months they will be given Rs. 4.00 per day. From 1-4-1967 Rs. 4.50 per day.																									
389	M/s. Fredrick Herbert, Bombay-5.	<i>Effective from 1-6-1965</i>																									
		<p>Unskilled— Rs. 3.25—0.10—4.25.</p> <p>Semi-skilled— Grinding and Filing work, Electric Welding, Drilling work on machine— Rs. 4.50—0.15—6.00.</p> <p>Skilled— Working on Lathe Machine Preparing sketches, Rs. 6.00—0.20—8.00—0.25—10.00.</p>																									
390	The Consolidated Pneumatic Tool Co. (India) Ltd., Bombay-80.	<i>Effective from 1-10-1963</i>	<i>Effective from 1-1-1965</i>																								
		<p>Godown Helpers— Rs. 46—3—70—4—102.</p> <p>Carpenter Packers— Rs. 60—5—100—6—136.</p> <p>Peons (Sepoys), Sweepers, Cleaners— Rs. 42—3—66—4—98.</p> <p>Drivers— Rs. 70—5—110—6—158.</p> <p>(This shall also be a personal grade for one work- man).</p>	<table border="1"> <thead> <tr> <th data-bbox="1215 1675 1281 1728">Basic salary</th> <th data-bbox="1335 1675 1470 1844">Consumer Price Index No. for working Class in Bombay City 621—630</th> <th data-bbox="1488 1675 1603 1820">Variation for each 10 points rise or fall in Index</th> </tr> <tr> <th data-bbox="1215 1863 1257 1892">(1)</th> <th data-bbox="1379 1863 1421 1892">(2)</th> <th data-bbox="1525 1863 1567 1892">(3)</th> </tr> <tr> <th data-bbox="1215 1911 1257 1940">Rs.</th> <th data-bbox="1335 1911 1421 1940">Percent</th> <th data-bbox="1488 1911 1567 1940">Percent</th> </tr> </thead> <tbody> <tr> <td data-bbox="1175 1976 1257 2005">1—100</td> <td data-bbox="1385 1976 1421 2005">.. 220</td> <td data-bbox="1554 1976 1567 2005">4</td> </tr> <tr> <td data-bbox="1175 2025 1257 2054">101—200</td> <td data-bbox="1385 2025 1421 2054">.. 104</td> <td data-bbox="1554 2025 1567 2054">2</td> </tr> <tr> <td data-bbox="1175 2073 1330 2102">201 and above</td> <td data-bbox="1385 2073 1421 2102">52</td> <td data-bbox="1554 2073 1567 2102">1</td> </tr> <tr> <td data-bbox="1175 2121 1281 2150">Minimum</td> <td data-bbox="1335 2121 1421 2150">Rs. 165</td> <td data-bbox="1525 2121 1567 2150">Rs. 3</td> </tr> <tr> <td data-bbox="1175 2169 1330 2222">Maximum</td> <td data-bbox="1335 2169 1470 2222">D. A. shall Rs. 450 p.m.</td> <td data-bbox="1488 2169 1603 2198">not exceed</td> </tr> </tbody> </table>	Basic salary	Consumer Price Index No. for working Class in Bombay City 621—630	Variation for each 10 points rise or fall in Index	(1)	(2)	(3)	Rs.	Percent	Percent	1—100	.. 220	4	101—200	.. 104	2	201 and above	52	1	Minimum	Rs. 165	Rs. 3	Maximum	D. A. shall Rs. 450 p.m.	not exceed
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		<i>Effective from 1-1-1965</i>																									
		<p>Service mechanics— Rs. 85—7.50—100—10—140—12.50—190— E.B.—15—280.</p> <p>Stenographers Gr. II— Rs. 100—10—140—12.50—190—E.B.—15— 280—20—300.</p> <p>Stenographers Gr. I.— Clerical Asstts. Gr. I Store keepers— Rs. 140—12.50—165—15—240—20—280— E. B.—20—400.</p>																									

(1)	(2)	(3)	(4)																				
390— <i>contd.</i>	Clerical Asstt. Gr. II—Cashier, Typists, Computists, Punch Operators— Rs. 85—7.50—100—10—140—12.50—190— E.B. 15—280—20—300. (Graduates to Start with 2 increments).	The above D. A. will apply to Godown Helpers, Carpenters, Packers, Peons (Sepoys), Sweepers, Cleaners and Drivers from 1-10-63.																					
392 The Consolidated Pneumatic Tool Co. (India), Ltd., Bombay.	<i>Effective from 1-1-1965</i> This settlement shall apply to all workmen employed in the office of Mulund works other than those covered by Settlement dt. 22-2-66. Draughtsmen and Dmge Asstts.— Rs. 150—15—210—20—390. For cleaners, Stenographers and Clerical Asstts. Same as above	D. A. same as Sr. No. 390.																					
393 National Industrial Works, Bombay.	<i>Effective from 1-5-1966</i> Unskilled— Rs. 1.15—0.10—1.55. Semi-skilled 'A'— Rs. 1.25—0.12—1.75. Semi-skilled 'B'— Rs. 1.37—0.15—1.97. Skilled 'A'— Rs. 1.50—0.20—2.30. Skilled 'B'— Rs. 1.65—0.20—2.45. Highly skilled— Rs. 2.00—0.25—3.00.	<i>Effective from 1-5-1966</i> 75 per cent of the revised Textile scale.																					
394 The Asian Cables Corporation Ltd., Bombay.	<i>Effective from 1-4-1966</i> Driver— Rs. 85—7.50—115—20—175. Peon— Rs. 40—3—55—4—75—5—85. Jr. Clerk— Rs. 100—5—140—7.50—200—10—250. Sr. Clerk— Rs. 150—10—250—15—400. Supervisor, Draftsman, Godown and Despatch Asstt. and Storekeeper— Rs. 175—15—250—20—350—25—425. Raw Material Storekeeper— Rs. 225—15—375—25—500.	Daily Rated employees, Clerical and subordinate staff. <i>Effective from 1-4-1967</i> 95 per cent of the Revised Textile Scale. <i>Effective from 1-4-1967</i> 100 per cent of the Revised Textile Scale.																					
395 Thana Engineering Pvt. Ltd., Chembur-Mahul, Bombay.	<i>Effective from 1-1-1967</i> Blacksmiths, Helpers to Blacksmiths, Fireman, Apprentices, Bigaris— Rs. 5.30 per day.	If the Consumers Price Index goes above or below 650—659 they shall be paid more or less 10 paise for every rise or fall of 10 points.																					
(This wage is fixed at the Consumers Price Index 650—659.)																							
396 General Electrical Industries, Bombay.	<i>Effective from 1-8-1966</i> An increase of 25 per cent on the existing wage scale shall be given to all the workers in the moulding, hand press, fitting, packing and stores departments. An increase in wages shall be given to workers in tool-room as follows :—	.. .. ..																					
	<table border="1"> <thead> <tr> <th data-bbox="620 1880 802 1909">No. of workers</th> <th data-bbox="875 1880 960 1933">Present Salary</th> <th data-bbox="1021 1880 1106 1909">Increase</th> </tr> <tr> <th data-bbox="706 1952 738 1981">(1)</th> <th data-bbox="902 1952 935 1981">(2)</th> <th data-bbox="1048 1952 1081 1981">(3)</th> </tr> <tr> <td></td> <th data-bbox="902 2001 935 2029">Rs.</th> <th data-bbox="1048 2001 1081 2029">Re.</th> </tr> </thead> <tbody> <tr> <td data-bbox="657 2049 678 2078">1</td> <td data-bbox="902 2049 960 2078">6.55</td> <td data-bbox="1048 2049 1106 2078">0.80</td> </tr> <tr> <td data-bbox="657 2097 678 2126">1</td> <td data-bbox="902 2097 960 2126">4.25</td> <td data-bbox="1048 2097 1106 2126">0.80</td> </tr> <tr> <td data-bbox="657 2145 678 2174">1</td> <td data-bbox="902 2145 960 2174">4.25</td> <td data-bbox="1048 2145 1106 2174">0.42</td> </tr> <tr> <td data-bbox="657 2193 678 2222">1</td> <td data-bbox="902 2193 960 2222">4.00</td> <td data-bbox="1048 2193 1106 2222">0.40</td> </tr> </tbody> </table>	No. of workers	Present Salary	Increase	(1)	(2)	(3)		Rs.	Re.	1	6.55	0.80	1	4.25	0.80	1	4.25	0.42	1	4.00	0.40	
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397 The Star Textile Engineering Works Ltd., Bombay.	.. .. ..	^	<i>Effective from 1-1-1966</i>																																			
			For workmen employed in the factories at Lower Parel, Bombay and Dombivli, District Thana: same D. A. as is paid to the operatives of 2 factories i. e. full textile scale of D. A. for operatives. Those who are at present getting higher D. A. shall continue to draw it.																																			
398 Lucas Indian Service Pvt. Ltd., Bombay.	<table border="1"> <thead> <tr> <th>Category</th> <th>Minimum Rs.</th> <th>Maximum Rs.</th> </tr> </thead> <tbody> <tr> <td>Foreman and Supervisor</td> <td>400</td> <td>700</td> </tr> <tr> <td>Clerk Gr. I .. ..</td> <td>100</td> <td>450</td> </tr> <tr> <td>Clerk Gr. II .. ..</td> <td>75</td> <td>350</td> </tr> <tr> <td>Chargehands .. ..</td> <td>300</td> <td>500</td> </tr> <tr> <td>Mechanics, Fitters, Electricians.</td> <td>100</td> <td>400</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Category</th> <th>Minimum Rs.</th> <th>Maximum Rs.</th> </tr> </thead> <tbody> <tr> <td>Juniors (Rainees), Peons, Coolies.</td> <td>50</td> <td>150</td> </tr> <tr> <td>Drivers .. ..</td> <td>85</td> <td>200</td> </tr> <tr> <td>Carpenters .. ; ..</td> <td>75</td> <td>250</td> </tr> <tr> <td>Watchmen .. ..</td> <td>50</td> <td>100</td> </tr> <tr> <td>Sweepers .. ..</td> <td>45</td> <td>100</td> </tr> </tbody> </table>	Category	Minimum Rs.	Maximum Rs.	Foreman and Supervisor	400	700	Clerk Gr. I .. ..	100	450	Clerk Gr. II .. ..	75	350	Chargehands .. ..	300	500	Mechanics, Fitters, Electricians.	100	400	Category	Minimum Rs.	Maximum Rs.	Juniors (Rainees), Peons, Coolies.	50	150	Drivers .. ..	85	200	Carpenters .. ; ..	75	250	Watchmen .. ..	50	100	Sweepers .. ..	45	100	.. .. ..
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Watchmen .. ..	50	100																																				
Sweepers .. ..	45	100																																				
399 Bhatwadekar Bros. (Pvt.) Ltd., Bombay.	<i>Effective from 1-1-1966.</i>		Any variation in the Consumer Price Index bracket of 591—600 by 10 points would result in the corresponding variation in wages by 0.10 P.																																			
	<p>Unskilled— Rs. 3.50—0.10—4.50.</p> <p>Semi-skilled— Rs. 4.50—0.15—6.00.</p> <p>Skilled— Rs. 6.00—0.20—8.00—0.25—10.00.</p> <p>These wage scales are fixed in the Consumer Price Index bracket 591—600.</p>																																					
400 Hercules Hoists Ltd., Bombay.	<i>Effective from 1-6-1966.</i>		The wages are linked with the Bombay working Class Cost of Living Index at 655. For a rise of every 10 points above 655, D. A. shall be paid at Rs. 2 p. m.																																			
	<p>Unskilled— Helper, Hacksaw Operator Coolie Apprentice— Rs. 4.15—0.20—6.15.</p> <p>Semi-skilled.—Jr. Turner, Jr. Machinist, Jr. Fitter, Fitter-cum-Machinist, Carpenter, Welder-cum-Jr. Fitter, Turner-cum-Machinist— Rs. 5.50—0.25—8.00.</p> <p>Skilled II.—Turner, Fitter, Winder-cum-Electrician, Painter-cum-Operators— Rs. 7.00—0.30—10.00.</p> <p>Skilled I.—Sr. Machinist, Machinist-cum-Grinder, Maintenance, Fitter— Rs. 8.50—0.35—12.00.</p>																																					
401 Chowgule & Co. (Hind) Pvt. Ltd., Thana.	<i>Effective from 1-5-65.</i>		<p>(1) D. A. to Menials (to include Mazdoors Sweepers, Gardeners, Watchmen. Effective from 1-1-65, 105 per cent of the Revised Textile Scale for 26 days.</p> <p>(2) D. A. to other workmen (excluding menials) i.e., Plant Operators Gr. I Effective to other workmen (excluding menials) Effective from 1-1-65 Plant Operators Grade II, Electrician Boiler Attendants 120 per cent of the Revised Textile Scale for 26 days.</p>																																			
	<p>(1) Plant Operator Grade I— Rs. 100—10—120—12—180—15—255—E.B.—20—335.</p> <p>(2) Plant Operators, Gr. II Electrician and Boiler Attendants— Rs. 85—7.50—100—10—140—E.B.—12.50—190.</p> <p>(3) Menials to include Mazdoors, Helpers, Sweepers, Gardeners, Watchmen— Rs. 35—3—50—4—70—E.B.—5—85.</p>		<i>Effective from 1-1-67.</i>																																			
			Such of these workmen who draw basic wages exceeding Rs. 100 p. m. shall be paid at 125 per cent of the Revised Textile Scale for 26 days.																																			



(1)	(2)	(3)	(4)
402	Central Tin Works, Bombay.		<i>Effective from 1-5-66.</i>
		.. ..	@ 100 per cent of the Cotton Textile Rate (revised).
403	Light Metal Works, Bombay.	<i>Effective from 15-3-66.</i>	
		Minimum wages per day	.. ..
		Rs.	
	(1) Unskilled .. ..	4.00	
	(2) Semi-skilled .. ..	4.50	
	(3) Skilled .. ..	6.00	
	(4) Highly skilled .. ..	7.00	
404	Tahira Industries (India) Pvt. Ltd., Bombay.	<i>Effective from 1-4-66.</i>	<i>Effective from 1-4-66.,</i>
	(1) Unskilled Labour— Rs. 4.50—0.12—5.70.		@ one paise per point rise per day in the index number above 600 of the Bombay working class Consumer Cost of Living Index.
	(2) Semi-skilled— Rs. 4.75—0.15—6.25.		
	(3) Semi-skilled 'A'— Rs. 5.25—0.20—7.25.		
	(4) Skilled 'B'— Rs. 6.25—0.25—8.75.		
	(5) Skilled 'A'— Rs. 6.75—0.35—10.25.		
408	Killick Nixon & Co. Ltd., Bombay.		<i>Effective from 1-1-66.</i>
	.. ..		95 per cent of the Revised Textile Scale.
			<i>Effective from 1-1-67.</i>
			100 per cent of the Revised Textile Scale. (These revised rates of D. A. shall apply only to those workmen who are at present being paid D. A. @ 90 per cent of the Revised Textile Rate).
409	The Automotive Industries Service, Bombay.	<i>Effective from 1-11-1966.</i>	
	(1) Unskilled— Rs. 4.10—0.10—4.80.		.. ..
	(2) Semi-skilled 'B'— Rs. 4.60—0.20—6.00.		
	(3) Semi-skilled 'A'— Rs. 5.20—0.20—6.60.		
	(4) Skilled 'B'— Rs. 6.10—0.25—7.85.		
	(5) Skilled 'A'— Rs. 7.25—0.25—9.00.		
410	Remington Rand of India, Bombay Estt.	<i>Effective from 1-3-65.</i>	<i>Effective from 1-3-65.</i>
	(1) Clerk Gr. 'A'— Rs. 100—7.50—130—12—214—E.B.—15—304.		(1) Minimum D. A. Rs. 100.
	(2) Clerk Gr. 'B'— Rs. 150—10—140—15—295—E.B.—20—415.		(2) D. A. was fixed at the C. P. I. bracket 311/320 variable with 10 points variation in that bracket at the specified percentage rates.
	(3) Clerk Gr. 'C'— Rs. 220—15—280—20—420—E.B.—25—570.		(3) At the current consumer price index of 650—660 the percentage of D. A. would work out as follows :—
	(4) Carpenter and Steel Mechanics— Rs. 80—6—110—8—166—E.B.—10—266.		(a) upto to Rs. 100 .. 220 per cent.
	(5) Typewriter Mechanic Grade 'A'— Rs. 90—7—125—10—195—E.B.—13—260.		(b) from 101/200 .. 100 per cent.
	(6) Typewriter Mechanic Grade 'B'— Rs. 125—10—175—15—280—E.B.—20—380.		(c) On Rs. 201 above .. 55 per cent.
	(7) Typewriter Mechanic Grade 'C'— Rs. 150—12—210—16—322—E.B.—23—437.		
	(8) Typewriter Mechanic Grade 'D'— Rs. 200—15—275—10—445—E.B.—25—545.		
	(9) Apprentice— Rs. 65.		
411	J. N. Marshall & Co. (Steel, Eng. & Spirax Deptts.), Bombay.	<i>Effective from 1-8-66.</i>	<i>Effective from 1-8-66.</i>
	(1) Clerical Commercial I— Rs. 320—15—395—20—495—25—620.		For every variation of 2 pts. in the quarterly average of the C. P. I. N. 137 the D. A. shall be as follows :—
	(2) Clerical Commercial II— Rs. 215—10—265—15—340—20—440.		(a) For Peons, Mazdoors and Helpers.— D. A. @ Rs. 2.50 p. m. for every 2 points variation in the quarterly average of the index number above 137.
	(3) Clerical Commercial III— Rs. 190—10—240—12—300—15—375.		
	(4) Stenographers I— Rs. 300—15—375—20—475—25—600.		

(1)	(2)	(3)	(4)
411 J. N. Marshall and Co. (Steel, Eng. and Spirax Deptts.) Bombay— <i>contd.</i>	<p>(5) Stenographers II— Rs. 275—15—350—20—450—25—575.</p> <p>(6) Typist/Telephone operator— Rs. 215—10—275—15—340—20—440.</p> <p>(7) Technical I— Rs. 320—15—395—20—495—25—620.</p> <p>(8) Technical II— Rs. 225—10—275—15—350—20—450.</p> <p>(9) Technical III— Rs. 200—8—240—10—290—15—365.</p> <p>(10) Technical IV— Rs. 175—7—210—9—255—10—305.</p> <p>(11) Drivers (Car and Tractor), Carpenters I— Rs. 185—9—230—10—280—15—355.</p> <p>(12) Carpenters II— Rs. 165—6—195—7—230.</p> <p>(13) Peons, Mazdoors, Helpers, Watchman— Rs. 150—6—180—8—220—10—270. (Extra allowance for Bank Peons shall be continued).</p> <p>These wages are consolidated at the Bombay Consumer Price Index No. 137 (base 1960 equal to 100).</p>	<p>(b) For other workmen—</p> <p>D. A. for variation of 2 points over No. 137 per centage</p> <p>(i) up to 1st Rs. 100 . . . 2 per cent. (ii) between Rs. 101/200 . . . 1 per cent. (iii) between Rs. 201/300 . . . ½ per cent. (iv) Rs. 301 and above . . . ¼ per cent.</p> <p>(c) Quarter shall mean the period of 3 months ending on the last day of January, April, July and October.</p> <p>(d) While working out the average 0.5 or more shall be taken as the next higher light and less than 0.5 shall be ignored.</p> <p>(e) The index number for purpose of D. A. shall be the quarterly average of the index in the preceding quarters.</p>	
412 Hedavkar Mechanical Works, Pvt. Ltd., Bombay.	.. .. .	<p><i>Effective from 1-1-1967</i> 97½ per cent of the Revised Textile Scale.</p> <p><i>Effective from 1-1-68</i> Full Textile Scale of D. A.</p> <p><i>Effective from 1-1-69</i> Full Textile Scale of D. A. + 2½ per cent.</p>	
413 Ajmera Industrial and Eng. Works; Bombay-70.	<i>Effective from 1-11-1966</i>	<p><i>Effective from 1-11-1966.</i></p> <p>@ Rs. 3 p. d. whether the cost of living index is between 671/680 and for every variation of 10 points above or below that figure 5nF. per day.</p>	
414 National Machinery Mfgs. Ltd., Kalwe, district Thana.	<i>Effective from 1-12-1961</i>	.. .. .	
415 The Scientific Instrument Co. Ltd., Bombay.	<i>Effective from 1-4-1967.</i>	.. .. .	
	<p>(1) Peons— Rs. 24—1—55.</p> <p>(2) Packers— Rs. 26—1—60.</p> <p>(3) Drivers— Rs. 60—2—90.</p> <p>(4) Steno-typist Gr. 'A'— Rs. 160—20—220—E. B.—20—320—E. B.—30—380.</p> <p>(5) Steno-typist Gr. 'B'— Rs. 100—15—160—E. B.—20—220—E. B.—25—270.</p> <p>(6) Jr. Asstt. Grade 'A'— Rs. 75—5—100—10—150—E. B.—15—210—E. B.—20—250.</p> <p>(7) Jr. Asstt. Grade 'B'— Rs. 65—5—100—E. B.—10—150.</p> <p>(8) Sr. Asstt. Grade 'A'— Rs. 200—20—300—E. B.—25—550.</p> <p>(9) Sr. Asstt. Grade 'B'— Rs. 200—15—230—20—250—E. B.—20—350—E. B.—25—425.</p>		

(1)	(2)	(3)	(4)
415—contd.	<i>Effective from 1-4-1967—cont.</i>	<p>(10) Technical Personnel Grade 'A'— Rs. 350—25—500—E. B.—30—620—E. B.— —40—740.</p> <p>(11) Technical Personnel Grade 'B'— Rs. 350—25—450—E. B.—25—525—E. B.— —30—615.</p> <p>(12) Technical Personnel Grade 'C'— Rs. 200—20—300—E. B.—25—450.</p> <p>(13) Production Incharge or Workshop Superintendent— Rs. 350—25—500—E. B.—30—620—E. B.— 40—700—E. B.—50—900.</p> <p>(14) Asstt. Managers and Acting Managers— Rs. 350—25—500—E. B.—30—650—E. B.— 50—800.</p> <p>(15) Manager— Rs. 500—30—650—E. B.—30—800—E. B.— 50—1,000—E. B.—75—1,225.</p>	.. .. .
416 The Bombay Enamel Works, Thana.	<i>Effective from 1-12-1966</i>	<p>(1) Unskilled— Rs. 4.</p> <p>(2) Semi-skilled Rs. 5.</p> <p>(3) Skilled— Rs. 6.</p> <p>The wages are fixed at the cost of living index 651/660.</p>	<i>Effective from 1-12-1966</i>
			For every variation of 10 points in the Cost of Living Index of the City of Bombay the wages would be variable by 10 paise p. d.
417 Harish Eng. Works, Bombay		(1) Workmen who complete 240 days service. Minimum Rs. 3.50 p. d. (consolidated wages).	.. .. .
418 Telerad Pvt., Ltd., Bombay	<i>Effective from 1-9-1966</i>	<p>(1) Gr. V. Sweepers, Malis, Mazdoors, Peons, Helpers, Watchmen— Rs. 1.25—0.10—2.25.</p> <p>(2) Gr. IV Operators in Assembly, Sub-Assem- bly, Coil transformers Assembly, coil winding and moulding wireman, class II, Sanders Hand and machine operators in fitting Deptt., Jr. Inspector, Polishers, Jr. Buffer, Carpenter Gr. 'C' spot welder, hand press operator, cutting machine operator, Jr. plater— Rs. 1.40—0.18—2.60.</p> <p>(3) Gr. III Inspector, power-winder, trans- former, winder, tester, Jr. chargehand, Jr. repairer and turner, carpenter 'B' grade, plater, belt machine, sander, buffer, Jr. spray painter, touchup operator, fitters in point-shop, cabinet repairer 'C' Gr. lathe operator, drill- ing, operator, turner power press operators— Rs. 1.50—0.15—3.00.</p> <p>(4) Gr. II Repairer, Sr. Inspector, Multipower winding machine operator, Sr. tester Jr. die maker, Sr. spray painter, automat setter operator, Sr. turner, carpenter 'A' grade— Rs. 2.00—0.20—4.00.</p> <p>(5) Gr. I-Sr. Repairer, Sr. Miller, Sr. Die maker— Rs. 2.50—0.25—5.00.</p> <p>(6) Trainees (stipend) during 1st month Rs. 3.25 p. d. Trainees (stipend) after 6 months Rs. 3.50 p. d. Trainees (stipend) after completion of 12 months 2.75 p. d. Trainees (stipend) after 1½ Yrs. of training up to 2 Yrs. Rs. 4 per day.</p>	<p style="text-align: center;"><i>Effective from 1-9-1966</i>      <i>For all workmen except trainees</i></p> <p>(a) from 1-9-66 to 31-12-67.      70 per cent of the revised Textile D. A.</p> <p>(b) from 1-1-68 to 31-12-68.      82½ per cent of the revised Textile D. A.</p> <p>(c) from 1-1-69 to 31-12-69.      95 per cent of the revised Textile D. A.</p> <p>(d) from 1-1-70      100 per cent of the revised Textile D. A.</p>
419 Fixwell Industrial Engineers, Bombay.	<i>Effective from 1-6-1967</i>	<p>Consolidated wages— Minimum wages for workmen who have completed 240 days Rs. 3.50 per day.</p>	.. .. .
420 Britelite Electric Industries Pvt., Ltd., Bombay.	<i>Effective from 1-6-1967</i>	<p>(1) Unskilled— Rs. 4.50—0.20—6.50.</p> <p>(2) Semi skilled 5.25—0.25—7.75.</p> <p>(3) Skilled— Rs. 6.75—0.30—9.75.</p> <p>(4) Highly skilled— Rs. 8.00—0.40—12.00.</p>	<i>Effective from 1-1-1967</i>
			All workmen D. A. @ one paise per Point rise per day in case the index No. rises above 650.

(1)	(2)	(3)	(4)																																												
421	Jolly Kitchen Equipment Pvt. Ltd., Bombay.	<i>Effective from 1-5-1966</i> Consolidated wages— Daily rated																																													
		<table border="1"> <thead> <tr> <th>No. of workers</th> <th>Wages</th> <th>No. of workers</th> <th>Wages</th> </tr> </thead> <tbody> <tr><td>1</td><td>1.05</td><td>2</td><td>5.50</td></tr> <tr><td>1</td><td>2.00</td><td>2</td><td>6.00</td></tr> <tr><td>1</td><td>3.35</td><td>1</td><td>7.00</td></tr> <tr><td>15</td><td>4.00</td><td>2</td><td>7.50</td></tr> <tr><td>1</td><td>4.25</td><td>3</td><td>8.00</td></tr> <tr><td>2</td><td>4.50</td><td>1</td><td>8.50</td></tr> <tr><td>1</td><td>4.75</td><td>3</td><td>9.00</td></tr> <tr><td>3</td><td>5.00</td><td>2</td><td>9.50</td></tr> <tr><td>5</td><td>5.25</td><td>1</td><td>10.00</td></tr> <tr><td></td><td></td><td>2</td><td>10.50</td></tr> </tbody> </table>	No. of workers	Wages	No. of workers	Wages	1	1.05	2	5.50	1	2.00	2	6.00	1	3.35	1	7.00	15	4.00	2	7.50	1	4.25	3	8.00	2	4.50	1	8.50	1	4.75	3	9.00	3	5.00	2	9.50	5	5.25	1	10.00			2	10.50	
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1	1.05	2	5.50																																												
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1	4.75	3	9.00																																												
3	5.00	2	9.50																																												
5	5.25	1	10.00																																												
		2	10.50																																												
422	Guest, Keen, Williams Ltd., Bombay.	<i>Effective from 1-9-1966</i> Wage scale in paise working hours—	<i>Effective from 1-9-1966</i>																																												
	(1) Job Gr. 'A' Sweeper Peon— Rs. 21.50—1.50—44.00.	(1) Job Gr. 'A' Sweeper Peon— Rs. 21.50—1.50—44.00.	Basic wage																																												
	(2) Job Gr. 'B' Lorrymate Salvageman Mazdoor— Rs. 25.20—1.80—52.20.	(2) Job Gr. 'B' Lorrymate Salvageman Mazdoor— Rs. 25.20—1.80—52.20.	D. A. at Bombay working class C.P.I. 701/710																																												
	(3) Job Gr. 'C' Case Packer, Crane Operator, Class II, Box Stitcher— Rs. 28.20—2.00—58.20.	(3) Job Gr. 'C' Case Packer, Crane Operator, Class II, Box Stitcher— Rs. 28.20—2.00—58.20.	Variation for each 10 points above or below index 710																																												
	(4) Job Gr. 'D' Wrapper, Cutter grinder— Rs. 31.00—2.20—64.00.	(4) Job Gr. 'D' Wrapper, Cutter grinder— Rs. 31.00—2.20—64.00.	Per cent																																												
	(5) Job Gr. 'E' Asstt. Carpenter, Sawgrinder, Driller Class II, Plater Class II— Rs. 33.00—2.40—69.00.	(5) Job Gr. 'E' Asstt. Carpenter, Sawgrinder, Driller Class II, Plater Class II— Rs. 33.00—2.40—69.00.	1. Rs. 100 220 4																																												
	(6) Job Gr. 'F' Miller Class II, Section Petrol Inspector, Shaper Class II Cleaner Sorter— Rs. 39.20—2.70—79.70.	(6) Job Gr. 'F' Miller Class II, Section Petrol Inspector, Shaper Class II Cleaner Sorter— Rs. 39.20—2.70—79.70.	2. Rs. 100 44 2																																												
	(7) Job Gr. 'G' Driller II, Factory Painter, Maintenance Fitter Class II, Head Cleaner, Quality Control, Inspector and Sampler Class II and I.— Rs. 40.70—3.00—85.70.	(7) Job Gr. 'G' Driller II, Factory Painter, Maintenance Fitter Class II, Head Cleaner, Quality Control, Inspector and Sampler Class II and I.— Rs. 40.70—3.00—85.70.	3. On the balance 22 1																																												
	(8) Job Gr. 'H' Tractor Driver and Crane Operator, Drivers, Maintenance Bench Fitter, Tool and Cutter Grinder, Plater Class I— Rs. 44.90—3.30—94.40.	(8) Job Gr. 'H' Tractor Driver and Crane Operator, Drivers, Maintenance Bench Fitter, Tool and Cutter Grinder, Plater Class I— Rs. 44.90—3.30—94.40.	4. Minimum D. A. Textile scale of D. A. revised by the Labour Appellate Tribunal in 1955 + 17½ per cent. thereon actual days worked.																																												
	(9) Job Gr. 'H' Tool room inspector, Class II, Carpenter, Wireman— Rs. 44.90—3.30—94.40.	(9) Job Gr. 'H' Tool room inspector, Class II, Carpenter, Wireman— Rs. 44.90—3.30—94.40.	5. Maximum D. A. Rs. 3.50 p.d.																																												
	(10) Job Gr. 'I' Miller I, Turner I, Boiler Attendant, Welder— Rs. 48.40—3.60—102.40.	(10) Job Gr. 'I' Miller I, Turner I, Boiler Attendant, Welder— Rs. 48.40—3.60—102.40.	6. In case of monthly rated workmen the D. A. payable in any month will be determined by dividing the monthly D. A. by 208 and multiplying this by the actual number of hours worked.																																												
	(11) Job Gr. 'J' quality control Inspector, Class I, Tool Room Inspector Class I, Electrician— Rs. 52.30—3.90—110.80.	(11) Job Gr. 'J' quality control Inspector, Class I, Tool Room Inspector Class I, Electrician— Rs. 52.30—3.90—110.80.																																													
	(12) Job Gr. 'K' Mtc. fitter, Class I, machine Tool Setter/Operator Class I— Rs. 56.60—4.20—119.60.	(12) Job Gr. 'K' Mtc. fitter, Class I, machine Tool Setter/Operator Class I— Rs. 56.60—4.20—119.60.																																													
	(13) Job Gr. 'L' Pattern Maker Class I— Rs. 59.70—4.50—127.20.	(13) Job Gr. 'L' Pattern Maker Class I— Rs. 59.70—4.50—127.20.																																													
	(14) Monthly scale: Factory Clerk, Store-Issuer— Rs. 100—8—220.	(14) Monthly scale: Factory Clerk, Store-Issuer— Rs. 100—8—220.																																													
423	The Ashok Nut Bolts Industries, Bombay.	<i>Effective from 10-12-1966</i>																																													
	(1) Unskilled— Rs. 1.25—0.10—2.25.	(1) Unskilled— Rs. 1.25—0.10—2.25.																																													
	(2) Semi-skilled— Rs. 1.60—0.15—3.10.	(2) Semi-skilled— Rs. 1.60—0.15—3.10.																																													
	(3) Skilled— Rs. 2.40—0.20—4.80—0.25—5.80.	(3) Skilled— Rs. 2.40—0.20—4.80—0.25—5.80.																																													
	(4) High skilled— Rs. 3.50—0.25—4.75—0.30—6.55.	(4) High skilled— Rs. 3.50—0.25—4.75—0.30—6.55.																																													

(1)	(2)	(3)	(4)															
424 Indian Cable Co. Ltd., (Godowns at Cotton Green and Hay Bunder) Bombay.	<i>Effective from 1-11-1965</i>	<p>Clerks Grade III— Rs. 75—7—110—E.B.—10—180—E.B.—10—280.</p> <p>Clerks Grade II— Rs. 160—12—208—15—298—E.B.—18—388.</p> <p>Clerks grade I— Rs. 210—15—300—E.B.—20—420.</p> <p>Mazdoor, Watchman, Head Watchman— Rs. 40—3—55—4—75—5—100. (Rs. 10 allowance to Head Watchman).</p> <p>Semi-skilled, Mazdoor, Mates of all types— Rs. 50—3—65—4—85—5—100.</p> <p>Mukadams— Rs. 50—4—80—5—120.</p> <p>Markers— Rs. 50—3—65—4—85—5—100.</p> <p>Masons— Rs. 60—4—80—EB—5—130.</p> <p>Store Assistant Rs. 60—5—85—6—121—7·50—181.</p> <p>Asstt. Supervisors— Rs. 65—5—150.</p> <p>Drivers, Tractor Drivers— Rs. 70—5—100—7·50—160. (Rs. 5 extra to Heavy Vehicle Drivers and Tractor drivers).</p> <p>Fitters and Blacksmith Grade III— Rs. 115—7·50—145.</p> <p>Fitters Grade II— Rs. 90—5—110.</p> <p>Supervisors— Rs. 115—12·50—215—EB—15—395.</p> <p>Leading Fitters— Rs. 130—7·50—160—10—200.</p> <p>Cabinet Makers— Rs. 140—8—204.</p> <p>Asstt. Store Keepers— Rs. 140—10—190—EB—12·50—265—15—310.</p> <p>Jointers 22 K.v.— Rs. 160—10—230—12·50—305.</p>																
425 Acme Bobbins and Shuttles Co. Pvt. Ltd., Bombay.	<p>It was agreed that— One individual workman shall be paid a consolidated wage of Rs. 250 p.m. from 1st June 1967 and an annual increment (from 1st January 1968) of Rs. 10 for next 5 years.</p>																	
426 Britelite Electric Industries Ltd., Bombay.	<p><i>Effective from 1st January 1967—</i></p> <p>(1) Unskilled— Rs. 4·50—0·20—6·50.</p> <p>(2) Semiskilled— Rs. 5·25—0·25—7·75.</p> <p>(3) Skilled— Rs. 6·75—0·30—9·75.</p> <p>(4) Highly skilled— Rs. 8·00—0·40—12·00.</p>	<p><i>Effective from 1st January 1967—</i> One paisa per point rise per day, in case the index number rises above 650</p>																
428 Anandji Haridas & Co. Pvt. Ltd., Bombay and Anand Industries, Bombay.	<p><i>Effective from 1st January 1965</i> Splitting of wages of workmen in Anand Industries shall be made on the basis of their consolidated wages which included Rs. 60 a month or Rs. 2·30 a day as D. A. as on 31st January 1966. Thereafter they shall be placed on par with their counter-parts in M/s. Anandji Haridas and Company.</p>	<p><i>Effective from 1st January 1966</i> 60 per cent of the Revised Textile scale of D.A.</p>																
429 French Motor Car Co. Ltd., Bombay.	<i>Effective from 1st April 1967</i>	<p>Basic pay—</p> <table border="0"> <tr> <td data-bbox="609 2058 773 2094">(1) Re. 1—75</td> <td data-bbox="828 2058 1173 2131">Textile scales D.A. Plus Rs. 5 for all days in the month.</td> <td></td> </tr> <tr> <td data-bbox="609 2131 791 2167">(2) Rs. 76—125</td> <td data-bbox="828 2131 1173 2167">" " " " Rs. 10</td> <td></td> </tr> <tr> <td data-bbox="609 2167 800 2203">(3) Rs. 126—150</td> <td data-bbox="828 2167 1173 2203">" " " " Rs. 15</td> <td></td> </tr> <tr> <td data-bbox="609 2203 809 2239">(4) Rs. 151—165</td> <td data-bbox="828 2203 1173 2239">" " " " Rs. 20</td> <td></td> </tr> <tr> <td data-bbox="609 2239 846 2275">(5) Rs. 176 and above</td> <td data-bbox="828 2239 1173 2275">" " " " Rs. 2</td> <td></td> </tr> </table>	(1) Re. 1—75	Textile scales D.A. Plus Rs. 5 for all days in the month.		(2) Rs. 76—125	" " " " Rs. 10		(3) Rs. 126—150	" " " " Rs. 15		(4) Rs. 151—165	" " " " Rs. 20		(5) Rs. 176 and above	" " " " Rs. 2		
(1) Re. 1—75	Textile scales D.A. Plus Rs. 5 for all days in the month.																	
(2) Rs. 76—125	" " " " Rs. 10																	
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(4) Rs. 151—165	" " " " Rs. 20																	
(5) Rs. 176 and above	" " " " Rs. 2																	

(1)	(2)	(3)	(4)																		
430 Hydro Engineers Pvt. Ltd., Bombay.	<i>Effective from 8th November 1964</i>	<p>(Retained from the previously published in M.G.G., dated 1st April 1965, pg. 1052)—</p> <p>(1) Unskilled— Rs. 4.15—0.10—5.15.</p> <p>(2) Semiskilled— Rs. 4.75—0.15—6.25.</p> <p>(1) Skilled II— Rs. 5.50—0.25—8.00.</p> <p>(4) Skilled I— Rs. 6.50—0.30—9.50.</p> <p>(5) Apprentices— Rs. 3.25—3.75—4.25.</p> <p style="text-align: center;"><i>Effective from 1st July 1966</i></p> <p>The above wage structure shall be linked up with the cost of living index and as soon as the index moves up in the bracket next to 531—540, the workmen shall be given 10 paise per day as additional wage. The increased wage shall be in addition to the wages in the incremental scales which shall be deemed to operate at Index 538.</p>																			
431 Poysha Industrial Co. Ltd., Bombay.	<i>Effective from 1st September 1966</i>	<p>Helpers Gr. 'D'— Rs. 1.50—0.10—2.00—0.12—3.20.</p> <p>Hand Machine Operator— Rs. 1.60—0.12—2.20—0.15—3.25.</p> <p>Power Machine Operator C-2— Rs. 1.75—0.15—4.75.</p> <p>Carpenters Gr. C-1— Rs. 2.10—0.20—5.70.</p> <p>Carpenters Grade B-2— Rs. 2.50—0.25—7.00.</p> <p>Carpenters Grade A-1— Rs. 3.10—0.25—6.10—0.30—7.30.</p> <p>Carpenters Grade A-2— Rs. 5.00—0.40—5.60—0.50—7.60.</p> <p>Specialist Grade A-1— Rs. 5.00—0.50—7.00—E.B.—0.60—9.40.</p> <p>Specialist Dye makers in Grade A-1— Rs. 9.00—0.50—11.00—E.B.—0.62—13.48.</p> <p>Watch and Office boy— Rs. 50—4—82—5—112.</p> <p>Lorry Drivers— Rs. 70—5—145—7.50—175.</p> <p>Car Drivers— Rs. 70—5—145—7.50—175.</p> <p>Clerks in Grade IV— Rs. 85—7.50—130—10—200.</p> <p>Employees in Grade III— Rs. 140—10—220—E.B.—15—295.</p> <p>Employees in Grade II— Rs. 150—15—300—E.B.—25—500.</p> <p>Jr. (Supervisory) staff— Rs. 300—25—500—E.B.—40—750.</p>	<p>The existing rates to continue— According to this the employees received D. A. as follows:—</p> <table border="1"> <thead> <tr> <th data-bbox="1239 1030 1294 1054">Slab</th> <th data-bbox="1412 1006 1485 1078">Index bracket 551-560</th> <th data-bbox="1521 1006 1594 1078">Index bracket 651-660</th> </tr> </thead> <tbody> <tr> <td data-bbox="1157 1102 1312 1126">Up to Rs. 100</td> <td data-bbox="1412 1102 1457 1126">Rs. 150</td> <td data-bbox="1521 1102 1567 1126">Rs. 200</td> </tr> <tr> <td data-bbox="1157 1126 1312 1151">Up to Rs. 150</td> <td data-bbox="1412 1126 1457 1151">.. 160</td> <td data-bbox="1521 1126 1567 1151">210</td> </tr> <tr> <td data-bbox="1157 1151 1412 1199">Between Rs. 151 and Rs. 200.</td> <td data-bbox="1412 1151 1457 1175">165</td> <td data-bbox="1521 1151 1567 1175">215</td> </tr> <tr> <td data-bbox="1157 1199 1412 1247">Between Rs. 201 and Rs. 250.</td> <td data-bbox="1412 1199 1457 1223">170</td> <td data-bbox="1521 1199 1567 1223">220</td> </tr> <tr> <td data-bbox="1157 1247 1366 1271">Rs. 251 and above</td> <td data-bbox="1412 1247 1457 1271">.. 175</td> <td data-bbox="1521 1247 1567 1271">225</td> </tr> </tbody> </table>	Slab	Index bracket 551-560	Index bracket 651-660	Up to Rs. 100	Rs. 150	Rs. 200	Up to Rs. 150	.. 160	210	Between Rs. 151 and Rs. 200.	165	215	Between Rs. 201 and Rs. 250.	170	220	Rs. 251 and above	.. 175	225
Slab	Index bracket 551-560	Index bracket 651-660																			
Up to Rs. 100	Rs. 150	Rs. 200																			
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Between Rs. 151 and Rs. 200.	165	215																			
Between Rs. 201 and Rs. 250.	170	220																			
Rs. 251 and above	.. 175	225																			
432 P. H. Jadhav and Co; Thana.	<i>Effective from 1-1-1966</i>	<p>(1) Unskilled— Rs. 1.25—0.10—2.05.</p> <p>(2) Semi-skilled— Rs. 1.75—0.20—3.25—E.B.—0.30—4.75.</p> <p>(3) Skilled— Rs. 2.25—0.40—4.25—E.B.—0.50—5.75.</p> <p>(4) Highly-skilled— Rs. 4.50—0.50—7.50—E.B.—0.60—9.90.</p>	<p><i>Effective from 1-1-1966</i> 90 per cent of the Revised Textile scale.</p>																		
433 Great Western Eng. Works, Bombay.	<i>Effective from 1-6-1966</i>	<p>(1) Unskilled— Rs. 4.15—0.10—5.15.</p> <p>(2) Semi-skilled— Rs. 4.75—0.15—6.25.</p> <p>(3) Skilled— Rs. 6.30—0.20—8.30.</p> <p>(4) Highly-skilled— Rs. 7.30—0.30—10.20.</p> <p>These wage scales are fixed at Index bracket 621—630.</p>	<p><i>Effective from 1-6-1966</i> For every 10 points rise in the cost of living index the workmen shall be paid at the rate of 10 paise every day.</p>																		

(1)	(2)	(3)	(4)
435 Scindia Workshops Ltd., Bombay.	<i>Effective from 1-6-1966</i>	Senior Mukadam— Rs. 2.50—0.12—2.74—0.15—4.09.	..
436 The Tata Eng. and Locomotive Co. Ltd., Bombay.	<i>Effective from 1-7-1967</i>	Grade I—Unskilled— Rs. 1.50—0.10—2.50. Grade III—Semi-skilled— Rs. 2.25—0.30—3.75—E.B.—0.35—5.50. Grade II—Semi-skilled— Rs. 1.75—0.20—3.75. Grade IV—Skilled— Rs. 3.00—0.40—5.00—E.B.—0.45—7.25. Grade V—Skilled— Rs. 3.75—0.50—6.25—E.B.—0.55—9.00. Grade VI—Highly-skilled— Rs. 4.75—0.60—7.75—E.B.—0.70—11.25.	D. A.—0.75 of basic salary plus Rs. 125. Subject to a minimum of Rs. 185 and maximum of Rs. 350. Can be calculated on consumer price index of 679 with an increase of 1 paisa for the rise of every point.
437 Hercules Industries, Thana	<i>Effective from 1-6-1967</i>	(1) Unskilled— Rs. 1.25—0.07—1.95 per day. (2) Semi-skilled— Rs. 1.75—0.09—2.20—E.B.—0.12—2.80 per day. (3) Skilled— Rs. 2.25—0.15—3.00—E.B.—0.25—4.50 per day.	90 per cent of the Revised Textile scale.
439 The Standard Rolling Shutters and Eng. Works Pvt. Ltd., Bombay.	<i>Effective From 1-6-1966</i>	(1) Unskilled— Rs. 1.25—0.07—1.95—0.10—2.25. (2) Semi-skilled— Rs. 2.50—0.15—3.10—0.20—3.90. (3) Skilled— Rs. 4.00—0.25—5.25—0.30—6.75.	80 per cent of the Revised Textile scale.
440 Electro Eng. Co. Pvt. Ltd., Bombay.	<i>Effective From 1-6-1966</i>	(1) Unskilled— Rs. 4.15—0.10—5.15. (2) Semi-skilled— Rs. 4.75—0.15—6.25. (3) Skilled— Rs. 6.30—0.20—8.30. (4) Highly-skilled— Rs. 7.30—0.30—10.30.	D. A. shall be given at the rate of 10 paise every day for the rise of 10 points in the cost of living index above 630.
442 Orient Can Mfg. Co., Bombay	<i>Effective From 1-6-1966</i>	(1) Unskilled— Rs. 5.00—0.15—6.50. (2) Semi-skilled— Rs. 5.50—0.20—7.50. (3) Skilled II— Rs. 6.00—0.25—8.50. (4) Skilled I— Rs. 6.50—0.30—9.50.	For every 10 points increase or decrease above index number 630 neutralisation allowance or deduction at Rs. 2.20 p.m.
	<i>Monthly</i>	(5) Printers— Rs. 225—15—375—E.B.—20—475. (6) Asstt. Printer, transfer Diemaker, Printers, Carpenter, Miller— Rs. 175—10—275—E.B.—15—350. (7) Plate Toucher, Copy Paster, Drivers— Rs. 150—7—220—E.B.—10—270. (8) Watchman— Rs. 130—4—170. These wage scales are based on Bombay Index No. 630.	
443 The Indian Hume Pipe Co. Ltd., Nasik.	<i>Effective from 1-12-1965</i>	Unskilled— Rs. 1.30—0.06—1.78. Semi-skilled— Rs. 1.80—0.10—2.20. Skilled— Rs. 2.25—0.12—2.85—0.15—3.60.	90 per cent of the Sholapur Textile rate.
444 Warrior India Ltd., Bombay	<i>Effect from 1-2-1967</i>	(1) Grade 'A'— Rs. 80—7—115—10—155—12.50—205—15—220—E.B.—15—280. (2) Grade 'B' and Stenographer— Rs. 135—10—165—12.50—215—E.B.—15—380. (3) Drivers— Rs. 65—5—85—8—125—10—145. (4) Watchman— Rs. 37—2—47—2.50—62—3—83.	<i>Effective from 1-2-1967</i> D. A. payable on the lines of Forbes. Forbes Campbell and Co. Ltd., from time to time. The minimum D. A. payable shall be revised textile scale for all days in a month.

(1)	(2)	(3)	(4)
445	Warrior India Ltd., Bombay	<i>Effective from 1-2-1967</i>	<i>Effective from 1-2-1967</i>
		(1) Grade 'A'— Rs. 1.25—0.15—2.75. (2) Grade 'B'— Rs. 1.50—0.20—3.50. (3) Grade 'C'— Rs. 2.00—0.25—4.50. (4) Grade 'D'— Rs. 2.75—0.30—5.75. (5) Grade 'E'— Rs. 3.75—0.35—7.25.	Daily rated workmen shall be paid D. A. at the rate of current revised Textile scale for all days in the month.
446	Advanson Eng. Co., Thana	<i>Effective from 1-3-1967</i>	
		<i>Consolidated at cost of living index 650/660</i>	
		(1) Unskilled— Rs. 4.25—0.15—5.75. (2) Semi-skilled— Rs. 5.25—0.20—7.25. (3) Skilled— Rs. 6.25—0.25—8.75. (4) Highly-skilled— Rs. 7.50—0.35—11.00.	Workmen will be paid one paise per point rise per day, above index 650/660.
448	Bhoruka Drum and Allied Industries Pvt. Ltd., Thana.	<i>Effective from 1-5-1967</i>	
		Consolidated (1) Unskilled— Rs. 4.50—0.15—6.00. (2) Semi-skilled— Rs. 5.50—0.20—7.50. (3) Skilled 'B'— Rs. 6.50—0.25—8.75. (4) Skilled 'A'— Rs. 7.00—0.30—10.00. (5) Highly-skilled— Rs. 8.50—0.50—13.50. At the Bombay Cost of Living Index Figure 650 (Old series).	Workmen will be paid one paise per point rise per day above index Figure 650.
449	Todi Industries Pvt. Ltd., Bornbay.	All the workmen shall be given an ad-hoc increase of 25 paise per day on and from 1-8-67.	..
450	Bhiwandiwalla Industries Pvt. Ltd., Bombay.	(1) Unskilled— Rs. 4.00—0.10—5.00. (2) Semi-skilled— Rs. 5.00—0.15—6.50. (3) Skilled 'A'— Rs. 7.00—0.25—8.50—0.30—10.00. (4) Skilled— Rs. 6.00—0.20—8.00—0.25—9.00. (5) Watchman— Rs. 120—5—170 p.m.	For every variation in index (661/670) by 10 points additional wages of Rs. 2.50 p.m. and 10 paise for daily.
		Above scales are linked to the Cost of Living Index figure 662.	
451	Kirkoskar Oil Engines Ltd., Kirkee, Poona.	<i>Effective from 1-12-1956</i>	
		Daily rated Employees— (1) Helpers— Rs. 1.20—0.10—1.10 (2) Semi-skilled 'B'— Rs. 1.60—0.16—1.15 (3) Semi-skilled 'A'— Rs. 1.10—0.20—2.60 (4) Clerks (daily rated in the factory)— Rs. 1-12-6—0-2-0—3-4-6—E.B.—0-26— 4-8-6—0-3-9—5.00. (5) Skilled 'B'— Rs. 2.0—0.3—0.3—12.0 (6) Tracer— Rs. 2-4-0—0-3-0—3-12-0. (7) Skilled 'A'— Rs. 2-8-0—0-3-6—3-13-0. (8) Selection Grade— Rs. 3-8-0—0-4-0—5-0-0.	..
		<i>Monthly rated Employees.</i>	
		(9) Wet sweepers, mali, watchman, cleaner (vehicle). Rs. 35-12-0—1-10-0—45-8-0.	



(1)	(2)	(3)	(4)
<i>Monthly rated Employees—cont</i>			
451—contd.		<p>(10) Assistant Cook— Rs. 35—3—55.</p> <p>(11) Jamadar— Rs. 40—3—61.</p> <p>(12) Despatch clerk, binder, Jr. clerk, store clerk, station duty clerk— Rs. 46—3—85—E.B.—4—125—E.B.—5—130.</p> <p>(13) Head cook and driver— Rs. 55—3—85.</p> <p>(14) Typists/Telephone operator— Rs. 55—3—85—E.B.—4—125—E.B.—5—130.</p> <p>(15) Asstt. time keeper, Asstt. store keeper, Intermediate clerk, Sheduler Asstt., Cost Assessor, Asstt. Accountant, Photographer. Rs. 85—5—140—E.B.—7½—200.</p> <p>(16) Draughtsman I and II— Rs. 85—5—100—7½—160—E.B.—10—200.</p> <p>(17) Steno-typist— Rs. 85—5—140—E.B.—7½—200—E.B.—10—250.</p> <p>(18) Time-keeper, store-keeper, sheduler ledger- keeper, checker, Sr. clerk, Cashier, Indentor. Rs. 95—5—150—E.B.—10—250.</p> <p>(19) Accountant and Head Clerk— Rs. 100—10—200—E.B.—15—200.</p> <p>(20) Statistician, Designer, Production Planner, Metallurgist, Asstt. Engineer, Sales Engineer, Jr. Sectional Head— Rs. 180—225—275—E.B.—25—400.</p> <p>(21) Foreman — Rs. 275—25—400.</p>	
452 Dandekar Bros., Sangli	..	<i>Effective from 1-7-1958</i>	<i>Effective from 1-7-1958</i>
		<p>(1) Unskilled— Rs. 0.90—0.05—1.35.</p> <p>(2) Semi-skilled 'B'— Rs. 1.00—0.07—1.63.</p> <p>(3) Semi-skilled 'A'— Rs. 1.15—0.10—2.05.</p> <p>(4) Skilled 'B'— Rs. 1.20—0.15—2.55.</p> <p>(5) Skilled 'A'— Rs. 1.30—0.20—3.10.</p>	Rs. 30 p. m.
453 The Indian Hume Pipe Co. Ltd., Miraj Branch.		<p>Clerks/typists— Rs. 60—3—75—4—95—E.B.—5—120—E.B.— —6—150. (Matriculate clerks on confir- mation to start on Rs. 69 and non matricu- late on Rs. 63 p. m.).</p>	
454 The Kulko Eng. Works, Ichalkaranji.		<i>Effective from 1-9-1958</i>	
		<p>(1) Casual and Temp. workers— Rs. 45 p. m. (26 w. d.)</p> <p>(2) Unskilled— Rs. 50—1—58.</p> <p>(3) Helper— Rs. 52—1.50—64.</p> <p>(4) Semi-skilled 'B'— Rs. 56—1.50—68.</p> <p>(5) Semi-skilled 'A'— Rs. 60—1.50—72.</p> <p>(6) Skilled 'B'— Rs. 78—3—102.</p> <p>(7) Skilled 'A'— Rs. 88—3.50—116.</p> <p>(8) Highly skilled— Rs. 108—4—140.</p> <p>(9) Clerical Jr. Grade— Rs. 60—2.50—95—E.B.—3.50—130— (for non-matric) E.B.—5—145 (Provided that in the scale, the initial total pay for matricu- late and graduate will be Rs. 72.50 p. m. and Rs. 87.50 per month respectively.</p>	
455 Porwal Pore and Co., Poona		<p>(1) Minimum Wage— Rs. 40 p. m.</p> <p>(2) Those getting total wages between— Rs. 41 to Rs. 75 p. m. Ad-hoc increase of Rs. 6 p. m.</p> <p>(3) Those getting total wages between— Rs. 76 to Rs. 100 p. m. Rs. 5 p. m.</p>	

(1)	(2)	(3)	(4)																		
456 Ruston and Hornsby (India) Pvt. Ltd., Chinchwad, Dist. Poona.	<i>Effective from 1-5-1958</i>	<i>Effective from 1-4-1959</i>																			
	<i>Daily rated</i>	75 per cent neutralisation on the Sholapur Cost of Living Index on the minimum wage of Rs. 26 for a month of 26 working days.																			
	(1) Grade V-B— Rs. 1.12—0.06—1.60 p. (2) Grade V (a) (Mazdoors who come in contact with machines, drivers, apprentice)— Rs. 1.40—0.12—2.24 p. (3) Grade IV— Rs. 1.75—0.15—2.65 p. (4) Grade III— Rs. 2.20—0.15—3.10 p. (5) Grade II— Rs. 2.50—0.20—3.50 p. (6) Grade I (Select)— Rs. 3.50—0.25—5.00 p.																				
	<i>Monthly rated</i>	<i>Monthly rated</i>																			
	(7) Mali— Rs. 35—1—45—2—55 (8) Peons and Watchman— Rs. 35—2—55—2.50—60. (9) Trainee Clerks— Rs. 45—2—55. (10) Time-keeper— Rs. 46—3—85—4—125. (11) Tracer— Rs. 60—3—90—E.B.—4—110—5—135. (12) Typist— Rs. 60—4—100—5—150. (13) 3rd Jr. Clerk— Rs. 65—3—95—5—120—7.50—150—10—200. (14) Jamadar— Rs. 80—5—125. (15) 2nd Jr. Clerk— Rs. 85—5—140—E.B.—7.50—200—E.B.—10—250. (16) Stenographer— Rs. 80—5—140—7.50—200—E.B.—10—250. (17) 1st Gr. Clerk— Rs. 95—5—145—7.50—200—10—240. (18) Draftman— Rs. 90—5—140—7.50—180—10—220. (19) Chargeman— Rs. 110—5—135—7.50—180—10—220. (20) Compounder— Rs. 95—5—120—7.50—195—10—225. (21) Store-keeper and Store-Supervisor— Rs. 95—5—150—E.B.—10—250.	<table border="1"> <thead> <tr> <th>Basic pay</th> <th>D. A.</th> </tr> </thead> <tbody> <tr> <td>Rs. 1—50</td> <td>Rs. 45</td> </tr> <tr> <td>51—100</td> <td>55</td> </tr> <tr> <td>101—150</td> <td>60</td> </tr> <tr> <td>151—200</td> <td>65</td> </tr> <tr> <td>201—300</td> <td>70</td> </tr> <tr> <td>301—500</td> <td>80</td> </tr> <tr> <td>501—750</td> <td>100</td> </tr> <tr> <td>751—1000</td> <td>125</td> </tr> </tbody> </table>	Basic pay	D. A.	Rs. 1—50	Rs. 45	51—100	55	101—150	60	151—200	65	201—300	70	301—500	80	501—750	100	751—1000	125	
Basic pay	D. A.																				
Rs. 1—50	Rs. 45																				
51—100	55																				
101—150	60																				
151—200	65																				
201—300	70																				
301—500	80																				
501—750	100																				
751—1000	125																				
459 Shah Salzgitter and Jolly Pvt. Ltd., Satara.	(1) Mercedes Car and Jeep Drivers— I—Rs. 5.00—0.25—5.50 p. II—Rs. 4.00—0.20—5.00 p. III—Rs. 3.00—0.15—4.00 p. (2) Dozer Operators and Tractor Operators— I—Rs. 7.00—0.35—8.00 p. II—Rs. 6.00—0.30—7.00 p. III—Rs. 5.00—0.25—7.00 p. IV—Rs. 3.00—0.15—5.00 p. (3) Foreman— I—Rs. 8.00—0.40—10.00 p. II—Rs. 6.00—0.30—8.00 p. III—Rs. 4.00—0.20—6.00 p. (4) Compressor and Pump Operators— I—Rs. 4.00—0.20—5.00 p. II—Rs. 3.00—0.15—4.00 p. III—Rs. 2.50—0.10—3.00 p. (5) Euclid Operators— I—Rs. 7.00—0.35—8.00 p. II—Rs. 6.00—0.30—7.00 p. III—Rs. 4.50—0.20—6.00 p. (6) Shovel Operators— I—Rs. 9.00—0.45—10.00 p. II—Rs. 8.00—0.40—9.00 p. III—Rs. 7.00—0.35—8.00 p. IV—Rs. 6.00—0.30—7.00 p. (7) Mechanics and Fitters— I—Rs. 5.00—0.25—6.00 p. II—Rs. 4.00—0.20—5.00 p. III—Rs. 2.50—0.10—4.00 p. IV—Rs. 2.00—0.10—2.50 p. V—Rs. 1.75—0.10—2.00 p.																				

(1)	(2)	(3)	(4)	
459— <i>contd.</i>		(8) Turner and Blacksmith— I—Rs. 8-00—0-40—11-00 p. II—Rs. 6-00—0-30—8-00 p. III—Rs. 4-00—0-20—6-00 p. (9) Wireman, Lineman, Asstt. Lineman— I—Rs. 5-00—0-25—6-50 p. II—Rs. 4-00—0-20—5-00 p. III—Rs. 3-00—0-15—4-00 p. IV—Rs. 2-00—0-10—3-30 p. (10) Drillers, Blasters, Barma— I—Rs. 4-00—0-20—6-00 p. II—Rs. 3-00—0-15—4-00 p. III—Rs. 2-00—0-10—3-00 p.		
460	New India Development Corpn., Pvt. Ltd. Pimpri-Poona.	.. ..	<i>Effective from 1-4-1966</i> Daily rated Employees Factory —Rs. 2-25 per day. Monthly rated Employees Factory— Those drawing basic pay from Re. 1. to Rs. 150 p.m. Rs. 50 p. m. Those drawing above Rs. 150 are not covered by this settlement.	
462	Indian Hume Pipe Co. Ltd., Poona.	.. ..	<i>Effective from 1-5-60.</i> 75 per cent of the Sholapur Textile rate.	
463	Hind Metal Works, Karad, District Satara.	Minimum consolidated wage for manual worker in factory Rs. 45 p. m. or Rs. 1-73 p. d.	.. ..	
464	Production Tool Co., Ichalkaranji.	The Tribunal gave a flat increase of Rs. 4 p. m. to all workers.	.. ..	
466	Matchwel Electricals India Ltd., Poona.	(1) Lowest grade— Rs. 30—2-50—55. (2) Apprentice— Rs. 35 No increments. (3) Watchman, Peon, Sweeper— Rs. 35—2-50—65. (4) Asstt. Helpers, Winders— Rs. 40—4-60—5-85. (5) Fitter, Turner, Miller, Class III Electrician and Pressman— Rs. 45—6—105. (6) Class III Miller, Turner, Carpenter— Rs. 60—6—90—8—130. (7) Class I Miller, Pressman, Electrician— Rs. 85—9—130—10—180. (8) Spl. Grade Master, Fitter, Turner— Rs. 110—12—230.	1—50 45 51—100 55 101—150 60 151—200 65 201—300 70 301—500 80 501—750 100 751—1000 125	The same D. A. is awarded to Ruston Hornby India Pvt. Ltd. (M. G. G. Part I, L., dated 24-12-59 pages 5580—5607).
467	Indian Hume Pipe Co. Ltd., Hadapsar, Poona.	<i>Daily rated.</i> (1) Grade I Highly skilled— Rs. 3-50—0-25—5-00. (2) II Skilled 'A'— Rs. 2-50—0-20—3-50. (3) III Skilled 'B'— Rs. 2-20—0-15—3-10. (4) Grade IV Semi-skilled 'A'— Rs. 1-75—0-15—2-65. (5) Grade V Semi-skilled 'B'— Rs. 1-40—0-12—2-24. (6) Grade VI Helper— Rs. 1-25—0-10—2-15. (7) Gr. VII Unskilled— Rs. 1-12—0-06—1-60.  <i>Monthly rated.</i> (8) Foreman— Rs. 200—15—275—20—375. (9) Storekeeper— Rs. 95—5—150—E.B.—10—250. (10) Supervisor— Rs. 85—5—100—7½—160—E.B.—10—220. (11) Clerk, Jr.— Rs. 65—3—95—5—120—7½—150—10—200. Sr. Clerk— Rs. 85—5—140—E.B.—7½—200.	<i>Daily rated.</i> 75 per cent of the Sholapur Textile rate from 1-2-61 for daily rated.	<i>For monthly rated.</i> Basic pay      D. A. Rs.      Rs. (1) 1—50      45 (2) 51—100      55 (3) 101—150      60 (4) 151—200      65 (5) 201—300      70 (6) 301—500      80 (7) 501—750      100 (8) 751—1000      125

(1)	(2)	(3)	(4)																						
467—contd.	<p>(12) Typist— Rs. 60—4—100—5—150. (13) Watchman and Peon— Rs. 35—2—55—2½—60. (14) Draughtsman— Rs. 90—5—140—7½—200—10—240. (15) P. A. to Manager and Record Keeper— Rs. 85—5—140—E.B.—7½—200. (16) Accountant— Rs. 100—10—200—E.B.—15—290. (17) Accounts Clerk— Rs. 85—5—140—E.B.—7½—200. (18) Semi-Clerk— Rs. 45—3—60—4—80. (19) Drivers— Rs. 55—3—85.</p>	.. .. ..																							
468 Globe Electric Stores and Workshop, Poona.	<p>(1) Unskilled— Rs. 45—2—65. (2) Semi-skilled (lower)— Rs. 60—3—90. (3) Semi-skilled (higher)— Rs. 75—4—115. (4) Skilled— Rs. 100—5—150.</p>	.. .. ..																							
470 Vaidya Industries, Poona. ..	<p>(1) Unskilled, Watchman— Rs. 70 p. m. (2) Semi-skilled— Rs. 3.50 p. d. (3) Skilled, Turner and Fitter— Rs. 5 p. d.</p>	.. .. ..																							
471 Matchwel Electricals (India) Ltd., Poona.	<p>(1) Grade 'F'— Rs. 26—2—38—2.50—48 (10 yrs.). (2) Grade 'E'— Rs. 30—2—42—2.50—57 (11 yrs.). (3) Grade 'D'— Rs. 35—4—55—5—75 (9 yrs.). (4) Grade 'C'— Rs. 40—5—70—6—94 (10 yrs.). (5) Grade 'B'— Rs. 50—6—80—8—120 (10 yrs.). (6) Grade 'A'— Rs. 75—8—115—10—165 (10 yrs.). (7) Spl. Grade— Rs. 95—110—145—12—205 (10 yrs.). (8) Peons and Sweepers— Same as Gr. 'E'. (9) Apprentices— Rs. 35 (without increments and D. A.).</p>	<i>Effective from 1-1-63</i>	<table border="1"> <thead> <tr> <th data-bbox="1239 1134 1348 1165">Basic pay</th> <th data-bbox="1408 1134 1481 1189">D. A.</th> </tr> <tr> <th data-bbox="1275 1182 1312 1213">Rs.</th> <th data-bbox="1408 1182 1481 1213">p. m.</th> </tr> <tr> <th data-bbox="1275 1206 1312 1237"></th> <th data-bbox="1408 1206 1481 1237">Rs.</th> </tr> </thead> <tbody> <tr> <td data-bbox="1257 1206 1330 1237">1—50</td> <td data-bbox="1426 1206 1463 1237">45</td> </tr> <tr> <td data-bbox="1239 1230 1348 1261">51—100</td> <td data-bbox="1426 1230 1463 1261">55</td> </tr> <tr> <td data-bbox="1239 1254 1348 1285">101—150</td> <td data-bbox="1426 1254 1463 1285">60</td> </tr> <tr> <td data-bbox="1239 1278 1348 1309">151—200</td> <td data-bbox="1426 1278 1463 1309">65</td> </tr> <tr> <td data-bbox="1239 1302 1348 1334">201—300</td> <td data-bbox="1426 1302 1463 1334">70</td> </tr> <tr> <td data-bbox="1239 1326 1348 1358">301—500</td> <td data-bbox="1426 1326 1463 1358">80</td> </tr> <tr> <td data-bbox="1239 1350 1348 1382">501—750</td> <td data-bbox="1426 1350 1463 1382">100</td> </tr> <tr> <td data-bbox="1239 1374 1348 1406">751—1000</td> <td data-bbox="1426 1374 1463 1406">125</td> </tr> </tbody> </table>	Basic pay	D. A.	Rs.	p. m.		Rs.	1—50	45	51—100	55	101—150	60	151—200	65	201—300	70	301—500	80	501—750	100	751—1000	125
Basic pay	D. A.																								
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201—300	70																								
301—500	80																								
501—750	100																								
751—1000	125																								
472 Rocket Eng. Corpn., Kolhapur	<p>(1) The firm shall grant ad-hoc increase of 20 per cent in the total wages of the employees. The maximum and minimum wages after giving the increase were: Clerk Rs. 120 and Rs. 60, Storekeeper Rs. 102, Checker Rs. 132, Time Keeper Rs. 102, Foreman Rs. 175, Turner Rs. 120 and Rs. 84, Borer Rs. 90, Driller Rs. 84, Shaper Rs. 72, Painter Rs. 120 and Rs. 60, Apprentice Rs. 55 and Rs. 35, Watchman Rs. 78, Coolie Rs. 66, Mechanic Rs. 120 and Rs. 84, respectively. (2) The Contractors shall grant to the workmen in their employment ad-hoc increase of 25 per cent in the wages. The maximum and minimum wages after giving ad-hoc increase were Fitter Rs. 100 and 68.75, Apprentice Rs. 55 and 25, Clerk Rs. 45. (3) Ad-hoc increments on and from the day of Diwali 1964. Those drawing Rs. 100 and those drawing more than Rs. 100 shall be granted an ad-hoc increment of Rs. 3 p. m. and 4 p. m. respectively. (4) Ad-hoc increment on and from the day of Diwali 1965 Rs. 3 p. m. if the total wages is below Rs. 100 and Rs. 4 if the total wage is Rs. 100 or above p. m. shall be granted to all workmen.</p>	<p>For every rise of 10 pts. above 463 points of the Sholapur Consumer Price Index number, additional 2½ per cent of the total wage shall be paid.</p>																							

(1)	(2)	(3)	(4)
472— <i>contd.</i>		(5) Apprentices shall be paid stipend as follows:— Rs. 35 (consolidated) for the first six months, Rs. 45 for the next six months, Rs. 55 for the second year After 2 years an apprentice shall be absorbed as a regular workman. (6) The wages are based on Sholapur C. P. I. Index No. 463 as base.	
473 Indian Hume Pipe Co. Ltd., Hadapsar, Poona.		..	<i>Effective from 1-8-64.</i> As per existing Textile Scale of D. A. at Sholapur.
474 Ghatge Patil Industries, Private Limited, Kolhapur.		(1) Unskilled— Rs. 35—1—45. (2) Semi-skilled III— Rs. 45—2—65. (3) Semi-skilled II— Rs. 55—2·50—80. (4) Semi-skilled I— Rs. 65—3—95. (5) Skilled III— Rs. 75—3·50—110. (6) Skilled II— Rs. 85—4—125. (7) Skilled I— Rs. 100—5—150. (8) Highly-skilled II— Rs. 125—7—195. (9) Highly-skilled I— Rs. 150—10—250. (10) Peons— Rs. 35—1—45. (11) Jr. Clerk— Rs. 55—4—95. (12) Sr. Clerk II— Rs. 75—6—135. (13) Sr. Clerk I— Rs. 95—7—130—8—170.	The company shall pay the same D. A. as it is doing at present and if in any instance the D. A. is less than what is demanded, then the company should pay D. A. as demanded. D. A. paid by company at present— Minimum Rs. 25, Maximum Rs. 50.  D. A. demanded— (a) pay below Rs. 100 Rs. 20 p. m. (b) pay above Rs. 100 Rs. 30 p. m.
475 Refrigeration and Appliances Co. Pvt. Ltd., Pimpri, Poona.		<i>Effective from 1-10-65.</i> For daily rated permanent workmen— (1) Unskilled— Rs. 1·00—0·10—1·50. (2) Helpers— Rs. 1·00—0·10—1·80. (3) Semi-skilled 'B'— Rs. 1·35—0·15—2·25. (4) Semi-skilled 'A'— Rs. 1·60—0·15—2·65. (5) Skilled 'B'— Rs. 2·00—0·25—3·70. (6) Skilled 'A'— Rs. 2·50—0·25—4·25. (7) Highly-skilled 'B'— Rs. 3·50—0·30—5·60. (8) Highly-skilled 'A'— Rs. 5·00—0·35—7·80.	<i>Effective from 1-4-64.</i> For daily rated permanent workmen— Rs. 2·80 p. d.  <i>Effective from 1-4-66.</i> The D. A. of Rs. 3 p. d. will be treated as full compensation to the Poona Cost of Living Index figure at 120 and any rise above that figure shall be compensated by additional payment of 0·01 P. per point of rise per day over the D. A. of Rs. 3.
476 Bombay Garage, Pvt. Ltd., Poona.		(1) Unskilled— Rs. 30—3—45. (2) Semi-skilled— Rs. 35—4—55—5—75. (3) Skilled— Rs. 75—6—105—E.B.—10—175. (4) Watchman— Rs. 30—3—60. (5) Driver— Rs. 60—5—110. (6) Peon— Rs. 30—3—45—E.B.—4—65. (7) Attendants, Petrol Pump, Tool-room and Mukadam— Rs. 30—3—45—E.B.—4—65. (8) Foreman— Rs. 180—15—300—E.B.—20—340.	Rs. 55 p. m. to each employee.
477 Indian Hume Pipe Co. Ltd., Sholapur.		(1) Unskilled— Rs. 1·30—0·05—1·00 p. (2) Semi-skilled II— Rs. 1·70—0·10—2·70 p. d. (3) Semi-skilled I— Rs. 1·90—0·10—2·90 p. d. (4) Skilled— Rs. 2·25—0·12—2·85—0·15—3·60.	D. A. at the rate of 90 per cent of Sholapur rate.

(1)	(2)	(3)	(4)
478 Anantrao Jadhav and Co., Kolhapur.	<i>Effective from 1-6-66</i>	(1) Highly skilled— Rs. 75—6—135 per month. (2) Skilled 'A'— Rs. 58—4·25—100·50 p. m. (3) Skilled 'B'— Rs. 48—4—88 per month. (4) Semi-skilled 'A'— Rs. 38—2·75—65·50 p.m. (5) Semi-skilled 'B'— Rs. 28—2—38 per month. (6) Unskilled— Rs. 26—1·50—41 per month. (7) Sr. Clerk Grade I— Rs. 95—7—130—8—170. (8) Sr. Clerk Grade II— Rs. 75—6—135 per month. (9) Jr. Clerk— Rs. 55—4—95. Daily rated unskilled workers— Re. 1 per day.	60 per cent of Textile Mill Scale at Kolhapur with effect from 1-12-65.
479 Henley Cables India Limited., Poona.	..		D. A. at the rate of 0·03 per point per day over the increase in Poona Consumer Price Index above.
480 Mahindra Owen Ltd., Buckau Wolf New India Eng. Works Ltd., Pimpri, Poona.	..		<i>Effective from 1-4-66</i> (1) At 100 Consumer Price Index Numbers for Poona, the D. A. shall be Rs. 3·75 p. d. with a variation of every point by 0·05 paise. (2) For monthly rated workmen D. A. shall be calculated on the aforesaid basis multiplied by 26 working days.
481 Mahindra Owen Ltd., K.S.B. Pumps, Ltd., Pimpri, Poona.	..		<i>Effective from 1-1-66</i> At 100 Consumers Price Index Figure for Poona, D. A. can be neutralised at rise or fall at the rate of 0·00664 per point per hour.
482 R. K. Patole and Co., Eng. Works, Kolhapur.	<i>Effective from 1-1-66</i>	(1) Unskilled— Rs. 26—1·50—41. (2) Semi-skilled 'B'— Rs. 28—2—48. (3) Semi-skilled 'A'— Rs. 38—2·75—65·50. (4) Skilled 'B'— Rs. 48—4—88. (5) Skilled 'A'— Rs. 58—4·25—100·50. (6) Highly-skilled— Rs. 75—6—135.	<i>Effective from 1-1-66</i> At the rate equivalent to 60 per cent of the rate of D. A. paid or payable to the workmen employed in Shri Shahu Chatrapati Mills, Kolhapur.
483 Automotive and Allied Industries Pvt., Ltd., Lonawala, district Poona.	<i>Effective from 1-5-66.</i>	(1) Unskilled— Rs. 3·00 p. d. (2) Semi-skilled— Rs. 3·25 p. d. (3) Skilled 'B'— Rs. 3·75 p. d. (4) Skilled 'A'— Rs. 4 (Consolidated wages.) p. d.	.. .. ..
483-A The Kirloskar Brothers Ltd., Kirloskarwadi.	<i>Effective from 1-11-66</i>	(a) Workers— Grade I—Trades like (boy or hauler) Rs. 30—1—35—2—45. Grade II—Binding Boy— Rs. 40—1·50—47·50—2·50—60.	<i>Effective from 1-11-66</i> Basic Pay D. A. 1. Up to Rs. 50 .. Rs. 40 2. From Rs. 51—100 .. Rs. 45 3. From Rs. 101 & above Rs. 50.

(1)	(2)	(3)	(4)														
483-A—contd.	<p>Grade III—Baller, Numbering Machine Operator, Perforator, Wire Stitcher, Galleyman or Proof Puller, Metal Caste, Roller Caster, Watchman, Packer, Labour Token Board Attendent, Senior Office Boy— Rs. 50—2—60—3—75.</p> <p>Grade IV—Cutting Machine Operator, Rolling Machine Operator, Folding Machine Operator, Asstt. Pressman, Printing Operator, Block Mounter, Carpenter, Page Maker, Junior Binder, Imposer, Line Compositor, Treadleman (Hand Fed) and (Power Fed) Watchman (with Fire-arm), Job Work Packer.— Rs. 60—2.50—72.50—3.50—90.</p> <p>Grade V—Dark Room Asstt., Cylinder Pressman, Line Etcher, Mono Type Key Board Operator, Job Compositor, Mono Type Key Board Operator, Ledger Binder, Half Tone Etcher, Motor and Tractor Driver. Rs. 75—3.50—92.50—4.50—115.</p> <p>Grade VI—Camera Operator, Tradleman(Three Colour) Three Colour Printer, Three Colour Etcher. Rs. 95—4.50—117.50—5.50—145.</p> <p>Grade VII—Offset Printer— Rs. 120—5.50—147.50—6.50—180.</p>	<p>(2) The above D. A. shall be linked with the Poona Cost of Living Index 141 and thereafter for every rise or fall one point above Index No. 141, the D. A. shall be increased or decreased by 50 Paise per point per month. In no case, the D. A. shall fall below the minimum of Rs. 40, Rs. 45 and Rs. 50 per month as agreed above even if the Index Number falls below 141.</p> <p>(3) In case of those employees who are getting basic and D. A. as per Shri Bakhale's Award, their total emoluments as on 1st November 1966 will be taken into account. It is agreed that the relevant D. A. as per Shri Bakhale Award was as under :—</p>															
	(b) Clerical Staff.		<i>D. A. Table.</i>														
	<p>Grade I— Rs. 50—3—74—4—110.</p> <p>Grade II— Rs. 70—5—110—6—164.</p> <p>Grade III— Rs. 90—6—132—7—174—8—206.</p> <p>Grade IV— Rs. 110—8—190—9—253.</p>		<table border="1"> <thead> <tr> <th>Up to Rs. 50 Basic Pay.</th> <th>Dearness Allowance Rs. 86.25.</th> </tr> </thead> <tbody> <tr> <td>From Rs. 50.01 to Rs. 100.</td> <td>D. A. at 172.50 per cent.</td> </tr> <tr> <td>From Rs. 100.01 to Rs. 150.</td> <td>D. A. at 135 per cent</td> </tr> <tr> <td>From Rs. 150.01 to onwards.</td> <td>D. A. at 93 per cent</td> </tr> </tbody> </table>	Up to Rs. 50 Basic Pay.	Dearness Allowance Rs. 86.25.	From Rs. 50.01 to Rs. 100.	D. A. at 172.50 per cent.	From Rs. 100.01 to Rs. 150.	D. A. at 135 per cent	From Rs. 150.01 to onwards.	D. A. at 93 per cent						
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	<i>(Consolidated wages)</i>		<p>From the total emoluments, the D. A. shall be deducted. The balance shall be fixed in the new scales of wages. If the balance exceeds the maximum, the amount in excess of maximum shall be treated as personal pay.</p>														
484 Goodwyn Industries Corpn. (India), Poona.	<p>(1) Unskilled— Rs. 75—3—90.</p> <p>(2) Semi-skilled Rs. 90—4—115.</p> <p>(3) Skilled— Rs. 115—5—175.</p> <p>(4) Highly-skilled— Rs. 140—7.5—225.</p>																
485 Philips India Ltd.; Loni Kalbhor (Poona).	<i>Effective from 1-2-1965</i>	<i>Effective from 1-11-1966</i>															
	<p>Monthly rated— Group No. 1— (1) Peon— Rs. 32—2—56 (12 yrs.).</p> <p>(2) Watchman— Rs. 40—2.50—77.50 (15 yrs.).</p> <p>(3) Car Driver— Rs. 70—5—145 (15 yrs.).</p> <p>(4) Bus Driver— Rs. 80—5—155 (15 yrs.).</p> <p>Group No. 2— (5) Clerk, Typist, Telephone Operator, Receptionist. Rs. 80—5—100—8—188 (15 yrs.).</p> <p>(6) Comptist, Jr. Asstt. Stenographer, Store-keeper— Rs. 120—8.50—188—12—272 (15 years.).</p> <p>(7) Sr. Asstt., Steno., Asstt. Store-keeper, Nurse, Canteen Supervisor— Rs. 190—12.50—290—15—395 (15 years).</p> <p>(8) Section Head— Rs. 300—20—460—25—585 (13 years).</p> <p>Group No. 3— (9) Charge Hand I— Rs. 155—11—247 (12 years).</p>	<p>(A) At Poona Cost of Living Index 138 for 26 working days.</p> <table border="1"> <thead> <tr> <th>Basic slab</th> <th>D. A.</th> </tr> </thead> <tbody> <tr> <td>Rs. 1/100</td> <td>Rs. 147.50 basic salary</td> </tr> <tr> <td>Rs. 101/150</td> <td>Rs. 147.50 —3 per cent of basic salary.</td> </tr> <tr> <td>Rs. 151/200</td> <td>Rs. 147.50 — 8 per cent of Do.</td> </tr> <tr> <td>Rs. 201/250</td> <td>Rs. 147.50 —10 per cent of Do.</td> </tr> <tr> <td>Rs. 251/300</td> <td>Rs. 147.50 —12 per cent of Do.</td> </tr> <tr> <td>Rs. 301 and above</td> <td>Rs. 147.50—13 per cent Do.</td> </tr> </tbody> </table> <p>(B) For variation of rise or fall in index No. 138. (a) 5 paise per point per day</p> <p>(C) In case of hourly rated workmen the basic wages shall be computed by multiplying the hourly rate by 208.</p>	Basic slab	D. A.	Rs. 1/100	Rs. 147.50 basic salary	Rs. 101/150	Rs. 147.50 —3 per cent of basic salary.	Rs. 151/200	Rs. 147.50 — 8 per cent of Do.	Rs. 201/250	Rs. 147.50 —10 per cent of Do.	Rs. 251/300	Rs. 147.50 —12 per cent of Do.	Rs. 301 and above	Rs. 147.50—13 per cent Do.	
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(1)	(2)	(3)	(4)
485— <i>contd.</i>		<p>(10) Charge Hand II— Rs. 160—13—316 (12 years). (11) Charge Hand II-B— Rs. 250—20—490 (12 years). (12) Supervisor— Rs. 320—25—620 (12 years). <i>Group No. 4—</i> (13) Tracer— Rs. 100—10—220 (12 years). (14) QC/Inspection Asstt., Lab. Asstt.— Rs. 115—11—247 (12 years). (15) Draughtsman, Sr. Asstt. QC/Inspection/ Lab.— Rs. 160—13—316 (12 years). (16) Tech. Asstt.— Rs. 250—20—490 (12 years). (17) Sr. Tech. Asstt.— Rs. 320—25—620 (12 years). <i>Group No. 5—</i> (18) Tool-maker III, Jig -borer, Profile Grinder, Benchworker (Tool-room Instrument-maker, Profile-miller, Mould-maker, Power House Operator, Electrician III)— Rs. 260—20—620 (18 years).</p>	
		<i>Hourly Rated.</i>	
		<p><i>Group I—</i> (19) Mazdoor, Sweeper, Asstt. Gardner, Canteen Vendors— Rs. 15.50—1.00—27.50 paise (12 years). (20) Operator I Machine shop Bar Cutter, Bench (Hand Operation) Shearing, Lapping, Drilling, Tapping. Assembly—Radio Belt, Ceramic, Condensers and Wire Trimmers, Post Meters, Voice Coils, Push Buttons, Loud Speakers.</p>	
		<p><i>Group II—</i> (21) Varcos and Sub-Assembly—Oilman, Philite, Finishing Operators, White Ceramic Operators— Rs. 21—1.50—39 paise (12 years).</p>	
		<p><i>Group III—</i> Operators II, Mutlissphindle, Tapping, Auto- Press, Philite Power Press, Power Press, Guillotine, Spot Welder, Prod-miller, Centre- less Grinder, Plater Checker, Spray Painter, Lacquering, Ceramics, Reserves Assy-lines, Fault Finder, I, Internal Silvering Ceramics, Music Control, Assy. and Loudspeakers, Trim- ming and Controls, Assy. and Components, Power House Operator, Pump House Opera- tors, Gardner, Cone Operators Cool— Rs. 27—2—51 paise (12 years).</p>	
		<p><i>Group IV—</i> (22) Tool-maker I, Shaper, Surface Grinder, Lathe Operator, Copstan, Auto Lathe, Setter Operator, Fault Finder-II, Maintenance Mechanic, I-Maintenance Painter, Carpenter, Electrician I— Rs. 38—3—74 paise (12 years).</p>	
		<p><i>Group V—</i> (23) Tool-maker-II, Lathe Operator (Tool- room), Miller (Tool-room), Setter, Press Tools, Auto Lathe and Capstan, Radio Mechanics, Inspector Instruments, Mechanics (Main and Electronic Instruments) Maintenance Mecha- nic II, Auto Machine Welder, Electrician II, Boiler Attendant— Rs. 58—4.25—109 paise (12 years).</p>	
		<p><i>Group VI—</i> (24) Jig Borer I, Profile Grinder I, Bendh Worker I, Repair Worker I, Tool -maker II, Turner II, Electrician II-B, Profile-miller I, Mould-maker I, Instrument-maker I— Rs. 82—6.75—163 paise (12 years). (25) Casual—Rs. 4 per day including D. A.</p>	
		<i>Effective from 1-10-1955</i>	
486 Indian Hume Pipe Co. Ltd., Poona.		<p>(1) Unskilled— Rs. 1.30—0.05—1.80. (2) Semi-skilled II— Rs. 1.70—0.10—2.70.</p>	<i>Effective from 1-10-1965</i> 100 per cent of the Skolapur Textile rate.



(1)	(2)	(3)	(4)																								
486 contd.		(3) Semi-skilled I— Rs. 1.90—0.10—2.90. (4) Skilled— Rs. 2.25—0.12—2.85—0.15—3.60.																									
487 Masvy and Co. Pvt. Ltd., Poona.		By the settlement of 15-8-68, the wage scales were fixed as follows:—	<i>Effective from 1-1-1966</i>																								
		D. A. at 72 per cent neutralisation over the C. P. I. of Sholapur.																									
		<i>Daily Rated.</i>																									
		(1) Unskilled— Rs. 1.10—1.50—E.B.—0.12—1.86 nPs. (2) Semi-skilled 'A'— Rs. 1.25—0.15—2.00—E.B.—0.15—2.45 nPs. (3) Semi-skilled 'B'— Rs. 1.50—0.20—2.60—E.B.—0.20—3.10 nPs. (4) Skilled 'A'— Rs. 2.00—0.25—3.25—E.B.—0.30—4.15 nPs. (5) Skilled 'B'— Rs. 3.50—0.30—5.00—E.B.—0.35—6.05 nPs. (6) Highly skilled— Rs. 5.50—0.50—7.50—E.B.—0.50—9.00 nPs.																									
		<i>Monthly Rated.</i>																									
		(7) Waterman— Rs. 15—2—25. (8) Peons and Watchman— Rs. 30—3—45. (9) Driver— Rs. 40—5—65. (10) Store-keeper and Clerk 'A' Grade— Rs. 55—5—80. (11) Store-keeper and Clerk 'B' Grade— Rs. 100—10—150. (12) Supervisors— Rs. 150—15—225—E.B.—20—285.																									
488 Vulcan Lavel Ltd., Pimpri, Poona.		..	<i>Effective from 1-1-1966</i>																								
			The D. A. shall be linked to the C. P. I. at Poona on the basis of 26 working days in a month. For every rise or fall of a point over first 25 points of the Index, the D. A. shall vary by 0.05 nP. per working day.																								
489 Metro Metal Industries, Kolhapur.		(a) Increase in pay was given from 1-3-67 as follows:— 7 workmen—Rs. 5; 3 workmen—Rs. 10; 4 workmen—Rs. 15. (b) The total pay including the increase as above was as follows:—																									
		<table border="1"> <thead> <tr> <th data-bbox="749 1545 862 1598">Number of workmen</th> <th data-bbox="906 1545 990 1618">Total pay Rs.</th> </tr> </thead> <tbody> <tr><td>1</td><td>50</td></tr> <tr><td>2</td><td>55</td></tr> <tr><td>1</td><td>60</td></tr> <tr><td>1</td><td>65</td></tr> <tr><td>1</td><td>80</td></tr> <tr><td>1</td><td>85</td></tr> <tr><td>2</td><td>95</td></tr> <tr><td>1</td><td>105</td></tr> <tr><td>1</td><td>115</td></tr> <tr><td>1</td><td>125</td></tr> <tr><td>2</td><td>135</td></tr> </tbody> </table>	Number of workmen	Total pay Rs.	1	50	2	55	1	60	1	65	1	80	1	85	2	95	1	105	1	115	1	125	2	135	
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2	135																										
		(c) Minimum wage for unskilled workmen— Rs. 40. (d) Apprentices—Rs. 40.																									
491 Atlas Capco India Pvt. Ltd., Poona.		..	<i>Effective from 1-1-1966</i>																								
			(1) D. A. as per C. P. I. for Poona. (2) For every variation of a point over 15 points the D. A. shall be @ 0.05 nP. per point per working day of 8 hours (i. e., for index 146, the D. A. shall be Rs. 6.05 for 8 hours working per day).																								

(1)	(2)	(3)	(4)																					
491.—(contd.)			(3) For every rise for Poona Cost of Living Index above 146, the workmen shall be further compensated @ 0.05 paise per point per working day of 8 hours. If the index falls below 146, the D. A. shall be correspondingly reduced @ 0.05 paise per point per working day.																					
492 Indian Hume Pipe Co. Ltd., Sholapur.		<i>Effective from 1-7-1965</i> (1) Unskilled— Re. 1.30—0.06—1.78. (2) Semi-skilled— Rs. 1.80—0.10—2.80. (3) Skilled— Rs. 2.25—0.12—2.85—0.15—3.60.	<i>Effective from 1-12-1965</i> @ 90 per cent of the Sholapur rate of textile rate D. A.																					
493 Mahindra Owen Ltd. and others, Pimpri (Poona).		..	<i>Effective from 1-1-66</i> (1) As per C. P. I. for Poona. (2) For every rise or fall of a pt. over 1st 25 points D. A. at the rate of 5 paise per day (working) for all workmen.																					
496 Kale's Auto Workshop, Nagpur.		<i>Effective from 1-7-1960</i> The Management shall increase the total wages of their employees by Re. 1 per month.																						
497 Indian Hume Pipe Co. Ltd., Kanhan, Dist. Nagpur.		For all employees basic wages 62 nPs. Those who are getting less than 100 nP. should be given an increase of 12 nP. and those who are getting 100 nP. or more shall be given in increase of 6 nP.	D. A. at the rate of 1.75 nP. from 1-1-61.																					
498 Edulji Garage, Nagpur		<i>Effective from 1-1-1962</i> (1) Mechanics 'A'— Rs. 70—5—100—E.B.—6—130. Mechanics 'B'— Rs. 60—4—80—E.B.—5—100. (2) Electrician, Turner— Rs. 60—4—80—E.B.—5—100. (3) Blacksmith, Carpenter, Clerk— Rs. 50—2½—75—E.B.—2½—100. (4) Asstt. Mechanics, Asstt. Carpenter, Van-servicemen, Painter— Rs. 30—1—40—E.B.—1—50. (5) Peon— Rs. 20—1½—50. (6) Apprentice— Rs. 20 fixed.	<i>Effective from 1-1-1962</i> Flat rate of D. A. as follows:— <table border="1" data-bbox="1166 1151 1616 1350"> <thead> <tr> <th>Basic</th> <th>D.A.</th> </tr> <tr> <th>Rs.</th> <th>Rs.</th> </tr> </thead> <tbody> <tr> <td>1—50 ..</td> <td>45</td> </tr> <tr> <td>51—100 ..</td> <td>50</td> </tr> <tr> <td>101—150 ..</td> <td>55</td> </tr> <tr> <td>151 to 200 ..</td> <td>60</td> </tr> </tbody> </table>	Basic	D.A.	Rs.	Rs.	1—50 ..	45	51—100 ..	50	101—150 ..	55	151 to 200 ..	60									
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1—50 ..	45																							
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101—150 ..	55																							
151 to 200 ..	60																							
501 Government Central Workshop and Stores, Nagpur.		(1) Fitters, Auto-fitters, Turners, Electrician, Painters, Mechanist, Carpenter, Moulder, Blacksmith, Miller, Welder, Tin and Copper smith, Grinding operator, Driver/Mechanic— Rs. 60—3—90—EB—4—130—5—150. (2) Drilling Operator— Rs. 50—2½—75—2½—100. (3) Jr. Mechanist, Asstt. Auto-fitter, Mech.— Rs. 40—1—50—2—60. (4) Cleaner, Semi-skilled attendants— Rs. 35—1.50—2—60. (5) Peons and Chaukidars— Rs. 30—½—35. (6) Sweeper, Waterman— Rs. 55 fixed.	<table border="1" data-bbox="1166 1483 1616 1724"> <thead> <tr> <th>Wages</th> <th>Maximum D. A. per month</th> <th>Maximum D. A. per day</th> </tr> <tr> <th>(1)</th> <th>(2)</th> <th>(3)</th> </tr> </thead> <tbody> <tr> <td>Rs. 50</td> <td>Rs. 40</td> <td>Rs. 1-10-6</td> </tr> <tr> <td>Rs. 51—100</td> <td>Rs. 45</td> <td>Rs. 1-14-0</td> </tr> <tr> <td>Rs. 101—150</td> <td>Rs. 50</td> <td>Rs. 2-1-3</td> </tr> <tr> <td>Rs. 151—200</td> <td>Rs. 55</td> <td>Rs. 2-4-6</td> </tr> <tr> <td>Rs. 201—250</td> <td>Rs. 60</td> <td>Rs. 2-8-0</td> </tr> </tbody> </table>	Wages	Maximum D. A. per month	Maximum D. A. per day	(1)	(2)	(3)	Rs. 50	Rs. 40	Rs. 1-10-6	Rs. 51—100	Rs. 45	Rs. 1-14-0	Rs. 101—150	Rs. 50	Rs. 2-1-3	Rs. 151—200	Rs. 55	Rs. 2-4-6	Rs. 201—250	Rs. 60	Rs. 2-8-0
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Rs. 201—250	Rs. 60	Rs. 2-8-0																						
502 Vidarbha Auto Springs and Ancillaries, Nagpur.		(1) Unskilled Minimum basic wage Rs. 2.06 per day. (2) Semi-skilled—Minimum basic wage Rs. 2.50 per day.																						
504 Punjab Engineers Corporation Pvt. Ltd., Kamptee, Nagpur.		<i>Effective from 1st January 1963</i> (1) Unskilled, Cashier Hammerman— Rs. 2.00—0.10—3.00. (2) Semi-skilled, Turner, Fitter, Shaperwork, Millingman Blacksmith, Planerman, Welder— Rs. 2.50—0.15—3.40. (3) Skilled Turner, Fitter, Shaperman, Blacksmith, Planerman, Welder. Rs. 3.00—0.20—4.20.																						

(1)	(2)	(3)	(4)																		
506	Vidarbha Engineering Industries, Nagpur.	<p>(1) The employees whose wages are below Rs. 2 per day shall get increment of Re. 0-50 paise per day.</p> <p>(2) The employees who are paid on weekly or monthly basis shall get increase as under—</p> <p>Wages of Rs. 50 to 100 .. 10 p.c. increase  Wages of Rs. 101 to 200 .. 7½ p.c. „  Wages of Rs. 201 and above 5 p.c. „</p>																			
507	Indian Hume Pipe Co., Ltd., Kanhan.	<p style="text-align: center;"><i>Effective from 13th November 1964</i></p> <p>(1) Unskilled  Rs. 0-75—0-06—1-35.</p> <p>(2) Semi-skilled 'B' turning of steel pipe, testing Machine Operator, Asstt. Faucet Maker, Literate Station Boy, Literate Store Boy, Asstt. Pipe Moulder, Asstt. Pipe Assembler, Assistant Reinforcer, Hammerman to Blacksmith, Pipe Repairer, Tankman, Leader.  Rs. 1-15—0-10—2-15.</p> <p>(3) Semi-skilled 'A' Steel Pipe Assembler, Faucet Maker, Hume Pipe Assembler, Reinforcer, Tank-welder, Melson, Mukadam, Moulder—  Rs. 1-20—0-10—2-20.</p> <p>(4) Skilled 'B' Asstt. Plate Bending Operator, Carpenter, Asstt. Welder, Asstt. Fitter, Blacksmith—  Rs. 1-30—0-12—2-50.</p> <p>(5) Skilled 'A' Mistry, Gas Cutter, Union Melt Operator, Plate Welding Machine Welder, Fitter, Crane Driver—  Rs. 1-50—0-15—3-00.</p>	<p style="text-align: center;"><i>Effective from 13th November 1964</i>  Rs. 2-10 per day.</p>																		
508	Jaika Motors, Nagpur ..	..	<p style="text-align: center;"><i>Effective from 1st April 1965</i>  Rs. 43 p.m.</p>																		
509	Provincial Automobile Co., Nagpur-1.	<p style="text-align: center;"><i>Effective from 1st July 1965</i></p> <p>(1) Accountant—  Rs. 100—5—175—10—225.</p> <p>(2) Store-keeper—  Rs. 100—5—125—10—185.</p> <p>(3) Clerk/typist, Accounts Clerk—  Rs. 100—5—125—10—165.</p> <p>(4) Peon, Chaukidar, Jamadar, Petrolman—  Rs. 50—3—65—5—75.</p> <p>(5) Drivers—  Rs. 60—5—100—10—150.</p>	<p style="text-align: center;"><i>Effective from 1st July 1965</i>  Rs. 35 p.m.</p>																		
510	Indian Tool Mfg. Co., Bombay	..	<p style="text-align: center;"><i>Effective from 1st April 1959</i></p> <table border="1"> <thead> <tr> <th>Basic</th> <th>Bombay working class cost of living index No. 391—400</th> <th>10 points variation rise or fall</th> </tr> </thead> <tbody> <tr> <td>1st Rs. 50</td> <td>Rs. 98 p.m.</td> <td>Rs. 5 p.m.</td> </tr> <tr> <td>Rs. 51—100</td> <td>Rs. 58 p.c.</td> <td>Rs. 2 p.c.</td> </tr> <tr> <td>Rs. 101—200</td> <td>Rs. 34 p.c.</td> <td>Re. 1 p.c.</td> </tr> <tr> <td>Rs. 201—350</td> <td>Rs. 24 p.c.</td> <td>Re. ½ p.c.</td> </tr> <tr> <td>Rs. 351—500</td> <td>Rs. 22 p.c.</td> <td>Re. ½ p.c.</td> </tr> </tbody> </table>	Basic	Bombay working class cost of living index No. 391—400	10 points variation rise or fall	1st Rs. 50	Rs. 98 p.m.	Rs. 5 p.m.	Rs. 51—100	Rs. 58 p.c.	Rs. 2 p.c.	Rs. 101—200	Rs. 34 p.c.	Re. 1 p.c.	Rs. 201—350	Rs. 24 p.c.	Re. ½ p.c.	Rs. 351—500	Rs. 22 p.c.	Re. ½ p.c.
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Rs. 201—350	Rs. 24 p.c.	Re. ½ p.c.																			
Rs. 351—500	Rs. 22 p.c.	Re. ½ p.c.																			
511	Mukund Iron and Steel Works Ltd., Bombay.	<p style="text-align: center;"><i>Effective from 1st April 1958</i></p> <p>Unskilled Special Grade Rs. 1-6-0—0-1-6-, 2-3-6 per day.</p>																			
513	Bombay Surgical Works, Bombay.	<p style="text-align: center;"><i>Effective from 1st February 1959</i></p> <p>(1) Highly skilled—  Rs. 4-00—0-25—5-25 per day.</p> <p>(2) Skilled—  Rs. 2-50—0-19—4-00 ..</p> <p>(3) Semi-skilled—  Rs. 1-50—0-12—3-00 ..</p> <p>(4) Unskilled  Rs. 1-16—0-06—1-78 ..</p> <p>(5) Clerk—  Rs. 80-00—5-00—90-00 ..</p> <p>(6) Apprentice—Rs. 1-87 per day.  80-00 per month.</p>	<p style="text-align: center;"><i>Effective from 1st February 1959</i>  Rs. 2 per day to all workmen other than apprentices.</p>																		

(1)	(2)	(3)	(4)																												
514 Steel Industries of Hindustan Pvt. Ltd., Bombay.	<p style="text-align: center;"><i>Effective from 1st January 1959</i></p> (1) Car and Van driver Rs. 65—5—90—6—120. Lorry drivers will get additional Rs. 10 of above grade	<p style="text-align: center;"><i>Effective from 1st July 1958</i></p> Basic C. P. I. of Variation for 381—400 every 20 points of rise or fall	<table border="0"> <tr> <td></td> <td style="text-align: center;">(1)</td> <td style="text-align: center;">(2)</td> <td style="text-align: center;">(3)</td> </tr> <tr> <td></td> <td>Rs. 1—50</td> <td>Rs. 80 p.m.</td> <td>Rs. 4-0-0</td> </tr> <tr> <td></td> <td>Rs. 51—100</td> <td>Rs. 90</td> <td>Rs. 4-8-0</td> </tr> <tr> <td></td> <td>Rs. 101—175</td> <td>Rs. 100</td> <td>Rs. 5-0-0</td> </tr> <tr> <td></td> <td>Rs. 176—250</td> <td>Rs. 110</td> <td>Rs. 5-8-0</td> </tr> <tr> <td></td> <td>Rs. 251—325</td> <td>Rs. 120</td> <td>Rs. 6-0-0</td> </tr> <tr> <td></td> <td>Rs. 326—400</td> <td>Rs. 130</td> <td>Rs. 6-8-0</td> </tr> </table> <p style="text-align: center;">Subject to a minimum of Revised Textile Scale in Bombay.</p>		(1)	(2)	(3)		Rs. 1—50	Rs. 80 p.m.	Rs. 4-0-0		Rs. 51—100	Rs. 90	Rs. 4-8-0		Rs. 101—175	Rs. 100	Rs. 5-0-0		Rs. 176—250	Rs. 110	Rs. 5-8-0		Rs. 251—325	Rs. 120	Rs. 6-0-0		Rs. 326—400	Rs. 130	Rs. 6-8-0
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516 Siesta Industrial and Trading Corporation, Kurla, Bombay.	<p style="text-align: center;"><i>Consolidated wages :—</i></p> (1) Unskilled— Rs. 2.35 p.d. (2) Semi-skilled— Rs. 2.53 p.d. (3) Skilled— Rs. 2.78 p.d. (4) Apprentice— 1st quarter—Re. 0.75 p.d. 2nd quarter—Re. 1.00 p.d. 3rd quarter—Rs. 1.50 p.d. After completion of one year Rs. 2 p.d.	<p style="text-align: center;"><i>Effective from 1-3-1959</i></p> D.A. shall be payable on flat rate of Rs. 1-8-0 per day.																													
518 International Structural Engineering Works, Pvt. Limited, Bombay.	<p style="text-align: center;"><i>Effective from 1-3-59</i></p> (1) Unskilled— Rs. 1-2-6—0-1-0—1-12-6 p. d. (2) Semiskilled— Rs. 1-8-0—0-1-6—2-8-6 p. d. (3) Skilled— Rs. 2-0-0—0-3-0—3-14-0 p. d. (4) Highly skilled— Rs. 3-0-0—0-3-6—5-3-0 p. d.																														
519 Patel Engineering and Foundry Works, Bombay.	<p style="text-align: center;"><i>Effective from 1-3-1959</i></p> (1) Skilled— Rs. 4.25—5.50 p.d. (2) Semi-skilled— Rs. 3.12—4.50 p.d. (3) Unskilled— Rs. 2.37—0.06—3.00 p.d.																														
520 Mahindra and Mahindra Ltd., Bombay.	<p style="text-align: center;"><i>Effective from 1-3-1959</i></p> (1) Unskilled— Rs. 1.25—0.13—2.42 p.d. (2) Semi skilled— Rs. 1.50—0.15—2.70—0.20—3.10. (3) Semi skilled 'B'— Rs. 2.00—0.20—4.00. (4) Skilled 'B'— Rs. 2.25—0.20—3.85—0.25—4.35. (5) Skilled 'A'— Rs. 2.75—0.25—5.28. (6) Highly skilled 'B'— Rs. 3.25—0.40—7.25. (7) Highly skilled 'A'— Rs. 4.50—0.50—9.50. (8) Specialist as Mechanist, Machine Setter, Journeyman, Cupola Operator, Tool and Pattern Maker, Electrician, Instruments Mech.— Rs. 6.00—0.60—9.00—0.70—12.50. <i>Factories Categories—</i> (9) Jr. Eng. Carpenter, I Painter, Asstt. Canteen I Supervisor, Lab. Asstt., Inspectors (Vehicles and Accy.). Rs. 150—7.50—187.50—10—237.50. (10) Sr. Examiner, Sr. Inspector (Vehicle and/ Accy.), Parts handler I, Canteen Supervisor, Compounder— Rs. 175—10—225—12.50—287.50. (11) Jr. Scrutiny, Asstt. Jr. Technical Asstt. Charge-hand (Assy.), Press Shop, Jr. Inspector, Production chaser, (M/c. shop), Asstt. Sr. Inspector (Assy.), Asstt. Chemist, Time-keeper, Asstt. store-keeper, Electrical charge-hand— Rs. 200—12.50—262.50—15—337.50.																														

(1)	(2)	(3)	(4)
520 Mahindra and Mahindra Ltd., Bombay—cont.	<p>(12) Eng. Asstt. (M/c. shop), Supervisor (Foundry), Supervisor (Maintenance), Supervisor and (Heat Treatment), Charge-hand (tool-room) Jr. Store-keeper, Asstt. Foreman (Assy/press shop), Salvage Leader— Rs. 225—15—300—17·50—387·50.</p> <p>(13) Sr. Scrutiny, Asstt. Foreman (Ascvo Press shop), Sr. Inspector (Production), (Vehicles), Chemist, Time-keeper I, Sr. Tech. Asstt. Store-keeper, Asstt. Foreman (tool-room maintenance). Rs. 275—20—375—25—500.</p> <p>(14) Foreman (Tool/room maintenance)— Rs. 300—20—450—25—575.</p> <p>(15) General Foreman— Rs. 400—30—550—35—725.</p> <p>(16) Canteen boy/Service boy— Rs. 80—2—100</p> <p>(17) Cook—Rs. 100—4—140.</p> <p>(18) Parts Handler IV, Store Attendant— Rs. 100—3—130.</p> <p>(19) Watchmen—Rs. 100—3·50—145 .. .. Head Watchman to get Rs. 10 p.m. as allowance.</p> <p>(20) Mechanic, Painter II, Carpenter II, Parts handler II— Rs. 115—5—140—7—175.</p>	<p>.. .. Will not be entitled to any Food Allowance on plant holidays or his leave period.</p> <p>.. .. Head Watchman to get Rs. 10 p.m. as allowance.</p>	
<i>Office Categories</i>			
<p>(21) Jr. Clerk, Tel. Operator, Receptionist— Rs. 150—7·50—187·50—10—237·50.</p> <p>(22) Typist/Clerk— Rs. 160—8—200—10—250.</p> <p>(23) Sr. Clerk, Karden Clerk, Sr. Tel. Operator, Jr. draftsman, Jr. Stenographer, Jr. Field Mechanic (service)— Rs. 175—10—225—12·50—287·50.</p> <p>(24) Jr. Asstt. Cashier, Sr. Receptionist, Comptist— Rs. 200—12·50—262·50—15—337·50.</p> <p>(25) Sr. Stenographer, Asstt. Foreman (Service) Sr. Field Mechanic (service)— Rs. 225—15—300—17·50—387·50.</p> <p>(26) Personal Asstt. to Gen. Manager, Gen. Manager (Sales), Chief Eng. (Mechanical)— Rs. 250—17·50—337·50—20—437·50.</p> <p>(27) Sr. Asstt., Sr. Draftman— Rs. 275—20—375—25—500.</p> <p>(28) Asstt. Section Head— Rs. 325—25—450—30—600.</p> <p>(29) Hamal, Mali, Sweeper, Car-cleaner— Rs. 95—2—115.</p> <p>(30) Peon— Rs. 105—2—115—3—130.</p> <p>(31) Head Peon— Rs. 110—5—135—7—170.</p> <p>(32) Watchmen— Rs. 110—3·50—145 (head watchman to get Rs. 10 p.m. as allowance).</p> <p>(33) Driver— Rs. 140—5—150.</p>			
<i>Effective from 1st June 1959</i>			
522 National Metal Industries, Bombay.	Workers who are receiving 2·50 per day shall be given an <i>ad-hoc</i> increase of Rs. 0·25 and workers who are receiving more than Rs. 2·50 shall be paid an <i>ad-hoc</i> increase of Re. 0·50 p.d.		
523 Kores (India) Pvt. Ltd., Bombay.	<p><i>Effective from 1st July 1959</i></p> <p>1st Rs. 100 Revised Tex. scales D. A.</p> <p>2nd Rs. 100 Revised Tex. 30 p.c. of basis</p> <p>3rd Rs. 100 Revised Tex. 20 P.C. "</p> <p>More than 300 Revised Tex. 7½ p.c. "</p>		
<i>Effective from 1st July 1959.</i>			
524 Western Mechanical Industries, Pvt. Ltd., Bombay.	<p>(1) Unskilled— Rs. 3·00—0·12—3·84 per day.</p> <p>(2) Semi-skilled— Rs. 3·75—0·18—5·01 ..</p> <p>(3) Skilled— Rs. 4·50—0·25—6·25 ..</p> <p>(4) High skilled— Rs. 5·75—0·30—7·85 ..</p>		

(1)	(2)	(3)	(4)
		<i>Effective from 1st April 1959. Permanent Daily</i>	
526	Chemical Moulding Company, Bombay.	Mfg. Grade I .. .. Rs. 6.00—0.25—7.00 per day. Grade II .. .. Rs. 4.00—0.20—6.00 per day. Grade III .. .. Rs. 3.50—0.15—5.00 per day. Grade IV .. .. Rs. 3.00—0.10—4.25 per day. Grade V .. .. Rs. 2.50—0.06—3.50 per day. Grade VI .. .. Rs. 2.50—0.06—3.50 per day. (Temp.).	
		<i>Permanent Monthly:—</i>	
		Grade I .. .. Rs. 60.00 p.m. } Grade II .. .. Rs. 67.00 p.m. } Increment of Rs. 5. Grade III .. .. Rs. 72.00 p.m. } shall be given every year.	
527	Somani & Co. Pvt. Ltd., Bombay.	.. ..	D. A. shall be paid at the rate of Rs. 1-14-0 per working day from 1st May 1959.
		<i>Effective from 1st June 1959.</i>	
528	Panchal Iron Works, Bombay	Unskilled minimum Rs. 2.50 per day consolidated. All other workmen who are getting Rs. 2.50 at present shall be given an increment of Re. 0.12 nP. per day.	
		<i>Effective from 1st November 1959.</i>	
529	Turner Hoare Co. Pvt. Ltd., Bombay.	.. ..	A flat addition of Rs. 15 per month to the existing rate of D. A. to all workers. Not more than Rs. 200 per month as D. A. to be paid to any worker.
		<i>Effective from 1st July 1959.</i>	
530	Testeels Limited, Bombay ..	Highly skilled— Rs. 5.50—0.25—8.00 per day. Skilled 'A'— Rs. 4.75—0.20—6.75 per day. Skilled 'B'— Rs. 4.30—0.20—6.30 per day. Semi-skilled 'A'— Rs. 3.55—0.12—4.75 per day. Semi-skilled 'B'— Rs. 3.30—0.12—4.50 per day. Unskilled— Rs. 3.00—0.09—3.90 per day.	
		<i>Effective from 1st November 1959.</i>	
531	Sion Garage, Bombay ..	Consolidated wages— Unskilled for first 6 months 2.25 then Rs. 2.50—0.15—3.70 per day. Semi-skilled— Rs. 2.70—0.20—4.75 per day. Skilled— Rs. 3.25—0.25—5.75 per day.  Special grade— Rs. 4.25—0.35—7.55 per day.	
532	Collins & Co., Bombay ..	.. ..	All the employees (operatives and staff) shall be paid D. A. at the rate of 75 per cent of Bombay Cotton Textile Scale with effect from 1st October 1959.
533	Automobile and Agricultural Industries Corporation, Bombay.	(1) Unskilled— Rs. 1.15—0.09—2.05 per day. (2) Semi-skilled 'B'— Rs. 1.45—0.12—2.65 per day. (3) Semi-skilled 'A'— Rs. 1.75—0.15—3.25 per day. (4) Skilled 'B'— Rs. 1.90—0.21—4.00 per day. (5) Skilled 'A'— Rs. 2.40—0.25—4.90 per day. (6) Highly Skilled 'A'— Rs. 3.00—0.35—6.50 per day. (7) Watchman— Rs. 35.00—3.00—65.00 per month.	

(1)	(2)	(3)	(4)																																												
<i>Effective from 1st June 1959.</i>																																															
535 Shri Shakti Trading Co., Bombay.	(1) Unskilled— Rs. 1.15—0.15—1.90 per day. (2) Semi-skilled— Rs. 1.50—0.20—2.50 per day. (3) Skilled— Rs. 2.25—0.30—3.75 per day.		With effect from 1st June 1959, D. A. shall be paid at flat rate of 1.87 per day.																																												
<i>Effective from 1st September 1959.</i>																																															
537 The National Garage Pvt. Ltd., Bombay.	(1) Foreman— Rs. 250—15—400 per month. (2) Asstt. Foreman— Rs. 200—12—50—250 per month. (3) Carpenter, Mechanic, Painter— Rs. 160—10—200 per month. (4) Painter— Rs. 105—10—155 per month. (5) Driver— Rs. 90—5—120 per month. (6) Painter, Mech. Tinsmith, Asstt. Painter— Rs. 80—5—100 per month. (7) Asstt. Electrician— Rs. 60—4—76 per month. (8) Serviceman— Rs. 51—3—67 per month. (9) Head Watchman, Watchman— Rs. 42—2—64 per month. (10) Peons— Rs. 35—2—60 per month. (11) Asstt. to Mechanics— Rs. 30—2—50—EB—3—65 per month. (12) Cleaner, Sweeper— Rs. 30—2—60 per month.																																														
538 The Murphy Radio of India Ltd., Bombay.	(1) Helper— Rs. 1.25—0.06—1.6,7—0.08—1.91—0.09—2.00 P. D. (2) Cabinet Assembler Cabinet machine operator— Rs. 1.80—0.15—2.55—EB—0.20—3.35 p. d. (3) Cabiner Sanders and Finishers— Rs. 1.50—0.10—2.00—EB—0.13—2.26 p.d. (4) Cabinet Spray Painters Sr. Grade— Rs. 2.75—0.15—3.50—0.20—4.10—EB—0.20— 4.70. (5) Cabinet Spray Painter Jr. Grade— Rs. 2.00—0.15—2.75—EB—0.20—0.35. (6) Mechanical Operator— Rs. 1.45—0.10—1.95—0.13—2.21 p.d. (7) Leading Hands— Rs. 100—5—130—EB—7½—160—EB—10— 210 per month.																																														
540 Metal Box Co. of India Limited, Bombay.	..		<i>Effective from 1st December 1959.</i>																																												
		<table border="1"> <thead> <tr> <th>Basic</th> <th>Index between</th> <th>Basic</th> <th>Index between</th> </tr> <tr> <th>(1)</th> <th>Rs. 401—410</th> <th>(3)</th> <th>Rs. 401—410</th> </tr> <tr> <th>(1)</th> <th>(2)</th> <th>(3)</th> <th>(4)</th> </tr> </thead> <tbody> <tr> <td>Rs. 1/49</td> <td>Rs. 90</td> <td>Rs. 400—449</td> <td>Rs. 10 p.m.</td> </tr> <tr> <td>Rs. 50/99</td> <td>Rs. 100</td> <td>Rs. 450—499</td> <td>Rs. 200 „</td> </tr> <tr> <td>Rs. 100/149</td> <td>Rs. 112</td> <td>Rs. 500—549</td> <td>Rs. 220 „</td> </tr> <tr> <td>Rs. 150/199</td> <td>Rs. 120</td> <td>Rs. 550—599</td> <td>Rs. 240 „</td> </tr> <tr> <td>Rs. 200/249</td> <td>Rs. 125</td> <td>Rs. 600—649</td> <td>Rs. 260 „</td> </tr> <tr> <td>Rs. 250/299</td> <td>Rs. 135</td> <td>Rs. 650—699</td> <td>Rs. 280 „</td> </tr> <tr> <td>Rs. 300/349</td> <td>Rs. 145</td> <td>700 and above</td> <td>Rs. 300 „</td> </tr> <tr> <td>Rs. 350/399</td> <td>Rs. 160</td> <td>Every 10 pts. variation of rise or fall by Rs. 5 p.m.</td> <td></td> </tr> </tbody> </table>	Basic	Index between	Basic	Index between	(1)	Rs. 401—410	(3)	Rs. 401—410	(1)	(2)	(3)	(4)	Rs. 1/49	Rs. 90	Rs. 400—449	Rs. 10 p.m.	Rs. 50/99	Rs. 100	Rs. 450—499	Rs. 200 „	Rs. 100/149	Rs. 112	Rs. 500—549	Rs. 220 „	Rs. 150/199	Rs. 120	Rs. 550—599	Rs. 240 „	Rs. 200/249	Rs. 125	Rs. 600—649	Rs. 260 „	Rs. 250/299	Rs. 135	Rs. 650—699	Rs. 280 „	Rs. 300/349	Rs. 145	700 and above	Rs. 300 „	Rs. 350/399	Rs. 160	Every 10 pts. variation of rise or fall by Rs. 5 p.m.		
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541 Racek Industries Pvt. Ltd., Bombay.	Stipend of Rs. 1.75 per day minimum will be given to apprentice.		All the workmen except apprentice will be given D. A. at Rs. 1.63 per day.																																												
543 Sarda Nut & Stud Mfg. Company, Bombay.	<i>Effective from 1st January 1960.</i> (1) Skilled— Rs. 90—4—110—5—135—6—165 p.m. (2) Semi-skilled— Rs. 75—3—96—4—116 p.m. (3) Unskilled— Rs. 60—2—80—3—95. (4) Apprentices— 1st 6 months—Rs. 2.00 per day. 2nd 6 months—Rs. 2.25 per day.																																														

(1)	(2)	(3)	(4)
544 Repute Eng. and Galvanizing Works, Bombay.	<i>Effective from 1st January 1960.</i>		
		(1) Apprentice— 1st 6 months—Rs. 39 p.m. 2nd 6 months Rs. 45 p. m. 3rd 6 months—Rs. 52 p. m. 4th 6 months—Rs. 50.50 p.m. Unskilled— Rs. 60.0—2.0—80.00 Semi skilled— Rs. 70.0—3.00—100.00. Skilled— Rs. 80.00—4.00—120.00.	
545 Vijay Industries, Bombay..	<i>Effective from 1st January 1960 for 26 working days.</i>		
		(1) Apprentice— 1st 6 months Rs. 39.00 per month. 2nd 6 months Rs. 45.00 ,, 3rd 6 months Rs. 52.00 ,, 4th 6 months Rs. 58.50 ,, (2) Unskilled— Rs. 60—2—80. (3) Semi-skilled— Rs. 70—3—100. (4) Skilled— Rs. 80—4—120. (5) Spl. skilled— Rs. 100—5—150—6—180.	
548 Mistry Motor Body Builders, Bombay.	..		Increase of 0.25 nP. in D. A. from 1st January 1960 to all workers.
549 Hindustan Sheet Metal Works, Bombay.	<i>Effective from 1st November 1959. Consolidated wages—</i>		
		(1) Unskilled — Rs. 2.75—0.08—3.55 per day. (2) Semi-skilled— Rs. 3.00—0.15—4.50 ,, (3) Skilled— Rs. 3.90—0.25—6.40 ,, (4) Highly skilled— Rs. 4.90—0.38—8.20 ,,	
552 Bieri Pvt. Ltd., Bombay ..	<i>Effective from 1st January 1960</i>		
		(1) Clerk/typist Grade 'A'— Rs. 140—12—200 p.m. (2) Clerk/typist Grade 'B'— Rs. 100—10—150 p.m. (3) Peons, Sweeper, Mazdoor, Coolies, Helpers— Rs. 87—7—122 p.m. (4) Watchman— Rs. 93—8—133 p.m. (5) Driver— Rs. 150—10—200 p.m. (6) Audasing Supervisors— Rs. 150—12—210 p.m. (7) Buffing Supervisors— Rs. 140—11—195 p.m. (8) Press Supervisors— Rs. 140—10—190 p.m. (9) Packing Supervisors— Rs. 130—12—190 p.m.	
553 Shri Shakti Trading Company, Bombay.	<i>Effective from 1st June 1960</i>		<i>Effective from 1st June 1959</i>
		(1) Jr. Clerk— Rs. 55—7—111 p.m. (2) Clerk— Rs. 115—12—211 p.m. (3) Sr. Clerk— Rs. 175—15—295 p.m. (4) Asstt. Supervisor— Rs. 60—10—140 p.m. (5) Supervisor— Rs. 125—10—205 p.m. (6) Overseers— Rs. 170—15—290 p.m. (7) Asstt. Engineer— Rs. 250—20—410 p.m.	Rs. 100 Rs. 55 p.m. Rs. 101—150 Rs. 60 p.m. Rs. 151 and above Rs. 70 p.m. All the supervisory Rs. 75 p.m. Technical staff.



(1)	(2)	(3)	(4)
554 Jairam Sheth & Co., Bombay	<i>Effective from 1st January 1960 (Consolidated)</i>	(a) Unskilled— Rs. 2.50—0.06—2.80 p.d. (b) Semiskilled— Rs. 3.00—0.12—3.60 p.d. (c) Skilled— Rs. 3.50—0.18—4.40 p.d.	
555 National Baby Motor Works, Bombay.	<i>Effective from 1st December 1959</i>	(1) Unskilled Rs. 2.62—0.10—3.32 p.d. (2) Semiskilled Rs. 3.12—0.15—4.17 p.d. (3) Skilled— Rs. 4.00—0.20—5.40 p.d. (4) Highly skilled— Rs. 5.25—0.30—8.05 p.d.	
556 Keron Products, Bombay		(1) Skilled— Rs. 90—4—110—6—135—6—165. (2) Semiskilled— Rs. 75—3—96—4—116. (3) Unskilled— Rs. 60—2—80—3—95.	
557 P. S. A. Eng. Works Pvt. Ltd., Bombay.	<i>Effective from 1st March 1960.</i>	(1) Unskilled— Rs. 1.16—0.06—1.46 per day. (2) Semiskilled— Rs. 1.50—0.12—2.10 per day. (3) Skilled— Rs. 3.00—0.25—4.25 per day.	D. A. at the rate of 1.37 per day to all workers.
560 Victoria Lamp Works, Bombay.	<i>Effective from 1st December 1959.</i>	(1) Who are getting less than Rs. 2.50 shall be paid Rs. 2.50 per day. (2) Who are getting Rs. 2.50 per day shall be given Rs. 2.75 per day.	
561 Jeewanlal (1929) Ltd., Bombay.		..	66½ per cent of the Revised Cotton Textile scale.
562 Inventors' Industrial Corpn., Pvt. Ltd., Bombay.	<i>Effective from 1st April 1960.</i>	(1) Unskilled— Rs. 2.50—0.12 per year increment. (2) Semiskilled— Rs. 3.00—0.19 per year increment. (3) Skilled— Rs. 4.00—0.22 per year increment. (4) Highly skilled— Rs. 5.00—0.25 per year increment.	
564 Craftsman Electronic Corpn. Pvt. Ltd., Bombay.	<i>Effective from 1st August 1959.</i>	Supervisory Staff— (1) Asstt. Foreman— Rs. 200—10—450 p. m. (2) Sr. Supervisor— Rs. 200—15—400 p.m. (3) Supervisors— Rs. 150—10—350 p.m. (4) Asstt. Supervisor— Rs. 135—10—250 p.m. (5) Charge Head— Rs. 100—5—175 p.m.	<i>Effective from 1st April 1959.</i> Up to basic Rs. 50 p.m. .. Rs. 40 p.m. Between Rs. 51/100 p.m. .. Rs. 45 .. Above Rs. 100 p.m. .. Rs. 55 ..
		Clerical staff— (6) Grade 'A'— Rs. 120—10—160—12½—210—15—345 (7) Grade 'B'— Rs. 60—5—70—7½—100—10—150—15—225. (8) Peons— Rs. 35—2—47—3—65—5—75. (9) Skilled— Rs. 65—5—195 p.m. (10) Semiskilled— Rs. 45—4—65 p.m. (11) Unskilled— Rs. 30—3—45 p.m.	

(1)	(2)	(3)	(4)															
565 Air Conditioning Corpn., Pvt. Ltd., Bombay.	..	<i>Effective from 1st November 1959</i> D.A.	(1) Salary up to Rs. 200 Rs. 58.50 p.m. (2) More than Rs. 201 Rs. 70 p.m.															
566 Devidayal Cable Industries, Pvt. Ltd., Bombay.	<i>Effective from 1-1-60.</i>	(1) Unskilled (1) Rs. 1.15—0.06—1.75 p.d. (2) Rs. 1.25—0.06—2.00 p.d. (2) Semiskilled— (1) Rs. 1.50—0.10—2.50 p.d. (2) Rs. 1.75—0.10—2.75 p.d. (3) Skilled— (1) Rs. 2.00—0.15—3.50 p.d. (2) Rs. 2.50—0.20—4.00 p.d. (4) Highly skilled— (1) Rs. 3.00—0.25—5.50 p.d.	60% of the Revised Textile Scale in the city from time to time.															
567 The Graphic & Steel Extension, Bombay.	Permanent workers maximum Rs. 2 per day.																	
568 Jayant Metal Mfg. Co., Bombay.	(1) Unskilled— Rs. 1.25—0.06—1.86. (2) Semiskilled— Rs. 1.88—0.12—3.12. (3) Skilled— Rs. 2.75—0.25—5.25. (4) Highly skilled— Rs. 3.50—0.31—6.62.		<i>Effective from 1st January 1960.</i> D. A. payable equivalent to the D. A. paid to workmen working in the Textile Mill in Bombay.															
569 Wire Nails Pvt. Ltd., Bombay	(1) Unskilled— Rs. 1.26—0.06—1.88. (2) Semiskilled— Rs. 1.88—0.12—3.12. (3) Skilled— Rs. 2.75—0.25—5.25. (4) Highly skilled— Rs. 3.50—0.31—6.62.		<i>Effective from 1st January 1960.</i> D. A. equivalent to Textile mills in Bombay.															
570 India Stores Supply Co., Bombay.	All employees except piece-Workers shall be paid daily 0.12 nP. extra over and above their existing consolidated daily wage from 1st May 1960.																	
571 Guest, Keen, Williams Limited, Bombay.	(1) Estate Sweeper— Rs. 17—1.13—33.95. (2) Scrap yard mazdoor— Rs. 18.66—1.24—37.26. (3) Swimming pool and Pump attendant— Rs. 20.33—1.35—40.58. (4) Watchman— Rs. 22.00—1.46—43.90. (5) Gardener class I— Rs. 23.67—1.57—47.01. (6) Painter— Rs. 25.33—1.68—50.53. (7) Working Mukadam— Rs. 27.00—1.79—53.85. (8) Tractor Driver— Rs. 36.05—2.43—72.95.																	
574 Heatly and Gresham Limited, Bombay.	<i>Effective from 1-1-60</i>	(1) Clerks Gr. 'A'— Rs. 130—10—200—EB—12.50—275—15— 320 p.m. (2) Clerks Gr. 'B'— Rs. 75—5—105—7.50—180—EB—10—220 (3) Stenographer— Rs. 120—7.50—165—EB—10—225—EB— 12.50—312.50—7.50—320.	<i>Effective from 1-1-60</i>															
		<table border="1"> <thead> <tr> <th>Pay slab</th> <th>Index 311/320 textile scale for 26 w.d. whichever is higher.</th> <th>10 pts. variation</th> <th>Per cent</th> </tr> </thead> <tbody> <tr> <td>101/200</td> <td>30 basic salary</td> <td>2</td> <td></td> </tr> <tr> <td>201/300</td> <td>15 basic salary</td> <td>1½</td> <td></td> </tr> <tr> <td>301 above</td> <td>10 basic salary</td> <td>1</td> <td></td> </tr> </tbody> </table>	Pay slab	Index 311/320 textile scale for 26 w.d. whichever is higher.	10 pts. variation	Per cent	101/200	30 basic salary	2		201/300	15 basic salary	1½		301 above	10 basic salary	1	
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101/200	30 basic salary	2																
201/300	15 basic salary	1½																
301 above	10 basic salary	1																
	<i>Effective from 1-2-60</i>	(4) Mechanics— Rs. 75—5—105—7.50—100—EB—10—200. (5) Asstt. Storekeeper— Rs. 130—10—200—EB—12.50—275.																

(1)	(2)	(3)	(4)
		(6) Driver— Rs. 65—4—105—5—120.	
		(7) Packer and semi Carpenter— Rs. 45—2.50—70—5—85.	
		(8) Peon, coolie, hamal— Rs. 35—2.50—60.	
		(9) Head Peon to get an allowance of Rs. 10 per month.	
576	Godrej and Boyce mfg. Co., Pvt. Ltd., Bombay.	<i>Effective from 1-6-60</i>	D. A. 2.41 p.d. for 26 working days.
		(1) Grade 'A'— Rs. 1.50—0.12—2.82 p. d.	
		(2) Grade 'B'— Rs. 1.80—0.15—3.45 p. d.	
		(3) Grade 'C'— Rs. 2.25—0.20—4.25 p. d.	
		(4) Grade 'D'— Rs. 3.00—0.25—5.50.	
		(5) Grade 'E'— Rs. 4.00—0.35—7.50.	
		(6) Grade 'F'— Rs. 6.00—0.35—7.50.	
		(7) Grade 'G'— Rs. 8.00—0.50—11.0—EB—0.65—13.60.	
		(8) Peon— Rs. 40 per month.	
577	Devidayal Stainless Steel Industries, Pvt., Ltd., Bombay.	Increase will be with effect from 1-1-60— Service	D. A. at the rate of 75 per cent of the old Textile rate from 1-1-60.
			Increment per year
			Rs.
		1 to 2 years .. ..	0.15
		Between 2/4 years .. ..	0.25
		Between 4/6 years .. ..	0.35
		Above 6 years .. ..	0.50
578	Devidayal Metal Industries, Bombay.	<i>Effective from 1-1-60</i>	<i>Effective from 1-5-60</i>
		Scale per day—	D. A. payable at the rate of 75 per cent of the city Textile scale, time to time.
		Grade 'A'— Rs. 1.16—0.06—1.78.	
		Grade 'B'— Rs. 1.34—0.06—1.97.	
		Grade 'C'— Rs. 1.44—0.09—2.37.	
		Grade 'D'— Rs. 1.54—0.09—2.47.	
		Grade 'E'— Rs. 1.62—0.09—2.56.	
		Grade 'F'— Rs. 1.75—0.09—2.69.	
		Grade 'G'— Rs. 1.81—0.12—3.06.	
		Grade 'H'— Rs. 1.94—0.12—3.10.	
		Grade 'I'— Rs. 2.00—0.12—3.25.	
		Grade 'J'— Rs. 2.12—0.16—3.69.	
		Grade 'K'— Rs. 2.31—0.16—3.87.	
		Grade 'L'— Rs. 2.50—0.19—4.37.	
		Grade 'M'— Rs. 2.87—0.19—4.75.	
581	Bharat Eng. and Wire Products, Bombay.	<i>Effective from 1-1-60</i>	
		(1) Daily rated workmen getting less than Rs. 2.50 p.d. shall be paid Rs. 2.50 p.d.	
		(2) Daily rated workmen who are getting more than Rs. 2.50 p.d. shall be paid Rs. 2.75 p.d.	
		(3) Monthly rated workmen shall be paid an ad-hoc increase of Rs. 5 p.m.	
582	Crompton Parkinson Works Limited, Bombay.	Scales—	
		Grade 'A'— Rs. 1.30—0.07—1.93.	
		Grade 'B'— Rs. 1.37—0.07—2.07.	
		Grade 'C'— Rs. 1.40—0.07—1.61—0.13—2.52.	

(1)	(2)	(3)	(4)																		
		Grade 'D'— Rs. 1.59—0.13—2.63. Grade 'E'— Rs. 2.00—0.13—3.17. Grade 'F'— Rs. 2.45—0.13—2.84—0.19—4.36. Grade 'G'— Rs. 3.05—0.19—4.64. Grade 'H'— Rs. 3.13—0.19—4.84. Grade 'I'— Rs. 3.75—0.25—6.00 .. .. . Grade 'J'— Rs. 4.50—0.30—7.50.																			
583	Siemens Eng. and Mfg. Co. of India Pvt. Ltd., Bombay.	<i>Effective from 1-1-60</i> (1) Jr. Engineer (Degree), Electrical (Degrec)— Rs. 350—30—590—40—870 p.m. (2) Jr. Eng. (Diploma), Erection Eng. (Diploma)— Rs. 300—30—540—40—820. (3) Semi Clerk, Asstt. storekeeper— Rs. 150—5—185—10—265. (4) Jr. Asstt.—175—10—225—15—300—20—400 (Graduates to start on Rs. 185). (5) Sr. Asstt.— Rs. 250—15—295—20—415—25—540. (6) Operators, Receptionist, Typist— Rs. 170—7.50—230—15—325. (7) Stenographer— Rs. 235—10—285—15—435. (8) Asstt. foreman (promoted from skilled manual worker)— Rs. 260—10—340—15—445. (9) Tracers— Rs. 150—5—175—10—225—15—300. (10) Draftsman I— Rs. 210—10—250—15—400. (11) Draftsman II— Rs. 250—15—355—20—455—25—580. (12) Printers— Rs. 125—4—153—5—193. (13) Drivers— Rs. 130—5—170—6—206 plus cleaning allowance Rs. 12.50 p.m. (14) Peons, Watchman and Liftman— Rs. 120—2—130—3—160. Rs. 10 as cycle allowance. (15) Sweeper— Rs. 116—2—124—3—148.																			
585	Ruby Industries, Bombay. ..	<i>Consolidated wages effective from 1-3-60</i> (1) Unskilled— Rs. 2.50—0.12—3.70 p. d. (2) Semiskilled— Rs. 2.75—0.18—4.55 p. d. (3) Skilled driver— Rs. 3.50—0.25—6.00 p. d. (4) Spl. grade— Rs. 6.00—0.35—7.40 p. d. (5) Watchman and office peon— Rs. 65—3—95 per month. (6) Dept. head— Rs. 150—7.50—240 per month.																			
586	Premier Automobiles Pvt. Ltd., Bombay.		<i>Effective from June 1960</i> <table border="1"> <thead> <tr> <th>Pay slab</th> <th>Bombay working class cost of living index 311/320</th> <th>10 points variation</th> </tr> <tr> <td></td> <th>Per cent</th> <th>Per cent</th> </tr> </thead> <tbody> <tr> <td>1/100</td> <td>.. 65 of basic salary</td> <td>5</td> </tr> <tr> <td>101/200</td> <td>.. 30 of basic salary</td> <td>2</td> </tr> <tr> <td>201/300</td> <td>.. 15 of basic salary</td> <td>1</td> </tr> <tr> <td>301 above</td> <td>.. 10 of basic salary</td> <td>1</td> </tr> </tbody> </table>	Pay slab	Bombay working class cost of living index 311/320	10 points variation		Per cent	Per cent	1/100	.. 65 of basic salary	5	101/200	.. 30 of basic salary	2	201/300	.. 15 of basic salary	1	301 above	.. 10 of basic salary	1
Pay slab	Bombay working class cost of living index 311/320	10 points variation																			
	Per cent	Per cent																			
1/100	.. 65 of basic salary	5																			
101/200	.. 30 of basic salary	2																			
201/300	.. 15 of basic salary	1																			
301 above	.. 10 of basic salary	1																			
587	National Electrical Industries Ltd., Bombay.	<i>Effective from 1-4-60</i> (1) Unskilled— Rs. 1.30—0.07—1.93 p.d. (2) Semiskilled I— Rs. 1.50—0.09—2.40 p.d.																			

(1)	(2)	(3)	(4)	
588 Automobile Products of India Ltd., Bombay.	<i>Monthly rated staff</i>	(3) Semiskilled II— Rs. 2-00—0-15—3-50 p.d. (4) Skilled I— Rs. 2-50—0-20—4-50 p.d. (5) Skilled II— Rs. 3-00—0-25—5-50 p.d. (6) Highly-skilled— Rs. 4-50—0-30—7-50 p.d.		
		(1) Head Peon— Rs. 70—4—90—5—140. (2) Head Watchman— Rs. 80—5—105—EB—6—165. (3) Naik— Rs. 50—4—70—EB—4—110. (4) Canteen overseer— Rs. 65—5—90—EB—6—150. (5) Cook I— Rs. 50—5—125. (6) Cook II— Rs. 40—4—60—EB—5—90. (7) Head butler— Rs. 40—5—65—6—125. (8) Butler— Rs. 35—4—55—EB—5—85. (9) Watchman, Peon, Teaboy/Maker/Hamal/ Cleaner/loader/sweeper— Rs. 35—3—50—4—70—5—100. (10) Car and truck driver— Rs. 60—4—100—EB—4—125—7—160. (11) Routine, blue printer— Rs. 60—4—120. (12) Typist, typist-clerk, parts pickers, adreners machine-operator, Receptionist, arm-switch, board operator, compounder, tracers, filing clerk, Asstt. time-keepers, stores Asstt. II— Rs. 85—5—110—EB—7—180. (13) Sr. Clerk, Head time-keeper, Asstt. Store- keeper.— Rs. 165—10—245—EB—15—350. (14) Jr. Clerk, comptist, factory pay-roll clerk, store Asstt. I— Rs. 165—10—245—EB—15—350. (15) Jr. Stenographer— Rs. 120—8—200—EB—10—250. (16) Sr. Stenographer— Rs. 175—10—275—EB—15—350. (17) Time study clerk— Rs. 120—8—200—EB—10—250. (18) Secretary, Stenographer— Rs. 180—10—230—EB—15—380. (19) Asstt. Cashier/Jr. Draftsman— Rs. 150—8—190—EB—12—250. (20) Head Cashier— Rs. 180—10—250—EB—15—340—20—400. (21) Parts checker, Asstt. foreman, inspector, examiners— Rs. 90—6—120—EB—8—200. (22) Store-keeper— Rs. 270—10—370—15—520. (23) Stock verifier— Rs. 150—10—200—EB—15—350. (24) Asstt. stock verifier— Rs. 100—10—150—EB—10—250. (25) Foreman 'A' service Asstt. technical Asstt. 'A'— Rs. 225—10—275—EB—15—350. (26) Diesel engine service Asstt.— Rs. 200—15—275—EB—20—375. (27) Foreman 'B' service Asstt. II, Technical Asstt. 'B' service Mechanic— Rs. 160—10—200—EB—12—260. (28) Service Asstt. Class II— Rs. 120—8—160—EB—10—210. Daily rates— (1) Unskilled— Rs. 1-25—0-13—2-42—0-20—2-62. (2) Semiskilled 'C'— Rs. 1-50—0-15—2-70—0-20—3-10.	<i>Effective from 1-4-60</i> (1) For basic salary of Rs. 100 and below. (2) For a basic of over Rs. 100.  <i>Daily rates</i> (1) For a pay up to 100 p.m. (2) For a basic wage of over 100 p.m.	<i>Monthly</i> Rs. 95. 95 per cent of the basic pay on 1st Rs. 1,000 and 40 per cent on balance. 3-65 p.d. or textile scale whichever higher. Rs. 95 on the 1st and 40 per cent on the balance.

(1)	(2)	(3)	(4)
		(3) Semiskilled 'B'— Rs. 1.75—0.18—3.01—0.20—3.61.	
		(4) Semiskilled 'A'— Rs. 2.00—0.20—3.60—0.25—4.10.	
		(5) Skilled— Rs. 2.50—0.25—5.00.	
		(6) High-skilled 'B'— Rs. 3.25—0.25—4.50—0.30—5.70.	
		(7) High-skilled 'A'— Rs. 4.00—0.30—5.50—0.40—7.50.	
589	Windsor Eng. & Welding Works, Bombay.	Present consolidated wages shall be continued with the following ad-hoc increase with effect from 1-7-60:—	
		(1) Blacksmith— Re. 0.50 per day.	
		(2) Weld Blacksmith— Re. 0.38 per day.	
		(3) Mazdoor— Re. 0.63 per day.	
590	Bharat Bijalee Ltd., Bombay	Highly skilled— Rs. 4.00—0.25—5.00—EB—0.30—6.20 per day.	
591	Ramnarain Industries, Bombay	<i>Effective from 1st May 1960.</i> Consolidated wages for 26 working days—	
		(1) Boiler attendants I— Rs. 90—5—130 p.m.	
		(2) Boiler attendants II— Rs. 75—3—99 p.m.	
		(3) Fireman/Coalman/Watchman— Rs. 70—3—94 p.m.	
		(4) Stenterman, folder, giggerman, winchmat. driver/finisher, stamper-cum-packer, sample cut looker— Rs. 75—5—115 p.m.	
		(5) Washerman/Steamman— Rs. 65—3—89 p.m.	
		(6) Tailor— Rs. 65—3—89 p.m.	
		(7) Dyeing Mukadam— Rs. 150—5—175—10—225 p.m.	
592	National Electrical Industries Ltd., Bombay.	<i>Effective from 1st April 1960.</i>	
		(1) Monthly Watchman— Rs. 32—2—52—EB—3—67 p.m.	
		(2) Monthly Driver— Rs. 60—4—88—5—103—EB—5—108.	
		<i>Administrative and general office staff—</i>	
		I .. .. Rs. 55—5—80—7—115—EB—7—150.	
		II .. .. Rs. 75—8—115—10—185—EB—10—215.	
		III .. .. Rs. 100—10—150—12.50—212.50—EB—12.50—275.	
		IV .. .. Rs. 170—10—190—12.50—290—EB—15—365.	
		<i>Technical office staff</i>	
		I .. .. Rs. 75—5—95—8—143—EB—8—159—10—189.	
		II .. .. Rs. 89—8—153—10—173—EB—10—223.	
		III .. .. 120—12.50—195—15—255—EB—15—330.	
		IV .. .. Rs. 200—12.50—300—15—330—EB—15—300—20—420.	
		<i>Supervisory Staff and Workshop—</i>	
		I .. .. Rs. 70—6—100—7—135—EB—7—170.	
		II .. .. Rs. 90—8—130—10—180—EB—10—230.	
		III .. .. Rs. 120—8—160—10—200—12.50—212.50—EB—285—15—345.	
		IV .. .. Rs. 160—10—210—12.50—272.50—EB—12.50—285—20—420.	
		V .. .. Rs. 200—12.50—300—15—330—EB—15—360—20—420.	
			D. A. shall be paid as per the scale prescribed by the Labour Appellate Tribunal to the Textile Workers in their decision reported in M. G. G., Part-I-L, dated 10th February 1955, pages 486.
			For the purpose of compilation of monthly D. A. A month shall be of 26 working days
			Basic salary                      Surcharge to D.A.
			Up to Rs. 100                      7.50 per month.
			Rs. 101 to 200                      .. Rs. 15    "
			Rs. 201 to 300                      .. Rs. 22    "
			Rs. 301 and above                      .. Rs. 25    "

(1)	(2)	(3)	(4)
593	Nanu's Metal (Brass) Works Bombay.	(1) Unskilled Temporary— Rs. 2.50 consolidated. (2) Unskilled Permanent— Rs. 2.62 consolidated.	
594	Lucas Indian Service Pvt. Ltd., Bombay.	<i>Effective from 1st August 1960.</i>	<i>Effective from 1st August 1960.</i>
		Category	Minimum basic p.m. Maximum basic p.m.
		(1)	(2) (3)
			Rs. Rs.
		Foreman, Supervisor ..	400 550
		Clerk I .. .. .	100 350
		Clerk II .. .. .	75 300
		Charge hand (2nd i/c) ..	300 400
		Mechanics and fitter ..	75 300
		Jr. Trainees .. .. .	30 100
		Drivers .. .. .	75 180
		Carpenter (packing) ..	50 200
		Peons, coolie .. .. .	50 150
		Watchman .. .. .	50 100
		Sweepers .. .. .	50 75
		All employees will receive automatic annual increments according to their basic salary up to the maximum in each grade on the following scale :—	
		Basic less than 50 (excluding D. A.) 15 per cent.	
		Between 51/75 ,, 12½ per cent.	
		Between 70/100 ,, 10 per cent.	
		Salary over Rs. 100 ,, 7½ per cent.	
595	Steelmade Co., Bombay ..	<i>Effective from 31st July 1960.</i>	Rs. 60 per month for 26 working days.
		(1) Unskilled— Rs. 1.25—0.12—2.45—0.20—3.45 per day.	
		(2) Semiskilled 'B'— Rs. 1.75—0.15—3.25—0.25—4.50 per day.	
		(3) Semiskilled 'A'— Rs. 2.75—0.20—4.75—0.30—6.25 per day.	
		(4) Skilled 'B'— Rs. 3.75—0.25—6.25—0.35—8.00 per day.	
		(5) Skilled 'A'— Rs. 4.80—0.30—7.80—0.50—10.30 per day.	
		Watchman, peon—	
		(6) Rs. 40—5—75 per month.	
596	Mazgaon Docks Pvt. Ltd., Bombay.	<i>Effective from 1st April 1960.</i>	
		(1) Chinese Misiry— Rs. 6.50—0.35—8.60—0.40—9.50 per day.	
		(2) Chinese chargehand— Rs. 250—12.50—300—15—360—per month.	
		(3) Master chetta— Rs. 350—12.50—450 (plus 33.13 per cent D. A. p. m.)	
597	Alu Capsules Pvt. Ltd., Bombay.	(1) Unskilled Mazdoor, mali, sweeper, packers— Rs. 1.25—0.06—1.73 per day.	
		(2) Semiskilled operators, working on semi automatic machine, packing of capsules, liquiriosed, forming and cutting machine operators— Rs. 1.62—0.09—2.37 per day.	
		(3) Semiskilled artisan, fitter, turner etc.— Rs. 2.00—0.12—2.48. per day.	
		(4) Skilled turner, fitter, carpenter, shaping machine operator, nilling machine operator, machine setter or automatic machine etc.— Rs. 2.50—0.16—3.14—0.19—4.09—3.14—0.25—5.09 per day.	
598	Kalina Metal and Engineering Works, Bombay.	<i>Effective from 1st January 1961</i>	<i>Effective from 1-1-61</i> 66½ percent of new cotton textile rate.
		(1) Unskilled— Rs. 1.25—0.12—1.85 p.d.	
		(2) Semi skilled— Rs. 1.60—0.15—2.50 p.d.	
		(3) Skilled 'B'— Rs. 2.00—0.20—3.00 p.d.	
		(4) Skilled 'A'— Rs. 2.50—0.25—4.00 p.d.	
		(5) Highly 'A'— Rs. 3.00—0.30—4.80 p.d.	

(1)	(2)	(3)	(4)
599 Brady Engineering Co., Ltd., Bombay.	Present wage scale shall be continued .. ..	D. A. shall be paid as Revised Textile Scale.	
600 Dalal Engineering Pvt. Ltd., Bombay.	<p style="text-align: center;"><i>Effective from 1-4-60</i></p> (1) Unskilled— Rs. 1.25—0.10—2.25 p.d. (2) Semiskilled 'B' Rs. 1.75—0.15—3.25 p.d. (3) Semiskilled 'A' Rs. 2.25—0.20—4.25 p.d. (4) Skilled 'B' Rs. 3.25—0.30—6.25 p.d. (5) Skilled 'A' Rs. 4.25—0.40—8.25 p.d. (6) Highly skilled— Rs. 5.25—0.50—10.25 p.d.	66½ p.c. of the revised textile scale in Bombay.	
601 J. B. Advani, Overliken Electrics Pvt. Ltd., Bombay.	<p style="text-align: center;"><i>Permanent workers</i></p> (a) Unskilled— Rs. 1.16—0.06—1.66 p.d. (b) Semiskilled— Rs. 2.00—0.10—2.95 p.d. (c) Skilled— Rs. 3.00—0.35—4.25 p.d.	<p style="text-align: center;"><i>Effective from June 1960</i></p> As per revised Cotton Textile Industry declared by the Millowners Association.	
602 Azad Industries, Bombay ..	<p style="text-align: center;"><i>Effective from 1-9-60 consolidated wage—</i></p> (1) Worker getting Rs. 2.31 p.d. shall be get Rs. 2.65 p.d. (2) Workers getting Rs. 2.46 p.d. shall be paid Rs. 3.00 p.d.		
603 Bombay Premier Trading Co., Bombay.	An ad-hoc increment of Rs. 18 p.m. shall be given to every workman from 1-7-60.		
604 Kanti Engineering Works, Bombay.	<p style="text-align: center;"><i>Effective from 1-1-60.</i></p> Unskilled— Rs. 1.15—0.06—1.75. Semi skilled— Rs. 1.50—0.12—2.70. Skilled 'A'— Rs. 2.60—0.20—4.60. Skilled 'B'— Rs. 2.50—0.15—4.00. Highly skilled— Rs. 3.50—0.30—6.50.	D. A. at the rate of Rs. 1.50 per day from 1-1-60.	
	<i>As a special case</i>		
	Die maker— Rs. 5.50—0.62—12.00. Supervisors— Rs. 5.00—0.50—10.00. Fitters— Rs. 5.00—0.50—10.00.		
605 Industrial Engineering Co., Bombay.	<p style="text-align: center;"><i>Effective from 1-8-60</i></p> (1) Skilled— Rs. 2.40—0.25—6.15—EB—C.50—8.15 p.d. (2) Semiskilled— Rs. 1.70—0.15—3.95 p.d. (3) Unskilled— Rs. 1.25—0.10—2.75—(for 1st 6 months Rs. 1.16 p.d.).	D. A. at the rate of Rs. 2 p.d. from 1-8-60.	
606 Metal Products Mfg. Co., Bombay.	<p style="text-align: center;"><i>Effective from 1-10-60 for 26 working days (consolidated).—</i></p> (1) Apprentice 1st six months— Rs. 45 p.m. Apprentice 2nd six months— Rs. 50 p.m. (2) Unskilled— Rs. 70—3—100 p.m. (3) Semiskilled— Rs. 85—4—125 p.m. (4) Skilled— Rs. 100—5—150 p.m. (5) Highly skilled— Rs. 125—8—205 p.m.		



(1)	(2)	(3)	(4)
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*Effective from 1-10-60.*

607 Oriental Can Mfg. Co., Permanent Daily rated workers—  
Bombay Ad-hoc increase in present scale.

(1) Assistant Die Setter—  
Rs. 4.25—0.50 per day.

(2) Fitter—  
Rs. 5.50—0.50 per day.

(3) Locker—  
Rs. 4.00—0.50 per day.

(4) Locker—  
Rs. 3.75—0.50 per day.

(5) Sellmar—  
Rs. 4.05—0.50 per day.

(6) Sellmar—  
Rs. 3.60—0.37 per day.

(7) B. Former—  
Rs. 4.00—0.50 per day.

(8) Hooker—  
Rs. 3.75—0.50 per day.

(9) Cutter Fitter—  
Rs. 3.65—0.50 per day.

(10) Cutter—  
Rs. 3.60—0.37 per day.

(11) Cutter—  
Rs. 3.35—0.37 per day.

(12) Cutter—  
Rs. 3.10—0.50 per day.

(13) Skill Mazdoor—  
Rs. 2.75—0.25 per day.

(14) Mazdoor—  
Rs. 2.50—0.50 per day.

(15) Solutionman—  
Rs. 2.75—0.25 per day.

(16) Flonger—  
Rs. 3.55—0.37 per day.

(17) P. P. Man—  
Rs. 3.30—0.37 per day.

(18) Folder—  
Rs. 3.25—0.37 per day.

(19) H. P. Man—  
Rs. 2.75—0.37 per day.

*Temporary*

(20) Die Setter—  
Rs. 4.50—0.50 per day.

(21) P. P. Man—  
Rs. 3.05—0.37 per day.

(22) Seamar—  
Rs. 3.60—0.37 per day.

(23) Cutter—  
Rs. 3.30—0.37 per day.

(24) Cutter, Folder, H. P. Man, Mazdoor—  
Rs. 2.50—0.37 per day.

(25) Mazdoor—  
Rs. 2.25—0.50 per day.

*Workshop (Permanent)*

(26) Turner—  
Rs. 6.37—0.50 ; Rs. 6.12—0.50 ; Rs. 3.87—0.50 ; per day.  
Rs. 4.75—0.50. per day.

(27) Die maker—  
Rs. 6.00—0.50 per day.

(28) Miller—  
Rs. 5.75—0.50 per day.

(29) Fitter—  
Rs. 5.12—0.50 per day.

(30) Shaper—  
Rs. 2.75—0.37 per day.

(31) Assistant Die maker—  
Rs. 4.62—0.50 per day.

(32) Fitter—  
Rs. 4.87—0.50 per day.

(33) Tool room clerk—  
Rs. 3.12—0.37 per day.

(34) Die maker—  
Rs. 5.25—0.50 per day.

(1)

(2)

(3)

(4)

*Temporary*

- (35) Mazdoor—  
Rs. 2.25—0.25 per day.  
(36) Assistant Die maker—  
Rs. 5.00—0.50 per day.  
(37) Turner—  
Rs. 3.62—0.37 per day.

*General Permanent*

- (38) General Fitter—  
Rs. 180.00—13.00 p.m.  
(39) Fitter—  
Rs. 2.75—0.50 per day.  
(40) Sweeper—  
Rs. 2.75—0.25 per day.

*Electrical Permanent*

- (41) Wireman—  
Rs. 100.00—13.00 p.month.  
(42) Assistant Wireman—  
Rs. 75.00—10.00 p. month.  
(43) Packer—  
Rs. 2.80—0.37 per day.  
(44) Mazdoor—  
Rs. 2.50—0.25 per day.

*Printing Permanent*

- (45) Printer—  
Rs. 280.00—13.00 p. month.  
(46) Ink mixer—  
Rs. 205.00—13.00 p. month.  
(47) Feederman—  
Rs. 130.00—13.00 p. month.  
(48) Feederman—  
Rs. 4.00—0.25 per day.  
(49) Ovenman—  
Rs. 3.00—0.37 per day.  
(50) Mazdoor—  
Rs. 3.50—0.37 per day.  
(51) Mazdoor—  
Rs. 2.50—0.25 per day.

*Temporary*

- (52) Printer—  
Rs. 250—13.00 per month.  
(53) Mazdoor—  
Rs. 2.25—0.50 per day.  
(54) Ovenman—  
Rs. 3.00—0.37 per day.  
(55) Mazdoor—  
Rs. 2.50—0.25 per day.  
(56) Apprentice—  
Rs. 2.75—0.25 per day.

*Training Printing*

- (57) Copy Poster—  
Rs. 145.00—13.00 per month.  
(58) T. Printer—  
Rs. 120.00—13.00 per month.  
(59) Plate Toucher—  
Rs. 100.00—13.00 per month.  
(60) Stone Polisher—  
Rs. 2.75—0.50 per day.  
(61) Mazdoor—  
Rs. 2.50—0.25 per day.

*Delivery Permanent*

- (62) Driver—  
Rs. 135—13.00 per month.  
(63) Mazdoor—  
Rs. 3.00—0.25 per d y.  
(64) Mazdoor—  
Rs. 2.75—0.25 per day.  
(65) Mazdoor—  
Rs. 2.50—0.25 per day.

(1)	(2)	(3)	(4)																		
		<i>Stores</i>																			
		(66) Mazdoor— Rs. 3.15—0.50 per day.																			
		(67) Mazdoor— Rs. 3.00—0.50 per day.																			
		(68) Mazdoor— Rs. 2.50—0.25 per day.																			
		(69) Watchman— Rs. 90.00—10.00 per month.																			
		(70) Watchman— Rs. 80.00—10.00 per month.																			
		<i>Soldering Permanent</i>																			
		(71) Solderman— Rs. 4.00—0.50 per day.																			
		(72) Solderman— Rs. 3.00—0.37 " "																			
		(73) Solderman— Rs. 2.75—0.23 " "																			
		<i>Temporary</i>																			
		(74) Solderman— Rs. 4.50—0.50 per day																			
		(75) Tester— Rs. 3.50—0.37 " "																			
		(76) Mazdoor— Rs. 3.00—0.37 " "																			
		(77) Mazdoor— Rs. 2.50—0.50 " "																			
		(78) Mazdoor— Rs. 2.50—0.25 " "																			
		(79) Tester— Rs. 3.00—0.50 " "																			
		(80) Solderman— Rs. 3.25—0.37 " "																			
608	Murphy Radio of India Ltd., Bombay.	<i>Daily rated</i>																			
		(1) Die fitter and lt. fitter— Rs. 2.00—0.15—2.75—EB—0.20—3.25 p. d.	As per previous settlement.																		
611	F. E. Hardeastle and Co. Pvt. Ltd., Bombay.	Effective from 1-7-60 (consolidated wages)— (1) Clerical— Rs. 135—7.50—180—10—230—12.30—280 p. m. (2) Peons— Rs. 75—3—90—5—125 per month.																			
612	Structural Eng. Works Ltd., Bombay (Mulund Factory).	Effective from 1-1-60— <i>Junior Clerk</i> — Rs. 75—5—90—10—140—12.50—165—EB— 12.50—240 per month. <i>Senior clerk I</i> — Rs. 125—10—155—12.50—230—15—275— EB—20—355. <i>Senior Clerk II</i> — Rs. 115—10—145—12.50—220—15—265— EB—15—340.  <i>Sr. Draughtsman</i> — Rs. 110—10—130—12.30—230—15—305. <i>Supervisors Workshops—I</i> Rs. 180—15—255—20—395—EB—25—445. <i>Supervisors Workshop—II</i> Rs. 125—12.50—175—15—280—EB—20—380.	Effective from 1-1-60. <table border="1" style="display: inline-table; vertical-align: top;"> <thead> <tr> <th>Pay slab</th> <th>Consumer Index</th> <th>10 pts. variation</th> </tr> </thead> <tbody> <tr> <td>1 to 100</td> <td>421—430 105 p.c. of basic salary.</td> <td>5 p. c.</td> </tr> <tr> <td>101 to 200</td> <td>40 p.c. "</td> <td>3 p. c.</td> </tr> <tr> <td>201 to 300</td> <td>25 p. c. "</td> <td>2 p. c.</td> </tr> <tr> <td>301 to 400</td> <td>16 p. c. "</td> <td>"</td> </tr> <tr> <td>Minimum</td> <td>Rs. 90 ..</td> <td>Rs. 3.</td> </tr> </tbody> </table>	Pay slab	Consumer Index	10 pts. variation	1 to 100	421—430 105 p.c. of basic salary.	5 p. c.	101 to 200	40 p.c. "	3 p. c.	201 to 300	25 p. c. "	2 p. c.	301 to 400	16 p. c. "	"	Minimum	Rs. 90 ..	Rs. 3.
Pay slab	Consumer Index	10 pts. variation																			
1 to 100	421—430 105 p.c. of basic salary.	5 p. c.																			
101 to 200	40 p.c. "	3 p. c.																			
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301 to 400	16 p. c. "	"																			
Minimum	Rs. 90 ..	Rs. 3.																			
613	Hind Rectifiers Pvt. Ltd., Bombay.	An ad-hoc increase of 0.50 in their present consolidated wages with effect from 1-1-61.																			
615	West End. Works, Wada, District Thana.	Effective from 1-11-60 (Consolidated wages)— <i>Unskilled (light)</i> Rs. 1.37—0.06—1.67—0.08—1.75 per day. <i>Unskilled (heavy)</i> Rs. 1.55—0.09—2.00—0.10—2.10 " " <i>Semiskilled (S)</i> — Rs. 1.67—0.12—2.15—0.15—2.30 " " <i>Skilled (K)</i> — Rs. 1.93—0.20—2.53—0.22—2.75 " "																			

(1)	(2)	(3)	(4)
617 Mulchandani Electrical and Radio Industries, Bombay.	<p><i>Highly skilled (KM)—</i> Rs. 2.75—0.25—3.50 per day. <i>Assistant Supervisors (M)—</i> Rs. 88.75—6.25—120.00 per month. <i>Supervisors—</i> Rs. 120.00—7.50—150.00 per month.</p>	<p><i>Effective from 1-12-59—</i> (a) <i>Mazdoors—</i> Rs. 1.16—0.06—1.76 per day. (b) <i>Peons—</i> Rs. 1.16—0.06—1.76 per day. (c) <i>Watchman—</i> Rs. 30—2—60 per month.</p> <p><i>Assembly Sec. ; Machinery Sec., and condenser Sec. Wages—</i> Rs. 2.31 per day for the period of 1st three months. Rs. 2.75 per day in the 4th month. Rs. 2.75 per day in the 5th month. Rs. 3.00 per day in the 6th month. Rs. 3.25 per day in the 7th month. Rs. 3.75 per day in the 8th month. Rs. 3.62 per day from 9th to 12th months. Rs. 3.72 per day from 13th to 24th months. Rs. 4.00 per day from 25th month onwards. Rs. 0.15 annual increment commencing from the 4th year of service for a further period of Six years.</p> <p><i>Wage Scales for Spray Section—</i> Rs. 3.50 per day for the first 6th months. Rs. 3.62 per day from 7th to 12th months.</p> <p>Rs. 3.75 per day from the 13th to 24th months. Rs. 4.00 per day from the 25th to 36th months. Rs. 0.12 annual increment commencing from the 4th year of service for a further period of Six years.</p> <p><i>Wage Scales for Carpenters—</i> <i>Grade 'A'—</i> Rs. 6.00 per day for the first Six months. Rs. 6.50 per day from the 7th to 12th months. Rs. 7.25 per day from the 13th to 24th months. Rs. 7.75 per day from the 25th to 36th months. Rs. 8.00 per day from the 37th month onwards.</p> <p><i>Grade 'B'—</i> Rs. 3.50 per day for first Six months. Rs. 4.00 per day from 7th to 12th months. Rs. 4.50 per day from 13th to 18th months. Rs. 5.00 per day from 19th to 24th months. Rs. 5.50 per day from 25th to 30th months. Rs. 5.75 per day from 31st to 36th months.</p> <p><i>Drivers—</i> Rs. 60—5—110 per month. <i>Mali—</i> Rs. 30—2—60 per month.</p>	<p>All the workmen will be paid a flat D. A. of Rs. 2 per day. It was further agreed that the above wages which are consolidated D. A. in that behalf will be computed on the basic of Rs. 2 per working day.</p>
619 M/s Ebrahim Noor Mohemed, Bombay.	<i>Effective from 1-4-1960</i>	<p><i>Unskilled—</i> (a) Rs. 75 per month. (b) Rs. 85 per month. (c) Rs. 100 per month. <i>Watchman—</i> Rs. 10 ad-hoc increment per month. <i>Driver—</i> Rs. 120 per month with effect from 1-12-1960; no increment in future. Those who will complete a continuous service of one year will get an increment of Rs. 2.50 per month.</p>	
621 Sohal Engineering Works, Bombay.	<p><i>Wage Scales inclusive of D. A.—</i> <i>Unskilled—</i> Rs. 2.62—0.12—3.00 per day. <i>Semi-skilled—</i> Rs. 3.00—0.19—4.50 per day. <i>Skilled—</i> Rs. 4.75—0.25—7.25 per day.</p>		

(1)	(2)	(3)	(4)
622 Hedavkar Metal Pressing Works, Bombay-28.	..	<i>Effective from 1-1-1961</i>	It was agreed that the D. A. should be increased 70% of the scale for Textile Worker of Bombay City.
623 Grindwell Abrasives Ltd., Mora, district Kolaba.	Men Group I— Rs. 1.20—0.06—1.60. Men Group II— Rs. 1.30—0.10—1.80. Men Group III— Rs. 1.70—0.15—2.45. Men Group IV— Rs. 2.35—0.15—3.35. Men Group V— Rs. 3.00—0.20—4.00. Men Group VI— Rs. 3.75—0.25—6.45. Women Group I— Rs. 1.20—0.06—1.80. Women Group II— Rs. 1.30—0.10—1.80. Women Group III— Rs. 1.70—0.15—2.45. Women Group IV— Rs. 2.35—0.15—3.35.	January 1961—Rs. 1.95 per day. January 1962—Rs. 2.10 per day. January 1963—Rs. 2.25 per day. January 1964—Rs. 2.40 per day. January 1965—Rs. 2.55 per day.	<i>Effective from 1-12-1960</i>
626 Steelage Industries Pvt. Ltd., Bombay.	..	Clerical and Supervisory staff shall be paid on the date fixed by the Company and Union before 15th May 1961. The Company shall pay to employees D. A. equivalent to full that is the scales in force as prevailing during December 1960 provided that if any further increase is made in the scales the same shall not be applicable to this settlement.	<i>Effective from 1-1-1961</i>
627 Standard Drum and Barrel Mfg. Co., Bombay.	..	<i>Effective from 1-12-1960</i> Flat rate of Rs. 2.25 per day.	D. A. shall be paid at the rate of 85 p. c. of the existing revised Bombay Mill-owners Association Scale with effect from 1-12-1960. All the workmen shall be paid D. A. at the rate of 90 p. c. from 1-1-1963 and 100 p. c. from 1-1-1964.
620 Maneklal Mfg. Co. Ltd., Bombay.	Unskilled— Rs. 1.25—0.10—2.45. Semi-skilled— Rs. 1.60—0.15—3.40. Skilled— Rs. 2.50—0.25—5.50. Highly-skilled— Rs. 3.25—0.30—6.85. Watchman Rs. 34—3—70 per month. Apprentice— Rs. 80—95—115—135 (For 26 working days).	<i>Effective from 1-1-61</i> 60 p. c. of Cotton textile rate.	All the workman shall be paid Rs. 1.25 per day.
630 Mazgaon Docks, Ltd., Bombay	Effective from 1-1-61— Wage-Scales for 16 Rigger Tirrdals— Rs. 2.75—0.16—4.00—0.19—5.62—0.10— 6.62 per day.	<i>Effective from 1-1-61</i> 60 p. c. of Cotton textile rate.	All the workman shall be paid Rs. 1.25 per day.
633 Kandivali Metal Works, Bombay.	Effective from 1-1-61— (1) Unskilled— Rs. 1.16—0.07—1.65. (2) Semi-skilled— Rs. 1.50—0.12—2.41. (3) Skilled— Rs. 2.00—0.20—2.60—0.25—4.35.	<i>Effective from 1-1-61</i> 60 p. c. of Cotton textile rate.	All the workman shall be paid Rs. 1.25 per day.
634 M/s. Palitana Iron and Mechanical Works, Bombay.	Effective from 1st May 1961— Un-skilled— Rs. 1.20—0.10—1.70 per day. Semi-skilled— Rs. 1.70—0.15—2.45 per day Skilled— Rs. 2.45—0.20—3.45 per day.	All the workman shall be paid Rs. 1.25 per day.	All the workman shall be paid Rs. 1.25 per day.

(1)	(2)	(3)	(4)																		
635 The Bharat Tool Mfg. Co., Pvt. Ltd., Bombay.	Effective from 1-11-60— Unskilled (Mazdoor)— Rs. 1.19—0.09—2.27. Semi-skilled— Rs. 1.50—0.15—3.30. Asstt. Fitter and Shaper— Rs. 1.50—0.16—1.98 for 3 years, 4th year 2.15 onwards grade. Asstt. Turner and Auto— Rs. 1.50—0.16—1.98—3 years, 4th year onwards 2.25 full grade. Asstt. Miller— Rs. 1.50—0.16—1.98—3 years. Rs. 2.25—4th year. Rs. 2.50—5th years onwards Grinder— Rs. 1.50—0.16—1.98—3 years. Rs. 2.25—4th year. Office boy and Watchman— Rs. 35—5—85 per month. Carpenter— Rs. 2.15—4.16 (3 As. for 4 years and 4 As. for 5 years). Millwright Fitter and Wireman— Rs. 2.15—4.91 (3 As. for 4 years and 4 As. for 8 years) Apprentice— Rs. 45 per month.	Effective from 1-11-60— 85 p. c. of the Bombay Millowner's Association rate applicable to Cotton Textile operatives.																			
636 Polar Industrial Corporation, Bombay.	Effective from 1-1-61 (consolidated wages)— (1) Unskilled— Rs. 2.50—0.10—3.20. (2) Semiskilled— Rs. 3.00—0.15—4.05. (3) Skilled— Rs. 4.00—0.20—5.40.																				
638 Janata Works Pvt. Ltd., Bombay.	Effective from 1-1-61— (1) Unskilled— Rs. 1.30—0.05—2.35. (2) Semi-skilled— Rs. 1.70—0.10—2.70. (3) Skilled Rs. 2.00—4.45. (4) Highly skilled— Rs. 3.45—7.45.	D. A. shall be given as follows :— (1) Unskilled, semi-skilled, skilled, highly skilled—1.55 p. day. (2) Asstt. Supervisors—Rs. 30 p. m. (3) Supervisors—Rs. 45 p. m.																			
639 Bajaj Tempo Pvt. Ltd., Bombay.	Effective from 1-2-61— (1) Coolies, Mazdoors, Hamals— Rs. 2.50 per day. (2) Unskilled helpers— Rs. 3.00 per day. (3) Semi-skilled helpers— Rs. 3.00 to Rs. 4 per day. Skilled C— Rs. 4 to Rs. 5 per day. Skilled B— Rs. 5 to Rs. 6 per day. Skilled-A Rs. 6.50 to Rs. 8 per day. (B) The fixation and payment to skilled category viz., artisans shall be the right of the management depending upon trade efficiency, skill and Grade. (C) The right of fixing an individual in days of the above categories has been retained by the Management. (D) The introduction of the above wage-scales and the adjustment of the workmen shall be from 1-2-61.																				
640 Presto Metals, Bombay	.. Effective from 18-7-60— <table data-bbox="615 2041 1124 2186"> <thead> <tr> <th></th> <th>Minimum</th> <th>Per month maximum</th> </tr> </thead> <tbody> <tr> <td>1.</td> <td>Rs. 60.12—65.12;</td> <td>70.12—75.12</td> </tr> <tr> <td>2.</td> <td>Rs. 52.00—56.25;</td> <td>58.50—61.75</td> </tr> <tr> <td>3.</td> <td>Rs. 42.25—45.50;</td> <td>48.75—52.00</td> </tr> <tr> <td>4.</td> <td>Rs. 42.25—45.50;</td> <td>48.75—52.00</td> </tr> <tr> <td>5.</td> <td>Rs. 35.75—39.00;</td> <td>42.25; 45.50</td> </tr> </tbody> </table> This settlement will remain in force for a period of 3 years.		Minimum	Per month maximum	1.	Rs. 60.12—65.12;	70.12—75.12	2.	Rs. 52.00—56.25;	58.50—61.75	3.	Rs. 42.25—45.50;	48.75—52.00	4.	Rs. 42.25—45.50;	48.75—52.00	5.	Rs. 35.75—39.00;	42.25; 45.50		
	Minimum	Per month maximum																			
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(1)	(2)	(3)	(4)																																				
641 Allehburry Engineers Pvt., Ltd., Bombay	Driver (Heavy truck)— Rs. 6.25 per day. Drivers (Light truck)— Rs. 5.25 per day. Cleaners— Rs. 3.12 per day.																																						
643 Champion Eng. works, Pvt. Ltd., Bombay.	<i>Consolidated pay of workers</i>																																						
	<p>(1) Auto-operators— Rs. 4.02—0.25—5.32.</p> <p>(2) Joint Press operators, Press operators, jointing machine operator, Flexus cutting operator, Finance operator— Rs. 3.45—0.20—4.65.</p> <p>(3) Revetters, Heat controller, wire puller, frame maker, degreasing, Varnishers, coolies, Gen. workman, workers engaged on production, hand operator and workers includes female who are not engaged in production— Rs. 3.25—0.15—4.15.</p>																																						
	<i>Tool Room and Maintenance Staff</i>																																						
	<p>(4) Die maker, Gr. I— Rs. 7.00—0.45—No. Max.</p> <p>(5) Die maker, Gr. II— Rs. 6.00—0.40—9.60.</p> <p>(6) Skilled workman, Gr. III— Rs. 5.00—0.35—8.15.</p> <p>(7) Skilled workman, Gr. IV— Rs. 4.35—0.30—6.25.</p> <p>Existing workmen in the above category will be given 15 p. c. on maximum of their Gr. with effect from 1-3-59.</p>																																						
644 Bomim Pvt. Ltd., Bombay ..	<p>Effective from 1-6-60—</p> <p>(1) Unskilled: Coolies, sweeper— Rs. 1.20—0.09—2.00.</p> <p>(2) Semi-skilled 'B' Coil winder, tapper, Connector, attendants on drilling, shaping M/c. and tapping— Rs. 1.50—0.12—2.60.</p> <p>(3) Semi-skilled 'A' —Motor Winder Jr. Rotor assembler Rotor, Welder painting— Rs. 1.62—0.15—3.00.</p> <p>(4) Skilled 'B'—Turner II, Fitter II, Coil connector and maker— Rs. 3.00—0.20—4.80.</p> <p>(5) Skilled 'A'—Turner I, Fitter I, Motor assembler, Motor winder, Sr. Gas welder, Motor Tester— Rs. 3.50—0.25—5.75.</p>	D. A. at the rate of Rs. 2 per day from 1-6-60.																																					
645 National Electrical Industries Ltd. Bombay.	<i>Effective from 1-4-61</i>		<p>All the employees shall be paid in addition to their D. A. as per scales prescribed by the Labour Appellate Tribunal to the textile workers in their decision reported in <i>Bombay Government Gazette Part I L</i>, dated the 10th February 1955 at page 486. For the purpose of computation of D.A. month shall be of 26 working days. Arrears of D. A. shall be paid within 30 days from the date of this agreement.</p>																																				
646 General Electrical Industries, Bombay.	<i>Effective from 1-2-61</i>																																						
	Category permanent	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th colspan="3" style="text-align: center;">Ad-hoc increment on</th> </tr> <tr> <th style="text-align: center;">1-2-61</th> <th style="text-align: center;">1-2-62</th> <th style="text-align: center;">1-2-63</th> </tr> <tr> <th style="text-align: center;">p. d.</th> <th style="text-align: center;">p. d.</th> <th style="text-align: center;">p. d.</th> </tr> <tr> <th style="text-align: center;">Rs.</th> <th style="text-align: center;">Rs.</th> <th style="text-align: center;">Rs.</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Moulder (Permanent)</td> <td style="text-align: center;">0.55</td> <td style="text-align: center;">0.10</td> <td style="text-align: center;">0.15</td> </tr> <tr> <td style="text-align: center;">Brass part workmen</td> <td style="text-align: center;">0.55</td> <td style="text-align: center;">0.10</td> <td style="text-align: center;">0.10</td> </tr> <tr> <td style="text-align: center;">Fitting and Bras cutting.</td> <td style="text-align: center;">0.50</td> <td style="text-align: center;">0.15</td> <td style="text-align: center;">0.15</td> </tr> <tr> <td style="text-align: center;">Turner .. ..</td> <td style="text-align: center;">0.55</td> <td style="text-align: center;">0.15</td> <td style="text-align: center;">0.15</td> </tr> <tr> <td style="text-align: center;">Monthly-rated workers.</td> <td style="text-align: center;">15.00</td> <td style="text-align: center;">7.00</td> <td style="text-align: center;">5.00</td> </tr> <tr> <td></td> <td style="text-align: center;">p.m.</td> <td style="text-align: center;">p.m.</td> <td style="text-align: center;">p.m.</td> </tr> </tbody> </table>	Ad-hoc increment on			1-2-61	1-2-62	1-2-63	p. d.	p. d.	p. d.	Rs.	Rs.	Rs.	Moulder (Permanent)	0.55	0.10	0.15	Brass part workmen	0.55	0.10	0.10	Fitting and Bras cutting.	0.50	0.15	0.15	Turner .. ..	0.55	0.15	0.15	Monthly-rated workers.	15.00	7.00	5.00		p.m.	p.m.	p.m.	
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(1)	(2)	(3)	(4)
647 Mukund Iron and Steel works Ltd., Bombay.	<i>Effective from 1-10-60</i>	Highly skilled (A)— Rs. 5.50—0.40—7.50—0.50—10.00. Highly skilled (B)— Rs. 4.00—0.35—5.75—0.45—8.00. Skilled (A)— Rs. 3.25—0.30—4.75—0.35—6.50. Skilled (Sp.)— Rs. 2.75—0.25—4.00—0.30—5.50. Skilled (B)— Rs. 2.15—0.20—3.15—0.25—4.40. Semi-skilled— Rs. 1.50—0.12—2.10—0.15—3.15. Unskilled (Sp.)— Rs. 1.35—0.08—1.75—0.10—2.45. Unskilled— Rs. 1.25—0.07—1.60—0.09—2.23.	
649 Minimax Ltd., Bombay ..			D. A. payable at the rate of old cotton textile rate with effect from 1-1-58 Godown workmen.
650 Makenzies Ltd., Bombay ..	<i>Effective from 1-5-61</i>	Highly skilled— Rs. 4.00—0.25—6.75 per day. Skilled— Rs. 2.00—0.20—3.40—EB—0.25—4.40 per day. Semi-skilled— Rs. 1.60—0.15—3.10 per day. Unskilled— Rs. 1.25—0.10—2.25 per day. Jamadar, Watchman, Peon— Rs. 35—2—55—EB—3—70 per month. Car drivers— Rs. 65—3—80—EB—5—105 per month. Lorry drivers— Rs. 75—5—90—EB—5—116 per month.	
651 The Bharat Tool Mfg. Co., Pvt. Ltd., Bombay.		Grade 'A'— Rs. 115—7.50—145—10—195—15—285— EB—15—315. Grade 'B'— Rs. 65—5—90—7.50—120—10—180—EB— 10—220.	Rs. 60 is deducted from present salary and D. A. shall be given 85 per cent of revised textile rate from 1-4-61.
652 Devidayal Metal Industries Bombay (Watch and Ward Staff).	<i>Effective from 1-7-61</i>	Staff shall be entitled to receive their salary on a monthly basis in the consolidated scales of Rs. 85—2—105—3—135. It is clearly understood that this wage scale is on a consolidated basis and no separate D. A. or other allowance is payable in addition.	
653 Anardji Haridas and Co., Pvt. Ltd., Bombay		Unskilled— Rs. 1.20—0.10—1.80 per day. Semi-skilled— Rs. 1.60—0.15—2.50 per day. Skilled— Rs. 2.50—0.25—4.00—EB—0.30—5.80 per day.	Rs. 55 per month provided workers shall not be entitled to payment of D. A. on unpaid holidays.
654 Nanu's Metal (Brass) Works, Bombay.	<i>Effective from 1-7-61</i>	Unskilled (Fresh recruit)— Rs. 2.50—0.10—3.00. Helpers— Rs. 3.02—0.12—3.62. Semi-skilled— Rs. 3.65—0.15—4.40. Skilled— Rs. 4.50—0.25—7.00.	
655 Premier Industries, Bombay	<i>Effective from 1-6-61</i>	Unskilled— Rs. 70—4—90 per month. Semi-skilled— Rs. 80—5—100 per month. Skilled— Rs. 100—6—130 per month.	



(1)	(2)	(3)	(4)	
656	Ashok Nut-Bolts Industries, Bombay.	..	D. A. shall be payable at the rate of 72 1/2 per cent of the revised textile scale from 1-6-61.	
659	Vithal Parshottam and Son Pvt. Ltd., Bombay.	<i>Effective from 1-9-61 ad-hoc increment shall be given as follows :—</i>  Skilled—Re. 0.25. Semi-skilled—Re. 0.20. Unskilled—Re. 0.15. Peons and Watchman Rs. 5 per month.		
660	Sidpura and Co., Bombay ..	<i>Effective from 1-6-61</i>  <i>(Consolidated wages)</i>		
		Unskilled— Rs. 3.00—0.15—4.50 per day. Semi-skilled— Rs. 3.25—0.20—5.25 per day. Skilled— Rs. 4.00—0.25—6.50 per day. Highly skilled— Rs. 4.50—0.30—7.50 per day.		
661	Premier Electro-Platers Co., Bombay.	<i>Effective from 1-3-61</i>		
		Unskilled— Rs. 3.10—0.10—4.00 per day. Semi-skilled— Rs. 3.60—0.15—4.95 per day. Skilled— Rs. 4.25—0.20—6.05—0.25—7.05 per day. Watchman and Handcraftman— Rs. 80—5—125 per month. Supervisors— Rs. 100—5—150—10—170 per month.		
662	Berk's Engineering Works, Bombay.	Unskilled— Rs. 1.15—0.06—1.75 per day. Semi-skilled— Rs. 1.50—0.12—2.70 per day. Skilled— Rs. 2.25—0.19—4.34 per day.	<i>Effective from 1-3-61,</i> D. A. shall be given at the rate of Rs. 1.70 per day.	
663	Poysha Industrial Co. Ltd., Bombay.	..	<i>Effective from 1-4-61 to 31-3-65.</i>  (1) From 1-4-62 to 31-3-63 at the rate of 87% of the existing revised Mill Owners association scale. (2) From 1-4-63 to 31-3-64 at the rate of 93% of the existing revised Mill-owners Association scale. (3) From 1-4-64 onwards at the rate of 100% of the existing revised Mill-owners Association Scales.	
664	Structural Eng. Works Ltd., Bombay.	<i>Effective from 1-1-60</i>		
		Junior Clerk— Rs. 75—5—90—10—140—12.50—165—EB— 12.50—240. Senior Clerk Grade I— Rs. 125—10—155—12.50—230—15—275— EB—20—355. Senior Clerk, Grade II— Rs. 115—10—145—12.50—220—15—265— EB—15—340. Junior Draughtman— Rs. 110—10—130—12.50—230—15—305. Senior Draughtman— Rs. 125—10—205—12.50—255—EB—15—375. Electrician— Rs. 125—7.50—155—10—255. Driver (Station Wagon)— Rs. 60—4—88.  Driver (Lorry)— Rs. 65—4—93. Supervisors Workshop Gr. I— Rs. 180—15—255—20—395—E.B.—25—345. Supervisors Workshop Gr. II— Rs. 125—12.50—175—15—280—E.B.—20— 380.	Pay slab    Consumer Price    Variation Index            10 points 421—430 1—100    105 p.c. of basic    5 p. c. 101—200    40 p. c. of basic    3 p. c. 201—300    25 p. c. of basic    2 p. c. 301—400    16 p.c. of basic    .. Minimum    Rs. 90            ..    Rs. 3	D. A. shall be paid to the drivers on the revised textile scale for all days of the month.

(1)	(2)	(3)	(4)
666 Leeds Meter Mfg. Co. Ltd., Bombay.	<p>Unskilled (Sweepers)— Rs. 1.25—0.06—1.85. Helper Semi-skilled— (Rs. 1.25—0.12—2.45. Assembler (C)— Rs. 1.50—0.15—3.00. Mechanic (C)— Rs. 1.50—0.15—3.00. Semi-skilled—A.Fitter C. M/C. Operator' D. Parts Picker, Checker— Rs. 1.75—0.19—3.65. Skilled B.—Assembler B, Fitter B, Machanic B ; Press Shop Operator C, Sr. Parts Picker/ Checker, Carpenter— Rs. 2.25—0.20—4.25. Skilled A.—Assembler A, Fitter A, Mechanic A, Painter, M/c Operator C, Press Shop Operator B, Electrician B— Rs. 2.50—0.25—5.00. Highly Skilled B.—Tool maker B, M/c. Operator B, M/c. Setter B, Press Shop Operator A, Mill wright, Electrician A— Rs. 3.25—0.30—6.25. Highly skilled A.—Tool maker A, M/c. Operator A, M/c. Setter A— Rs. 4.25—0.35—7.75.</p>	Effective from 1-1-60.	D. A. shall be payable as per the consumer price Index No. for the working class in Bombay commencing from the month of October 1961.
668 Devidayal Cable Industries Pvt. Ltd., Bombay.	..	<p>From 1-8-61 .. 66½ p. c. of existing revised Textile rate. From 1-6-62 .. 70 p. c. of existing revised Textile rate. To all the permanent workers. Casual and Temporary workers will not be covered ; also excludes, watchman, peons, clerks and supervisors.</p>	
669 Bright Tubes Corporation Pvt. Ltd., Bombay.	<p>Effective from 1-9-61. Consolidated wages</p>	<p>Unskilled— Rs. 2.50—0.10—3.50 p. day. Semi-skilled— Rs. 2.75—0.12—3.95 p. day. Skilled— Rs. 3.25—0.18—5.05 p. day. Watchman— Rs. 70—3—100 p. month.</p>	
671 Devidayal Rolling and Refi- neries Pvt. Ltd., Bombay.	<p>Unskilled— Rs. 1.20—0.10—2.20. Semi-skilled— (a) Rs. 1.75—0.15—3.15. (b) Rs. 1.50—0.15—3.00. Skilled— (a) Rs. 3.15—0.25—4.15—0.30—5.35. (b) Rs. 2.50—0.20—3.00—0.25—4.30. Highly skilled— Rs. 4.00—0.35—5.00—0.40—7.50. Temporary workers will be given Rs. 3.50 per day as consolidated wages.</p>	<p>From 1-4-61 75 p. c. of revised textile scale. to 31-3-62 From 1-4-62 80 p. c. of revised textile scale. to 31-3-63</p>	
672 Rastriya Metal Industries Pvt. Ltd., Bombay.	<p>Effective from 1-7-60 to daily rated workers .. Unskilled— Rs. 1.50—0.10—2.15.</p>	<p>From 1-1-61 Rs. 1.75 p. day. From 1-7-62 Rs. 1.87 p. day.</p>	
673 Bharat Bijlec Ltd., Bombay ..	Effective from 1-10-61.	From 1-10-61.	98 p. c. D. A. payable to the Cotton Textile Industry worked out by Mill Owners Association and can be increased from 98 p. c. to 100 p. c. from 1-10-62.
	<p>Unskilled— Rs. 1.16—0.09—2.06 p. day. Semi-skilled— Rs. 1.50—0.15—2.10—0.20—3.10 p. day. Skilled— Rs. 2.25—0.25—4.00—E.B.—0.30—4.90— 0.35—5.60. Highly skilled— Rs. 4.00—0.30—5.20—E.B.—0.35—6.60.</p>		

(1)	(2)	(3)	(4)
674	Mazgaon Docks Ltd., Bombay	<p>Clerk Gr. 'B'— Rs. 80—10—90—6—96—8—192—9—300—10— 330 p. m. Clerk Gr. 'A'— Rs. 106—8—154—11—220—12—340—15— —400. Ticket Issuer and Record Tracer— Rs. 60—3—72—4—116—E.B.—5—131. Printers— Rs. 55—1—65—2—75—3—90 p. m. Dressers— Rs. 80—9—125—10—195. Draughtman and Estimator and Photographer— Gr. B. Rs. 150—13—254—15—314—E.B.— 17—416. Gr. A. Rs. 285—17—472 Ad hoc increase of Rs. 5. Tracer— Rs. 90—6—120—9—165—12—249 Ad hoc increment Rs. 5. Compounder— Rs. 145—11—223—12—295 Ad hoc increment Rs. 5. Head Dressers— Rs. 120—9—174—10—274 Ad hoc increment Rs. 5.</p>	<p>Pay slab     D. A. at     10 pts.                    421—430     variation</p> <p>Rs.     Rs.     Rs. 1—100     120 p. c.     5 p. c. 101—200     52 p. c.     2 p. c. 201—300     20 p. c.     1 p. c. Balance up to 500.     21 p. c.     1 p. c.</p> <p>D. A. payable Jr. Clerical staff drawing salary below Rs. 82 and to subordinate staff Record tracer, Ticket Issuer and Drawing Office Printer will be getting either at above rate or at the old revised Textile scale 'A' whichever is higher.</p>
		<i>Subordinate Staff.</i>	
		<p>Sepoy— Rs. 40—1—45—2—89—3—95. Hamals— Rs. 41—1—46—2—88—3—97. Naiks and Havildars get Rs. 5 additional on promotion.</p>	
675	Daji Kika and Sons, Bombay	<i>Effective from 1-11-61.</i>	
		<p>Existing wages are less than Rs. 5 Ad hoc increase Re. 0.25. Existing wages are above Rs. 3 to Rs. 7 0.15.</p>	
676	Crompton Parkinson (works) Ltd., Bombay.	<i>Effective from 1-7-61.</i>	
		<p>Grade A— Rs. 175—12-50—200—15—290—17-50—360— 20—380. Grade B— Rs. 130—10—170—12-50—232-50—15—322-50. Grade C— Rs. 82—7—124—9—169—10—249. Peons— Rs. 38—2—48—3—78. Office Helpers— Rs. 50—3—65—4—89. Clerical Helpers— Rs. 55—3—64—4—96—5—111. If any clerical employee has been placed in Grade 'B' reaches the maximum he shall be given additional increment of Rs. 15.</p>	
677	Universal Textile Eng. Co., Bombay.	<p>On 1-7-61 all workmen shall get Rs. 70 minimum. Apprentices shall be given— Rs. 55 p. m. for 1st 3 months. Rs. 60 p. m. for 2nd 3 months. Rs. 65 p. m. for 3rd 3 month Rs. 70 p. m. after 1 year.</p>	
678	Argo Electric Corporation, Bombay.	<i>Effective from 1-10-61.</i>	
		<p>Helpers— Rs. 65—4—85 p. month. Output winders— Rs. 80—5—110 p. month. Transformer winder— Rs. 90—5—135 p. month.</p>	
679	Devidayal Cable Industries Pvt. Ltd., Bombay.	..	<p>Effective from 1-8-61 66½ p. c. of existing revised textile scale. From 1-6-62 .. 70 p. c. of the existing revised textile rate. From 1-3-63 .. 75 p. c. of existing revised textile rate.</p>

(1)	(2)	(3)	(4)																											
680 Rallifan Pvt. Ltd., Bombay ..	<i>Effective from 1-9-61.</i>	Grade 'C'— Rs. 1.50—0.08—2.30. Grade 'B'— Rs. 2.00—0.12—3.20. Grade 'A'— Rs. 3.00—0.15—3.60. (a-1) Rs. 3.60—0.19—4.36. (a-2) Rs. 4.36—0.25—5.86. (a-3) Rs. 5.36—0.35—7.46. Minimum wage will be Rs. 1.50. Drivers— Rs. 85—5—110—7.50—147.50. Watchman— Rs. 40—2—50—3—65.	D. A. at the rate of Rs. 89.50 on the cost of living index of 431—440 with increase or decrease of Rs. 2.50 with 10 points variation. Effective from 1-6-61.																											
681 Kaycee Industries Ltd., Bombay.	<i>Effective from 1-7-61.</i>	<b>Consolidated wages</b> <table border="1" data-bbox="646 794 1028 1059"> <thead> <tr> <th>Grade</th> <th>No. of workers</th> <th>Salary fixed on 1-7-61</th> </tr> </thead> <tbody> <tr> <td>B</td> <td>1</td> <td>8.00 per day.</td> </tr> <tr> <td>B</td> <td>1</td> <td>7.00 per day.</td> </tr> <tr> <td>C</td> <td>1</td> <td>5.00 per day.</td> </tr> <tr> <td>D</td> <td>1</td> <td>4.60 per day.</td> </tr> <tr> <td>D</td> <td>1</td> <td>4.20 per day.</td> </tr> <tr> <td>D</td> <td>4</td> <td>4.00 per day.</td> </tr> <tr> <td>E</td> <td>3</td> <td>3.30 per day.</td> </tr> <tr> <td>E</td> <td>8</td> <td>3.15 per day.</td> </tr> </tbody> </table>	Grade	No. of workers	Salary fixed on 1-7-61	B	1	8.00 per day.	B	1	7.00 per day.	C	1	5.00 per day.	D	1	4.60 per day.	D	1	4.20 per day.	D	4	4.00 per day.	E	3	3.30 per day.	E	8	3.15 per day.	
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682 Reunion Eng. Co. Pvt. Ltd., Bombay.	Effective from 1-10-61 the workers who have completed 6 months service shall be given an ad hoc increment of 50 ps. per day if their wages are less than Rs. 4 p.d. and 25 Ps. if their wages are more than Rs. 4 p. day.																													
683 Jeevanlal (1929) Ltd., Bombay	<i>Effective from 1-8-61 for daily rated.</i>	Unskilled— Rs. 1.25—0.07—1.60—E.B.—0.09—2.23. Semi-skilled— Rs. 1.50—0.12—2.10—E.B.—0.15—3.15. Skilled— Rs. 2.15—0.20—3.15—E.B.—0.25—4.40. Skilled (Sp.)— Rs. 4.00—0.35—5.75—E.B.—0.45—8.00.																												
684 Cable Corporation of India Ltd., Bombay.	<i>Effective from 1-1-62</i>	Following increment in basic wage scale shall be given to the workers who have completed 240 days on 1-1-62. Trainees (Apprentice)— Re. 1 per day. Unskilled II— Rs. 1.20—0.08—1.60 per day. Unskilled I— Rs. 1.60—0.08—2.00 per day. Semi-skilled— Rs. 2.00—0.12—2.60 per day. Skilled III— Rs. 2.80—0.20—3.80 per day. Skilled II— Rs. 3.60—0.20—4.60 per day. Skilled I— Rs. 4.00—0.24—5.20 per day. Highly skilled— Rs. 5.20—0.32—6.80 per day. Supervisor, Boiler attendant, Crane driver— Rs. 110—10—150 per month. Sr. Supervisor, Sr. Boiler attendant I, Sr. Crane driver— Rs. 150—10—250 per month. Abovementioned daily rated workers shall be brought on monthly scale from 1-1-62— Peon— Rs. 32—2—52 per month. Peon on Special duties— Rs. 42—2—52 per month.	All the workmen (other than clerical staff) will be paid from the 1st October 1961, 75 per cent of the D. A. payable according to the decision of the Labour Appellate Tribunal which will be calculated as follow :— (a) 75 per cent of the average rate of the D. A. (L. App.) per day of a quarter will be the basic figure for calculating the average D. A. for the next quarter. (b) Above basic figure will be adjusted to the nearest figure divisible by eight. (c) The figure thus arrived at will be the average rate of the D. A. for the quarter.																											

(1)	(2)	(3)	(4)											
684 Cable Corporation of India Ltd., Bombay— <i>contd.</i>	Watchman— Rs. 52—2—62 per month. Jamadar— Rs. 72—5—97 per month. Car driver— Rs. 78—5—103 per month. Truck Driver— Rs. 92—5—117 per month.													
685 India Corrugating Industries, Bombay.	Minimum wage is Rs. 55 per month from 1-7-61. (1) Punching man shall get an increment of Rs. 7 from 1-1-62. (2) Others shall get Rs. 5 from 1-1-62.													
686 Consolidated Pneumatic Tool Co. (Ind.) Ltd., Bombay.	<i>Effective from 1-10-61 (Factory Staff)</i> Daily Rated workmen : Grade A Unskilled— Rs. 1.37—0.08—2.33. Grade B— Rs. 1.75—0.13—3.05. Grade C— Rs. 2.75—0.19—4.65. Grade D— Rs. 4.65—0.25—5.90—EB—0.30—8.00. Grade E: Settlement other than Drilling Dept. Rs. 6.50—0.35—10.00. Monthly-rated Subordinate Staff : Watchman, Sweepers, Gardeners and Peons— Rs. 40—2—60—3—90 per month.	For daily-rated staff on the basis of existing revised textile scale calculated on actual working days in a month.  <i>For monthly Staff</i> <table border="1"> <thead> <tr> <th data-bbox="1215 828 1281 852">Basic</th> <th data-bbox="1361 804 1481 900">On consumers Index No. 411—420</th> <th data-bbox="1499 804 1597 876">10 points variation</th> </tr> </thead> <tbody> <tr> <td data-bbox="1233 924 1263 948">(1)</td> <td data-bbox="1397 924 1426 948">(2)</td> <td data-bbox="1536 924 1565 948">(3)</td> </tr> <tr> <td data-bbox="1161 948 1281 972">Up to Rs. 100</td> <td data-bbox="1379 948 1463 972">.. 115 p. c.</td> <td data-bbox="1517 948 1590 972">5 p. c.</td> </tr> <tr> <td data-bbox="1161 972 1281 996">—Minimum</td> <td data-bbox="1299 972 1426 996">D. A. Rs. 83</td> <td data-bbox="1517 972 1590 996">Rs. 2</td> </tr> </tbody> </table>	Basic	On consumers Index No. 411—420	10 points variation	(1)	(2)	(3)	Up to Rs. 100	.. 115 p. c.	5 p. c.	—Minimum	D. A. Rs. 83	Rs. 2
Basic	On consumers Index No. 411—420	10 points variation												
(1)	(2)	(3)												
Up to Rs. 100	.. 115 p. c.	5 p. c.												
—Minimum	D. A. Rs. 83	Rs. 2												
687 Jal B. Kanga and Co., Bombay	..	Effective from 1-6-61, D. A. shall be Rs. 30 per month to all workers.												
688 Racek Industries Pvt. Ltd., Bombay.	<i>Effective from 1-1-63</i>	All workmen except apprentices Rs. 1.75 per working day.												
689 Marvyn and Spittom Pipe fitting Factory, Bombay.	<i>Effective from 1-1-62</i>													
690 Devidayal Tubes Pvt. Ltd., Bombay.	Unskilled— Rs. 1.20—0.10—2.00 p. Semi-skilled I— Rs. 1.25—0.12—2.25 p. Semi-skilled II— Rs. 1.40—0.15—2.30 p. Skilled— Rs. 2.00—0.20—4.00 p. Highly skilled— Rs. 3.00—0.25—6.50 p. The minimum rate of stipend to apprentices— Rs. 2 per day.  Unskilled B— Rs. 2.50—0.10—3.50. Unskilled A— Rs. 3.00—12—4.20. Semi-skilled C— Rs. 2.85—0.15—4.35. Semi-skilled B— Rs. 4.00—0.20—6.00. Semi-skilled A— Rs. 4.50—0.25—7.00. Skilled C— Rs. 5.00—0.25—7.50. Skilled B— Rs. 7.10—0.35—10.60. Skilled A— Rs. 10.55—0.45—15.05.													

(1)	(2)	(3)	(4)
691 Solar Electric Trading Co., Bombay.	<i>Effective from 1-7-61</i>	Unskilled— Rs. 65—2—85. Semi-skilled— Rs. 70—3—105. Skilled— Rs. 85—5—110. Highly skilled— Rs. 100—7-50—175.	
694 J. B. Advani and Co' Pvt. Ltd., Bombay.	<i>Effective from 1-1-62 (Daily rated Permanent)</i>	Skilled— Rs. 3-00—0-25—6-00. Semi-skilled— Rs. 2-00—0-15—3-20. Unskilled— Rs. 1-15—0-10—1-95.	<i>Effective from 1-10-61</i>
695 Ralliwolf Ltd., Bombay	..	Grade C— Rs. 1-50—0-08—2-30. Grade B— Rs. 2-00—0-12—3-20. Grade A— Rs. 3-00—0-15—3-60. Grade A-1— Rs. 3-60—0-19—4-36. Grade A-2— Rs. 4-36—0-25—5-86. Grade A-3— Rs. 5-36—0-35—7-46. (Promotion from A-1 to A-2 shall be automatic and from A-2 to A-3 on trade test. The above wages are fixed on the basis of 45 hours a week). Drivers— Rs. 85—5—110—7-50—147-50. Watchmen— Rs. 40—2—50—3—65.	Rs. 89-50 p. m. arrived at on the basis of the Cost of Living Index figure 431—440. Variation shall be at the rate of Rs. 2-50 for every 10 points.
698 The Acme Mfg. Co., Ltd., Bombay.	<i>Effective from 1-9-61 (Canteen workers)</i>	(1) Cleaner Rs. 18—2—38. (2) Vendors, Tea-makers, Assistant Cook, Store issuer— Rs. 27—2-50—52 (3) Cook Rs. 55—5—100. (4) Supervisors— Rs. 75—5—100—7—170—EB—10—220.	All workmen except Supervisors Rs. 20 per month. Supervisors Rs. 35 per month.
699 International Burner Mfg. Co., Bombay.	Mfg.	Unskilled— Rs. 2-75—0-12—3-59. Semi-skilled— Rs. 3-25—0-20—4-65. Skilled— Rs. 4-00—0-30—6-10.	All the workmen shall be paid daily 0-50 paise extra over and above their existing consolidated wage per day from 1-12-61. But those who have drawn increment in December 1961, shall deduct the excess from 0-50 paise. In any event after introduction of new scale, the total additional benefit to those drawing a daily consolidated wage-rate, equal to higher than the minimum in the new scale shall be increased by 0-50 paise per day in existing rate. But this limit of 0-50 paise shall be applicable to those who are drawing a daily wage rate lower than the minimum of the new scale and in their case the additional benefit shall be equal to the difference in the existing rate and the minimum in the new scale.
702 Damania Electrical and Eng. Works, Bombay.	..		<i>Effective from 1-10-61</i> Rs. 1—65 .. .. Rs. 35 p. m. Rs. 66—90 .. .. Rs. 45 p. m. Rs. 91—100 .. .. Rs. 50 p. m. Rs. 101 and above .. .. Rs. 57 p. m.

(1)	(2)	(3)	(4)																																
703	National Electrical Industries Ltd., Bombay.	(1) Grade I Unskilled— Rs. 2.55—0.07—3.18. (2) Grade I-A Unskilled— Rs. 2.60—0.12—3.56. (3) Grade II Semi-skilled— Rs. 2.75—0.09—3.65. (4) Grade II-A Semi-skilled— Rs. 2.75—0.12—3.71. (5) Grade III Semi-skilled II— Rs. 3.25—0.15—4.75. (6) Grade IV Skilled I— Rs. 3.75—0.20—5.75. (7) Grade V Skilled II— Rs. 4.25—0.25—6.75. (8) Grade VI highly skilled— Rs. 5.75—0.30—8.75.																																	
704	Gandhi Electric Industries Pvt. Ltd., Bombay.	<i>Effective from 1-1-62 (daily rated)</i> (1) Unskilled— Rs. 1.20—0.09—2.10. (2) Helpers— Rs. 1.30—0.12—1.90—0.15—2.50. (3) Semi-skilled— Rs. 1.50—0.15—2.10—0.20—3.10. (4) Skilled— Rs. 2.25—0.25—4.00—0.30—4.60.	<i>Effective from 16-8-62</i> 85 per cent of the revised textile scale to all daily-rated workers.																																
705	Rallis India Ltd., Bombay ..	(1) Grade 4 outdoor clerks— Rs. 65—5—100—7.50—145—10—205—15— 325. (19 years) (2) Grade 3 Jr. clerks, typists, telephone operators— Rs. 85—5—100—7.50—145—10—205—15— 310 (22 years).—Starting Salary—Undergra- duate Rs. 90. Graduate Rs. 100— (3) Grade 2 Senior, clerks, cotton selectors Rs. 160—10—190—15—280—20—400— (15 years) (4) Grade 2-A Stenographers, senior typists— Rs. 130—10—190—15—280—20—380 (17 years). (5) Grade 1 clerks— Rs. 300—20—440—25—490 (9 years) (6) Grade 1-A clerks— Rs. 360—20—440—25—590.	Cost of living index from 401/410 (min. Rs. 105) .. 411/420 (min. Rs. 108) .. 421/430 (min. Rs. 113) .. 431/440 (min. Rs. 118) .. and so on increasing or decreasing by 5 per cent for every 10 pts. rise or fall in index.																																
			<table border="1"> <thead> <tr> <th colspan="2">Clerical Staff</th> <th>Lower grade</th> <th></th> </tr> <tr> <th>1st</th> <th>2nd</th> <th>flat</th> <th></th> </tr> <tr> <th>Rs. 100</th> <th>Rs. 100</th> <th>rate</th> <th></th> </tr> </thead> <tbody> <tr> <td>P.c.</td> <td>P.c.</td> <td>P.c.</td> <td>Rs.</td> </tr> <tr> <td>115</td> <td>57½</td> <td>28½</td> <td>78</td> </tr> <tr> <td>120</td> <td>60</td> <td>30</td> <td>81</td> </tr> <tr> <td>125</td> <td>62½</td> <td>31½</td> <td>84</td> </tr> <tr> <td>130</td> <td>65</td> <td>32½</td> <td>87</td> </tr> </tbody> </table>	Clerical Staff		Lower grade		1st	2nd	flat		Rs. 100	Rs. 100	rate		P.c.	P.c.	P.c.	Rs.	115	57½	28½	78	120	60	30	81	125	62½	31½	84	130	65	32½	87
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125	62½	31½	84																																
130	65	32½	87																																
		<i>Printing Press.</i> (1) Supervisor— Rs. 200—15—365 (11 yrs.). (2) Compositors— Rs. 60—4—100—5—125—10—165 (19 yrs.). (3) Pressman— Rs. 50—3—71—4—95—5—140 (22 yrs.). (4) Cutters, Binders, Rulingmen— Rs. 50—3—71—4—95—5—125 (19 yrs.). (5) Baller— Rs. 38—2—66—3—72—4—84 (19 yrs.).	And so on increasing or decreasing by Rs. 3 for every 10 pts. rise or fall in the index.																																
		<i>Subordinate staff grades at Headquarters and depots.</i> (1) Peons, Hamals, Watchman, Massal— Rs. 38—2—66—3—72—4—84 (19 yrs.). (2) Havalgars— Rs. 38—2—66—3—72—4—84—5—94. (3) Head Havalgars— Rs. 40—2—66—3—72—4—84—5—94—6— 100. (4) Butlers— Rs. 45—2—69—3—78—4—90. (5) Head butler and cook— Rs. 45—2—69—3—78—4—90—5—100. (6) Liftmen— Rs. 40—2—66—3—72—4—84—5—94—6— 100. (7) Motor Drivers— Rs. 60—4—100—5—135—7.50—150. (8) Sweepers, Watchman— Rs. 30—1—40—2—52—3—55—5—60. (9) Cotton Sample Boys— Rs. 38—2—66—3—72—4—84—5—94.	<table border="1"> <thead> <tr> <th colspan="4">D. A. for upcountry staff</th> </tr> <tr> <th colspan="3">Clerical staff</th> <th>Lower gr. staff</th> </tr> <tr> <th>1st</th> <th>2nd</th> <th>on</th> <th>Flat rate</th> </tr> <tr> <th>Rs. 100</th> <th>Rs. 100</th> <th>balance</th> <th>Rs. 50</th> </tr> </thead> <tbody> <tr> <td>75%</td> <td>37½%</td> <td>18½%</td> <td></td> </tr> <tr> <td colspan="4">(Min. Rs. 60).</td> </tr> </tbody> </table>	D. A. for upcountry staff				Clerical staff			Lower gr. staff	1st	2nd	on	Flat rate	Rs. 100	Rs. 100	balance	Rs. 50	75%	37½%	18½%		(Min. Rs. 60).											
D. A. for upcountry staff																																			
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Rs. 100	Rs. 100	balance	Rs. 50																																
75%	37½%	18½%																																	
(Min. Rs. 60).																																			

(1)	(2)	(3)	(4)										
705 Rallis India Ltd.—cont.	<i>Upcountry staff grades.</i>	(1) Grade 4—1 Sr. Jr. Sub-Agents— Rs. 180—15—210—20—340. (2) Gr. 4-2 Sub-Agents— Rs. 115—7·50—145—10—185—15—250. (3) Gr. 4-3 Sr. Jr. Clerks and Bazar Asstr.— Rs. 100—7·50—145—10—195. (4) Grade 4-4 Jr. Clerks— Rs. 60—4—80—5—100—7·50—145. (5) Gr. 4-5 Gin and Press Overseers— Rs. 35—2—55—3—85.											
706 Popular Metal Works and Rolling Mills, Bombay.	<i>Effective from 1-10-61—Permanent.</i>	<b>Consolidated daily wages</b>											
		(1) Unskilled Gr. 'A'— Rs. 2·50—0·10—3·50. (2) Unskilled Gr. 'B'— Rs. 2·75—0·13—4·05. (3) Semi-skilled Gr. 'A'— Rs. 3·00—0·15—4·50. (4) Semi-skilled Gr. 'B'— Rs. 3·25—0·15—4·75. (5) Skilled 'A'— Rs. 3·75—0·25—6·25. (6) Skilled 'B'— Rs. 4·00—0·30—7·00. (7) Female— Rs. 1·90. (8) Temporary Male— Rs. 2·31.											
707 George Motors, Bombay. . .		(1) Highly skilled— Rs. 180—10—250. (2) Skilled— Rs. 105—10—155. (3) Semi-skilled— Rs. 65—5—100. (4) Unskilled, Asstr. to skilled workmen— Rs. 35—5—60. (5) Peon, Watchman, Cleaner, Sweeper, Mazdoor— Rs. 35—3—65.	D. A. shall be paid at the rate of 66½ p. c. of revised textile rate scale from 1-10-61.										
710 Rallis India Limited, Bombay	..		<i>Effective from 1-3-61.</i> <table border="0"> <tr> <td>Cost of living Index Range</td> <td>Flat rate of D. A.</td> </tr> <tr> <td>Rs. 401—410</td> <td>Rs. 78</td> </tr> <tr> <td>Rs. 411—420</td> <td>Rs. 81</td> </tr> <tr> <td>Rs. 421—430</td> <td>Rs. 84</td> </tr> <tr> <td>Rs. 431—440</td> <td>Rs. 87</td> </tr> </table>	Cost of living Index Range	Flat rate of D. A.	Rs. 401—410	Rs. 78	Rs. 411—420	Rs. 81	Rs. 421—430	Rs. 84	Rs. 431—440	Rs. 87
Cost of living Index Range	Flat rate of D. A.												
Rs. 401—410	Rs. 78												
Rs. 411—420	Rs. 81												
Rs. 421—430	Rs. 84												
Rs. 431—440	Rs. 87												
711 Prospect Mechanical Works, Bombay.		<i>Effective from 1-11-61.</i>											
		<b>Consolidated</b>											
		(1) Unskilled— Rs. 3·00—0·10—4·00 p. d. (2) Semi-skilled— Rs. 3·50—0·15—5·00 p. d. (3) Skilled— Rs. 4·00—0·25—6·50 p. d. (4) Highly skilled— Rs. 5·00—0·30—8·90 p. d.											
712 Structural Eng. Works, Bombay.		Workers at Mulund factory shall be given an ad-hoc increase of 0·06 per day before January 1961.	..										
713 Hararwala Eng. Works, Pvt. Ltd., Bombay.		<i>Effective from 1-4-62.</i>											
		<b>Consolidated</b>											
		(1) Unskilled— Rs. 2·75—0·10—3·45. (2) Semi-skilled— Rs. 3·10—0·15—4·15. (3) Skilled— Rs. 3·85—0·20—5·25. (4) Highly skilled— Rs. 5·10—0·25—6·85.											



(1)	(2)	(3)	(4)
717 United Motors (India) Ltd., Bombay.	..		D. A. calculated on the actual number of working days including festival holidays from 1-1-59.
718 Afco Limited, Bombay	<i>Effective from 1-7-62.</i>	<p>(1) Carpenter, machineman, fitter, welder, electrician, plumber, painter (Grade I)— Rs. 1.75—0.12—2.11—0.15—2.56—0.20—3.16—0.25—6.25 per day.</p> <p>(2) Rivetters, sandblaster, blacksmith, tinsmith, Asstt. fitter, Asst. compounder, Painters (Gr. II)— Rs. 1.50—0.12—2.10—0.15—2.85 per day.</p> <p>(3) Mazdoors, Khalasies, Helper— Rs. 1.15—0.06—1.93 per day.</p> <p>(4) Casual worker (consolidated)— Rs. 2.50 (full working). Rs. 1.50 (short working i.e., Saturday).</p> <p>Skilled I— Rs. 2.00—0.25—4.50.</p> <p>Skilled II— Rs. 1.50—0.15—3.15.</p> <p>Semi-skilled I— Rs. 1.40—0.12—2.66.</p> <p>Semi-skilled II— Rs. 1.28—0.09—2.03.</p>	<i>Effective from 1-8-62.</i>
719 Bombay Metal Press Factory, Bombay.	<i>Effect from 1-4-61.</i>	<p>Apprentices— 1st 6 months Rs. 2.25 p. d. 2nd 6 months Rs. 2.50 p. d. last 6 months Rs. 2.75 p. d.</p>	D. A. shall be enhanced by 0.05 paise from 1-2-62.
720 The Bombay Metal Press Factory, Bombay.	<i>Effective from 1-1-62.</i>	<p>Charak Deptt.</p> <p>(1) Skilled I— Rs. 2.00—0.25—4.50.</p> <p>(2) Skilled II— Rs. 1.50—0.15—3.15.</p> <p>(3) Semi-skilled I— Rs. 1.40—0.12—2.66.</p> <p>(4) Semi-skilled II— Rs. 1.28—0.09—2.03.</p> <p>From 1-7-61 Apprentices shall be paid an allowance of Rs. 2 per day for 1st 6 months, Rs. 2.50 p. d. for next six months and Rs. 2.75 p. d. for the last 6 months.</p>	<i>Effective from 1-2-62.</i>
722 National Electrical Industries, Ltd., Bombay.		<p>(1) General Watchman and Drivers— (a) Rs. 67—2—87—E.B.—3—102. (b) Rs. 95—4—123—5—138—E.B.—5—143.</p> <p>(2) Office boys— (a) Rs. 65—2—85—3—100.</p> <p>(3) Office Administrative and Clerical— (a) Rs. 90—5—115—7—150—E.B.—7—185. (b) Rs. 110—8—150—10—200—E.B.—10—250. (c) Rs. 135—10—185—12.50—247—E.B.—12.50—310. (d) Rs. 205—10—225—12.50—325—E.B.—15—400.</p> <p>(4) Office Technical— (a) Rs. 110—5—130—8—178—E.B.—8—194—10—224. (b) Rs. 124—8—188—10—208—E.B.—10—258. (c) Rs. 155—12.50—230—15—290—E.B.—15—365. (d) Rs. 235—12.50—335—15—365—E.B.—15—395—20—455.</p> <p>(5) Workers (Supervisory)— (a) Rs. 105—6—135—7—170—E.B.—7—205. (b) Rs. 125—8—165—10—215—E.B.—10—265. (c) Rs. 155—8—195—10—235—12.50—247.50—E.B.—12.50—310. (d) Rs. 195—10—245—12.50—307.50—E.B.—12.50—320—15—380. (e) Rs. 235—12.50—335—15—365—E.B.—15—395—20—455.</p>	For all workmen D. A. shall be enhanced by 0.05 per day.

(1)	(2)	(3)	(4)
723 United Hardware Stores and Eng. Works, Bombay.	(1) No employee shall be paid less than Rs. 70 per month as his wages/salary. (2) All employees shall get Rs. 5 increment in April every year. (3) There will be no further increment after he reaches a monthly wage of Rs. 120 per month.	..	
724 Standard Rolling Shutters and Eng. Works, Pvt. Ltd., Bombay.	Minimum wage shall be Re. 1.20 per day from 1-1-1962. Unskilled (Begari, Mazdoor and Helper) increment of 0.05 paise. Other workers increment 0.12 nP. Manual workers shall be given Rs. 5 per month as special allowance.	..	
725 Volkart Bros., Bombay	(1) Clerical Grade 'C' Typists— Rs. 50—5—100—8—140—10—220—15—235—EB—15—310 (caretaker to start on Rs. 150 p.m.). (2) Clerical Grade 'B' Stenographer— Rs. 190—10—200—15—290—20—350—EB—20—410. (3) Clerical Grade 'A'— Rs. 270—15—285—20—425—25—500. (4) Stenographers I— Rs. 140—10—220—15—235—EB—15—325. (5) Sepoys, Hamals table boys— Rs. 40—3—70—4—86. (6) Sweepers— Rs. 40—2—50—3—68. (7) Watchmen— Rs. 43—3—61—4—93. (8) Liftmen— Rs. 45—3—60—5—100.	..	<i>Effective from 1-10-1961.</i> (1) Basic rate to remain 100 per cent on 1st Rs. 100 basic salary for cost of living index bracket 371-380; minimum D. A. Rs. 77. (2) Variation for every 10 points movement in the index— (1) On 1st Rs. 100 (5 per cent). (2) On 2nd Rs. 100 (2½ per cent). (3) On balance (1¼ per cent). (4) Minimum Rs. 3.
726 Khandelwal Udyog Limited, Bombay.	..	D. A. payable would be at revised textile scales— (1) From 1-1-62/30-6-62—70 per cent. (2) From 1-7-62/31-12-62—80 per cent. (3) From 1-1-63/30-6-63—90 per cent. (4) From 1-7-63 onwards—Full revised textile scales.	
727 Motiwalla and Natekar, Bombay.	..	From 1-3-62 the existing rate of D. A. shall be increased by 0.25 per day.	
728 Bharat Metal Industries, Bombay.	(1) Unskilled— Rs. 3.00—0.10—3.30—0.15—3.75. (2) Semi-skilled II— Rs. 3.75—0.15—4.05—0.20—5.25. (3) Semi-skilled I— Rs. 4.50—0.15—4.80—0.20—6.00. (4) Skilled— Rs. 5.50—0.20—6.50—0.25—7.50.		
729 Optimohar Industries Pvt. Ltd., Bombay.	Unskilled— 1.25—0.10—2.25 per day. Semi-skilled— 1.60—0.15—2.50 per day. Skilled— Rs. 2.50—0.20—4.50 per day. Highly skilled— Rs. 3.50—0.25—6.00 per day.		Rs. 1.75 per day for the 1st year and Rs. 2 per day for the 2nd year of settlement.
730 Bajaj Tempo Ltd., Bombay	<i>Effective from 1-5-1962.</i> (Consolidated)		
	(1) High-skilled— Rs. 6.00—0.25—8.50. (2) Skilled I— Rs. 5.00—0.25—6.25. (3) Skilled II— Rs. 4.50—0.20—5.50. (4) Skilled III— Rs. 4.00—0.20—5.00. (5) Semi-skilled I— Rs. 4.00—0.15—4.45. (6) Semi-skilled II— Rs. 3.75—0.10—4.05. (7) Unskilled— Rs. 3.50—0.10—3.80.		

(1)	(2)	(3)	(4)
731 Patel Eng. Co. Ltd., Bombay	Unskilled— Rs. 1.25—0.10—2.25. Semi-skilled— Rs. 1.70—0.15—3.20. Skilled 'B'— Rs. 2.40—0.20—4.40. Skilled 'A'— Rs. 3.20—0.25—5.75. Watchman— Rs. 1.50—0.10—2.50. Driver (light)— Re. 0.50 per day. Moreover and above their wages. Driver (heavy)— Re. 1.00 per day. Moreover and above their wages.	55 per cent of the D. A. to Bombay Textile revised scale from 1-11-61.	
733 Azad Industries, Bombay ..	<i>Effective from 1-5-1962</i> (1) Mazdoor— Rs. 2.70—0.10—3.30. (2) Semi-skilled 'A'— Rs. 2.90—0.12—3.64. (3) Semi-skilled 'B'— Rs. 3.35—0.15—4.25.	..	
734 Amin Mechanical Works, Bombay.	(1) Unskilled— Rs. 2.50—0.06—3.10. (2) Semi-skilled— Rs. 2.75—0.10—3.75. (3) Skilled— Rs. 3.50—0.20—5.50.	..	
735 Kaybee School Aids Mfg. Co., Bombay.	Apprentices 1st 6 months— Rs. 1.50 per day. Apprentices 2nd 6 months— Rs. 1.75 per day. Apprentices 3rd 6 months— Rs. 2.00 per day. Apprentices 4th 6 months— Rs. 2.25 per day. Unskilled— Rs. 65—3—95 per month. Semi-skilled— Rs. 75—4—115 per month. Skilled 'B'— Rs. 95—5—145 per month. Skilled 'A'— Rs. 100—6—160. Storeman and Supervisor— Rs. 80—5—130.	..	
737 Mistry Motor Body Builders, Bombay.	..	From 1-1-62 increase of 0.25 in D. A. per day and from 1-1-63 increase of 0.15 per day in D. A.	
738 New India Electric Corpn., Bombay.	<i>Effective from 1-3-1962</i> (1) Unskilled— Rs. 1.20—0.10—2.20. (2) Semi-skilled— Rs. 1.50—0.15—3.00. (3) Skilled— Rs. 2.50—0.20—3.50—0.25—4.75 per day.	Effect from 1-3-62. D. A. shall be paid at the rate of Rs. 1.80 per day.	
739 Siemens Eng. and Mfg. Co. of India Ltd., Bombay.	(1) Semi-clerks, Asstt. Store-keepers— Rs. 170—7—184—10—314 (15 years). (2) Drivers— Rs. 160—6—196—7—260 (15 years) (plus cleaning allowance Rs. 15). (3) Peons, Watchman, Liftmen— Rs. 140—3—155—4—195 (15 years) (plus Rs. 10 p.m. to cycle peons and head Watchman of workshop. This allowance shall not be paid while on leave).	..	
740 Hindustan Wire Netting Co. Pvt. Ltd., Thana.	<i>Effective from 1-8-1962</i> (Consolidated wages) (1) Unskilled 'A'—Coolies, Chainlink, Fencing Machine Attendants— Rs. 2.00—0.10—4.00. (2) Unskilled 'B' above workers after six months shall be put in this grade— Rs. 3.12—0.12—4.32.	..	

(1)	(2)	(3)	(4)															
740—cont.	<i>Effective from 1-8-1962</i>	<b>(Consolidated wages)—cont.</b>																
		(3) Semi-skilled—Wiregarge, Wire-netting, Weave Panel, Pin and Shoe Attendants, Wire-drawing Machine Attendants— Rs. 3.50—0.15—5.00. (4) Skilled 'A'—Shaper, Turner, Fitter— Rs. 4.50—0.20—6.50. (5) Skilled 'B'—Shaper, Turner, Fitter— Rs. 6.00—0.25—8.50. (6) Highly skilled— Rs. 7.50—0.25—10.00.	..															
742 Andheri Metal Refinery and Foundry, Bombay.	<i>Effective from 1-3-1962</i>	<b>(Consolidated wages)</b>																
		(1) 'C' grade— Rs. 3.00—0.10—3.50 per day. (2) 'B' Grade— Rs. 3.50—0.15—4.25 per day. (3) 'A' grade— Rs. 4.00—0.25—5.00 per day. (4) Watchman— Rs. 80—3—104 p.m. (5) Truck Driver— Rs. 140—7.50—177.50.	..															
743 National Industrial Works, Bombay.	<i>Effective from 1-4-1962.</i>		D. A. shall be paid at rate of 70 per cent of the old cotton Textile Award (Standardization on Award).															
		(1) 1.15 increase of 0.25 on 1-4-62 and 0.15 for (2 yrs.). (2) 1.25 increase of 0.15 on 1-4-62 and 0.15 for (2 yrs.). (3) 1.37 increase of 0.25 on 1-4-62 and 0.22 for (2 yrs.). (4) 1.50 increase of 0.20 on 1-4-62 and 0.20 for (2 yrs.). (5) 1.62 increase of 0.20 on 1-4-62 and 0.20 for (2 yrs.). (6) 1.85 increase of 0.22 on 1-4-62 and 0.17 for (2 yrs.). (7) 2.00 to 3.90 of 0.20 on 1-4-62 and 0.20 for (2 yrs.).																
745 Telcom Industries Pvt. Ltd., Bombay.	<i>Effective from 1-4-1962</i>		75 per cent of the revised Textile Scale with effect from 1-4-62.															
		(1) Unskilled— Rs. 1.25—0.10—1.95. (2) Semi-skilled— Rs. 1.75—0.15—2.80. (3) Skilled— Rs. 2.62—0.20—4.82. (4) Highly skilled— Rs. 4.00—0.25—5.75.																
746 Bajaj Electricals Ltd., Bombay	<i>Effective from 1-1-62</i>																	
		(1) Chargehand (Grade 'A')— Rs. 6.32—0.30—9.32. (2) Chargehand (Grade 'B')— Rs. 5.88—0.25—8.38. (3) Chargehand (Grade 'C')— Rs. 5.38—0.25—7.63.	..															
747 SKF Ball Bearing Co. Pvt. Ltd., Bombay.	<i>Effective from 1-1-62</i>	<b>Clerical Staff.</b>	<i>Effective from 1-1-62</i>															
		(1) Grade 'A1'— Rs. 220—15—280—20—340—E.B.—20—500. (2) Grade 'A'— Rs. 135—12.50—185—15—260—E.B.—20—400. (3) Grade 'B'— Rs. 120—10—150—12.50—200—15—280—E.B.—15—335. (4) Grade 'C'— Rs. 85—5—105—7—112—8—136—9—145—12.50—207.50—E. B. —12.50—245—15—275.	<table border="1"> <thead> <tr> <th>Basic</th> <th>At 431—440 Index</th> <th>10 points variation</th> </tr> </thead> <tbody> <tr> <td>1—100</td> <td>125% on 26 working days.</td> <td>5%</td> </tr> <tr> <td>101—200</td> <td>50%</td> <td>2½%</td> </tr> <tr> <td>201—300</td> <td>36%</td> <td>1½%</td> </tr> <tr> <td>301 and above</td> <td>25%</td> <td>¾%</td> </tr> </tbody> </table>	Basic	At 431—440 Index	10 points variation	1—100	125% on 26 working days.	5%	101—200	50%	2½%	201—300	36%	1½%	301 and above	25%	¾%
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1—100	125% on 26 working days.	5%																
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		<b>Subordinate Staff.</b>																
		(1) Sepoy, Hamal, Sweeper— Rs. 35—2—47—3—50—4—82. (2) Mazdoor— Rs. 35—3—50—4—90. (3) Carpenter— Rs. 50—3—65—4—105. (4) Drivers— Rs. 70—5—100—6—160.																

(1)	(2)	(3)	(4)					
748 Ingersoll-Rand (India) Pvt. Ltd., Bombay.	<i>Effective from 1-1-62</i>	Bombay office and godowns— (1) Chief Accounts Clerk and Godown Keeper— Rs. 150—10—220—15—310—20—370—E. B.— —25—420. (2) Sr. Clerks and Service Mechanics— Rs. 110—8—166—10—216—15—276—E. B.— 20—316. (3) Stenographers— Rs. 115—7·50—160—10—190—E. B.—12·50— 240—15—300. (4) Jr. Clerk/Typist— Rs. 80—6—122—8—170—E. B.—12—230. (5) Sepoy— Rs. 35—2—57—3—90. (6) Carpenter— Rs. 45—3—90. (7) Mazdoor— Rs. 35—2—75.	<i>Effective from 1-1-62</i>	Basic	Index fig. at 431—440	Variation of 10 points rise or fall		
				1—100 101—200 201—300 301—420	120% 52% 25% 12%	5% 2½% 1½% 1%		
751 Siemens Eng. and Mfg. Co. of India Limited, Bombay.	<i>Effective from 1-1-62</i>	<b>Consolidated wages</b>	(1) Engineers (with Degree)— Rs. 400—35—610—45—970 (14 yrs.). (2) Engineers (with Diploma)— Rs. 350—35—560—45—920 (14 yrs.). (3) Sr. Asstts.— Rs. 290—20—410—25—635 (15 yrs.). (4) Jr. Asstt. (graduate to start on Rs. 210)— Rs. 200—10—230—15—290—20—450 (15 yrs.). (5) Stenographers— Rs. 265—15—445—20—505 (15 yrs.). (6) Draughtsman I— Rs. 225—10—255—15—390—20—450 (15 yrs.). (7) Draughtsman II— Rs. 290—15—365—20—425—25—650 (17 yrs.). (8) Asstt. Foreman (Tool room)— Rs. 290—15—365—20—465—25—590 (15 yrs.). (9) Asstt. Foreman Mech. and Electrical— Rs. 290—10—340—15—490 (15 yrs.). (10) Operators, Receptionist, Typists— Rs. 190—10—230—15—395 (15 yrs.). (11) Semi-clerk, Asstt. Store-keeper— Rs. 170—7—184—10—314 (15 yrs.). (12) Tracers— Rs. 170—5—175—10—225—15—360 (15 yrs.). (13) Drivers— Rs. 160—6—190—7—260 (15 yrs.). (14) Printers— Rs. 145—5—180—6—228 (15 yrs.). (15) Peons, Watchman, Liftmen— Rs. 140—3—155—4—195 (15 yrs.). (16) Sweepers— Rs. 130—3—151—4—183 (15 yrs.).			<i>Erection Deptt.—Monthly rated.</i> (17) Erectors— Rs. 295—21—400—30—670 (14 yrs.). (18) Asstt. Erectors— Rs. 255—10—275—15—350—20—510 (15 yrs.).		
			<i>Daily rated.</i>			(19) Grade I— Rs. 6·30—0·16—8·70 (15 yrs.). (20) Grade II— Rs. 7·30—0·20—10·30 (15 yrs.). (21) Grade III— Rs. 7·80—0·25—11·55 (15 yrs.). (22) Grade IV— Rs. 9·50—0·30—14·00 (15 yrs.). (23) Grade V— Rs. 10·50—0·35—15·75 (15 yrs.).		
	<i>Godowns—Monthly rated.</i>			(24) Hand Cartmen— Rs. 130—3—148—4—184 (15 yrs.). (25) Carpenters— Rs. 165—4—225 (15 yrs.).				

(1)	(2)	(3)	(4)
751—cont.		<i>Daily rated.</i>	
		(26) Unskilled workmen— Rs. 5.00—0.10—6.50 (15 yrs.).	
752 Ajit Radio Corpn., Bombay		Gr. 'A'— Rs. 100—7.50—175—E.B.—10—225 p. m. Grade 'B'— Rs. 75—3—105—4—125 per month. Grade 'C'— Rs. 65—2—95 per month. Apprentices— 1st 6 months Rs. 1.50 p. d. 2nd 6 months Rs. 1.75 p. d. next 6 months Rs. 2.00 p. d.	D. A. shall be given only on or after index fig. of 401 and above for every rise of 8 pts. D. A. shall be Re. 1. This will be for 26 working days.
753 Bharat Barrel and Drum Mfg. Company, Bombay.		..	Effect from 1-9-62 a flat increase of Rs. 15 per month.
754 Universal Metal Refinery, Bombay.		<i>Effective from 1-6-62</i>	..
		Wages are fixed accordingly by the management.	
755 K. R. Metal Industries Pvt. Limited, Bombay.		<i>Effective from 1-11-62</i>	..
		(1) Unskilled— Rs. 2.50 per day. (2) Semi-skilled— Rs. 3.50 per day. (3) Skilled— Rs. 4.50 per day.	
756 Devidayal Metal Industries, Bombay.		..	(1) Permanent workmen: 85 per cent of the new Textile scale of D. A. payable to that Textile workers of Bombay City. (2) Casual workmen: 75 per cent of the new Textile scale payable to the Textile workers of Bombay City. (Apprentices, watchman, Peons, clerical staff and supervisory staff will not be covered by this agreement.)
758 K. I. V. Group of Industries, Bombay.		<i>Effective from 1-1-62</i>	..
		Consolidated	
		(1) Unskilled— Rs. 2.25—0.15—3.00—0.20—4.00—0.25—5.25. (2) Semi-skilled, Press operators Gr. I— Rs. 2.75—0.20—3.75—0.25—6.25. (3) Semi-skilled Press Operators II— Rs. 2.50—0.15—3.25—0.20—4.25—0.25—5.50. (4) Skilled dyemakers, and turner I— Rs. 6.00—0.25—7.25—0.30—10.25. (5) Skilled dyemakers and turner II— Rs. 5.50—0.25—6.75—0.30—9.75. (6) Skilled dyemakers and turners III— Rs. 4.50—0.20—5.50—0.25—6.75—0.30—8.25. (7) Highly skilled Chief dyemaker— Rs. 7.00—0.25—8.25—0.30—9.75—0.35—11.50. (8) Trainees— Rs. 3 (increment of 0.15).	
759 Structural Eng. Works Ltd., Dhamangaon, taluka Bhivandi, district Thana.		<i>Effective from 1-12-62</i>	Revised Textile scale of D. A. as is paid to Textile workmen in Greater Bombay.
		(1) Unskilled— Rs. 1.15—0.08—1.55. (2) Semi-skilled I— Rs. 1.50—0.10—2.00. (3) Semi-skilled II— Rs. 1.75—0.12—2.35. (4) Skilled— Rs. 2.10—0.18—3.00. (5) Watchman— Rs. 30—2.50—42.50.	
760 The Goldfilled Leather Works (Machinery and Metal Works), Bombay.		No temporary workman shall get less than Rs. 2.50 p. d. consolidated wages and on being made permanent he shall be paid initial wages of Rs. 2.75 (consolidated) and thereafter he shall get an increments of Re. 0.15 in his wages.	..

(1)	(2)	(3)	(4)																						
760—cont.	<i>Effective from 1-11-62</i>	The following consolidated wages will be paid to employees on an individual basis—																							
		No. of workers    Wages																							
		<table style="margin-left: auto; margin-right: auto;"> <tr><td style="text-align: center;">1</td><td style="text-align: left;">Rs. 106.50 per month.</td></tr> <tr><td style="text-align: center;">2</td><td style="text-align: left;">Rs. 98.50 per month.</td></tr> <tr><td style="text-align: center;">3</td><td style="text-align: left;">Rs. 7.50 per day.</td></tr> <tr><td style="text-align: center;">1</td><td style="text-align: left;">Rs. 7.25 per day.</td></tr> <tr><td style="text-align: center;">2</td><td style="text-align: left;">Rs. 3.55 per day.</td></tr> <tr><td style="text-align: center;">1</td><td style="text-align: left;">Rs. 3.75 per day.</td></tr> <tr><td style="text-align: center;">2</td><td style="text-align: left;">Rs. 3.35 per day.</td></tr> <tr><td style="text-align: center;">1</td><td style="text-align: left;">Rs. 3.45 per day.</td></tr> <tr><td style="text-align: center;">3</td><td style="text-align: left;">Rs. 3.25 per day.</td></tr> <tr><td style="text-align: center;">2</td><td style="text-align: left;">Rs. 3.65 per day.</td></tr> <tr><td style="text-align: center;">1</td><td style="text-align: left;">Rs. 4.65 per day.</td></tr> </table>	1	Rs. 106.50 per month.	2	Rs. 98.50 per month.	3	Rs. 7.50 per day.	1	Rs. 7.25 per day.	2	Rs. 3.55 per day.	1	Rs. 3.75 per day.	2	Rs. 3.35 per day.	1	Rs. 3.45 per day.	3	Rs. 3.25 per day.	2	Rs. 3.65 per day.	1	Rs. 4.65 per day.	
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761 Pearl Metal Works, Bombay	<i>Effective from 1-12-62</i>	<p>(1) Unskilled : Coolies, packers, porters, helpers— Rs. 2.50—0.10—3.50.</p> <p>(2) Semi-skilled : Furnacemen, cutting, fitting— Rs. 3.00—0.15—4.50.</p> <p>(3) Skilled 'C' Cutting, rolling, bedding filing— Rs. 3.50—0.15—5.00.</p> <p>(4) Skilled 'B' Pressman, turner, fitter, millers, machinists Gr. II— Rs. 4.00—0.20—6.00.</p> <p>(5) Skilled 'A' Pressman, turner, fitters millers, machinist Gr. I— Rs. 4.50—0.25—7.00.</p> <p>(6) Watchman, office boys— Rs. 70.00—2.00—90.00. (This settlement excludes clerical and supervisory staff.)</p>																							
762 Industrial Air Control (India), Bombay.		<p>(1) Unskilled— Rs. 3.50—0.15—4.70.</p> <p>(2) Semi-skilled— Rs. 4.50—0.20—6.10.</p> <p>(3) Skilled— Rs. 6.25—0.25—8.25.</p> <p>(4) Highly skilled— Rs. 7.00—0.30—9.40.</p>																							
763 Mazgaon Dock Ltd., Bombay	<i>Effective from 1-11-61</i>	<p>(1) Ticket Issuers/Record tracer— Rs. 60—5—100—7—149—E.B.—8—205—10—225.</p>																							
764 India Tool Mills and Metal Industries, Pvt. Ltd., Bombay.	<i>Effective from 1-5-62</i>	<p>(1) Unskilled— Rs. 3.12—0.15—4.90.</p> <p>(2) Semi-skilled— Rs. 3.75—0.20—6.15.</p> <p>(3) Skilled— Rs. 4.40—0.25—7.40.</p> <p>(4) Highly skilled— Rs. 5.50—0.40—10.30.</p>																							
766 Excel Industries Pvt. Limited, Bombay.	<i>Effective from 1-11-61</i>	<p>(1) Unskilled— Rs. 1.10—0.10—2.30.</p> <p>(2) Semi-skilled— Rs. 1.50—0.15—3.00.</p> <p>(3) Skilled 'A'— Rs. 2.00—0.20—4.00.</p> <p>(4) Skilled 'B'— Rs. 2.50—0.25—5.00.</p> <p>(5) Skilled 'C'— Rs. 3.00—0.30—6.00.</p> <p>(6) Highly skilled— Rs. 3.50—0.40—7.50.</p>	<p>For daily rated permanent workmen D. A. shall be Rs. 2.15 p. d. when Index figure calculated by the Millowner's Association, is in bracket 431/450 (both inclusive). For variation of 10 pts. the variation in D. A. shall be 0.05 P.</p>																						
767 Reliable Metal Works, Bombay		<p>(1) Minimum wage Rs. 2.50 (consolidated). (2) An increment of Re. 0.25 be given to those who have not drawn increment from October 1962 onwards.</p>																							

(1)	(2)	(3)	(4)																																				
769 Prabhat Electric Equipment Corporation, Bombay.	<i>Effective from 1-3-63</i>	..																																					
	<b>Consolidated wages</b>																																						
	(1) Unskilled— Rs. 75—Re. 0.20 increment for 7 ensuing 1 year. (2) Semi-skilled— Rs. 85—Re. 0.25 increment for 7 ensuing 1 year. (3) Skilled— Rs. 95—Re. 0.35 increment for 7 ensuing 1 year.																																						
770 Dalal Engineering Pvt. Ltd., Bombay.	..	<i>Effective from 1-10-62</i>	D. A. equivalent to 75 per cent of the revised textile rate in Bombay.																																				
771 Binani Eng. Corporation, Bombay.	..	<i>Effective from 1-2-63</i>	For all workers Rs. 1.87 per day.																																				
772 M. T. Falcao Electrical Engineers, Bombay.	<i>Effective from 1-12-62</i>	<i>Effective from 1-12-62</i>	70 per cent of the new Textile scale.																																				
	(1) Unskilled— Rs. 1.20—0.12—2.64. (2) Semi-skilled— Rs. 1.60—0.15—3.40. (3) Skilled— Rs. 2.50—0.20—4.90. (4) Highly skilled— Rs. 4.00—0.25—7.00.																																						
773 Binani Machinery Corp., Bombay.	The existing consolidated salary of the members of the staff shall be split up into Basic wages and Dearness Allowance as follows :—	..																																					
	<table border="0"> <thead> <tr> <th>Basic wages</th> <th>D. A.</th> </tr> </thead> <tbody> <tr><td>(1) Rs. 240</td><td>Rs. 60</td></tr> <tr><td>(2) Rs. 220</td><td>Rs. 55</td></tr> <tr><td>(3) Rs. 165</td><td>Rs. 40</td></tr> <tr><td>(4) Rs. 125</td><td>Rs. 30</td></tr> <tr><td>(5) Rs. 115</td><td>Rs. 30</td></tr> <tr><td>(6) Rs. 90</td><td>Rs. 20</td></tr> <tr><td>(7) Rs. 53</td><td>Rs. 13</td></tr> </tbody> </table>	Basic wages	D. A.	(1) Rs. 240	Rs. 60	(2) Rs. 220	Rs. 55	(3) Rs. 165	Rs. 40	(4) Rs. 125	Rs. 30	(5) Rs. 115	Rs. 30	(6) Rs. 90	Rs. 20	(7) Rs. 53	Rs. 13																						
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774 Indian Textile Engineers Pvt. Limited, Bombay.	<i>Effective from 1-1-63</i>	<i>Effective from 1-1-63</i>																																					
	<table border="0"> <tbody> <tr> <td>(1) Jr. Clerks— Rs. 95—5—105—10—165—15—255—20—275 (Graduates to start on Rs. 105).</td> <td>Salary slab</td> <td>D. A. when the C. P. I. is 411/420</td> <td>Variation for each 10 pts. rise/fall</td> </tr> <tr> <td>(2) Sr. Clerks— Rs. 135—15—240—20—300—25—425.</td> <td>1st Rs. 100</td> <td>.. 115%</td> <td>5%</td> </tr> <tr> <td>(3) Typists— Rs. 90—5—105—10—165—15—255—20—275.</td> <td>2nd Rs. 100</td> <td>.. 50%</td> <td>2%</td> </tr> <tr> <td>(4) Stenographers— Rs. 135—15—240—20—300—25—425.</td> <td>3rd Rs. 100</td> <td>.. 25%</td> <td>1%</td> </tr> <tr> <td>(5) Spl. grade— Rs. 270—20—350—25—550.</td> <td>Balance Rs. 600</td> <td>20%</td> <td>1%</td> </tr> <tr> <td>(6) Car drivers— Rs. 75—5—100—7½—145.</td> <td>The minimum Rs. 90</td> <td></td> <td>Rs. 3</td> </tr> <tr> <td>(7) Sepoys— Rs. 45—2—73—3—85.</td> <td></td> <td></td> <td></td> </tr> <tr> <td>(8) Sweepers— Rs. 45—2—75.</td> <td></td> <td></td> <td></td> </tr> <tr> <td>(Head sepoy—Rs. 10 and delivery sepoy Rs. 5 as spl. allowance).</td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	(1) Jr. Clerks— Rs. 95—5—105—10—165—15—255—20—275 (Graduates to start on Rs. 105).	Salary slab	D. A. when the C. P. I. is 411/420	Variation for each 10 pts. rise/fall	(2) Sr. Clerks— Rs. 135—15—240—20—300—25—425.	1st Rs. 100	.. 115%	5%	(3) Typists— Rs. 90—5—105—10—165—15—255—20—275.	2nd Rs. 100	.. 50%	2%	(4) Stenographers— Rs. 135—15—240—20—300—25—425.	3rd Rs. 100	.. 25%	1%	(5) Spl. grade— Rs. 270—20—350—25—550.	Balance Rs. 600	20%	1%	(6) Car drivers— Rs. 75—5—100—7½—145.	The minimum Rs. 90		Rs. 3	(7) Sepoys— Rs. 45—2—73—3—85.				(8) Sweepers— Rs. 45—2—75.				(Head sepoy—Rs. 10 and delivery sepoy Rs. 5 as spl. allowance).					
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775 Hind Razor and Blades Co. Pvt. Limited, Bombay.	<i>Effective from 1-1-63</i>	..																																					
	(1) Unskilled : helper, mazdoor, jointer store boy, coasting boy box, biller, cellophasing boy, hamals, etc.— Rs. 3.00—0.10—3.50. (2) Semi-skilled 'B' : etching operator, lacquering operator, Jr. operator, on pounding, furnace, grinder, wrapping and tucking— Rs. 3.40—0.15—4.15. (3) Semi-skilled 'A' : wrapping operator, tucking operator, punching operator, inspecting workers— Rs. 3.75—0.20—4.75.																																						



(1)	(2)	(3)	(4)
775—cont.		(4) Skilled 'C' : furnace operator, and grinder operator— Rs. 4.25—0.25—5.50. (5) Skilled 'B' : turner-II, quality control inspector— Rs. 4.75—0.25—6.00. (6) Skilled 'A' : tool maker, turner-I, mechanic, fitter and skilled operator— Rs. 5.50—0.35—7.25. (7) Highly skilled : supervisor, foreman— Rs. 7.50—0.40—9.50. (8) Apprentices and truck cleaners— Rs. 3 per day.	
776 Rajkamal Industries. Bombay		<i>Effective from 1-1-63.</i>	
		(1) Unskilled— Rs. 2.50—0.15—2.95. (2) Semi-skilled— Rs. 3.00—0.20—5.00. (3) Skilled— Rs. 5.00—0.30—5.90.	
777 Airconditioning Corporation Limited, Bombay.		<i>Effective from 1-10-62.</i>	
		(1) Sr. Erector According to qualification and experience. (2) Erection and Sr. Service Super.— Rs. 250—10—325—20—425. (3) Asstt. Erector and Service Super.— Rs. 160—10—210—15—300. (4) Head serviceman— Rs. 120—7.50—150—10—200. (5) Serviceman— Rs. 75—5—100—5—150. (6) Jr. Serviceman— Rs. 60—3—75—4—115—4—135. (7) Sr. Plant Operator— Rs. 150—7—185—7—220—7—255. (8) Operator— Rs. 110—5—140—5—165—5—190. (9) Jr. Operator— Rs. 65—5—100—5—120—5—145. (10) Senior fitter and Senior welder— Rs. 100—5—125—7.50—155—7.50—192.50. (11) Fitter and Welder— Rs. 90—4—110—5—130—5—155. (12) Assistant fitter and Assistant Welder— Rs. 55—3—65—4—85—4—105. (13) Carpenter— Rs. 90—5—120—5—140—5—165. (14) Junior Carpenter— Rs. 55—3—65—4—85—4—105. (15) Helper (coolie)— Rs. 40—2—50—2—62—2—72. (16) Electrician— Rs. 80—6—100—5—130—5—155. (17) Assistant Electrician— Rs. 55—3—65—4—85—4—105. (18) Apprentices— Rs. 30 (1st year) Rs. 40 (2nd year) Rs. 50 (3rd year).	(a) For those drawing basic wage up to Rs. 200—Rs. 61 at the Bombay working class cost of living index 420 with variation of Rs. 5 for every 5 pts. rise or fall maximum D. A. Rs. 86. (b) For those drawing basic wage above Rs. 200—Rs. 70 at the Bombay working class cost of living index 420 with a variation of Rs. 5 for every 10 points (maximum D. A. Rs. 95.)
778 Bharat Barrel and Drum Mfg. Co. Limited, Bombay.		(1) Peon— Rs. 36—3—81. (2) Watchman— Rs. 40—3—61—4—93.	
780 Bharat Cable Pvt. Limited, Bombay.		<i>Effective from 1-3-63</i>	
		(1) Unskilled— Rs. 1.25—0.06—2.00. (2) Semi-skilled— Rs. 1.50—0.12—2.50. (3) Skilled— Rs. 2.15—0.15—3.20—0.20—4.00.	D. A. shall be Rs. 1.80 p. d., when the cost of living index is 400. Rs. 1.80 p. d. for every variation of 10 points in the index, there shall be variation in D. A. by 0.05 p.
781 Standard Drum and Barrel Mfg. Company, Bombay.		(1) Unskilled— Rs. 1.20—0.10—2.20. (2) Semi-skilled 'B'— Rs. 1.40—0.15—2.90.	<i>Effective from 15-12-62</i> All workmen Rs. 3.25 per day.

(1)	(2)	(3)	(4)																									
781— <i>contd.</i>		(3) Semi-skilled 'A'— Rs. 2.00—0.20—4.00. (4) Skilled— Rs. 3.00—0.25—5.50.																										
782 Indian Linkchain Mfg. Ltd., Bombay.		(1) Those drawing Rs. 3.30 per day at present shall be given <i>ad-hoc</i> increment of 0.60 p. from 1-1-63 and 0.40 p. from 1-1-64. (2) Those drawing Rs. 3.30 per day shall be given <i>ad-hoc</i> increment of 0.50 p. from 1-1-63 and 0.30 p. from 1-1-64. (3) The wage scales are inclusive of D. A.	..																									
783 Alu Capsules Ltd., Bombay..		(1) Unskilled— Rs. 1.50—0.10—2.20—0.12—2.80. (2) Semi-skilled 'B'— Rs. 1.75—0.12—2.59—0.15—3.34. (3) Semi-skilled 'A'— Rs. 2.25—0.15—3.30—0.20—4.30. (4) Skilled 'B'— Rs. 3.00—0.20—3.60—0.25—4.60—0.30—6.10. (5) Skilled 'A'— Rs. 3.75—0.30—4.65—0.35—6.05—0.40—8.05. (6) Highly skilled— Rs. 5.75—0.40—6.95—0.50—8.95—0.60—11.95. (7) Car Drivers— Rs. 70—5—130. (8) Heavy vehicle Drivers— Rs. 80—5—140.	<p style="text-align: center;"><i>Effective from 1-4-62</i></p> <table border="0"> <tr> <td rowspan="3" style="vertical-align: middle;">Basic wage/salary</td> <td style="text-align: center;">When</td> <td style="text-align: center;">Variation</td> </tr> <tr> <td style="text-align: center;">C. P. I.</td> <td style="text-align: center;">10 points</td> </tr> <tr> <td style="text-align: center;">N. for w. c. in Bombay is 451/460</td> <td style="text-align: center;">rise/fall in the index</td> </tr> <tr> <td style="text-align: center;">(1)</td> <td style="text-align: center;">(2)</td> <td style="text-align: center;">(3)</td> </tr> <tr> <td></td> <td style="text-align: center;">Per cent</td> <td style="text-align: center;">Per cent</td> </tr> <tr> <td>On 1st Rs. 100 ..</td> <td style="text-align: center;">132 %</td> <td style="text-align: center;">5 %</td> </tr> <tr> <td>On 2nd Rs. 100..</td> <td style="text-align: center;">68 %</td> <td style="text-align: center;">2 %</td> </tr> <tr> <td>On balance ..</td> <td style="text-align: center;">33 %</td> <td style="text-align: center;">1 %</td> </tr> <tr> <td colspan="3">Maximum Rs. 300 per month. Minimum Revised Mill owner's scale.</td> </tr> </table>	Basic wage/salary	When	Variation	C. P. I.	10 points	N. for w. c. in Bombay is 451/460	rise/fall in the index	(1)	(2)	(3)		Per cent	Per cent	On 1st Rs. 100 ..	132 %	5 %	On 2nd Rs. 100..	68 %	2 %	On balance ..	33 %	1 %	Maximum Rs. 300 per month. Minimum Revised Mill owner's scale.		
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Maximum Rs. 300 per month. Minimum Revised Mill owner's scale.																												
784 Nathani Steel Yard, Bombay.		<p style="text-align: center;"><i>Effective from 1-1-63</i></p> (1) Unskilled : mazdoor, helper, female, sorter— Rs. 1.25—0.10—2.25. (2) Semi-skilled : grinder, template, maker, driller, assistant cutter, Mukadams, Assistant fitter— Rs. 1.50—0.15—3.00. (3) Skilled : O. E. T. Crane driver, gas cutter, welder, operator, fitter, Assistant Supervisor— Rs. 2.00—0.20—4.00. (4) Highly skilled : Supervisor— Rs. 3.50—0.25—6.00.	<p style="text-align: center;"><i>Effective from 1-1-63</i></p> Rs. 2.75 per working day, the rates of D.A shall be raised to Rs. 2.85 per working day from April 1964 to March 1965 and Rs. 2.95 per working day from April 1965 to March 1966.																									
785 General Radio and Appliances Limited, Bombay.		<p style="text-align: center;"><i>Effective from 1-1-63</i></p> (1) Grade I sweeper and cleaner— Rs. 30—2—50—3—65—EB—5—100. (2) Grade II watchman, Peon, Hamal Packer— Rs. 30—3—60—5—90—EB—5—120. (3) Drivers— Rs. 60—5—120—EB—5—150. (4) Clerical grade No. 1— Rs. 75—7—110—10—210—EB—10—300. (5) Clerical grade No. 2— Rs. 125—10—225—EB—12.50—350—EB—15—395. (6) Officers grade I— Rs. 145—10—195—EB—15—345—EB—20—485. (7) Semi-skilled Workers and wiremen— Rs. 60—5—120—EB—5—150. (8) Mechanics Grade 'A'— Rs. 75—7—110—EB—10—190—EB—10—280. (9) Mechanics Grade 'B'— Rs. 108—8—180—EB—10—230—EB—12.50—305. (10) Engineering 'A'— Rs. 130—10—230—EB—12.50—305—EB—15—380. (11) Engineering 'B'— Rs. 175—12.50—250—EB—15—400—EB—20—500.	<p style="text-align: center;"><i>Effective from 1-1-63</i></p> <table border="0"> <tr> <td style="vertical-align: top;">Basic salary</td> <td style="vertical-align: top;">Rs. 80 or 70 per cent of new textile scale whichever is higher.</td> </tr> <tr> <td>1st Rs. 100</td> <td>.. 20 per cent Do.</td> </tr> <tr> <td>2nd Rs. 100</td> <td>.. 10 per cent Do.</td> </tr> <tr> <td>3rd Rs. 100</td> <td>.. 5 per cent Do.</td> </tr> <tr> <td>4th Rs. 100</td> <td>..</td> </tr> </table>	Basic salary	Rs. 80 or 70 per cent of new textile scale whichever is higher.	1st Rs. 100	.. 20 per cent Do.	2nd Rs. 100	.. 10 per cent Do.	3rd Rs. 100	.. 5 per cent Do.	4th Rs. 100	..															
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3rd Rs. 100	.. 5 per cent Do.																											
4th Rs. 100	..																											
786 Nav Bharat Steel Rolling Mills, Bombay.		Ad-hoc increments to workmen who have completed one year's service :— (1) Skilled .. 0.25 per day. (2) Semi-skilled .. 0.19 per day. (3) Unskilled .. 0.12 per day.	For all workmen directly employed and whose name is on the muster roll Rs. 2.75.																									

(1)	(2)	(3)	(4)
787 Laxmi Engineering Works, Bombay.	<p><i>Effective from 1-3-64 (Consolidated)</i></p> <p>(1) Those drawing each total wage of Rs. 5 and above per working day shall be granted an <i>ad-hoc</i> increase of 0.15 p. per day.</p> <p>(2) Those drawing each total wage of less than Rs. 5 per working day shall be granted an <i>ad-hoc</i> increase of 0.10 p. per day.</p>		
788 Hindustan Equipment Suppliers Limited, Bombay.	The company shall give an <i>ad-hoc</i> increment of Re. 0.70 per day to all workmen from 1-1-63 and Re. 0.50 p. per day from 1-7-63.		
790 Kotkar Enamel Works, Bombay.	<p><i>Effective from 1-1-63</i></p> <p>(1) Unskilled— Rs. 1.16—0.08—2.28.</p> <p>(2) Semi-skilled— Rs. 1.50—0.15—3.00.</p> <p>(3) Skilled— Rs. 2.50—0.20—4.50.</p>	<p><i>Effective from 1-1-63</i></p> <p>All workers—Rs. 1.87 p. per day.</p>	
791 Paper Mills Plant and Machinery Mfg., Ltd., Bombay.	<p>(1) Unskilled: Mazdoors, coolies, not attached to machines— Rs. 1.25—0.10—2.25.</p> <p>(2) Semi-skilled: watchman, peons, stores, coolies, all helpers— Rs. 1.75—0.15—3.25.</p> <p>(3) Skilled—'B' Welders—II, fitters—II, turner II, Painter II, Assistant pattern makers— Rs. 2.75—0.20—4.75.</p> <p>(4) Skilled 'A': Machinist, turner, fitter—I, driller, painter—I, carpenter, pattern makers— Rs. 4.00—0.30—7.00—0.40—9.00.</p>	85 per cent of the revised rate of D. A. payable to the Textile workers in Bombay.	
793 Bharat Radiators Pvt. Limited, Bombay.	<p><i>Effective from 1-10-62</i></p> <p>(1) Unskilled— Rs. 97.50—5.00—147.50.</p> <p>(2) Semi-skilled I— Rs. 115.00—8.00—195.00.</p> <p>(3) Semi-skilled II— Rs. 105.00—7.00—175.00.</p> <p>(4) Skilled I— Rs. 150.00—13.00—280.00.</p> <p>(5) Skilled II— Rs. 135.00—10.00—235.00.</p> <p>(6) High skilled— Rs. 210.00—20.00—410.00.</p> <p>(The conversion of daily into monthly rates shall be done by multiplying by 26).</p>		
794 Batliboi and Co., Bombay ..	<p><i>Effective from 1-4-63</i></p> <p>(1) Junior Clerk/typist— Rs. 75—7.50—120—10—160—12.50—210—15—300.</p> <p>(2) Senior Clerk— Rs. 135—10—175—12.50—250—EB—15—340—20—400.</p> <p>(3) Junior Stenographer— Rs. 125—7.50—140—10—160—12.50—210—15—300.</p> <p>(4) Senior Stenographer— Rs. 150—10—190—12.50—240—15—300—EB—20—400.</p> <p>(5) Junior Assistant— Rs. 125—7.50—140—10—160—12.50—185—15—260—20—280—EB—20—400.</p> <p>(6) Senior Assistant— Rs. 200—15—215—17—300—20—500.</p>		
795 Motor Hood Depot, Bombay.	<p><i>Effective from 1-11-1963</i></p> <p>(1) Unskilled— Rs. 75—4—131.</p> <p>(2) Drivers— Rs. 110—7—124—8—156—10—176.</p>		
796 Electromach, Bombay. ..	<p>(1) Unskilled— Rs. 1.10—0.10—1.80.</p> <p>(2) Semi-skilled— Rs. 1.75—0.15—2.80.</p> <p>(3) Skilled— Rs. 2.25—0.20—2.65.</p>		

(1)	(2)	(3)	(4)												
797 Kaypee Electricals, Bombay.	(1) Unskilled— Rs. 1.10—0.10—1.80. (2) Semi-skilled— Rs. 1.75—0.15—2.80. (3) Skilled— Rs. 2.25—0.20—3.65.	To all workmen—Rs. 2 per day.													
798 R. S.S.O. Conduit and Tubes Pvt. Ltd., Bombay.	(1) Existing workmen shall be granted 2 <i>ad-hoc</i> increase as follows :— (a) 10 per cent of wages on 1-3-63. (b) 5 per cent of wages on 1-4-64. (2) Freshers shall be paid Rs.65 p.m. for 4 months, thereafter an increase of 10 per cent shall be granted. After completion of one year a further increase of 5 per cent shall be granted. (3) Piece-rates existing groups of Welders, i.e. Group 'A' shall get Rs. 1.05 as basic figure while group 'B' shall get Re. 0.90, other piece-rates shall be increased on the basic by 10 per cent from 1-4-63, A second <i>ad-hoc</i> increase to Welders of 5 per cent shall be given from 1-4-64.	..													
799 Automobile and Agricultural Industries Corporation, Bombay.	(1) Unskilled, Malies— Rs. 1.20—0.10—2.20. (2) Semi-skilled 'B'— Rs. 1.55—0.15—3.05. (3) Semi-skilled 'A'— Rs. 1.90—0.20—3.90. (4) Skilled 'B'— Rs. 2.40—0.25—4.90. (5) Skilled 'A'— Rs. 3.00—0.30—6.00. (6) High-skilled— Rs. 3.75—0.35—7.25. (7) Watchman— Rs. 35.00—3.75—67.50 per month.	80 per cent of the revised rate of textile D. A. up to 31-12-65 and thereafter 85 per cent.													
800 Tractor Engineers Ltd., Bombay.	<i>Effective from 1-4-1963</i>	<i>Effective from 1-4-1963</i>													
	(1) Unskilled— Rs. 1.50—0.10—2.20—0.12—2.80. (2) Semi-skilled 'B'— Rs. 1.75—0.12—2.59—0.15—3.34. (3) Semi-skilled 'A'— Rs. 2.25—0.15—3.30—0.20—4.00. (4) Skilled 'B'— Rs. 3.00—0.20—3.60—0.25—4.60—0.30—6.10. (5) Skilled 'A'— Rs. 3.75—0.30—4.65—0.35—6.05—0.40—8.05. (6) Highly skilled— Rs. 5.75—0.40—6.95—0.50—8.95—0.60—11.95. (7) Sr. Inspector— Rs. 175—17.50—360 per month.	<table border="1"> <thead> <tr> <th>Basic salary</th> <th>When C.P.I.N. for W. C. in Bombay is 461/480</th> <th>Variation for each 10 points rise/fall</th> </tr> </thead> <tbody> <tr> <td>1st Rs. 100 ..</td> <td>132 %</td> <td>5 %</td> </tr> <tr> <td>2nd Rs. 100 ..</td> <td>60 %</td> <td>2 %</td> </tr> <tr> <td>On balance ..</td> <td>30 %</td> <td>1 %</td> </tr> </tbody> </table>	Basic salary	When C.P.I.N. for W. C. in Bombay is 461/480	Variation for each 10 points rise/fall	1st Rs. 100 ..	132 %	5 %	2nd Rs. 100 ..	60 %	2 %	On balance ..	30 %	1 %	
Basic salary	When C.P.I.N. for W. C. in Bombay is 461/480	Variation for each 10 points rise/fall													
1st Rs. 100 ..	132 %	5 %													
2nd Rs. 100 ..	60 %	2 %													
On balance ..	30 %	1 %													
801 H. and R. Johnson (India) Pvt. Ltd., Bombay.	(1) Unskilled— Rs. 100—5—150. (2) Semi-skilled I— Rs. 125—7.50—200. (3) Semi-skilled II— Rs. 110—6—170. (4) Skilled— Rs. 155—10—255.	..													
802 Ganesh Engineering Works, Bombay.	<i>Effective from 1-8-1962</i>														
	(1) Unskilled— Rs. 1.16—0.08—1.80. (2) Semi-skilled 'A'— Rs. 1.30—0.12—2.14. (3) Semi-skilled 'B'— Rs. 1.50—0.15—2.70. (4) Skilled 'A'— Rs. 1.90—0.20—3.50. (5) Skilled 'B'— Rs. 2.40—0.25—4.40. (6) Highly-skilled— Rs. 3.00—0.30—5.40. (7) Casual Employees (Cleaning, Loading etc.)— Rs. 2.50—0.25—3.00 (Consolidated).	76 per cent of D. A. payable to Cotton Textile Workers in Bombay City from 1-8-62 and 77 per cent from 1-8-64.													

(1)	(2)	(3)	(4)
803	Dhiralal and Co. Bombay. ..	(1) Mazdoor— Rs. 2.75—0.12—3.95. (2) Hand-Cart Hamal— Rs. 3.25—0.15—4.15. (3) Machineman— Rs. 3.25—0.15—4.75. (4) Mukadam— Rs. 4.00—0.25—6.00.	..
804	D. Kanaiyalal and Co., Bom- bay.	(1) An <i>ad-hoc</i> increase of Rs. 0.50 per day in the consolidated wages shall be given from 1-4-65. (2) All workmen shall be given increments from 1-4-64 as follows :— (a) Mazdoor— 0.10 nP. per day. (b) Hand-cartwalla— 0.15 nP. per day. (c) Machineman— 0.15 nP. per day. (d) Mukadam— 0.20 nP. per day.	..
806	Shamsher Sterling Cable Corp'n. Ltd., Bombay.	(1) All daily rated workman of the factory shall be granted <i>ad-hoc</i> increase in their wages of 0.40 nP. per day from 1-5-63 and 0.90 nP. per day from 1-11-63.	..
807	A. K. Industries, Bombay ..	<i>Effective from 1-6-1963</i>	..
		(1) Skilled 'A'— Rs. 100—5—120—7.50—150—10—220. (2) Semi-skilled 'B'— Rs. 75—4—95—5—120—7.50—150. (3) Unskilled 'C'— Rs. 55—2—75—3—90—4—110.	..
809	Kothari Auto Parts Mfgs., Bombay.	<i>Effective from 1-1-1963</i>	..
		(1) Unskilled— Rs. 95—5—145. (2) Semi-skilled I— Rs. 115—8—195. (3) Semi-skilled II Rs. 105—7—175. (4) Skilled I— Rs. 150—15—300. (5) Skilled II— Rs. 135—12—255. (6) Highly skilled— Rs. 250—25—500. (7) Drivers— Rs. 135—12—255. (8) Watchman— Rs. 105—7—175.	..
810	National Baby Motor Works, Bombay.	<i>Effective from 1-1-1963</i>	..
		(1) Unskilled— Rs. 3.10—0.10—4.60. (2) Semi-skilled— Rs. 3.85—0.15—6.10. (3) Skilled Rs. 4.40—0.20—7.40. (4) Highly skilled— Rs. 5.40—0.30—9.90.	..
811	Blandon Coles and Co. Pvt. Ltd., Bombay.	<i>Consolidated Wages</i>	..
		(1) Unskilled grade A— Rs. 84—3—117. (2) Unskilled grade B Rs. 76—3—105. (3) Tradesman grade A— Rs. 168—12.50—265. (4) Tradesman grade B Rs. 130—10—200. (5) Tradesman grade C— Rs. 105—4—145. (6) Leading Hands Rs. 185—15—290. (7) Chargemen— Rs. 250—20—400.	..

(1)	(2)	(3)	(4)
811—cont.		(8) Stenographer grade A— Rs. 200—15—305—20—445. (9) Stenographer grade B— Rs. 150—10—250—15—325. (10) Clerk-Typist grade A— Rs. 185—15—290. (11) Clerk-Typist grade B— Rs. 110—7·50—185.	
812 Shamsheer Sterling Cable Corporation Ltd., Bombay.		<p style="text-align: center;"><i>Supervisory Grades</i></p> (1) Grade I—Store-keeper, Junior Chemist Shop Supervisor (Senior)— Rs. 225—15—300—EB—20—400—EB—25—500. (2) Grade II—Shop Supervisor (Junior) Quality Contrd.— Rs. 175—13—240—EB—16—320—EB—20—400. (3) Grade III—Supervisor, watch and ward, Supervisor, Canteen— Rs. 120—7—155—EB—10—205—EB—13—257.	
		<p style="text-align: center;"><i>Clerical Staff</i></p> (4) Grade I—Time-keeper— Rs. 185—13—250—EB—16—350—EB—20—410. (5) Grade II—Assistant Store-keeper, Purchase clerk (Senior) Rs. 155—10—205—EB—13—270—EB—16—334. (6) Grade III—Assistant Time-keeper, Store-clerk, Purchase clerk (Junior)— Rs. 120—7—155—EB—10—205—EB—13—257. (7) Grade IV—Shop Clerk— Rs. 85—6—115—EB—8—155—EB—10—195.	
		<p style="text-align: center;"><i>Stenographer and Typists</i></p> (8) Grade I—Senior Stenographer— Rs. 155—10—205—EB—13—270—EB—15—334. (9) Grade II—Junior Stenographer— Rs. 120—7—155—EB—10—205—EB—13—257. (10) Grade III—Typists— Rs. 85—6—115—EB—8—155—EB—10—195.	
		<p style="text-align: center;"><i>Subordinate Staff</i></p> (11) Grade I—Laboratory Boys— Rs. 60—5—85—EB—6—115—EB—7—143. (12) Grade II—Cook, Head Mali, Peon— Rs. 50—4—70—EB—5—95—EB—6—113. (13) Grade III—Vendor-cum-Cleaner, Mali, Sweeper— Rs. 45—3—60—EB—4—80—EB—5—100.	
813 Sewree Engineering Work, Bombay.		..	(1) Temporary and Casual workmen shall be paid D. A. as those to permanent workmen. Temporary workmen shall be paid D. A. above from 1-5-63 and casual workmen from 20-7-63.
814 Steel Industrial Corporation of Bombay.		<p style="text-align: center;"><i>Effective from 1-5-63</i></p> (1) Unskilled— Rs. 3 per day (increment of 0·12 per year). (2) Semi-skilled— Rs. 4·25 per day (increment of 0·20 per year). (3) Skilled— Rs. 5·50 per day (Increment of 0·30 per year).	
815 Comet Metal Works, Bombay.		<p style="text-align: center;"><i>Effective from 1-5-63</i></p> (1) Those who get less than Rs. 2·50 per day shall be paid minimum Rs. 2·50 per day. (2) Those whose present wages are Rs. 2·50 per day or more shall be paid a flat increase of 0·25 per day.	

(1)	(2)	(3)	(4)
816 Bombay Cable Co. Pvt. Ltd., Bombay.	<p style="text-align: center;"><i>Effective from 1-7-63</i></p> (1) Unskilled— Rs. 1.20—0.06—1.80. (2) Semi-skilled 'A'— Rs. 2.00—0.15—3.50. (3) Semi-skilled 'B'— Rs. 1.50—0.12—2.70. (4) Skilled— Rs. 2.50—0.15—4.00. (5) Highly skilled Rs. 3.50—0.25—5.00.	<p style="text-align: center;"><i>Effective from 1-5-63</i></p> All workman including watchman 66½ per cent of the revised textile scale.	
817 Blue Star Industries Pvt. Ltd., Bombay.	<p style="text-align: center;"><i>Effective from 1-7-63 (To daily-rated workers)</i></p> (1) Unskilled— Rs. 1.70—0.15—3.20. (2) Semi-skilled— Rs. 2.00—0.20—4.00. (3) Skilled— Rs. 3.00—0.25—6.00. (4) Specially skilled— Rs. 6.00—0.30—9.00.	(1) First Rs. 100 of Rs. 55. basic pay. (2) Second Rs. 100 of @ 20 per cent. basic pay. (3) In excess of Rs. 200 @ 12.5 per cent basic pay. of such excess. (4) For every variation of 10 points from the base figure of 440 of the cost of Living Index published by the Labour Commissioners' Office, there shall be an adjustment of Rs. 5.	
818 Somani and Co. Pvt. Ltd., Bombay.	..	<p style="text-align: center;"><i>Effective from 1-7-63</i></p> (1) All staff members—Rs. 70 shall be treated as D. A. in their consolidated salaries. (2) Peons—Rs. 55 shall be treated as D. A. in their consolidated salaries. (3) Watchman—D. A. equal to the amount paid to the Somani Workers. The management shall enhance D. A. on the basis and equal to the amount the Somani workers will be getting from 1-1-64.	
819 J. B. Advani and Co. Pvt. Ltd., Bombay.	..	<p style="text-align: center;"><i>Effective from 1-6-63 (To daily rated Permanent Workmen)</i></p> @ 85 per cent D. A. paid to the Textile Operatives in Bombay City.	
820 Tahira Industries Pvt. Ltd., Bombay.	..	<p style="text-align: center;"><i>Effective from 1-6-63</i></p> The rate of D. A. shall be increased by 0.25 per day to all daily-rated workmen.	
821 Ellore Art Industries, Bombay	(1) Filing, Embossing, Drilling, Assembling— Rs. 90—3—99. (2) Moulding and Metal Cutting— Rs. 100—4—112. (3) Assistant Supervisors and Welders— Rs. 115—5—130. (4) Supervisors, Turners, Fitters— Rs. 135—6—153.		
822 Masry and Co. Pvt. Ltd. Bombay.	<p style="text-align: center;"><i>Effective from 1-7-63</i></p> (1) Unskilled Rs. 1.10—0.10—1.50—EB—0.12—1.86. (2) Semi-skilled 'A'— Rs. 1.25—0.15—2.00—EB—0.15—2.45. (3) Semi-skilled 'B'— Rs. 1.50—0.20—2.50—EB—0.20—3.10. (4) Skilled 'A'— Rs. 2.00—0.25—3.25—EB—0.30—4.15. (5) Skilled 'B'— Rs. 3.50—0.30—5.00—EB—0.35—6.05. (6) Highly Skilled— Rs. 5.50—0.50—7.70—EB—0.50—9.00. (7) Watermen— Rs. 15—2—25. (8) Peons and Watchmen— Rs. 30—3—45. (9) Drivers— Rs. 40—5—65. (10) Store-keepers and Clerks grade 'A'— Rs. 55—5—80. (11) Store-keeper and Clerks grade 'B'— Rs. 100—10—150. (12) Supervisors— Rs. 150—15—225—EB—20—285.	<p style="text-align: center;"><i>Effective from 1-7-63 (Daily rated)</i></p> Rs. 1.50 per day.	

(1)	(2)	(3)	(4)
823 L. and T. Pvt. Ltd., Bombay, Managing Agents	<i>Effective from 1-10-62</i>	<i>Effective from 1-10-62</i>	When C. P. Variation T. in for each Bombay 10 point is 451— 460 Per cent Per cent
(1) Indian Crown Cork Co. Ltd., Bombay. (2) Engg. Construction Cor- poration Ltd., Bombay. (3) Abu Capsules Ltd., Bombay.	<p><i>Clerks</i></p> <p>(1) Grade IV— Rs. 90—5—100—7.50—145. (2) Grade III— Rs. 120—7.50—135—10—205—12.50—280. (3) Grade II Rs. 160—10—200—12.50—275—15—350. (4) Grade I Rs. 225—15—285—17.50—390—20—450. (5) Intermediate Clerks— Rs. 68—4—80—5—100—7—128.</p> <p><i>Typists</i></p> <p>(6) Grade 'B'— Rs. 90—5—100—7.50—145. (7) Grade 'A'— Rs. 120—7.50—135—10—205—EB—12.50—280. (8) Junior Stenographer— Rs. 100—7.50—145.</p> <p><i>Stenographers</i></p> <p>(9) Grade 'B'— Rs. 140—10—200—12.50—250—15—265— EB—15—295. (10) Grade 'A'— Rs. 170—10—200—15—305—17.50—340— EB—17.50—392.50.</p> <p><i>Comptists</i></p> <p>(11) Grade 'B'— Rs. 120—7.50—135—10—205—EB—12.50— 280. (12) Grade 'A'— Rs. 160—10—200—12.50—275—EB—15— 350. (13) Assistant Store-keepers Rs. 120—7.50—135—10—205—12.50—280. (14) Store-keepers grade II— Rs. 160—10—200—12.30—275—15—350. (15) Grade I— Rs. 225—15—285—17.50—390—20—450. (16) Assistant Draughtsmen— Rs. 97.50—7.80—120.90—9.10—157.30— 10.40—209.30.</p> <p><i>Assistant Draughtsmen</i></p> <p>(17) Grade II— Rs. 149.50—10.40—180.70—13.00—232.70 —15.60—310.70. (18) Grade I Rs. 175—17.50—350.</p> <p><i>Telephone Operators</i></p> <p>(19) Grade II Rs. 90—5—100—7.50—145. (20) Grade I Rs. 120—7.50—135—10—205—12.50—280.</p>	<p>(1) On 1st Rs. 100 132 5 (2) On 2nd Rs. 100 66 2 (3) On balance .. 33 1 (4) Minimum: Revised Mill Scale. Owners (5) Maximum: Rs. 300 per month.</p>	
824 J. B. Advani Oerlikos Electro- des Pvt. Ltd., Bombay.	<p>(1) Unskilled— Rs. 1.50—0.15—1.95. (2) Semi-skilled— Rs. 2.00—0.20—3.00. (3) Skilled— Rs. 3.00—0.25—4.25 (4) Temporary Workmen— Rs. 3.50 (Consolidated).</p>	<p>To all permanent workmen excluding Supervisory, Technical, Clerical and Workmen of the Bracewale Division— At the rate applicable to Textile opera- tives in the city of Bombay and declared by the Mill Owner's Associa- tion, Bombay from time to time.</p>	
825 National Electrical Industries, Ltd., Bombay.	<p>(1) Grades of permanent employees in the cate- gories of Watchman, Office boys, Gestetter Machine operators shall be revised by Rs. 2 and that of Drivers by Rs. 4 from 1-8-63. (2) These amounts shall be included in their respective basic salaries and grades incorpora- ted, <i>vide</i> settlement, dated the 27th April 1962. (3) This settlement will not have any adverse effect on normal increments of the employees cover- ed by this settlement.</p>		



(1)	(2)	(3)	(4)																		
826 International Telephone and Radio Corpn., Bombay.	(1) Those who are getting up to Rs. 250 per month shall be granted an <i>ad-hoc</i> increase of Rs. 5 per month. (2) Those getting more than Rs. 250 per month shall be granted an <i>ad-hoc</i> increase of Rs. 10 per month from 1-7-63. (3) The minimum wage shall be Rs. 70 per month.																				
827 K. T. Rolling Mills Pvt. Ltd., Bombay.	<i>Effective from 1-9-63 (Basic wages for Iron Cutters)</i> (1) Group Leader— Rs. 2.25. (2) Helper— Rs. 1.51.																				
828 National India Engineering Co. Pvt., Ltd., Bombay.	<i>Effective from 1-7-63 (Consolidated Wage)</i> (1) Unskilled— Rs. 2.80—0.10—3.80. (2) Semi-skilled— Rs. 3.20—0.15—4.70. (3) Skilled— Rs. 4.25—0.20—6.25.																				
829 Keydee Engineering Works Pvt. Ltd., Bombay.	<i>Effective from 1-7-63</i> (1) Unskilled— Rs. 2.80—0.10—3.80. (2) Semi-skilled— Rs. 3.20—0.15—4.70. (3) Skilled— Rs. 4.25—0.20—6.25.																				
830 Special Steels Ltd., Bombay..	..		<i>Effective from 1-7-63</i> <i>Ad-hoc Dearness Allowance—</i> (1) Daily Rated Workmen— Rs. 0.20 per working day. (2) Monthly Rated workmen and clerks— Staff Drawing up to } Rs. 5 p.m. Rs. 300 (3) Staff drawing } Rs. 7.50 p.m. Rs. 301—400. (4) Staff drawing } Rs. 10 p.m. Rs. 401 to Rs. 500.																		
831 Shukla Monseta Industries Pvt. Ltd., Bombay.	(1) Unskilled— Rs. 3.00—0.15—4.50. (2) Semi-skilled 'B'— Rs. 3.50—0.20—5.50. (3) Semi-skilled 'A'— Rs. 4.00—0.25—6.50. (4) Skilled 'B'— Rs. 5.50—0.30—8.50. (5) Skilled 'A'— Rs. 8.50—0.50—13.50.																				
832 P. S. A. Engineering Pvt. Ltd., Bombay.	(1) Unskilled— Rs. 1.16—0.06—1.46 (5 Years). (2) Semi-skilled (Junior)— Rs. 1.50—0.12—2.10 (5 Years). (3) Semi-skilled (Senior)— Rs. 2.15—0.15—2.90 (5 Years).		D. A. shall be revised to Rs. 1.50 np. p. d. This would further be increased by 0.10 np. per working day every year as under, provided the annual sales turnover for the respective years exceed the amount of Sales Turnover as indicated against the respective years :—																		
			<table border="1"> <thead> <tr> <th>Years ending</th> <th>When the Sales Turnover is</th> <th>D. A. would be</th> </tr> </thead> <tbody> <tr> <td>30-4-64</td> <td>Rs. 7,20,000</td> <td>Rs. 1.60 per working day.</td> </tr> <tr> <td>30-4-65</td> <td>8,40,000</td> <td>Rs. 1.70 per working day.</td> </tr> <tr> <td>30-4-66</td> <td>9,60,000</td> <td>Rs. 1.80 per working day.</td> </tr> <tr> <td>30-4-67</td> <td>10,80,000</td> <td>Rs. 1.90 per working day.</td> </tr> <tr> <td>30-4-68</td> <td>12,00,000</td> <td>Rs. 2.00 per working day.</td> </tr> </tbody> </table>	Years ending	When the Sales Turnover is	D. A. would be	30-4-64	Rs. 7,20,000	Rs. 1.60 per working day.	30-4-65	8,40,000	Rs. 1.70 per working day.	30-4-66	9,60,000	Rs. 1.80 per working day.	30-4-67	10,80,000	Rs. 1.90 per working day.	30-4-68	12,00,000	Rs. 2.00 per working day.
Years ending	When the Sales Turnover is	D. A. would be																			
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30-4-67	10,80,000	Rs. 1.90 per working day.																			
30-4-68	12,00,000	Rs. 2.00 per working day.																			

(1)	(2)	(3)	(4)																		
833 Free Metal Works, Bombay..	<i>Effective from 1-7-63.</i>	<b>Consolidated Wages</b>																			
		(1) Unskilled— Rs. 3·10—0·15—4·30. (2) Semi-skilled— Rs. 4·10—0·20—5·70. (3) Skilled— Rs. 5·10—0·25—6·35—0·35—8·10. (4) Apprentice— Rs. 2·00—0·50—4·00.	(1) The consolidated wages are fixed on the cost of Living Index number up to 450 points. For every rise of 10 points, Rs. 3 p. m. (of 26 days) shall be given. (2) A sum of Rs. 2 per day shall be treated as national D. A. from the present consolidated wages.																		
834 National Electric Company, Bombay.		<table border="1"> <thead> <tr> <th>Present wages</th> <th>Ad-hoc rise in wages</th> <th>Annual increment</th> </tr> <tr> <td></td> <th>Rs.</th> <th>Rs.</th> </tr> </thead> <tbody> <tr> <td>(1) Between Rs. 130 to Rs. 165 p. m.</td> <td>20·00</td> <td>10·00 p. m.</td> </tr> <tr> <td>(2) Between Rs. 3 to 3·75 p. d.</td> <td>1·25</td> <td>0·40 p. d.</td> </tr> <tr> <td>(3) Between Rs. 2·25 to Rs. 2·75 p. d.</td> <td>1·00</td> <td>0·30 p. d.</td> </tr> <tr> <td>(4) Rs. 2 p. d.</td> <td>1·25</td> <td>0·15 p. d.</td> </tr> </tbody> </table>	Present wages	Ad-hoc rise in wages	Annual increment		Rs.	Rs.	(1) Between Rs. 130 to Rs. 165 p. m.	20·00	10·00 p. m.	(2) Between Rs. 3 to 3·75 p. d.	1·25	0·40 p. d.	(3) Between Rs. 2·25 to Rs. 2·75 p. d.	1·00	0·30 p. d.	(4) Rs. 2 p. d.	1·25	0·15 p. d.	(1) Daily-Rated—Rs. 20 from consolidated wages shall be treated as national D. A. (2) Monthly-Rated—Rs. 52 from consolidated wages shall be treated as national D. A.
Present wages	Ad-hoc rise in wages	Annual increment																			
	Rs.	Rs.																			
(1) Between Rs. 130 to Rs. 165 p. m.	20·00	10·00 p. m.																			
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(3) Between Rs. 2·25 to Rs. 2·75 p. d.	1·00	0·30 p. d.																			
(4) Rs. 2 p. d.	1·25	0·15 p. d.																			
835 Hardcastle and Waud Mfg. Co. Pvt. Ltd., Bombay.	<i>Effective from 1-6-63.</i>	For permanent factory workmen including subordinate staff such as Sepoys, Watchmen, etc.— (1) Grade 'A'— Rs. 1·20—0·10—2·20 p. (2) Grade 'A'— Rs. 1·50—0·12—2·70 p. (3) Grade 'B'— Rs. 1·80—0·15—3·30 p. (4) Grade 'C'— Rs. 2·20—0·20—4·20 p. (5) Temporary Casual Workers— Rs. 3 p. d. (consolidated).	D. A. to permanent workmen for the number of days worked in the month. (a) From 1-6-63 to 30-6-64. 95 per cent of the revised textile scale. (b) From 1-7-64 to 30-6-65. As per revised textile scale. (c) From 1-7-65 onwards. Do.																		
836 The Bombay Press and Metal Works, Bombay.	<i>Effective from 1-5-1963</i>	(1) Unskilled— Rs. 1·20—0·10—2·00. (2) Semi-skilled— Rs. 1·50—0·15—3·20. (3) Skilled— Rs. 2·00—0·20—3·00—0·25—4·75.	<i>Effective from 1-5-1963</i> 72 per cent of the revised Textile scale.																		
837 Windsor Engineering and Welding Works, Bombay.	<i>Effective from 1-5-1963</i>	(1) Mazdoors— Rs. 3·31 per day (Consolidated). (2) Welders and Fitters— They shall be granted an increment of 0·31 nP. per day in their wages. (3) Unskilled— Increment of 0·15 nP. per year. (4) Semi-skilled (Mazdoors)— Increment of 0·20 nP. per year. (5) Welders— Increment of 0·30 nP. per year.																			
838 J. B. Metal Industries, Bombay.		(1) Those getting less than Rs. 3·10 per day shall be brought up to Rs. 3·10 per day. (2) Those getting more than Rs. 3·10 per day but less than Rs. 150 per month shall get an increment of 0·50 nP. up per day in the case of daily rated workmen. In case of monthly rated the increment shall be at Rs. 15 p.m. (3) Those getting above Rs. 150 p.m. shall get an increment of 0·25 nP. per day in case of daily rated and Rs. 7·50 p.m. in case of monthly rated.																			
839 Baiaj Electricals Ltd., Bombay		(1) The Company shall give to the workman additional increments of 0·20 nP. and 0·10 nP. from 1-1-64 and 1-1-65 respectively and the Maximum existing rate shall be proportionately increased from the respective dates.																			

(1)	(2)	(3)	(4)
840 The Indian Smelting and Refining Co. Pvt. Ltd., Bombay.	<p>(1) Unskilled— Mazdoor, Sweepers— Rs. 1.35—0.10—2.85.</p> <p>(2) Semi-skilled— Mazdoor-cum-Asstt. Caremaker, Fitter, Mazdoor-cum-Asstt. Machine Operator, Office Peon, Mazdoor— Rs. 1.80—0.15—4.05.</p> <p>(3) Skilled 'A'— Furnaceman, Asstt. Furnaceman, Moulder, Fitter, Asstt. Operator, Fitter-cum-Welder, Turner, Shaper— Rs. 2.50—0.20—5.50.</p> <p>(4) Skilled 'B' Furnaceman, Moulder, Caremaker, Machine Operator, Mistry, Fitter— Rs. 3.00—0.25—6.75.</p> <p>(5) Highly-skilled— Moulder, Fitter, Driller, Shaper, Turner, Toolsetter-cum-Operator— Rs. 4.75—0.30—9.25.</p>	<p>(1) @ 95 per cent of the Revised Textile Scale of D. A. as existing on the day of signing the settlement, viz., 2.09 pias per point per day from 1-1-63 and 100 per cent of the Revised Textile Scale from 1-1-64. Any revision in the Textile Scale shall not apply to D. A. by this Company.</p> <p>(1) To daily-rated workmen at Rs. 2.50 per day from 1-7-63 to 31-12-63.</p> <p>(2) At 75 per cent of the present textile D. A. from 1-1-64 till the time the agreement remains in force.</p>	
841 Pamlays Pvt. Ltd., Thana	..	<p>(1) To daily-rated workmen at Rs. 2.50 per day from 1-7-63 to 31-12-63.</p> <p>(2) At 75 per cent of the present textile D. A. from 1-1-64 till the time the agreement remains in force.</p>	
842 Auto Accessories (India) Ltd., Bombay.	<p>Daily-rated workmen shall get 3 normal increments. Those who have already got and who are due for increment before 1-3-64, shall be granted one increment, provided no further, increment shall be granted to them after 1-3-64.</p>	..	
844 Meta Frames, Bombay	..	<p>During the period of apprenticeship the workmen shall be paid a stipend of Rs. 2.50 per day. On satisfactory completion of period they shall be paid Rs. 3.00 per day in the scale of Rs. 3.00—0.15—3.75—0.15—4.50 (consolidated).</p>	..
846 Getco Products, Bombay	..	<p>The workmen shall be paid an ad-hoc increase of 0.25 ru. in their wages on the Diwali day of 1963, 1964 and 1965.</p>	..
847 New Standard Engineering Co. Ltd., Bombay.	..	<p>To staff members, (Other than Officers and Executives)—who are in service on 27-8-63.</p> <p>(1) From 1-10-62 Rs. 95 fixed.</p> <p>(2) From 1-1-64 Rs. 93.33 per cent of the revised textile scale of D. A. per day.</p>	
848 Dynacraft Machine Co. Pvt. Ltd., Bombay.	<i>Effective from 5-8-1963</i>		..
	<p>(1) Unskilled Light— Rs. 110—2—122—3—149.</p> <p>(2) Semi-skilled 'C' (Watchmen, Hammermen, Heavy Mazdoors, Peons)— Rs. 116—3—134—4—165.</p> <p>(3) Semi-skilled 'B'— Rs. 125—4—153—5—183.</p> <p>(4) Semi-skilled 'A'— Rs. 135—5—175—6—211.</p> <p>(5) Tradesmen Jr. Clerks Tracers— Rs. 151—7—200—8—240.</p> <p>(6) Superior Tradesmen, Sr. Clerks— Rs. 175—8—231—9—276.</p> <p>(7) Highly-skilled— Technical Clerks, Jr. Draughtsman, Stenographer, Steno-cum-Telephone Operators— Rs. 200—10—280—14—350.</p> <p>(8) Supervisors, Asstt. Accountants and Sr. Draughtsman— Rs. 225—15—345—20—445.</p> <p>(9) Asstt. Engineer, Foreman, Technician— Rs. 325—20—485—25—610.</p> <p>(10) Temporary Unskilled Workers— Rs. 4.00 per day.</p>		

(1)	(2)	(3)	(4)																								
850 Testubes Mechanical Industries, Bombay.	<i>Effective from 1-6-63.</i>	(1) Apprentices— Rs. 2-50. (2) Unskilled— Rs. 2-80—0-10—3-60. (Unskilled with 1 year's Service shall be paid Rs. 3 p.m.). (3) Semi-skilled 'A'— Rs. 3-50—0-18—4-94. (4) Semi-skilled 'B'— Rs. 3-15—0-15—4-35. (5) Skilled 'A'— Rs. 5-25—0-25—7-25. (6) Skilled 'B'— Rs. 4-50—0-20—6-10.																									
851 (i) Christansen Long Year (India) Ltd., Bombay. (ii) Tractor Engineering Ltd., Bombay.	<i>Effective from 1-10-63.</i>	(1) Intermediate Clerks— Rs. 68—4—80—5—100—7—128. (2) Clerks Gr. II, Typists Gr. 'B', Telephone Operator Gr. I— Rs. 90—5—100—7-50—145. (3) Clerks Gr. III, Asstt. Storekeeper, Telephone Operator Gr. I— Rs. 120—7-50—135—10—205—12-50—280. (4) Typists Gr. 'A', Copyists Gr. 'B'— Rs. 120—7-50—135—10—205—E.B.—12-50—280. (5) Clerks Gr. II, Copyists Gr. 'A', Store-keeper Gr. II— Rs. 160—10—200—12-50—275—15—350. (6) Clerks Gr. I, Store-keeper Gr. I— Rs. 225—15—285—17-50—390—20—450. (7) Jr. Stenographers— Rs. 100—7-50—145. (8) Stenographers Gr. 'B'— Rs. 140—10—200—12-50—250—15—285—E.B.—15—295. (9) Stenographer Gr 'A'— Rs. 170—10—200—15—305—17-50—340—E.B.—17-50—392-50. (10) Asstt Draughtsman— Rs. 95-50—7-80—120-90—157-30—10-40—209-30. (11) Draughtsman Gr. II— Rs. 149-50—10-40—180-70—13-00—232-70—15-60—310-70. (12) Draughtsman Gr. I— Rs. 175—17-50—350. The Company shall give 2 increments only to Gr. IV Clerks who become Graduate while in Service provided they were started at the bottom of the Grade.	<i>Effective from 1-10-63.</i>	<table border="1"> <thead> <tr> <th>Basic Salary</th> <th>When consumer price Index No. for working class in Bombay is in 451—460 group</th> <th>Variation for each 10 point rise or fall in the Index</th> </tr> </thead> <tbody> <tr> <td>(1) On 1st Rs. 100</td> <td>132%</td> <td>5%</td> </tr> <tr> <td>(2) On 2nd Rs. 100</td> <td>66%</td> <td>2%</td> </tr> <tr> <td>(3) On Balance</td> <td>33%</td> <td>1%</td> </tr> <tr> <td>(4) Minimum :</td> <td>Revised Mill Owners' Association.</td> <td></td> </tr> <tr> <td>(5) Maximum :</td> <td>Rs. 300 p. m.</td> <td></td> </tr> </tbody> </table>	Basic Salary	When consumer price Index No. for working class in Bombay is in 451—460 group	Variation for each 10 point rise or fall in the Index	(1) On 1st Rs. 100	132%	5%	(2) On 2nd Rs. 100	66%	2%	(3) On Balance	33%	1%	(4) Minimum :	Revised Mill Owners' Association.		(5) Maximum :	Rs. 300 p. m.						
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852 Forbes Forbes Campbell and Co. Ltd., Bombay.	<i>Effective from 1-1-63.</i>	<i>Daily-Rated.</i> (1) Unskilled— Rs. 1-25—0-12—1-85. (2) Semi-skilled— Rs. 1-75—0-15—2-50. (3) Skilled— Rs. 2-50—0-20—3-50. (4) Highly-skilled— Rs. 3-25—0-25—4-50.	<table border="1"> <thead> <tr> <th>Period</th> <th>Daily Rated</th> </tr> <tr> <th></th> <th>Per cent of the Revised Textile Scale of D. A. as is paid to the workmen of the Cotton Textile Scale in Greater Bombay as prevailing on the date of signing this settlement.</th> </tr> </thead> <tbody> <tr> <td>(1) from 1-1-63</td> <td>90 per cent</td> </tr> <tr> <td>(2) from 1-1-64</td> <td>95 "</td> </tr> <tr> <td>(3) from 1-1-65</td> <td>100 "</td> </tr> </tbody> </table>	Period	Daily Rated		Per cent of the Revised Textile Scale of D. A. as is paid to the workmen of the Cotton Textile Scale in Greater Bombay as prevailing on the date of signing this settlement.	(1) from 1-1-63	90 per cent	(2) from 1-1-64	95 "	(3) from 1-1-65	100 "														
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	<i>Monthly-Rated.</i>	(5) Sepoys— Rs. 30—2—60. (6) Drivers— Rs. 60—3—72—5—87—8—111—9—120. (7) Clerks— Rs. 65—5—110—E.B.—7-50—170—10—190. (8) Supervisors— Rs. 125—7-50—155—10—195—E.B.—15—240.	<table border="1"> <thead> <tr> <th>Pay Slab</th> <th>Basic cost of living index between 311—320</th> <th>Monthly Rated</th> <th>Monthly Variation per 10 points in the Index</th> </tr> </thead> <tbody> <tr> <td>(1) Up to Rs. 100</td> <td>65%</td> <td>Rs. 63</td> <td>5%</td> </tr> <tr> <td>(2) Rs. 101 to 200</td> <td>30%</td> <td></td> <td>2%</td> </tr> <tr> <td>(3) Rs. 201 to 300</td> <td>15%</td> <td></td> <td>1%</td> </tr> <tr> <td>(4) Rs. 301 and above</td> <td>10%</td> <td></td> <td>1%</td> </tr> <tr> <td>(5) Minimum</td> <td></td> <td>Rs. 63</td> <td>Rs. 2</td> </tr> </tbody> </table>	Pay Slab	Basic cost of living index between 311—320	Monthly Rated	Monthly Variation per 10 points in the Index	(1) Up to Rs. 100	65%	Rs. 63	5%	(2) Rs. 101 to 200	30%		2%	(3) Rs. 201 to 300	15%		1%	(4) Rs. 301 and above	10%		1%	(5) Minimum		Rs. 63	Rs. 2
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854	Suresh Engineering Works, Bombay.	<i>Effective from 1-11-63.</i>																			
		(1) Unskilled— Rs. 3.11—0.10—4.30.																			
		(2) Semi-skilled— Rs. 3.75—0.20—6.15.																			
		(3) Skilled— Rs. 4.40—0.25—7.40—E.B.—0.30—8.90.																			
855	Audco India Ltd., Bombay ..	<i>Effective from 1-10-63.</i>	<i>Effective from 1-10-63.</i>																		
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		(6) Highly-skilled— Rs. 5.75—0.40—8.95—0.50—8.95—0.60—11.95.																			
		(7) Senior Inspector— Rs. 175—17.50—350 per month.																			
856	Small Parts Mfg. Co., Bombay	(1) Unskilled— Rs. 3.00—0.15—4.50.																			
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		(4) Apprentice— Rs. 2.50—0.50—3.00.																			
858	The Patent Tiffin Carrier Sanghvi Co., Poona.	<i>Effect from 1-1-59.</i>																			
		(1) Unskilled (Female)— Rs. 20—1—25.	(1) Rs. 17.50																		
		(2) Unskilled (Male)— Rs. 25—1½—35.	(2) Rs. 35																		
		(3) Semi-skilled (Men) Rs. 36—2—50.	(3) Rs. 35																		
		(4) Skilled 1— Rs. 52½—2½—70.	(4) Rs. 35																		
		(5) Skilled 2— Rs. 74—3—95.	(5) Rs. 35																		
		(6) Highly-skilled— Rs. 97—4—125.	(6) Rs. 35																		
859	Mahindra and Mahindra Ltd., Mahindra Owen. Pvt. Ltd., Pimpri.	<i>Effective from 20-3-59.</i>																			
		(1) Foreman— Senior Technical, Asstt., Senior Store-keeper— Rs. 200—15—275—20—375.	Basic Pay Rs. 1—100 .. Rs. 60																		
		(2) Electrical Supervisor, Jr. Technical Asstt., Asstt. Foreman, Senior Draughtsman, Senior Stenographers— Rs. 135—12.50—191.50—15—212.50.	Rs. 101—150 .. Rs. 65																		
		(3) Chargehand, Cashier, Jr. Assistant Time- keeper— Rs. 105—10—155—12.50—217.50.	Rs. 151—200 .. Rs. 70																		
		(4) Asstt. Store-keeper, Stenographer, Draughts- man, Senior Clerk, Compounder— Rs. 95—10—145—12.50—207.50.	Rs. 201—300 .. Rs. 80																		
		(5) Canteen Supervisor— Rs. 75—8—115—10—165.	Rs. 301—400 .. Rs. 90																		
		(6) Junior Clerk— Rs. 60—7—95—10—145.																			
		(7) Asstt. Jamadar— Rs. 60—4—100.																			
		(8) Peon— Rs. 32—2—42—3—57.																			
		<i>Canteen Staff.</i>																			
		(1) Cook— Rs. 40—3—70.																			
		(2) Asstt. Cook, Chappati and Tea Maker— Rs. 35—2.50—60.																			
		(3) Canteen Boy— Rs. 25—2—45.																			

(1)	(2)	(3)	(4)
861 The Foundry and Machine Works Ltd., Ahmednagar.	(Consolidated.) <i>Effective from 1-1-59.</i>	(1) Un-skilled 'B'— Rs. 1.70 nP. per day Consolidated. (2) Un-skilled 'A'— Rs. 1.70—Re. 0.05. Rs. 2.00 per day. Rs. 2.00 per day Consolidated. (3) Semi-skilled 'B'— Rs. 2.10—Re. 0.10. Rs. 3.00 per day. Rs. 3.00 per day Consolidated. (4) Semi-skilled 'A'— Rs. 2.50—Re. 0.10. Rs. 3.40 per day. Rs. 3.40 per day Consolidated. (5) Skilled 'C'— Rs. 2.70—Re. 0.15. Rs. 4.05 per day. Rs. 4.05 per day Consolidated. (6) Skilled 'B'— Rs. 3.20—Re. 0.20. Rs. 5.00 per day. Rs. 5.00 per day Consolidated. (7) Skilled A— Rs. 3.90—Re. 0.20. Rs. 5.90 per day.	
862 Utkur Iron Works, Kolhapur	8 <i>Effective from 1-8-59.</i>	<i>Category—Pay-scales (26 working days)</i>	
		(1) Highly skilled— Rs. 90—4—100—5—140 per month. (2) Skilled 'A'— Rs. 76—3.75—109.75. (3) Skilled 'B'— Rs. 70—3—95. (4) Semi-skilled 'A'— Rs. 62—2.25—82.25. Semi-skilled 'B'— Rs. 55—1.50—68.50. (5) Unskilled— Rs. 52—1.30—63.70. (6) Junior Clerk— Rs. 50—4—90. (7) Senior Clerk— Rs. 60—6—120.	(Apprentices are getting a stipend of Rs. 32 p.m.)
863 The Indian Hume Pipe Co. Ltd., Sholapur.	..		<i>Effective from 1-7-59.</i> D. A. shall be paid at 75 p. c. of the daily rate of D. A. paid to the Textile Workers in Sholapur based on Consumer Cost of Living Index No.
864 New Vijaya Industries Ltd., Sangli.	..		<i>Effective from 1-3-59.</i> At the Flat-rate of Rs. 30 p.m. or Rs. 1.15 per day per employee.
865 Mahatma Metal Works, Kolhapur.	This scale includes D. A. of Rs. 30 for 26 working days—	(1) Highly skilled— Rs. 100—5—145 p.m. (2) Skilled 'A'— Rs. 80—4.15—117.35 p.m. (3) Skilled 'B'— Rs. 72—3.90—107.10 p.m. (4) Semi-skilled 'A'— Rs. 65—2.60—88.40 p.m. (5) Semi-skilled 'B'— Rs. 56—1.80—72.20 p.m. (6) Unskilled— Rs. 52—1.30—63.70 p.m. 2.00 per day. (7) Jr. Clerk— Rs. 60—4—100. (8) Sr. Clerk— Rs. 80—5—130. Apprentices Rs. 32 p.m.	..
867 Hind Castings and Iron Works, Kolhapur.	<i>Effective from 1-12-59.</i>	(1) Highly skilled— Rs. 100—5—145. (2) Skilled 'A'— Rs. 80—4.15—117.35.	..

(1)	(2)	(3)	(4)														
867 Hind Castings and Iron Works, Kolhapur—cont.		(3) Skilled 'B'— Rs. 70—3—97. (4) Semi-skilled 'A'— Rs. 62—2·25—84·25. (5) Semi-skilled B— Rs. 55—1·50—68·50. (6) Unskilled— Rs. 52—1·30—63·70. (7) Junior Clerk— Rs. 60—4—100. (8) Senior Clerk— Rs. 80—5—130.															
		Every apprentice on completion of three months shall be paid Rs. 32 Stipend per month. Daily-rated employee Rs. 2 per day.															
868 Menon and Co., Kolhapur.		<i>Effective from 1-12-59.</i>															
		(1) Highly skilled— Rs. 100—5—145. (2) Skilled 'A'— Rs. 80—4·15—117·35. (3) Skilled 'B'— Rs. 72—3·90—107·10. (4) Semi-skilled 'A'— Rs. 65—2·60—88·40. (5) Semi-skilled 'B'— Rs. 56—1·80—72·20. (6) Unskilled— Rs. 54—1·30—65·70. (7) Junior Clerk (A)— Rs. 80—5—130. (8) Junior Clerk (B)— Rs. 50—4—90. (9) Senior Clerk— Rs. 100—10—200.															
		Daily-rated unskilled employees Rs. 2 per day. If they are working in different category they shall be paid the rate of starting salary of that post divided by 26 working days.															
869 The Patent Tiffin-Carrier Sanghvi Co., Poona.			<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: right;">Rs.</th> </tr> </thead> <tbody> <tr> <td>(1) Unskilled (Female) ..</td> <td style="text-align: right;">20</td> </tr> <tr> <td>(2) Unskilled (Male) ..</td> <td style="text-align: right;">40</td> </tr> <tr> <td>(3) Skilled (Male) ..</td> <td style="text-align: right;">40</td> </tr> <tr> <td>(4) Skilled (Gr. 1) ..</td> <td style="text-align: right;">40</td> </tr> <tr> <td>(5) Skilled (Gr. 2) ..</td> <td style="text-align: right;">40</td> </tr> <tr> <td>(6) Highly skilled ..</td> <td style="text-align: right;">40</td> </tr> </tbody> </table>		Rs.	(1) Unskilled (Female) ..	20	(2) Unskilled (Male) ..	40	(3) Skilled (Male) ..	40	(4) Skilled (Gr. 1) ..	40	(5) Skilled (Gr. 2) ..	40	(6) Highly skilled ..	40
	Rs.																
(1) Unskilled (Female) ..	20																
(2) Unskilled (Male) ..	40																
(3) Skilled (Male) ..	40																
(4) Skilled (Gr. 1) ..	40																
(5) Skilled (Gr. 2) ..	40																
(6) Highly skilled ..	40																
870 Maruti Babaji Jedhe Deshmukh Metal Works, Poona.		<i>Effective from 1-1-60</i>															
		All the female workers will be paid consolidated wages of— Rs. 1·50 per day.															
		All the other workers who are being paid less than Rs. 45 or Rs. 45 as consolidated wages per month— Rs. 45 per month.															
		All the workers who are drawing less will be paid Rs. 50 or Rs. 50 as consolidated wages per month— Rs. 50 per month.															
871 Southern Engineering Works, Kolhapur.		<i>Effective from 1-6-60</i>															
		(1) Foreman— Rs. 140—8—220. (2) Supervisor— Rs. 115—6—175. (3) Highly Skilled — Rs. 90—5—110—6—140. (4) Skilled 'A'— Rs. 80—4·50—117·35. (5) Skilled 'B'— Rs. 72—3·90—107·10 (6) Semi-skilled 'A'— Rs. 65—2·60—88·40. (7) Semi-skilled 'B'— Rs. 56—1·80—72·20. (8) Unskilled— Rs. 54—1·30—65·70. (9) Senior Clerk— Rs. 110—10—200. (10) Junior Clerk— Rs. 60—5—110. (11) Apprentice (Three months' service)— Rs. 35 Stipend.															

(1)	(2)	(3)	(4)
		<i>Effective from 1-9-59</i>	
873 The Indian Hume Pipe Co. Ltd., Miraj.	Unskilled— Rs. 1-00—0-05 : 1-50 per day. Semi-skilled— Rs. 1-35—0-10 : 2-35 per day. Skilled— Rs. 1-75—0-12—2-95 per day.	Rs. 1—100 : 60 per cent with minimum Rs. 45. Rs. 101—150, 50 per cent with minimum Rs. 60. Rs. 151—1,000 : 20 per cent with minimum Rs. 75.	Or the D. A. to daily rated workmen on 26 days month basic whichever is higher.
		<i>Effective from 1-4-60</i>	
874 Roopa Engineering Corp., Kohapur.	Pay-scales— (1) Foreman— Rs. 140—8—220. (2) Special Grade— Rs. 90—5—110—6—140. (3) Skilled 'A'— Rs. 80—4-15—117-35. (4) Skilled 'B'— Rs. 72—3-90—107-10. (5) Semi-skilled 'A'— Rs. 65—2-60—88-40. (6) Semi-skilled 'B'— Rs. 56—1-80—72-20. (7) Unskilled— Rs. 54—1-30—65-70. (8) Senior Clerk— Rs. 100—10—200. (9) Junior Clerk— Rs. 60—5—110.		The variation will be of Re. 0-50 for every rise or fall of 10 points in the cost of living Index of Sholapur.
		<i>Effective from 1-1-60</i>	
875 Laboratory Apparatus Works of Radio Lamp Works Ltd., Poona.	(1) Unskilled— Rs. 1-53. (2) Semi-skilled— Rs. 2-03. (3) Skilled 'B'— Rs. 2-86. (4) Skilled 'A'— Rs. 4-75. (5) Highly skilled— Rs. 6-00.	<i>Effect from 1-1-60 (flat-rate of Rs. 2-15 per day)</i>	
		<i>Effective from 1-11-59</i>	
877 Indian Hume Pipe Co. Ltd., Poona.	Accounts clerks, Storeclerks, Typists :— Rs. 60—3—75—4—95—E.B.—5—120— E.B.—6—150.		
		<i>Effective from 1-7-60</i>	
878 The Indian Hume Pipe Co. Ltd., Kolhapur.	Clerks and Typists— Rs. 60—3—75—4—95—E.B.—5—120— E-B.—6—150.		
		<i>Effective from 15-5-60</i>	
879 M. G. Karajgar Engineering Works, Kolhapur.	(1) Supervisors (I)— Rs. 140—8—220. Supervisors (II)— Rs. 120—6—180. (2) Highly skilled— Rs. 100—5—145. (3) Skilled 'A'— Rs. 80—4-15—117-35. (4) Skilled 'B'— Rs. 72—3-90—107-10. (5) Semi-skilled 'A'— Rs. 65—2-60—88-40.		



(1)	(2)	(3)	(4)
879 M. G. Karajgar Engineering Works, Kolhapur—cont.	(6) Semi-skilled 'B'— Rs. 56—1-50—72.20. (7) Unskilled— Rs. 54—1-30—65.70. Apprentice (three months' Service)— Rs. 35 Stipend per month.		
880 Lodha Engineering Works, Shrirampur, District Ahmednagar.	<i>Effective from 1-4-60 (Consolidated)</i>	(1) Unskilled workers— Rs. 45 per month. Daily rated unskilled workers— Rs. 1.62 per day.	
881 Dandekar Bros., Sangli ..	..		<i>Effective from 1-1-61</i> Rs. 42 per month— The amount of Rs. 42 shall be divided by the full number of working days in the particular month and shall be paid accordingly.
882 New Vijay Industries Ltd., Sangli.	..		<i>Effective from 7-11-60</i> Rs. 42 per month. Rs. 1.61 per day.
883 K. S. Patil Engineering Works, Kolhapur.	<i>Effective from 1-5-61</i>	<p>Group A— Rs. 115—6—175.</p> <p>Group (B)— (1) Rs. 80—4½—120.50. (2) Rs. 80—4½—120.50. (3) Rs. 80—4½—120.50. (4) Rs. 80—4½—120.50.</p> <p>Group (C)— (1) Rs. 70—4—106. (2) Rs. 70—4—106. (3) Rs. 70—4—106. (4) Rs. 70—4—106.</p> <p>Group (D)— (1) Rs. 65—3—92. (2) Rs. 65—3—92. (3) Rs. 65—3—92. (4) Rs. 65—3—92. (5) Rs. 65—3—92.</p> <p>Group (E)— (1) Rs. 55—2.50—77.50. (2) Rs. 55—2.50—77.50. (3) Rs. 55—2.50—77.50. (4) Rs. 55—2.50—77.50.</p> <p>Group (F)— Rs. 45—2—63.</p> <p>Group (Apprentice) 'A'— Rs. 35.</p> <p>Group (Apprentice) 'B'— Rs. 35.</p> <p>Coolies— Rs. 50—2—68.</p> <p>Clerks— Rs. 100—10—200.</p> <p>Every apprentice during his probation period of one year shall be paid Rs. 20 per month.</p>	
884 The Patent Tiffin-Carrier Sanghvi Co., Poona.	..		<i>Effect from 1-1-61</i>  Rs. (1) Unskilled (Female) .. 22.50 (2) Unskilled (Male) .. 45.00 (3) Unskilled (Male) .. 45.00 (4) Skilled Group 1 .. 45.00 (5) Skilled Group 2 .. 45.00 (6) Highly skilled .. 45.00
885 The Indian Hume Pipe Co. Ltd., Sholapur.	<i>Effective from 1-7-60</i>	Wage scales for electrical Staff— Rs. 60—3—76—4—95—E.B.—5— 120—E.B.—6—150.	

(1)	(2)	(3)	(4)
886 Southern Machine Industries, Poona.	<i>Effective from 1-5-61</i>	<p>(1) Unskilled : Sweeping, Cleaning, Loading and Unloading, Machine-cleaning, Store-boy, Office-boy, Store-coolies, Labourers, Mazdoors and Helpers— Rs. 1.00—0.07—1.49.</p> <p>(2) Semi-skilled : Turning, Fitting, Milling III, Carpentry, Grinding II, General Machining (Slotting and Shapping)— Rs. 1.80—0.10—2.50.</p> <p>(3) Skilled 'B' : Turning, Fitting, Milling Welding-II, Carpentry, Patternmaking, General Machining— Rs. 3.10—0.15—4.15.</p> <p>(4) Grinding I— Skilled 'A' : Turning, Fitting, Milling and Welding I— Rs. 4.00—0.25—5.75.</p>	Flat-rate of Rs. 1.37 per day.
887 The Indian Hume Pipe Co. Ltd., Karad.	<i>Effective from 1-7-1961</i>	<p>Grades and Scales for Clerical Staff— (1) Grades— Rs. 60—3—75—4—95—EB—5—120—EB—6—150.</p>	<p>Re. 1 to Rs. 100 (60 per cent with minimum of Rs. 45). Rs. 101 to Rs. 150 (50 per cent with minimum of Rs. 60).</p> <p>} D. A. to daily rated workers 26 day's months basic whichever is higher.</p>
888 Indian Hume Pipe Co. Ltd., Karad.	<i>Effective from 1-9-1961</i>	<p>Unskilled— Rs. 1.00—0.05—1.50 per day.</p> <p>Semi-skilled— Moulder, Mason, Carpenter, Reinforcer, Blacksmith, Welder— Rs. 1.35—0.10—2.35 per day.</p> <p>Skilled— Fitter, Engine Driver— Rs. 1.75—0.12—2.95—0.05—3.00. per day.</p>	<p>Sholapur Cost of Living Index No.— 331 to 340 .. Rs. 1.50 341 to 350 .. Rs. 1.55 351 to 360 .. Rs. 1.60 361 to 371 .. Rs. 1.65</p> <p>The variation will be of Rs. 0.05 for every rise or fall of 10 points in the cost of living index in slab.</p>
889 D. N. Mhaskar and Co., Ogalewadi.	<i>Effective from 1-2-1962</i>	<p>Number of workers 5— Rs. 26 Basic pay on revision.</p> <p>Number of workers 2— Rs. 27.75 Basic pay on revision.</p> <p>Number of workers 1— Rs. 31 Basic pay on revision.</p> <p>Number of workers 1— Rs. 32.62 Basic pay on revision.</p> <p>Number of workers 1— Rs. 34.25 Basic pay on revision.</p> <p>Number of workers 1— Rs. 35.87 Basic pay on revision.</p> <p>Number of workers 2— Rs. 40 Basic pay on revision.</p> <p>Number of workers 1— Rs. 49.25 Basic pay on revision.</p> <p>Number of workers 1— Rs. 60 Basic pay on revision.</p> <p>Number of workers 1— Rs. 62.25 Basic pay on revision.</p> <p>Number of workers 1— Rs. 65 Basic pay on revision.</p> <p>Number of workers 1— Rs. 70 Basic pay on revision.</p> <p>Number of workers 1— Rs. 71 Basic pay on revision.</p> <p>Number of workers 1— Rs. 78.50 Basic pay on revision.</p>	All the workmen of the company shall be paid Rs. 26 D. A. per month.

(1)	(2)	(3)	(4)
889—cont.	Number of workers 1— Rs. 80 Basic pay on revision. Number of workers 2— Rs. 90 Basic pay on revision. Number of workers 1— Rs. 101 Basic pay on revision. Number of workers 1— Rs. 103 Basic pay on revision. Number of workers 1— Rs. 121 Basic pay on revision. Learners shall be paid Rs. 39 p.m. consolidated.		
890 The Patent Tiffin Carrier Sanghvi Co., Poona.	..	<i>Effective from 1-1-1962</i>	(1) Unskilled (Women) .. Rs. 25-00 (2) Unskilled (Men) .. Rs. 50-00 (3) Unskilled (Men) .. Rs. 50-00 (4) Skilled I .. .. Rs. 50-00 (5) Skilled II .. .. Rs. 50-00 (6) Highly skilled .. .. Rs. 50-00
891 Modern Foundry and Machine Works, Ahmednagar.	<i>Effective from 2-7-1961</i>	..	
	Consolidated wages— Unskilled— Rs. 2-50 Semi-skilled 'B'— Rs. 3-65 Semi-skilled 'A'— Rs. 4-15 Skilled 'C'— Rs. 4-75 Skilled 'D'— Rs. 5-30 Skilled 'A'— Rs. 6-75		
892 Mukund and Co., Sholapur ..	<i>Effective from 1-11-1962</i>	..	
	(1) Highly skilled— Rs. 4-00—0-20—5-00. (2) Skilled— Rs. 3-00—0-20—4-00. (3) Semi-skilled— Rs. 2-00—0-15—2-90. (4) Unskilled— Re. 1-37—0-10—1-87. (5) Apprentice— Fixed pay of Re. one per day. The period of apprenticeship shall not exceed three months.		
894 The Indian Hume Pipe Co. Ltd., Karad, district Satara.	..	<i>Effective from 1-7-1962</i>	D. A. payable to the daily rated workman at Karad pay shall be 75 per cent of daily rate of D. A. paid at present to the Textile Workers in Sholapur Cost of Living Index.
895 Indian Hume Pipe Co. Ltd., Karad.	..	<i>Effective from 1-7-1962</i>	For Daily Rated Workmen at Karad Factory 75 per cent of daily rate of D. A. paid at present to the Textile Workers at Sholapur based on the Consumer Cost of Living Index of Sholapur.
896 Production Engineers Corp., Poona.	<i>Effective from 15-11-1962</i>	..	
	(1) Apprentice— Rs. 1-50 per day. (2) Unskilled 'A'— Rs. 2-00 per day. (3) Unskilled 'B'— Rs. 2-25 per day. (4) Unskilled 'C'— Rs. 2-50 per day. (5) Semi-skilled 'A'— Rs. 2-60 per day. (6) Semi-skilled 'B'— Rs. 2-70 per day.		

(1)	(2)	(3)	(4)	
896—cont.		(7) Semi-skilled 'C'— Rs. 2.85 per day. (8) Skilled 'A'— Rs. 3.00 per day. (9) Skilled 'B'— Rs. 3.25 per day. (10) Skilled 'C'— Rs. 3.50 per day.		
897 Dalco Engineering Works, Pimpri, Poona.		(1) Unskilled 'B'— Rs. 2.40—0.10—2.90 per day. (2) Unskilled 'A'— Rs. 2.65—0.10—3.15 per day. (3) Semi-skilled 'B'— Rs. 3.00—0.15—3.75 per day. (4) Semi-skilled 'A'— Rs. 3.35—0.15—4.10 per day. (5) Skilled 'B'— Rs. 3.75—0.20—4.75 per day. (6) Skilled 'A'— Rs. 4.75—0.25—6.00 per day.		
899 Kirloskar Pneumatic Co. Ltd., Poona.			<i>Effective from 1-1-1963</i>	
			D. A. Rs.	
			(1) Daily Rated Employees— (a) Basic Wages up to 2.35 p.d. Rs. 1.99 p. d. (b) Basic Wages up to 2.60 p.d. Rs. 2.00 p.d. and onwards. (2) Monthly Rated Employees' Basic Pay— (c) Up to Rs. 50 .. 55 p.m. (d) Between Rs. 51 to 65 p.m. Rs. 100. (e) Between Rs. 101 to 70 p.m. Rs. 150. (f) Between Rs. 151 to 75 p.m. Rs. 200. (g) Between Rs. 201 to 80 p.m. Rs. 300. (h) Between Rs. 301 to 85 p.m. Rs. 500.	
901 Shivaji Works Ltd., Sholapur		(1) Unskilled Workers— Minimum Basic Wage Re. 0.85 p.d. (2) Select Grade (S G)— Rs. 3.00—0.25—5.00. (3) Skilled 'A' (S A)— Rs. 2.00—0.20—4.00. (4) Skilled 'B' (S B)— Rs. 1.50—0.15—3.00. (5) Semi-skilled 'A' (SSA)— Rs. 1.40—0.12—2.00. (6) Semi-skilled 'B' (SSB)— Rs. 1.25—0.10—1.75. (7) Helper (HL)— Rs. 1.00—0.08—1.50. (8) Unskilled Worker (UW)— Rs. 0.85—0.06—1.25.		Rate of D. A.—Consumer Price Index 73 into 1.75 in to 60/100 pies p.d. C. P. I.—for Sholapur for previous month.
904 Bajaj Electricals Ltd., Poona		<i>Per Day.</i> (1) Highly skilled— Rs. 5.00—0.25—7.00—0.25—7.50. (2) Skill Gr. I— Rs. 3.00—0.25—5.00—0.25—5.50. (3) Skilled Gr. II— Rs. 2.00—0.20—3.60—0.20—4.00. (4) Semi-skilled— Rs. 1.50—0.13—2.54—0.13—2.80. (5) Unskilled— Rs. 1.15—0.06—1.63. (6) Learner— Rs. 1.21—0.10—1.41. (7) Apprentices— Rs. 2.50 (Consolidated).		

(1)	(2)	(3)	(4)
905 Bajaj Electricals Ltd., Poona	..		Per cent neutralisation over Cost of Living Index at Sholapur computed for a month of 26 working days
			Period
			1-4-63 to 31-12-63.. 66½ p. c. 1-1-64 to 31-12-64.. 70 p. c. 1-1-65 to 31-7-65 and 75 p. c. further till the settlement is terminated.
906 Buckau Wolf New India Engineering Works Ltd., Pimpri, Poona.	..		<i>Effective from 1-4-63</i>
			Rs.
			(1) Daily Rated (Factory) 3.00 p.d. (2) Monthly Rated (Factory) 65.00 p.m.
907 K. S. B. Pumps Ltd., Pimpri (Poona).		<i>Effective from 1-7-63</i>	
		Basic per hour— (1) Highly skilled— Re. 0.66—0.047/10—1.13. (2) Skilled 'A'— Re. 0.46—0.034/10—0.80. (3) Skilled 'B'— Re. 0.33—0.027/10—0.60. (4) Semi-skilled 'A'— Re. 0.27—0.02/10—0.47. (5) Semi-skilled 'B'— Re. 0.20—0.014/10—0.34. (6) Unskilled (including Watchmen, Mazdoor, Sweeper, etc.)— Re. 0.14—0.008/10—0.22.	Per cent neutralisation over cost of Living Index at Sholapur computed for month of 26 working day (of 196 hours)
			Period
			(1) 1-7-63 to 31-12-64 66½ p. (2) 1-1-65 to 31-12-65 75 p. and further till the settlement is terminated.
908 Antifriction Bearings Corpn. Ltd., Lonawala, district Poona.		<i>Effective from 1-6-63</i>	
		(1) Gr. I, Unskilled— Rs. 2.50—0.06—2.98. (2) Gr. II, Semi-skilled 'B'— Rs. 2.70—0.08—3.34. (3) Gr. III, Semi-skilled 'A'— Rs. 2.85—0.10—3.65. (4) Gr. IV, Skilled 'B'— Rs. 3.20—0.12—4.16. (5) Gr. V, Skilled 'A'— Rs. 3.70—0.15—4.90. (6) Gr. VI, Highly Skilled 'B'— Rs. 4.20—0.20—5.80. (7) Gr. VII, Highly Skilled 'A'— Rs. 5.25—0.25—7.25.	..
910 Indian Hume Pipe Co. Ltd., Miraj Factory, Miraj.	..		Salary Slab      Dearness Allowance (1) Rs. 1 to Rs. 100.      75 per cent of the basic salary falling in this slab subject to a minimum D. A. as paid to daily rated workmen on 26 days month basic i.e. the minimum monthly rate of D. A. will be arrived at by multiplying the daily rated of D. A. of a daily worker in the factory by 25. (2) Rs. 101 to Rs. 200.      30 per cent of the remaining basic salary falling in this slab over and above the D. A. in the first slab. (3) Rs. 201 to Rs. 300.      20 per cent of the remaining basic salary falling in this slab over and above the D. A. in the first and second slabs.

(1)	(2)	(3)	(4)
910—cont.			<p>(4) Rs. 301 to Rs. 400. 15 per cent of the remaining basic salary falling in this slab over and above the D. A. in the first, second and third slabs.</p> <p>(5) Rs. 401 to Rs. 1,000. 10 per cent of the remaining basic salary falling in this slab over and above the D. A. in the first, second third and fourth slabs.</p> <p>(6) Rs. 1,001 and above. 20 per cent of the basic salary, subject and to a minimum D. A. in the fifth slab.</p>
			<p>On the above basic the minimum monthly rate of D. A. will be arrived at by multiplying the daily rate of D. A. of a daily rated worker in the factory by 26, irrespective of the number of days during the month. This will be applicable to all the existing employees as well as new entrants.</p>

911 Mahindra Owen Ltd., Pimpri,  
Poona.

*Effective from 1-9-63*

(1)	Salary Range	D. A.
(1) Canteen Staff— (1) Peon— Rs. 32—2—42—3—63.	100 and below	Rs. 75
(2) Jamadar (formerly know as Asstt. Jama- dar)— Rs. 65—4—85—5—120.	101 to 150 ..	Rs. 80
(3) Junior Clerk, Telephone Operator, Typist- cum-Clerk— Rs. 70—7—105—10—175. (To be started with one increment in the Scale).	151 to 200 ..	Rs. 90
(4) Asstt. Store-keeper, Jr. Stenographer, Jr. Draughtsman, Sr. Clerk, Compounder, Kardex Clerk, Jr. Examiner— Rs. 100—10—150—12.50—237.50.	201 to 300 ..	Rs. 100
(5) Charge-hand, Cashier, Jr. Asstt. Comptist, Time-keeper— Rs. 110—12—170—14—268.	301 and above	Rs. 110 (Maximum).
(6) Electricals Supervisor, Jr. Technical Asstt., Asstt. Forman, Sr. Draughtsman, Sr. Steno- grapher, Charge-hand (Tool Room)— Rs. 140—14—210—16—322.		
(7) Sr. Examiner— Selection Grade—Sr. Asstt., Personal Asstt. Inspector— Rs. 170—17.50—257.50—20—397.50.		
(8) Foreman, Sr. Tech. Asstt., Sr. Store-keeper, Asstt. Foreman (Tool Room), Asstt. Head Sec.— Rs. 205—20—305—25—480.		
(2) Canteen— (1) Canteen Boy— Rs. 25—2—35—3—56.		
(2) Asstt. Cook, Chapati and Tea Maker— Rs. 35—2.50—47.50—3.50—72.		
(3) Cook— Rs. 40—3—55—4—83.		
(4) Asstt. Canteen Supervisor— Rs. 70—7—105—10—175.		
(5) Canteen Supervisor— Rs. 80—8—120—10—190.		

912 Indian Hume Pipe Co. Ltd.,  
Kanhan.

*Effective from 1-2-56*

- (1) Minimum Wages to Temporary Workers—  
Rs. 1.62

915 Indian Hume Pipe Co. Ltd.,  
Kanhan.

*Effective from 1-2-56*

- (1) Minimum Wages to Temporary Workers—  
Rs. 1.62 p.d. ..
- (2) Mason—  
Rs. 3 p.d.
- (1) Pipe Repairer—  
Rs. 2 to 2.75 p.d.

(1)	(2)	(3)	(4)														
917 The Indian Hume Pipe Co. Ltd., Kanhan, P. O. Kamp-tee.	The current wage-rate payable to workers be increased by 25 p.	11 paise per day per point of rise over 100 in the Nagpur Cost of Living Index Number.															
919 Voltas Ltd., Nagpur	..	<i>Effective from 1-12-62</i>	<i>Effective from 1-9-62</i>														
	<p>(1) Clerks 'C'— Rs. 75—5—100—7.50—145—10—165—E.B.—10—205.</p> <p>(2) Clerks—'B' Stenographers (with dictation) speed of 120 w.p.m. and Typing 40 w.p.m.— Rs. 120—7.50—150—10—210—E.B.—15—300.</p> <p>(3) Skilled I— Rs. 65—3—83—3.50—104—4—116.</p> <p>(4) Skilled II— Rs. 85—3.50—106—5—116—6.50—142.</p> <p>(5) Skilled III— Rs. 117—6.50—143—8—159—10—219.</p> <p>(6) Peons/Sepoys— Rs. 30—2—60.</p> <p>(7) Drivers— Rs. 45—3—60—4—88.</p>	<table border="1"> <thead> <tr> <th data-bbox="1184 496 1312 520">Basic Salary</th> <th data-bbox="1361 452 1466 568">For Cost of Living Index Bracket 451—460</th> <th data-bbox="1485 452 1590 568">Variation for every 10 point increment up/down</th> </tr> </thead> <tbody> <tr> <td data-bbox="1153 592 1348 616">(1) For 1st Rs. 100</td> <td data-bbox="1379 592 1466 616">100 p.c.</td> <td data-bbox="1521 592 1576 616">5 p.c.</td> </tr> <tr> <td data-bbox="1153 616 1348 640">(2) For 2nd Rs. 100</td> <td data-bbox="1379 616 1466 640">50 p.c.</td> <td data-bbox="1503 616 1576 640">2½ p.c.</td> </tr> <tr> <td data-bbox="1153 640 1348 664">(3) For the balance</td> <td data-bbox="1379 640 1466 664">25 p.c.</td> <td data-bbox="1503 640 1576 664">1½ p.c.</td> </tr> <tr> <td data-bbox="1153 664 1348 688">(4) Minimum ..</td> <td data-bbox="1379 664 1466 688">Rs. 63</td> <td data-bbox="1503 664 1576 688">Rs. 3</td> </tr> </tbody> </table>	Basic Salary	For Cost of Living Index Bracket 451—460	Variation for every 10 point increment up/down	(1) For 1st Rs. 100	100 p.c.	5 p.c.	(2) For 2nd Rs. 100	50 p.c.	2½ p.c.	(3) For the balance	25 p.c.	1½ p.c.	(4) Minimum ..	Rs. 63	Rs. 3
Basic Salary	For Cost of Living Index Bracket 451—460	Variation for every 10 point increment up/down															
(1) For 1st Rs. 100	100 p.c.	5 p.c.															
(2) For 2nd Rs. 100	50 p.c.	2½ p.c.															
(3) For the balance	25 p.c.	1½ p.c.															
(4) Minimum ..	Rs. 63	Rs. 3															
920 Jalna Electric Syndicate Pvt. Ltd., Jalna.	..	<i>Effective from 1-1-61</i>	D. A. shall be given on flat-rate of Rs. 35 p. m. to monthly rated staff.														
	<p>Office Staff—</p> <p>(1) Accountant— Rs. 110 p.m.</p> <p>(2) Clerk— Rs. 65 p.m.</p> <p>(3) Store-Clerk— Rs. 55 p.m.</p> <p>(4) Asstt. S. K; Mali, Chowkidar— Rs. 30 p.m.</p> <p>General Staff—</p> <p>(5) Asstt. Engineer— Rs. 180 p. m.</p> <p>(6) Fitter— Rs. 50 p.m.</p> <p>(7) Driver— Rs. 35 p.m.</p> <p>(8) Operator— Rs. 33 p.m.</p> <p>(9) Oilmen— Rs. 30 p.m.</p> <p>Electric Supervisory Staff—</p> <p>(10) Line Foreman— Rs. 95 p.m.</p> <p>(11) Pur/cik.— Rs. 65 p.m.</p> <p>(12) Meter/IC.— Rs. 45 p.m.</p> <p>(13) Reporter/IC.— Rs. 30 p.m.</p> <p>(14) Supervisor— Rs. 50 p.m.</p> <p>Line Staff—</p> <p>(15) Asstt. Lineman— Rs. 30 p.m.</p> <p>(16) Lineman, Wireman— Rs. 2.92 per day.</p> <p>(17) Asstt. Lineman— Rs. 2.33 per day.</p> <p>(18) Linemen— Rs. 2.88 per day.</p> <p>(19) Labour.— Rs. 2.08 per day.</p>																
921 The Indian Hume Pipe Co. Ltd., Aurangabad.	..		D. A. shall be paid at the rate of Rs. 1.50 per day with effect from 1-9-61 to all its daily rated workers at Aurangabad Factory.														
922 The Indian Hume Pipe Co. Ltd., Aurangabad.	..	<i>Effective from 1-11-1961</i>	<i>Effective from 1-11-1961</i>														
	<p>Clerk and Typist— Rs. 60—3—75—4—95—E.B.—5—120—E.B.—6—150.</p>	<p>1—100.. 60 p.c. with min. Rs. 45 p.m. 101—150.. 50 p.c. with min. Rs. 60 p.m. 151—1,000 20 p.c. with min. Rs. 75 p.m.</p>															

## STATEMENT SHOWING THE NAMES OF THE CONCERNS AND PARTICULARS

Serial No.	Name of Concern	Privilege Leave
(1)	(2)	(3)
1	The National Industrial Works, Bombay .. .. .	..
3	Inventors' Industrial Corporation Pvt. Ltd., Malad, Bombay .. .. .	..
8	Bombay Reeds' Mfg. Co., Bombay .. .. .	..
11	The Metropolitan Springs Pvt. Ltd., Bombay .. .. .	As per Factories' Act .. .. .
14	Hydro (Engineers) Pvt. Ltd., Bombay .. .. .	..
16	Zenith Tin Works Pvt. Ltd., Bombay .. .. .	..
18	Ravi Industries Ltd., Thana .. .. .	..
21	G. G. Dandekar Machine Works Ltd., Bhiwandi, district Thana .. .. .	As per Factories' Act .. .. .
27	Powers-Samas Accounting Machines (Sales) Ltd., Bombay .. .. .	30 (No Accumulation).
25	National Conduits Pvt. Ltd., Dahisar, Bombay .. .. .	..
28	National Surgical Instruments Co., Bombay .. .. .	..
32	The Bharat Barrel and Drum Mfg. Co. Pvt. Ltd., Bombay .. .. .	For 11 months' service .. .. . 30 (Accumulation 90 days).
34	The Malleable Iron and Steel Castings Co. Pvt. Ltd., Bombay .. .. .	..
38	M/s. Hakimrai Jaichand, Bombay .. .. .	..
47	Meckenzie's Ltd., Sewree, Bombay .. .. .	..
48	Adrema Ltd. Bradma Ltd., Bombay .. .. .	21 (Accumulation 42 days).
50	The National Machinery Mfg. Ltd., Kalwa, district Thana .. .. .	For 11 months' complete service .. .. . 30 (Accumulation 90 days).
57	The Saurashtra Engineering Corporation Pvt. Ltd., Bombay .. .. .	..
59	The Greaves Cotton and Co. Ltd., Bombay .. .. .	..
61	Hima Spun Pipe Co., Bombay .. .. .	..
63	Rustom & Hornsby (India) Pvt. Ltd., Bombay .. .. .	..



## OF LEAVE AND PAID HOLIDAYS GRANTED IN "ENGINEERING INDUSTRY"

			Sick Leave (days)	Maternity Leave (days)	Leave without pay (days)	Casual Leave (days)	Paid Holidays (days)
			(4)	(5)	(6)	(7)	(8)
			..	..	..	4	..
			..	..	..	3	3
			..	..	..	3	4
			..	..	..	7	4
			..	..	..	4	4
			..	..	..	..	8
			..	..	..	5	3
			..	..	..	7	4
Years of continuous service	Weeks on full pay and allowance	Weeks on $\frac{1}{2}$ pay and allowances	..	..	..	7	..
(1)	(2)	(3)					service
1	..	4	..	..	..	7	..
2	..	6	..	..	..	7	..
3	..	8	..	..	..	7	..
4	..	10	..	..	..	7	3
5	..	12	..	..	..	..	4
6	..	14	..	..	..	..	..
7	..	16	..	..	..	..	..
8	..	18	..	..	..	..	..
9	..	20	..	..	..	..	..
10	..	22	..	..	..	..	..
11	..	24	..	..	..	..	..
12	..	26	..	..	..	..	..
13	..	28	..	..	..	..	..
Persons other than daily-rated not covered by ESI Scheme: 7 days. (Accumulation 21 days).			..	..	..	7	3
			..	..	..	..	4
			..	..	21	7	..
Other than those covered by ESI Scheme.			..	..	..	..	One additional Paid Holiday.
			..	..	..	10	..
14 (Accumulation 28 days). Those covered by ESI 7.			..	..	..	..	..
For those who are not covered by ESI.			..	..	..	..	..
15 (Accumulation 60 days).			..	..	..	..	4
			..	..	During entire service—60	..	4
			..	..	..	7	4
30 (on half pay and full D.A.) .. (Accumulation 12 months for entire service).			..	..	During entire service/ 60	..	..

(1)	(2)	(3)
65	Greaves Cotton and Co., Ltd., Bombay .. .. .	..
67	American Spring and Pressing Works, Bombay .. .. .	..
69	Bombay Cable Co. Pvt. Ltd., Bombay .. .. .	..
75	Lallubhai Naraindas Metal Factory, Bombay .. .. .	..
78	Sohal Engineering Works, Bombay .. .. .	..
88	Elex Sales Corporation, Bombay .. .. .	..
90	The Ruston Foundry, Bombay .. .. .	..
91	The Fargo Mantle Products, Bombay .. .. .	For 240 days of Work/15  For work in excess of 240 days—15 days plus one day extra leave for every 20 days' worked subject to a maximum of 18 days in a year.
92	Fraser Turner and Co., Bombay .. .. .	..
93	Lans Metal and Enamel Works, Pvt. Ltd., Bombay .. .. .	..
94	Garlick and Co., Pvt. Ltd., Bombay .. .. .	..
95	M/s A. J. Bros., Bombay .. .. .	..
101	The East Asiatic Co. (India) Pvt. Ltd, Bombay .. .. .	..
105	Khandelwal Mfg. Corpn. Pvt. Ltd., Bombay .. .. .	..
106	Jayant Metal Mfg. Company, Bombay .. .. .	..
107	The Paramount Commercial Corpn. Pvt. Ltd., Bombay .. .. .	..
112	Acme Bobbin and Shuttles Pvt. Ltd., Bombay .. .. .	..
114	Hydro (Engineers) Pvt. Ltd., Bombay .. .. .	..
120	New Standard Engineering Co. Ltd., Bombay .. .. .	..
124	United Metal Industries, Bombay .. .. .	As per Factories Act.
128	The Jupiter Foundry, Bombay .. .. .	..
133	Siemens Engineering and Mfg. Co. of India Pvt. Ltd., Bombay .. .. .	21 (accumulation up to 42 days).
134	The Hamilton Ind. Pvt. Ltd., Bombay .. .. .	..
135	Swastik Rolling Shutters and Eng. Works, Bombay .. .. .	..
137	Metro Eng. Works, Bombay .. .. .	..
141	The Premier Automobiles Ltd., Kurla, Bombay .. .. .	Daily— As per Factories Acts. 18 (accumulation up to 54 days). Monthly— 30 (accumulation up to 90 days).
149	M/s Hakimrai Jaichand, Bombay .. .. .	..
151	Structural Engineering Works Ltd., Bombay .. .. .	Less than 5 years service—15 days 5 years and above—21 days. (Can be accumulated for three years in both cases).

(4)	(5)	(6)	(7)	(8)
..	..	During entire service 60.	..	4
..	..	..	..	5
..	..	..	..	4
..	..	..	2	..
..	..	..	3	4
..	..	..	3	7
..	..	..	5	4
..	..	..	5	4
..	..	..	4	..
..	..	..	3	3
7 (Accumulation 56 days).	..	..	..	..
4 (Accumulation 16 days).	..	..	4	4
..	..	..	..	8 (1 unpaid holiday). (May Day shall always be an unpaid holiday).
..	..	..	4	4
..	..	..	During 1961-3 During 1962-4.	4
..	..	..	From 1963 onwards-5	..
..	..	..	7	3
..	..	..	..	4
..	..	..	..	5
..	..	..	..	5
..	..	..	3	5
..	..	..	5	4
9 to 17 days with half wages	..	15	7	5
..	..	..	4	4
..	..	..	7	..
..	..	..	From 1-1-62-5	6
..	..	..	For daily-rated-9	For daily-rated-8
..	..	..	For monthly-rated-10	For monthly-rated-14
..	..	..	7	..
..	..	..	..	6

(1)	(2)	(3)
153	John Roberts and Co. Pvt. Ltd., Bombay .. .. .	As per Factories Act.
154	Shah Kikabhai Harivalabhdas and Sons, Type Foundry, Bombay .. .. .	..
160	Bombay Rolling Shutters and Engineering Works, Bombay .. .. .	As per Factories Act.
162	Arco Steels, Bombay .. .. .	..
166	The Gramophone Co. Ltd., Bombay .. .. .	30 (accumulation 42 days).
169	The Mahalaxmi Bobbins Mfg. Co. Pvt. Ltd., Bombay .. .. .	..
171	M/s Mulchand Narrottamdas, Bombay .. .. .	As per Factories Act
174	The Janak Mfg. Works, Bombay .. .. .	As per Factories Act.
175	M. Gulamabbas and Co., Bombay .. .. .	..
176	Cable Corporation of India, Bombay .. .. .	..
177	Shree Ram Mills Ltd., Eng. Division, Bombay .. .. .	..
178	Bombay Iron Works, Bombay .. .. .	..
179	Amar Industries, Bombay .. .. .	..
180	Raj Bucket Factory, Bombay .. .. .	..
181	Jetha and Co., Bombay .. .. .	..
183	The Sharif Electrical Works, Bombay .. .. .	..
184	Voltas Ltd., Bombay .. .. .	<i>Monthly:</i> During first year of service—30 days <i>Daily:</i> For first 3 years.. .. 18 days and from 4th year .. 26 days (Accumulation 3 years).
187	Malik Electric Works, Bombay .. .. .	..
189	The Bombay Reeds Manufacturing Co., Goregaon, Bombay .. .. .	..
191	The Excel Industries, Bombay .. .. .	..
195	The Ravi Industries Private Limited, Thana .. .. .	..
197	Philips India Limited, Bombay .. .. .	5 years or less.—21. More than 5 years—24. More than 10 years—28. (Can be accumulated for two years).
198	Kantilal Chhotalal and Company, Bombay .. .. .	..
202	National Machinery Manufactures Limited, Kalwa, Thana .. .. .	As per Factories Act up to 240 days, thereafter 1 day for every 10 days work beyond 240 days subject to a maximum of 18 days in a year.
206	Calico Industrial Engineers, Bombay .. .. .	..
214	Associated Electrical Industries (India) Private Limited, Bombay.. .. .	..
219	Skoda (India) Private Limited, Bombay .. .. .	From 1-1-62 up to 3 years—21 days. More than 3 years—28 days. (accumulation 40 days).
220	Mather and Platts Limited, Bombay .. .. .	On production of medical certificate— 7 (full day) or 15 (half pay).
225	International Burner Manufacturing Company, Bombay .. .. .	..
226	The Light Metal Works, Bombay .. .. .	..

(4)	(5)	(6)	(7)	(8)
..	..	..	10	5
7 (Accumulation up to 28 days).	..	..	5	..
..	..	..	4	5
..	..	..	4	4
..	..	..	..	..
..	..	..	5	..
..	..	..	For permanent work men 7	..
..	..	..	4	4
4 (Accumulated up to 12 days).	..	..	..	5
..	..	..	5 From 1-10-62 for 3 months i.e. up to Dec. Casual leave shall be 2 days for that year.	..
..	..	..	7	..
..	..	..	..	8
..	..	..	4	3
..	..	..	From 1-11-62 ..	3
6	..	..	5 6	3
..	..	..	5	..
During first year of service .. 2 weeks (Full rate) thereafter. 4 weeks (Full rate). 8 weeks (half) pay. (on prolonged sickness).	..	..	10	..
..	..	..	7	..
..	..	..	3	4
..	..	..	5	4
..	..	..	..	4
..	..	..	..	..
..	..	..	5	4
..	..	..	For daily-rated—9 ..	..
..	..	..	..	5
10 (accumulation 42 days).	12 weeks (half pay)	..	..	..
1-1-62 9 (accumulation 18).	..	..	..	..
..	..	..	5	..
..	..	..	5	6
..	..	..	5	5

(1)	(2)	(3)
227 Indian Hume Pipe Company Limited, Bombay	.. .. .	For work of 1st 240 days—15 .. For work of more than 240 days— One day for every 10 days' work subject to a maximum of 18 days. For work of less than 240 days— As per provisions of Factories Act. (Accumulation 54 days).
228 East Asiatic Company (India) Private Limited, Bombay	.. .. .	Up to 5 years—21 .. .. . Over 5 years—28.
229 Bharat Textile Engraving Works, Bombay	.. .. .	As per Factories Act .. .. .
231 New Associated Commercial Enterprise Pvt. Ltd., Bombay	.. .. .	..
232 Bhatia Industrial Co., Bombay	.. .. .	As per Factories Act .. .. .
233 Jayantilal Narandas and Co., Bombay	.. .. .	..
234 (i) Prabhat Products Co. Pvt. Ltd., Bombay (ii) Prabhat Udyog Ltd., Bombay.	.. .. .	..
236 Titan Engineering Works, Bombay	.. .. .	..
237 Marvin and Co., Bombay	.. .. .	..
238 Engineering Products Ltd., Bombay	.. .. .	..
239 English Electric Co. Ltd., Bombay and English Electric Co. of India Ltd., Bombay	.. .. .	..
241 M/s G. T. Badamia and Sons, Bombay	.. .. .	1 day for every 15 days' work (in- cluding leave under the Factories Act). (This includes casual leave also). (Accumulation 63 days).
244 Photogravours (India) Pvt. Ltd., Bombay	.. .. .	..
245 Bharat Springs Pvt. Ltd., Bombay	.. .. .	Up to 240 days of work—One day for every 20 days of work. For every 10 days work in excess of 240 days.—One day for every 10 days work subjected to a maximum of 18 days of leave (Accumulation 36 days).
246 Acme Manufacturing Co. Ltd., Bombay	.. .. .	For 1st 240 days of work—15 .. For more than 240 days of work— One day for every 10 days of work. (Subject to a maximum of 18 days). For those who work for less than 240 days—As per Factories Act (Accumulation for 3 years).
249 Ronuk Industries Ltd., Bombay	.. .. .	..
250 Precista (India) Pvt. Ltd., Bombay	.. .. .	..
253 New Standard Engineering Co. Ltd., Bombay	.. .. .	..
254 Poysha Engineering Co., Bombay	.. .. .	..
255 Pilot Engineering Works, Bombay	.. .. .	..
258 Azad Pin Works, Bombay	.. .. .	As per Factories Act ..
260 Vanguard Engineering Works, Bombay	.. .. .	As per Factories' Act .. (Accumulation 3 years).
261 Steel Agr. Industries Pvt. Ltd., Bombay	.. .. .	As per Factories Act ..

(4)	(5)	(6)	(7)	(8)
..	..	..	..	6
Up to 10 years service— .. .. 7 (full pay) or 14 half pay in a year.	..	..	..	..
For service of 10 years or more— 7 (full pay) or 21 (half pay) in a year.	..	..	5	5
..	..	..	For Permanent workmen 4	8
As per the provisions of E. S. I. Scheme.	..	10 (can be taken with privilege leave).	4	6
..	..	..	4	..
..	..	..	3	..
..	..	..	6	5
..	..	..	3	5
..	..	15	7	4
10 (Accumulation 30 days).	..	..	10	..
..	..	..	..	7
..	..	..	5	5
..	..	..	7	5
..	..	..	7	6
..	..	..	4	..
..	..	..	5	5
7 (Accumulation 28 days).	..	..	..	..
..	..	..	..	4
..	..	..	4	..
..	..	..	7	..
..	..	15	7	5
..	..	..	7	4

(1)	(2)	(3)
264	N. G. K. Electrical Industries, Bombay .. .. .	..
266	Bombay Switchgears, Bombay .. .. .	30
269	Steel Structures Pvt. Ltd., Bombay .. .. .	As per Factories Act ..
270	Small Parts Mfg. Co., Bombay .. .. .	15 (Accumulation 40 days).
271	Sewree Engineering Works, Bombay .. .. .	As per Factories Act .. .. .
272	Indo-Berolina Industries Pvt. Ltd., Bombay .. .. .	..
273	Upadhya Electrical Industries Pvt. Ltd., Bombay .. .. .	As per Factories Act .. .. . (Accumulation 30 days).
274	Bombay Surgical Works, Bombay .. .. .	..
276	Sion Automobiles, Bombay .. .. .	..
278	Bombay Construction and Engineering Co. (Pvt.) Ltd., Bombay .. .. .	..
282	Picon Pvt. Ltd., Bombay .. .. .	One day for every 16 working days .. (Accumulation for 3 years).
283	Trinity Mfg. Works Pvt. Ltd., Bombay .. .. .	..
284	Engineering Products Ltd., Bombay .. .. .	For first 240 days' attendance—as per Factories Act.— After 240 days' attendance—One day for 10 days' worked.
285	Electro Equipment Corpn. Ltd., Mulund, Bombay .. .. .	As per Factories Act .. .. . (Accumulation 30 days).—
287	Shaparia Dock and Steel Co. Pvt. Ltd., Bombay .. .. .	For first 240 days' work—15 .. .. Above 240 days' work— One day for every 20 days of work or part thereof.
291	Oriental Fan Mfg. Co., Bombay .. .. .	..
292	M/s Shaparia Dock and Steel Co. Pvt. Ltd., Bombay .. .. .	30 (Accumulation of 90 days).
293	National Garage Pvt. Ltd., Bombay .. .. .	For workmen with service of less than 3 years—15.  For workmen with service of 3 years or more and for clerical staff with service of less than 3 years—21.  For clerical staff with service of 3 years and more—28.
294	De Simet India Pvt. Ltd., Bombay .. .. .	..
295	Amar Steel Container Corporation, Bombay .. .. .	..
296	Kooverji Devashi and Co. Pvt. Ltd., Bombay .. .. .	..
298	Jyoti Metalizing Corporation, Bombay .. .. .	..
299	Ramsahay Rajkumar Rolling Mills, Thana .. .. .	For 1st 240 days of work during previous calendar year—One day for every 20 days of work. For remaining working days of the year One day for every 9 days of work. (Accumulation 40 days).
301	Hydro (Engineers) Pvt. Ltd., Bombay .. .. .	..



	(4)	(5)	(6)	(7)	(8)
..	..	..	..	5	5
..	..	..	..	6	4
As per E. S. I. Scheme	..	..	15 (No accumulation).	5	5
..	..	..	..	4	4
..	..	..	..	7	3
..	..	..	..	4	5
..	..	..	..	5	5
..	..	..	..	..	5
..	..	..	..	5 (However during the year 1964, the Com- pany shall give casual leave for 4 days only).	6
As per E. S. I. Scheme	..	..	..	5	5
In addition to E. S. I. Scheme—7 (Accumulation for 3 years).	..	..	..	7	..
Sick leave and Accident leave—As per E. S. I. Scheme.	..	..	..	7	5
As per E. S. I. Scheme.	..	..	..	7	5
As per E. S. I. Scheme	..	..	..	7	4
10 (on half pay) (Accumulation 30 days).	..	..	..	7	5
..	..	..	..	10	..
10 (on half pay) (Accumulation 30 days on half pay).	..	..	..	..	15
Sick leave on present basic (Accumulation 3 years).	..	..	..	10	..
As per E. S. I. Scheme	..	..	..	4	4
..	..	..	..	4	8
..	..	..	..	7	5
..	..	..	..	4	..
As per E. S. I. Scheme.	..	..	..	7 Consideration of each individual case on merit.	5
7 (on half pay)	..	..	..	6	..

(1)	(2)	(3)
302	The Ferrocast Private Limited, Bombay .. .. .	..
303	The Swastik Metal Industries, Bombay .. .. .	..
304	The Chaganlal Iron Works, Chalisgaon .. .. .	..
305	New India Industries Limited, Thana .. .. .	For first 240 days' worked One day for every 20 days worked. Beyond 240 days' work— One day for every 10 days work subject to a maximum of 18 days in a year.
306	S. S. Miranda Private Limited, Bombay .. .. .	..
307	The Regal Motors, Bombay .. .. .	..
308	The Indian Standard Metal Company Limited, Bombay .. .. .	..
310	The Bombay Metal Press Factory, Bombay-2 .. .. .	As per Factories Act .. .. .
311	Bombay Cycle and Motor Agency Limited, Bombay .. .. .	For service of less than 5 years—15 .. For service of more than 5 years—21 ..
312	Ramkishan Metal Works, Bombay-78 .. .. .	..
313	The Alpha Electric and Engineering Company, Bombay .. .. .	..
314	The Alpha Electric and Engineering Company, Bombay .. .. .	..
315	Alpha Switchgear Corporation, Bombay .. .. .	..
316	The Calama Industries Private Limited, Bombay .. .. .	..
317	Bhandary Metallurgical Corporation Private Limited, Bombay .. .. .	..
318	Steel Age Industries Private Limited, Bombay .. .. .	..
319	The Best Silver Company, Bombay-57 .. .. .	..
321	The United Works Private Limited, Bombay .. .. .	..
322	Shuparia Dock and Steel Company Private Limited, Bombay .. .. .	..
323	Gannon Dunkerlay and Company Limited, Bombay .. .. .	For 1st 240 days of work— 1 day for every 20 days of work. After 240 days of work— 1 day for every 10 days of work. (Accumulation up to 36 days).
325	Andheri Metal Refinery and Foundry, Bombay .. .. .	For 1st 240 days of work— 1 day for every 20 days of work. For work after 240 days— 1 day for every 12 days of work.
328	Central Distributors Limited, Bombay-67 .. .. .	30
329	Shetty Chemicals and Engineering Company Private Limited, Bombay .. .. .	As per Factories Act .. .. .
330	M/s. Ambika Engineering Works, Bombay .. .. .	..

	(4)	(5)	(6)	(7)	(8)
7 (on 1/2 pay) .. .. . (No accumulation).				5	5
.. .. .				4	4
7 (on 1/2 pay) .. .. . (No accumulation).				4	2
.. .. .				7	6
.. .. .				7	..
For workmen who have served for at least 240 days in a year—4. (Accumulation 21 days).				..	..
.. .. .				..	5
As per E.S.I. Scheme .. .. .			15 (Accumulation 45 days).	5	5
.. .. .				Present facilities to continue.	..
.. .. .				5	4
.. .. .				6	..
.. .. .				..	5
.. .. .				6	5
.. .. .				For those who have served for 240 days in a year—5. For permanent workmen —5.	6 ..
3 (on full pay) .. .. . 6 (on 1/2 pay). (Accumulation 6 days on full pay or 12 days on 1/2 pay).					..
In addition to E.S.I. benefits— 4 (on full wages) or 8 (on half wages). (Accumulation 24 days on full wages).				..	..
5 (No accumulation)				For those who work for 200 days or more—4. For those who work for less than 200 days—3.	..
.. .. .				4	3
.. .. .				Monthly rated Clerical, Supervisory and subordinate staff (except watchmen)—7.	For Factory workmen of Byculla and Sewree works—5.
As per E.S.I. Scheme .. .. .				5	5
.. .. .				To those who have completed 6 months' service—5.	5
15				15	..
4 (Accumulation 12 days).			15 (Accumulation 30 days).	5	5
.. .. .				2	8

(1)	(2)	(3)
332 M/s. Radio Foundation Engineering Limited, and Hazarat and Company, Bombay.	.. 1 day for every 20 days work (Accumulation for 3 years).	..
334 Alexandra Engineering Works Private Limited, Bombay .. .. .	As per Factories Act .. .. .	..
335 Girdharlal S. Shah and Sons, Bombay .. .. .	..	..
338 Amzel Private Limited, Bombay .. .. .	Composite Leave (This includes sick leave and casual leave also)—30 (Accumulation 90 days).	..
341 Messers T. Maneklal Mfg. Company Limited, Bombay .. .. .	(On completion of eleven months service—One month. (Accumulation 3 months).	..
342 M/s. S. A. Engineering Works, Bombay .. .. .	..	..
343 M/s. Kotecha and Company, Bombay .. .. .	..	..
344 M/s. Hakimrai Jaichand, Bombay .. .. .	..	..
345 The Gujarat Metal Industries, Bombay .. .. .	..	..
346 M/s. G. G. Dandekar Machine Works Limited, Bombay .. .. .	15	..
347 M/s. Navbharat Udyog Structural Engineering Works, Bombay .. .. .	As per Factories Act .. .. .	..
350 M/s. Delta Electric and Engineering Works, Bombay .. .. .	..	..
351 M/s. Solar Electric Trading Co., Bombay .. .. .	..	..
354 M/s. Bharat Cable Private Limited, Bombay .. .. .	..	..
356 M/s. Jafkay Private Limited, Bombay .. .. .	..	..
359 M/s. Asia Engineering Company, Bombay .. .. .	As per Factories Act (Accumulation 30 days).	..
360 M/s. Auto Accessories (India) Limited, Bombay .. .. .	..	..
361 The Vasant Industries and Engineering Work, Bombay .. .. .	After 240 days' service—1 day for every 12 days' work.	..
362 The Rattan Industries, Bombay .. .. .	..	..
363 M/s. National Machinery Mfgs. Limited, Kalwa, district Thana.. .. .	..	..
364 M/s. Maharashtra Steel Rolling Engineering Works, Bombay .. .. .	..	..
365 M/s. Electro Metalics, Bombay .. .. .	..	..
366 M/s. United Wire Ropes Limited, Bombay .. .. .	As per Factories Act (Accumulation 36 days).	..
367 M/s. Excel Industries, Bombay .. .. .	..	..
371 M/s. Jaibharat Poles Mfg. and Engineering Company, Bombay .. .. .	..	..
374 M/s. Jivraj Karson and Bros., Bombay .. .. .	..	..
375 M/s. United Motors (India) Private Limited, Bombay .. .. .	Factory Workmen 5 years—18 days. More than 5 years—25 days. (Accumulation for 3 years). Other staff—One month. (Accumulation for 2 years).	..

(4)	(5)	(6)	(7)	(8)
For enlisted workman who works for 160 days or more in a year ending 30th June—7.	..	..	1 day for every 40 days worked subject to a maximum of 4 days in a year from 1st July to 30th June.	Paid Holidays—5. Unpaid Holidays—6.
For enlisted workman who works for less than 160 days in a year on <i>pro rata</i> basis. (Accumulation 3 years).				
As per E.S.I. Scheme .. ..	..	15	For those who have worked for not less than 240 days in a year—4.	4
7 (on half pay) .. ..	..	..	4	..
.. ..	..	..	..	..
On completion of 6 months—7 ..	..	..	On completion of 6 months—7.	..
(leave not availed can be encashed at the end of the year).			(leave not availed can be encashed at the end of the year).	
.. ..	..	..	5	5
.. ..	..	..	5	5
7 (half pay) .. ..	..	21	7	5
.. ..	..	..	4	5
.. ..	..	..	7	..
.. ..	..	..	3	4
4 (half pay) .. ..	..	..	For Permanent workmen—4.	..
On completion of 240 days' service 4 (half pay).	..	..	..	..
.. ..	..	..	7	5
.. ..	..	..	4	..
6 (half pay) .. ..	..	16	5	6
(Accumulation for 24 half days).				
6 (half pay) .. ..	..	..	..	..
7 .. ..	..	..	..	5
4 (full pay).	..	..	..	..
3 (half pay).	..	..	7	4
.. ..	..	..	..	8
7 (half pay) .. ..	..	..	..	5
.. ..	..	..	5	5
5 .. ..	..	..	7	5
.. ..	..	..	4	5
.. ..	..	..	For Permanent workmen—5.	4
.. ..	..	..	5	5
.. ..	..	..	10	..

(1)	(2)	(3)
376	Western Mechanical Industries Private Limited, Bombay	.. .. .
377	Globe Auto Electricals Limited, Bombay	.. .. .
378	The Gannon Dunkrley and Company Limited, Bombay	.. .. .
379	The Western India Engineering Company, Bombay	.. .. .
380	The Macphile and Company Private Limited, Bombay	.. .. .
384	The National Machinery Manufacturing Limited, Kalwa, district Thana	.. .. .
387	Ganesh Engineering Works, Bombay	.. .. .
388	The International Spring Industries, Bombay	.. .. . As per Factories Act .. .. .
389	M/s Fredrick Herebert, Bombay-5	.. .. .
390	The Consolidated Pneumatic Tool Company (India) Limited, Bombay-80	.. After completion of 11 months continuous service.—28 (Accumulation 84 days but not more than 56 days at a time shall be granted).
392	The Consolidated Pneumatic Tool Company (India) Limited, Bombay-80	.. Do.
394	The Asian Cables Corporation Limited, Bombay	.. .. .
395	Thana Engineering Private Limited, Chembur (Mahul), Bombay	.. .. .
396	M/s General Electrical Industries, Bombay-59	.. .. .
399	M/s Bhatawadekar Bros. (Private) Limited, Bombay	.. .. .
400	M/s Hercules Hoists Limited, Bombay-78	.. .. . 18 (1 day for every 16 day's work)
401	M/s Chowgule and Company (Hind) Private Limited, Thana	.. .. . For 1st 240 days of work—18 days .. After 240 days of work—1 day for every 10 days of work or part thereof in excess of 5 days. Maximum leave shall not exceed 24 days in a year. (Accumulation 3 years).
404	M/s Tahira Industries (India) Private Limited, Bombay	.. .. . For 1st 240 days of work—1 day for every 20 days of work or part thereof in excess of 10 days. Over 240 days of work—1 day for every 12 days of work or part thereof in excess of 6 days.
405	M/s. Devidayal Stainless Steel Industries Pvt. Ltd., Bombay	.. .. .
406	M/s. Shaparia Dock and Steel Co. Pvt. Ltd., Bombay	.. .. .
408	Killick Nixon and Co. Ltd., Bombay	.. .. . For those who have worked for 240 days or more in a Calendar year—1 day for every 15 days of work during previous year subject to a maximum of 21 days.
409	The Automotive Industries Service, Bombay	.. .. .
410	M/s Remington Rand of India, Bombay	.. .. .

	(4)	(5)	(6)	(7)	(8)
	..	..	..	..	7
	..	..	..	From 1966—5 From 1967—7.	..
7 (full pay) .. .. . 14 (half pay). (Accumulation 42 days).	..	..	..	7	..
	..	..	..	..	5
6	..	..	..	..	..
For Permanent—7 .. .. .	..	..	..	..	..
6 (half pay) .. .. .	..	..	..	..	2 more in addition to present.
	..	..	..	5	5
As per E.S.I. Scheme .. .. .	..	..	..	6	4
For service of 1 year but less than 5 years—7 days on 1/2 pay for those covered by E.S.I. and 14 days on full pay for those not covered by E.S.I. Scheme.	..	..	..	For confirmed employees—9.	10
For service of more than 5 years.— 14 days on 1/2 pay for those under E.S.I. and 21 days on full pay for those not covered by E.S.I. Scheme. (Accumulation 3 years).	..	..	..	..	..
Do. .. .. .	..	..	..	Do. ..	10
For those drawing up to Rs. 400 per month. as per E.S.I. Scheme.	..	..	..	..	Do.
For those drawing more than Rs. 400 per month.— 15 (on half pay).	..	..	..	..	..
	..	..	..	5	6
	..	..	..	5	..
	..	..	..	6	..
	..	..	..	..	6
No separate provision for sick leave	..	..	..	7	8
	..	..	..	10	5
As per E. S. I. Scheme .. .. .	..	..	..	7	5
	..	..	..	For Permanent Watch- men—7.	..
7 (on half day) .. .. . (Accumulation 21 days),	..	..	..	..	..
	..	..	..	4	4
As per E. S. I. Scheme .. .. .	..	..	..	..	..

(1)	(2)	(3)
412	M/s. Hedavkar Mechanical Works Private Limited, Bombay .. .. .	Up to 240 days of work—1 day for every 20 days of work and thereafter at the rate of 1 day for every 8 days of work or part thereof in excess of 4 days. (Accumulation 2 years).
413	M/s. Ajmera Industrial and Engineering Works, Bombay .. .. .	.. .. .
416	The Bombay Enamel Works, Thana .. .. .	As per Factories Act .. .. .
417	M/s. Harish Engineering Works, Bombay .. .. .	.. .. .
418	Telerad, Private Limited, Bombay .. .. .	.. .. .
419	M/s Fixwell Industrial Engineers, Bombay .. .. .	.. .. .
420	Britelite Electric Industries, Private Limited, Bombay .. .. .	Up to 240 days of work— One day for every 20 days of work and thereafter at the rate of 1 day for every 8 days of work or part thereof in excess of 4 days.
421	M/s. Jolly Kitchen Equipment, Private Limited, Bombay .. .. .	.. .. .
422	Guest, Keen, Williams Limited, Bombay .. .. .	1½ days for every 19 days worked provided they qualify for leave under the Factories Act.
424	M/s. Indian Cable Company Limited, Bombay .. .. .	.. .. .
427	M/s. Allenbury Engineers Private Limited, Bombay .. .. .	.. .. .
428	M/s. Anandji Haridas and Company Private Limited and M/s. Anand Industries, Bombay.	.. .. .
431	M/s. Poysha Industrial Company Limited, Bombay .. .. .	.. .. .
432	P. H. Jadhav and Company, Thana .. .. .	.. .. .
433	M/s. Great Western Engineering Works, Bombay .. .. .	As per Factories Act .. .. .
334	The General Electric Company of India, Limited, Branch Office at Bombay .. .. .	.. .. .
437	M/s. Hercules Industries, Thana .. .. .	As per Factories Act .. .. .
438	The Tata Engineering and Locomotive Company Limited, Bombay .. .. .	15
439	The Standard Rolling Shutters and Engineering Works Private Limited, Bombay .. .. .	.. .. .
440	Electro Engineering Company Private Limited, Bombay .. .. .	21
442	Messrs Oriental Can Manufacturing Company, Bombay .. .. .	.. .. .
446	M/s. Advanson Engineering Company, Thana .. .. .	.. .. .
448	Bhoruka Drum and Allied Industries, Private Limited, Thana .. .. .	.. .. .
449	Todi Industries, Private Limited, Bombay .. .. .	.. .. .
452	M/s. Dandekar Borthers (Engineering and Foundry), Sangli .. .. .	.. .. .
455	Porwal Pore and Company, Poona .. .. .	.. .. .
456	Ruston and Horusby (India) Private Limited, Chinchwad, Poona .. .. .	.. .. .
459	Shah Salzgittor and Jolly (Private) Limited, Satara .. .. .	15
463	The Hind Metal Works, Karad, district Satara .. .. .	.. .. .
465	Maharashtra Metal Manufacturing Company, Poona .. .. .	.. .. .
466	Matchwel Electricals (India) Limited, Poona .. .. .	.. .. .



	(4)	(5)	(6)	(7)	(8)
10 (on half pay) .. .. .	..	..	..	7	6
As per E. S. I. Scheme .. .. .	..	..	..	5	5
As per E. S. I. Scheme .. .. .	..	..	..	7	4
.. .. .	..	..	..	4	4
.. .. .	..	..	..	7	..
.. .. .	..	..	..	4	4
.. .. .	..	..	15	7	6
.. .. .	..	..	..	7	..
15 .. .. .	..	..	..	..	6
This is casual-cum-sick leave. Out of which a maximum of 10 days shall be allowed to be adjusted against sick leave or 10 days against casual leave.					
For workmen not governed by E. S. I. Scheme—15. (Accumulation 60 days).	..	..	..	..	..
As per E. S. I. Scheme .. .. .	..	..	..	..	..
As per E. S. I. Scheme .. .. .	..	..	..	..	..
10 days .. .. .	..	..	..	7 days ..	..
As per E. S. I. Scheme .. .. .	..	..	..	6	7
.. .. .	..	..	..	6	6
(Accumulation 90 days) .. .. .	..	..	..	..	..
As per E. S. I. Scheme Maximum 6 days in a year.	..	..	..	5	..
.. .. .	..	..	..	..	..
6 .. .. .	..	..	..	..	5
.. .. .	..	..	..	..	..
As per E. S. I. Scheme .. .. .	..	..	..	..	..
.. .. .	..	..	..	For Permanent workmen 7	6
.. .. .	..	..	..	5	..
.. .. .	..	..	..	..	3
5 .. .. .	..	..	..	5	4
5 .. .. .	..	..	..	5	..
20 (on 1/2 pay) .. .. . (Accumulation 60 days).	..	..	..	..	4
10 (on full pay). (Accumulation 30 days).	..	..	..	..	..
.. .. .	..	..	..	10 (This includes sick leave also).	2
6 .. .. . (Accumulation 18 days).	..	..	..	3	..
After completion of 3 months' service—3.	..	..	..	After completion of 3 months' service—3.	..
15 .. .. . (Accumulation 30 days).	..	..	..	..	..

(1)	(2)	(3)
467	Indian Hume Pipe Company, Limited, Hadapsar, Poona .. .. .	..
468	The Globe Electric Stores and Workshop, Poona .. .. .	..
469	The Kirloskar Brothers, Limited, Kirloskarwadi .. .. .	Factory—21 (Accumulation 42 days) .. .. .
470	Messrs. Vaidya Industries, Poona .. .. .	..
472	Rocket Engineering Corporation, Kolhapur .. .. .	..
474	Messrs. Ghatge Patil Industries, Private Limited, Kolhapur .. .. .	..
476	The Bombay Garage, Private Limited, Poona .. .. .	Days For 240 days .. .. 14 For 241--260 days .. .. 16 For 261 and above .. .. 18
478	Messrs. Anantrao Jadhav and Company, Kolhapur .. .. .	As per Factories Act .. .. .
482	R. K. Patole and Company, Engineering Works, Kolhapur .. .. .	..
483	The Automotive and Allied Industries, Private Limited, Lonavala .. .. .	As per Factories Act .. .. .
484	Goodwyn Industries Corporation (India), Poona .. .. .	15
485	Messrs. Philips India Limited, Loni Kalbhor, Poona .. .. .	Privilege Leave Number of days worked      Privilege Leave Less than 240 days      As per Factories Act 240—249 days      .. 12 days. 250—255 days      .. 14 days. 256—260 days      .. 15 days. 261—265 days      .. 16 days. 266—270 days      .. 17 days. 271 days and above      .. 18 days. (Accumulation 45 days).
489	Messrs. Metro Metal Industries, Kolhapur .. .. .	..
490	Traub India Private Limited, Poona .. .. .	..
497	The Indian Hume Pipe Company Limited, Kanhan, Nagpur .. .. .	..
502	Vidarbha Auto Springs and Ancillaries (Canara Workshop), Nagpur .. .. .	..
504	The Punjab Engineers Corporation (Private) Limited, Kamptee .. .. .	..
516	Siesta Industrial and Trading Corporation, Bombay .. .. .	..
517	General Electrical Industries, Bombay .. .. .	..
518	International Structural Engineering Works Private Limited, Bombay .. .. .	As per Factories Act .. .. .
519	Patel Engineering and Foundry Works, Bombay .. .. .	As per Factories Act .. .. .
522	National Metal Industries, Bombay .. .. .	..
526	Chemical Moulding Manufacturing Company, Bombay .. .. .	..
528	Panchal Iron Works, Bombay .. .. .	..
531	Sion Garage, Bombay .. .. .	..
533	Automobiles and Agr. Industries Corporation, Bombay .. .. .	Permanent—15 .. .. .

	(4)	(5)	(6)	(7)	(8)
7 (Accumulation up to 28 days).	..	..	..	7	4
6 (Accumulation up to 24 days).	..	..	..	5	..
..	..	..	..	7	..
3 (Accumulation up to 9 days).	..	..	..	3	3
7 (Accumulation 35 days).	..	..	..	5	..
7 (On full wages). (Accumulation 14 days). OR 14 days (on 1/2 wages). (Accumulation 28 days on 1/2 pay).	..	..	..	6	6
..	..	..	..	..	..
..	..	..	..	7	5
..	..	..	..	For those who have served for not less than 240 days in the previous year—7.	..
4 (Accumulation 8 days).	..	..	..	4	5
..	..	..	..	7	4
Sick leave for all workmen covered by E. S. I. Scheme. 14 (on half pay <i>i.e.</i> , basic + D. A.).	..	..	..	5	..
As per E. S. I. Scheme .. ..	..	..	..	5	4
..	..	..	..	7	..
..	..	..	..	..	7
5 (half pay) .. ..	..	..	..	..	2
..	..	..	..	..	6
..	..	..	..	For Permanent workmen 3	4
..	..	..	..	5	4
..	..	..	..	For Permanent workmen 4	4
Permanent—3 .. ..	..	..	..	3	4
..	..	..	..	7	5
..	..	..	..	5	4
..	..	..	..	4	4
..	..	..	15	6	3
..	..	..	..	7	5

(1)	(2)						(3)
535	Shri Shakti Trading Company, Bombay	..	..	..	..	..	..
539	The Murphy Radio of India Limited, Bombay	..	..	..	..	..	18
541	Racek Industries (Private) Limited, Bombay	..	..	..	..	..	As per Factories Act .. ..
543	Sardar Nut and Stud Manufacturing Co., Bombay	..	..	..	..	..	As per Factories Act .. ..
544	Repute Engineering and Galvanizing Works, Bombay	..	..	..	..	..	..
545	Messrs. Vijay Industries, Bombay	..	..	..	..	..	..
546	Messrs. Jashwantlal Kantilal, Bombay	..	..	..	..	..	..
547	Oriental Metal Industries, Bombay	..	..	..	..	..	As per Factories Act .. ..
548	Mistry Motor Body Builders, Bombay	..	..	..	..	..	..
549	Hindustan Sheet Metal Works, Bombay	..	..	..	..	..	..
552	Bieri Private Limited, Bombay	..	..	..	..	..	21 (Accumulation 42 days).
554	Jairam Sheth and Company, Bombay	..	..	..	..	..	As per Factories Act .. ..
555	National Body Motor Works, Bombay	..	..	..	..	..	..
556	Keron Products, Bombay	..	..	..	..	..	..
557	P. S. A. Engineering Works, Private Limited, Bombay	..	..	..	..	..	..
558	Hajee Alimohamed, Hajee Bachooally Tin Factory, Bombay	..	..	..	..	..	As per Factories Act .. ..
560	Victoria Lamp Works, Bombay	..	..	..	..	..	..
562	Inventors' Industrial Corporation Private Limited, Bombay	..	..	..	..	..	14
563	Western Mechanical Industries, Private Limited, Bombay	..	..	..	..	..	..
564	Craftsman Electric Corporation, Private Limited, Bombay	..	..	..	..	..	..
565	Airconditioning Corporation, Private Limited, Bombay	..	..	..	..	..	..
567	The Grapic and Steel Extention, Bombay	..	..	..	..	..	..
568	Jayant Metal Manufacturing Company, Bombay	..	..	..	..	..	..
569	Wire Nails, Private Limited, Bombay	..	..	..	..	..	..
570	India Stores Supply Company, Bombay	..	..	..	..	..	As per Factories Act .. ..
571	Guest Keen Williams Limited, Bombay	..	..	..	..	..	For Estate workmen for 240 and above up 280 days' work—1 day for 20 days worked. For 240 days and more—1 day for 18 days work.
575	Telerad Private Limited, Bombay	..	..	..	..	..	As per Factories Act .. ..
581	Bharat Engineering and Wire Products, Bombay	..	..	..	..	..	..
583	Siemens Engineering and Manufacturing Company of India Private Limited, Bombay.	..	..	..	..	..	After completion of 11 months— 3 weeks. After completion of 3 years—4 weeks. (Accumulation 2 years).
584	Presto Metals, Bombay	..	..	..	..	..	..
585	Ruby Industries, Bombay	..	..	..	..	..	As per Factories Act .. ..

(4)	(5)	(6)	(7)	(8)
..	..	..	7	6
..	..	..	7	..
..	..	..	3	6
..	..	15 (Accumulation 30 days).	3	3
..	..	10 (Accumulation up to 40 days).	For Permanent workers—3.	2
..	..	10 (Accumulation up to 40 days).	For Permanent workers—3.	2
..	..	For Permanent workers—15.	4	4
..	..	..	3	5
..	..	15	For permanent workers—6	4
..	..	..	After completion of 240 days service—7.	4
7 (Non-accumulative).	..	..	7	..
..	..	..	On completion of 1 year	3
..	..	..	2.	3
7 (Accumulation 28 days).	..	..	..	9
..	..	..	3	3
..	..	..	3	3
..	..	..	..	..
..	..	..	5	..
..	..	..	5	4
..	..	..	..	7
..	..	..	For permanent workers—7.	..
..	..	15 (Accumulation 30 days).	7	..
..	..	..	7	..
..	..	..	7	3
..	..	..	7	(In addition to the present holidays).
..	..	..	..	3 (In addition to the present paid holidays).
..	..	..	..	2
..	..	..	For Permanent workers—10.	6
..	..	15	3	4
..	..	..	5	4
2 weeks (Accumulation for 6 weeks).	..	..	7	..
..	..	..	3	3
..	..	..	4	4

(1)	(2)	(3)
588	Automobile Products of India Limited, Bombay .. .. .	Monthly—21 days (Accumulation 63 days). Daily—15 days. (Accumulation 45 days).
589	Widns or Engineering and Welding Works, Bombay .. .. .	..
590	Bharat Bijlee Limited, Bombay .. .. .	..
591	Ram Narin Industries, Bombay .. .. .	..
593	Nanus Metal (Brass) Works, Bombay .. .. .	..
595	Steelmade and Company, Bombay .. .. .	As per Factories Act, 48 .. ..
598	Kalina Metal and Engineering Works, Bombay .. .. .	..
599	Brady Engineering Company, Limited, Bombay .. .. .	As per Factories Act .. .. .
600	Messrs. Dalal Engineering, Private Limited, Bombay .. .. .	As per Factories Act .. .. .
601	J. B. Advani Oerlinan Electrical, Private Limited, Bombay .. .. .	As per Factories Act .. .. .
603	Bombay Premier Trading Company, Bombay .. .. .	15
604	Kanti Engineering Works, Bombay .. .. .	..
605	Indus Engineering Company, Bombay .. .. .	..
606	Metal Products Manufacturing, Bombay .. .. .	As per Factories Act .. .. .
607	Oriental Can Manufacturing Company, Bombay .. .. .	..
609	Nours Engineering Works, Bombay .. .. .	..
610	National Electrical Industries Limited, Bombay .. .. .	As per present practice .. ..
611	F. E. Hardcastle and Company, Private Limited, Bombay .. .. .	14 (Accumulation 28 days).
612	Structural Engineering Works, Limited, Bombay .. .. .	From 1—5 Years Service 21 (Accumulation 42 days). More than 5 years' Service 30 (Accumulation 60 days).
613	Hind Ractifiers Private Limited, Bombay .. .. .	..
614	National Engineering and Electroplating Works, Bombay .. .. .	As per Factories Act .. .. .
615	West End Works, Thana .. .. .	..
617	Mulchandani Electrical and Radio Industries, Limited, Bombay .. .. .	The existing Privilege leave shall continue.
619	Messrs. Ebrahim Noor Mohemad, Bombay .. .. .	As per of Bombay Shops and Establishment Act.
620	T. Maneklal Manufacturing Company, Limited, Bombay .. .. .	21 (Accumulation 63 days).
621	Sohal Engineering Works, Bombay .. .. .	..
623	Grindwell Abrassives Limited, Mora, District Kolaba .. .. .	As per Factories Act .. .. . (Accumulation 45 days).
624	John Baker and Sons, Bombay .. .. .	..
633	Kandiwali Metal Works, Bombay .. .. .	..
634	Messrs. Palitan Iron and Mechanical Works, Bombay .. .. .	14 days as per the provision of the Factory Act, 1948.
635	The Bharat Tool Manufacturing Company, Private Limited, Bombay .. .. .	..

(4)	(5)	(6)	(7)	(8)
10 (Accumulation 30 days).	..	..	7 On completion of 1 year service.	Monthly—16 Daily and Watchman 8.
..	..	..	5	4
..	..	..	5	7
4 (Accumulation 20 days).	..	..	3	3
As per E. S. I. Scheme .. ..	..	13	5 On (completion of 1 year service).	5
..	..	10	4 From 1-7-60.	5
..	..	15	7 On completed of 6 months continuous service.	4
7 plus E. S. I. Scheme benefit ..	..	..	7	4
..	..	..	7	5
7	..	..	7	5
7	..	..	For Permanent workers.	Permanent workers.
..	..	..	7	Present Practice shall continue.
..	..	..	Workers—7 .. ..	Clerical—10
..	..	..	7 (On completion of 6 months' service).	4
E. S. I. Scheme .. ..	..	..	After 1 year's service..	6
..	..	..	4	..
..	..	..	7	3
..	..	..	..	5
..	..	..	10	..
After 1 year's completed service .. 10. (Accumulation 20 days).	..	..	After 1 year's service— 10.	..
..	..	..	5	10
..	..	..	3	2
..	..	..	..	3
..	..	..	6	4
5 days with full wages .. .. (Accumulation up to 20 days).	..	..	4 days .. ..	4
..	..	1 month	7	5
..	..	..	4 days .. ..	4
10 (Accumulation 30 days).	3 months .. .. (1½ before and 1½ after confinement).	1 month	4	5
..	..	..	..	Special leave on 1st and 2nd December for stocktaking.
..	..	..	7	..
..	..	..	..	7
..	..	..	8	5

(1)	(2)	(3)
636	Polar India Corporation, Bombay .. .. .	..
638	Janata Works, Private Limited, Bombay .. .. .	..
639	Bajaj Tempo, Private Limited, Bombay .. .. .	..
640	Presto Metal, Bombay .. .. .	..
641	Allenbury Engineering, Private Limited, Bombay .. .. .	..
642	Hindustan Stove and Light Industries, Bombay .. .. .	15
643	The Champion Engineering Works, Bombay .. .. .	18 days on completion of 240 working days.
644	Messrs. Bomin, Private Limited, Bombay .. .. .	As per Factories Act .. .. .
646	General Electrical Industries, Bombay .. .. .	..
648	International Structural Work, Private Limited, Bombay .. .. .	..
650	Mckenzie's Limited, Bombay .. .. .	Present practice .. .. .
651	The Bharat Tool Manufacturing Company, Bombay .. .. .	1 year—15 days 2 years—22 days. After 3 years—30 days.
653	Messrs. Anandji Haridas and Company, Bombay .. .. .	..
654	Messrs. Nanish Metal Work, Bombay .. .. .	..
655	M/s. Premier Industry, Bombay .. .. .	As per Factories Act, plus 7 days (Accumulation 21 days).
658	Western Company India, Bombay .. .. .	Existing Practice should continue .. .. .
659	Vithal Purshottam and Sons Private Limited, Bombay .. .. .	As per Factories Act .. .. .
660	Sidpura and Company, Bombay .. .. .	As per Factories Act .. .. .
661	Premier Electroplaters, Bombay .. .. .	..
662	Berk's Engineering Works, Bombay .. .. .	..
664	Structural Engineering Works, Bombay .. .. .	On completion of a year and up to 5 years' service— 21 (Accumulation 42 days). After 5 years—30 days. (Accumulation 60 days).
666	Leeds Meter Manufacturing Company Limited, Bombay .. .. .	As per Factories Act .. .. .
667	Kumar Engineering Stores, Bombay .. .. .	..
669	Bright Tubes Corporation, Private Limited, Bombay .. .. .	..
671	Devidayal Rolling and Refineries, Private Limited, Bombay .. .. .	..
673	Bharat Bijlee Limited, Bombay .. .. .	..
674	Mazgaon Dock Limited, Bombay .. .. .	30 (Accumulation 90 days).
675	Daji Kika and Sons, Bombay .. .. .	..
676	Crompton Parkinson (Works) Limited, Bombay .. .. .	..
677	Universal Textile Engineering Company, Bombay .. .. .	..



	(4)	(5)	(6)	(7)	(8)
	..	..	..	3	7
	..	..	..	3	4
	..	..	..	7	4 (paid).
	..	..	..	3	3 (paid).
	..	..	..	..	4
	..	..	..	..	12 days (paid).
5 (half pay) .. .. .	..	..	..	7	5
	..	..	15 (In case of migra- tory character).	3	4
	..	..	..	5	7
	..	..	7 (Accumulation up to 14 days).	..	..
Present practice .. .. .	..	..	..	Present practice ..	6
	..	..	..	10	5
	..	..	..	..	1st May in addition to existing paid holidays
	..	..	13	6	..
	..	..	..	..	..
	..	..	..	..	..
	..	..	..	3	5
	..	..	15	3	5
	..	..	..	..	10
	..	..	..	5	4
10 (Accumulation 30 day)	..	..	..	10	..
Permanent daily—3 .. .. . Non-accumulative.	..	..	..	Permanent daily—4	4
	..	..	One month ..	5	5
	..	..	..	Permanent—3 ..	3
	..	..	..	Permanent—7 ..	5
	..	..	..	6	8
On completion of one year's service E. S. I. Scheme—15 (half pay). Not covered by E. S. I.— 15 full pay. 15 half pay.	..	..	..	..	..
	..	..	..	3	..
For those who are covered by E. S. I. Scheme—10. (Accumulation 30 days.) For those not covered by E. S. I.— 10 (full pay). 10 (half pay). (Accumulation of 30 days full pay and 30 days half pay).	..	..	..	..	..
	..	..	..	3	5

(1)	(2)	(3)
678	Argo Electric Corporation, Bombay .. .. .	As per Shops and Establishment Act ..
680	Rallifan, Private, Limited, Bombay .. .. .	One day for every 20 days worked and 15 (for those who have completed 240 days' work).
681	Kayce and Industries, Limited, Bombay .. .. .	..
682	Reunion Engineering Company, Private, Limited, Bombay .. .. .	..
684	Cable Corporation of India, Limited, Bombay .. .. .	..
685	India Corrograting Industries, Bombay .. .. .	..
688	Racek Industries, Private, Limited, Bombay .. .. .	..
689	Mervyn and Spittam Pipe Fitting Factory, Bombay .. .. .	As per Factories Act .. .. .
690	Devidayal Tubes, Private, Limited, Bombay .. .. .	..
691	Solar Electric Trading Company, Bombay .. .. .	As per Factories Act .. .. .
694	J. B. Advani and Company, Private, Limited, Bombay .. .. .	..
695	Ralliwolf, Limited, Bombay .. .. .	One day for every 20 days worked (Those who have earned 12 days' leave as above shall get additional 3 days as privilege leave).
699	International Burner Manufacturing Company, Limited, Bombay .. .. .	..
701	Bombay Switchgear, Bombay .. .. .	..
702	Damania Electrical and Engineering Works, Bombay .. .. .	For attendance of 240 days—21 ..
704	Gandhi Electric Industries, Private, Limited, Bombay .. .. .	..
705	Rallis India, Limited, Bombay .. .. .	Over 1 year and up to 5 years' service—21. (Accumulation 42 days). Over 5 years' service—30. (Accumulation 60 days).
706	Popular Metal Works and Rolling Mills, Bombay .. .. .	..
707	George Motors, Bombay .. .. .	..
711	Prospect Mechanical Works, Bombay .. .. .	..
712	Structural Engineering Works, Bombay .. .. .	Permanent—15 .. .. .
713	Hararwala Engineering Works, Private, Limited, Bombay .. .. .	..
715	Electro Engineering Company, Private, Limited, Bombay .. .. .	As per Factories Act .. .. .
716	Great Western Engineering Works, Bombay .. .. .	As per Factories Act .. .. .
717	United Motors (Ind.), Limited, Bombay .. .. .	Workers with 12 years' service—21 (Accumulation 63 days).
719	Bombay Metal Press Factory, Bombay .. .. .	..
721	T. Maneklal Manufacturing Company, Limited, Bombay .. .. .	On completion of 210 working days 1 day for every 13 working days with a maximum of 21 days in a year.
723	United Hardware Stores and Engineering Works, Bombay .. .. .	21
724	Standard Rolling Shutters and Engineering Works, Private, Limited, Bombay .. .. .	..
725	Volkart Bros., Bombay .. .. .	After a completed years' service—30 ..
727	Messrs. Motiwala and Natekar, Bombay .. .. .	..
728	Bharat Metal Industries, Bombay .. .. .	..
729	Optimohar Industries, Private, Limited, Bombay .. .. .	..
730	Bajaj Tempo, Limited, Bombay .. .. .	As per Factories Act .. .. .
731	Patel Engineering Company, Limited, Bombay .. .. .	As per Factories Act .. .. .

(4)	(5)	(6)	(7)	(8)
3 (Accumulation 15 days)	..	..	2	12
..	..	..	7	6
..	..	..	5	10
..	..	..	4	4
..	..	..	..	4
..	..	..	6	8
..	..	..	5	7
..	..	..	4	4
..	..	..	Permanent—6 ..	6
..	..	..	5	4
7	..	..	..	4
..	..	..	7	..
..	..	..	After 100 days' continuous service—5.	6
..	..	To be decided by the Company individually.	6	4
For attendance of 240 days—7. ..	..	..	For attendance of 240 days—7.	..
..	..	..	7	4
..	..	..	10	All public holidays declared by Government of Maharashtra.
..	..	..	5	..
..	..	..	7	..
..	..	..	5	5
Permanent—7 .. .. .	..	..	..	4
..	..	..	5	..
..	..	..	6	6
..	..	..	6	6
..	..	..	..	Watchmen—8.
..	..	..	5	..
..	..	..	..	5
..	..	..	..	10
..	..	..	7	4
..	..	..	..	..
..	..	..	6	4
..	..	..	..	4
..	..	..	4	4
..	..	..	7	5
..	..	One month .. Permanent—5 ..	..	4

(1)	(2)	(3)
732	Calcuttawalla Tape Works, Bombay .. .. .	..
733	Azad Industries, Bombay .. .. .	..
734	Amir Mechanical Works, Bombay .. .. .	..
737	Mistry Motor Body Builders, Bombay .. .. .	As per Factories Act .. .. .
738	New India Electric Corporation, Bombay .. .. .	..
740	Hindustan Wire Netting Company, Private, Limited, Thana .. .. .	As per Factories Act .. .. .
741	Oriental Can Manufacturing Company, Bombay .. .. .	..
742	Andheri Metal Refinery and Foundry, Bombay .. .. .	..
743	National Industrial Works, Bombay .. .. .	..
744	Shiv Engineering Industries, Bombay .. .. .	..
745	Telecom Industries, Private, Limited, Bombay .. .. .	..
748	Ingersol Rand (India), Private, Limited, Bombay .. .. .	..
749	Bharat Radiators, Private, Limited, Bombay .. .. .	Up to 240 days of work. .. .. . 1 day for every 20 days of work. For work in excess of 240 days.  1 day leave for every 10 days of work.
750	Siemens Engineering and Manufacturing Company of India, Limited, Bombay .. .. .	..
751	Siemens Engineering and Manufacturing Company of India, Limited, Bombay .. .. .	Daily rated employees of Erection Deptt. and Godown Staff of the categories carpenters, hand cartmen, unskilled workers. After completion of 11 months' continuous service—21 working days. (Accumulation 42 days). Other employees after completion of 11 months' continuous service—30. (Accumulation 60 days).
752	Ajit Radio Corporation, Bombay .. .. .	..
754	Universal Metal Refinery, Bombay .. .. .	..
755	K. R. Metal Industries, Private, Limited, Bombay .. .. .	..
757	Shah Industries, No. 1, Bombay-11 .. .. .	..
758	KIV Group Industries, Bombay .. .. .	..
759	Structural Engineering Works, Ltd., Bhamangaon, taluka Bhiwandi, district Thana .. .. .	..
760	The Gold Filled Leather Works (Machinery and Metal Works), Bombay .. .. .	..
761	Pearl Metal Works, Bombay .. .. .	..
762	Industrial Air Control (India), Bombay .. .. .	..
765	Kothari Auto Parts Manufacturing, Private, Limited, Bombay .. .. .	Up to 240 days work .. .. . 1 day for every 20 days work. For work in excess of 240 days 1 day for every 10 days worked. (Accumulation 36 days).
766	Excel Industries, Private, Limited .. .. .	..
767	Reliable Metal Works, Bombay .. .. .	..
769	Prabhat Electric Equipment Corporation, Bombay .. .. .	..
772	Messers M. T. Falcao (Electrical Engineers) .. .. .	..
774	Indian Textile Engineering, Private, Limited, Bombay .. .. .	..
775	Hind Razor and Blades Company, Private, Limited, Bombay .. .. .	..
776	Rajkamal Industries, Bombay .. .. .	..

(4)	(5)	(6)	(7)	(8)
..	..	..	4	..
..	..	..	6	6
..	..	..	4	4
..	..	15	6	5
..	..	..	5	4
..	..	..	7	4
..	..	..	6	..
..	..	..	5	4
..	..	..	5	5
..	..	..	3	3
..	..	..	6	..
..	..	..	7	..
..	..	15 (Non-accumulative).	7	5
..	..	..	..	Paid holidays—5. Unpaid holidays—5.
15 (Accumulation 45 days).	Those who have completed 6 months continu- ous service—90.	..	7	Monthly rated employ- ees of Erection Department—12. Daily rated employees of Erection Deptt. 8 paid holidays. 4 unpaid holidays.
..	..	15 (Accumulation 30 days).	..	3
..	..	..	..	3
..	..	..	3	4
..	..	..	4	5
..	..	..	3	5
14 (on half pay) (Accumulation 42 days).	.. ..	..	7	6
..	..	..	4	4
..	..	..	4	5
..	..	..	7	5
..	..	15 (No accumulation).	7	..
..	..	..	..	5
..	..	10	5	5
..	..	..	7	11
..	..	..	7	..
..	..	During entire service—60.	..	..
..	..	..	6	..
..	..	..	..	4

(1)	(2)	(3)
777	Air Conditioning Corporation, Limited, Bombay .. .. .	As per Factories Act .. .. .
779	Singer Sewing Machine Company, Bombay .. .. .	..
780	Bharat Cables, Private, Limited, Bombay .. .. .	..
781	Standard Drum and Barrel Manufacturing Company, Bombay .. .. .	..
782	Indian Link Chain Manufacturing, Limited, Bombay .. .. .	..
784	Nathani Steel Yard, Bombay .. .. .	..
785	General Radio and Appliances, Limited Bombay. .. .. .	21 (Accumulation 42 days).
786	Nav Bharat Steel Rolling Mills Bombay. .. .. .	As per Factories Act .. .. .
788	Hindustan Equipment Suppliers, Limited, Bombay .. .. .	..
790	Kotkar Enamel Works, Bombay .. .. .	..
791	Paper Mill Plant and Machinery Manufacturing, Limited, Bombay .. .. .	As per Factories Act .. .. .
792	Communication and Power Equipment Company, Private, Limited, Bombay .. .. .	..
794	Batliboi and Company, Bombay .. .. .	30 (Accumulation 90 days).
795	Motor Hood Depot, Bombay .. .. .	As per Bombay Shops and Esstt. Act .. .. .
796	Messers Electromach, Bombay .. .. .	..
797	Keypee Electricals, Bombay .. .. .	..
799	Automobile and Agricultural Industries Corporation, Bombay .. .. .	For employees who have completed one year's service—15.
800	Tractor Engineers, Limited, Bombay .. .. .	..
803	Dhirajlal and Company, Bombay .. .. .	..
804	D. Kanaiyal and Company, Bombay .. .. .	..
810	National Baby Motor Works, Bombay .. .. .	15 (Accumulation 45 days).
811	Blandon Cole and Company, Private, Limited, Bombay .. .. .	..
812	Shamsher Sterling Cable Corporation, Bombay .. .. .	..
814	Steel Industrial Corporation of Bombay .. .. .	..
815	Comet Metal Works, Bombay .. .. .	As per Factories Act .. .. .
816	Bombay Cable Company, Private, Limited, Bombay .. .. .	..

(4)	(5)	(6)	(7)	(8)
..	..	15 (Accumulation 30 days).	7	..
..	..	..	..	19
..	..	..	7	4
..	..	..	..	7
..	..	..	7	5
..	..	..	7	5
12 (Accumulation 24 days).	..	..	12	..
As per ESI scheme.	.. ..	..	7	5
		On completion of one year's ser- vice. 15 days in a year.		
..	..	..	7	4
..	..	..	7	5
..	..	..	5	..
..	..	..	5	7
For first 15 years of service .. 15 (with a maximum of 6 months in the first 15 years' service). For service of 16 years and further. Further sick leave of 7 days per year. In case of such employees sick leave shall not exceed 9 months during entire service.	..	..	..	All gazetted Holidays. Public
..	..	..	7 (This is casual-cum-sick leave).	16
..	..	..	4	4
..	..	..	4	4
..	..	..	7	5
..	..	..	..	4
5	..	Those who pro- ceed on annual leave with pay to their native places shall be given additional leave of one month without pay on their ap- plying for it.	5	..
5	..	For earned leave of more than 18 days—50.	5	4
..	..	30	..	..
..	..	..	4	4
..	..	..	..	As per Factory Holi- days List.
..	..	15	6	..
..	..	..	2	3
5	..	..	5	5

(1)	(2)	(3)
818	Somani and Company, Private, Limited, Bombay .. .. .	30 (Accumulation 90 days).
822	Masvy and Company, Private, Limited, Bombay .. .. .	..
824	J. B. Advani Oerlikes Electrodes, Private, Limited, Bombay .. .. .	As per Factories Act .. .. .
826	International Telephones and Radio Corporation, Bombay .. .. .	..
828	National India Engineering Company, Private, Limited, Bombay.. .. .	14
829	Keydee Engineering Works, Private, Limited, Bombay .. .. .	14
831	Shukla Manseta Industries, Private, Limited, Bombay .. .. .	..
832	P. S. A. Engineering, Private, Limited, Bombay .. .. .	..
833	Free India Metal Works, Bombay .. .. .	15 (Accumulation 45 days).
834	National Electric Company, Bombay .. .. .	..
835	Hardcastle and Waud Manufacturing Company, Private, Limited, Bombay .. .. .	..
837	Windsor Engineering and Welding Works, Bombay .. .. .	..
838	J. B. Metal Industries, Bombay .. .. .	One day for every 20 working days ..
841	D. Pamlay's, Private, Limited, Thana .. .. .	..
842	Auto Accessories (India), Limited, Bombay .. .. .	..
844	Meta Frames, Bombay .. .. .	Permanent workmen .. .. . 20 (includes 5 days casual leave also). (Accumulation 40 days).
846	Getco Products, Bombay .. .. .	..
849	Dynacraft Machine Company, Private, Limited Bombay .. .. .	On completion of (years)—Leave.  1 year up to 5 yrs. 1 day for 14 days of work. 6 yrs. 22 days of work. 7 yrs. 22 days of work. 8 yrs. 26 days of work. 9 yrs. 28 days of work. 10 yrs. 30 days of work.
850	Testubes Mechanical Industries, Bombay .. .. .	As per Factories Act .. .. . (Accumulation 25 days).
852	Forbes, Forbes, Compbell and Company, Limited, Bombay .. .. .	..
853	Vidyut Metallics, Thana .. .. .	Up to 240 days work .. .. . 1 day for every 20 days worked. For work in excess of 240 days. 1 day for every 10 days' worked maxi- mum 18 days. (Accumulation 36 days).
854	Suresh Engineering Works, Bombay .. .. .	..
855	Audco India, Limited, Bombay .. .. .	..
856	Small Parts Manufacturing Company, Bombay .. .. .	For 240 days of work—15 .. .. . (Accumulation 240 days for both Pri- vilege leave and leave without pay).
858	The Pattent Tiffin Carrier Sanghvi and Company, Poona .. .. .	..



(4)	(5)	(6)	(7)	(8)
10 Accumulation 20 days).	..	..	10	..
..	..	..	..	4
7	..	..	7	5
..	..	..	5	..
..	..	For those whose native place is more than 300 miles from Bombay—15. (With prior appro- val).	4	..
..	..	For those whose native place is more than 300 miles from Bombay (with prior approval) —15.	4	..
..	..	..	5	4
..	..	..	3	4
..	..	..	4	9
..	..	..	..	9
..	..	..	6	5
..	..	..	5	..
4 (Accumulation 12 days).	..	..	5	..
..	..	..	..	4
..	..	..	..	(At Kurla factory 4.
..	..	..	..	..
..	..	..	4	6
..	..	..	6	2
..	..	..	4	4
..	..	..	..	4
..	..	..	7	..
..	..	..	5	4
..	..	..	There will be no change in the existing quan- tum of leave.	4
..	5	..	4	4
5	..	..	5	5

(1)	(2)	(3)
860	The Premier Garage, Poona .. .. .	As per Factories' Act .. .. .
861	Modern Foundary and Machine Works, Ahmednagar .. .. .	As per Factories' Act .. .. .
862	Utkur Iron Works, Kolhapur .. .. .	.. .. .
863	The Indian Hume Pipe Company Limited, Sholapur .. .. .	.. .. .
864	New Vijaya Industries Limited, Sangli .. .. .	.. .. .
865	Mahtma Metal Works, Kolhapur .. .. .	.. .. .
866	J. Williams and Company, Poona .. .. .	.. .. .
867	Hind Casting and Iron Works, Kolhapur .. .. .	.. .. .
868	Menon and Company, Kolhapur .. .. .	.. .. .
870	Maruti Babaji Jadhe Deshmukh Metal Works, Poona .. .. .	.. .. .
871	Southern Engineering Works, Kolhapur .. .. .	.. .. .
874	Roopa Engineering Corporation, Kolhapur .. .. .	.. .. .
875	Laboratory Apparatus Works of Radio Lamp Works, Poona .. .. .	As per Factories' Act .. .. .
879	M. G. Karajgar Engineering Works, Kolhapur .. .. .	.. .. .
880	Lodha Engineering Works, Shrirampur, district Ahmednagar .. .. .	As per Factories' Act .. .. .
883	K. S. Patil Engineering Works, Kolhapur .. .. .	.. .. .
886	Southern Machine Industries, Poona .. .. .	.. .. .
888	The Indian Hume Pipe Company Limited, Karad .. .. .	.. .. .
889	D. N. Mahiskar and Company Oglewadi .. .. .	.. .. .
891	Modern Foundary and Machine Works, Ahmednagar .. .. .	As per Factories' Act .. .. .
896	Production Engineers' Corporation, Poona .. .. .	.. .. .
897	Dalco Engineering Works, Poona .. .. .	As per Factories' Act .. .. .
901	Shivaji Works Limited, Sholapur .. .. .	As per Factories' Act .. .. .
904	Bajaj Electricals Limited, Poona .. .. .	As per Factories' Act .. .. .
906	Buckau Wolf New India Engineering Works Limited, Pimpri, Poona .. .. .	As per Factories' Act .. .. .
907	K. S. B. Pumps Limited, Pimpri, Poona .. .. .	.. .. .
908	Antifriction Bearings Corporation Limited, Lonawalla, district Poona .. .. .	.. .. .
909	Messrs. Philips India Limited, Loni, Kalbhor, Poona .. .. .	.. .. .
		No. of days worked
		Less than 240
		240—249 .. 12
		250—265 .. 14
		266—270 .. 17
		271 and above 18
		(Accumulation 45 days).

(4)	(5)	(6)	(7)	(8)
4 (Accumulation for 20 days).	..	..	4	7
After completion of one year's service—7. (Accumulation 21).	..	..	After completion of one year's service—7.	4
6 (Accumulation 18 days).	..	..	5	4
Permanent—7 (Accumulation 21 days).	..	..	..	..
5	..	..	..	4
6 (Accumulation up to 18 days).	..	..	5	4
..	..	..	..	14
6 (Accumulation up to 18 days).	..	..	5	4
10 (Accumulation 30 days).	..	..	7	4
5 (Accumulation 15 days).	..	..	5	4
7 (Accumulation 21 days)	..	..	7	4
7 (Accumulation 21 days).	..	..	7	4
7 (Accumulation 21 days).	..	..	5	6
6 (Accumulation 18 days).	..	..	7	4
On completion of 1 year's service— (Accumulation 12 days).	..	..	4	8
5 (Accumulation 15 days).	..	..	5	3
Workers who have completed one year's service—5. (Accumulation 15 days).	..	..	Workers who have completed one year's service—5.	5
7 (Accumulation 14 days).	..	:	7	4
6 (Accumulation 18 days).	..	..	..	..
On completion of one year service—10 (Accumulation 30 days).	..	7	On completion of one year—7.	5
..	..	..	Permanent—4 .. Permanent—4.	
One year's service—5 .. .. (Accumulation 10 days).	..	..	3	3
6 (Accumulation 18 days).	..	..	7	2
7 (Accumulation 21 days).	..	..	7	6
6 (Accumulation 18 days).	..	..	7	8
6 (Accumulation 18 days).	..	..	7	For 1963—4. For 1964—5.
5	..	..	3	4
..	..	..	..	..

(1)	(2)	(3)
911 Mahindra Owen Limited, Pimpri .. .. .	.. .. .	On completion of one year— 30 .. (Accumulation 90 days).
912 Indian Hume Pipe Company Limited, Nagpur .. .. .	.. .. .	..
913 Indian Hume Pipe Company Limited, Kanhan .. .. .	.. .. .	.. .. .
914 Brass Industry at Bhandara represented by Shri Hardania and 14 others ..	..	..
915 Indian Hume Pipe Company Limited, Kanhan .. .. .	.. .. .	..
917 The Indian Hume Pipe Company Limited, Nagpur .. .. .	.. .. .	15 (Accumulation 45 days).
918 Vidarbha Auto Spring and Ancillaries .. .. .	.. .. .	..
919 Voltas Limited, Nagpur .. .. .	.. .. .	For monthly-rated—30 .. .. Per completed year of service. (Accumulation 90 days). For daily rated— (a) up to first 3 years' of service : 3 weeks less Sundays subject to a maximum of 18 days per year. (b) From 4th year onwards : 30 days less Sundays subject to a maximum of 26 days per annum. (Accumulation for 3 years).
920 Jalna Electric Syndicate Private Limited, Jalna .. .. .	.. .. .	21 (Accumulation 42 days).

	(4)	(5)	(6)	(7)	(8)
Permanent—7	.. .. .	..	..	Permanent—7	.. ..
	..	..	..	..	8
As per ESI Scheme	.. ..	..	..	..	..
Only to those who have put in 12 months' continuous service—7. (On half average pay).		..	..	..	2 (paid holidays). 1 (unpaid holiday).
	..	..	..	..	8
10 (Accumulation 30 days).		..	..	10	4
5 (On 1/2 wages).		..	..	..	2
For Permanent employees :— For 1st year of service—15 days. From 2nd year onwards—30 days. For prolonged illness at managements discretion 8 weeks on 1/2 pay and 1/2 D. A.	..	12 weeks as per ESI Scheme.	30 (with prior per- mission).	10	6
	21	..	..	15	..

## STATEMENT SHOWING THE NAMES OF THE CONCERNS AND THE

Name of concern and Sr. number in the list (1)	On death or disability (Physical or mental) while in employment for each year (2)	Gratuity payable on (in terms of number of		
		On termination of service after		
		5 Years 3(a)	10 Years 3(b)	15 Years 3(c)
Hydro (Engineers) Pvt. Ltd., Bombay (Sr. No. 14).	10 months' wages after 12 years service in case of—death, physical or mental disability,			
Zenith Tin Works Pvt. Ltd., Bombay (Sr. No. 16).	15 days' wages up to 15 years of service and 30 days' wages after 15 years of service.	..	21 days' wages up to 15 years and 30 days after 15 years of service.	
The Greaves Cotton and Co., Bombay (Sr. No. 17).	One month's salary ..	Half month's wages.	3/4 month's wages	One month's wages.
The British India Electric and OXY Acetylene Welding Co., Bombay (Sr. No. 22).	15 days' consolidated wages.	..	10 days' consolidated wages.	15 days' consolidated wages.
Prabhat Products Co., Pvt. Ltd., Bombay (Sr. No. 23).	Half month's basic wages.	..	..	..
The Malleable Iron and Steel Castings Co. Pvt. Ltd., Bombay (Sr. No. 34).	Half month's basic wages.	..	..	..
Guest, Keen, Williams Ltd., Bombay (Sr. No. 42).	One month's basic salary.	Half month's basic salary.	3/4 month's basic salary.	15 months' basic salary.
Heatly and Gresham Ltd., Bombay (Sr. No. 54).	One month's basic pay.	3/4 month's basic pay.	3/4 month's basic pay	.. ..
The Greaves Cotton and Co. Ltd., Bombay (Sr. No. 59).	One month's wages ..	Half month's wages	3/4 month's wages	One month's wages.
Recondo Pvt. Ltd., Bombay (Sr. No. 60)	15 days' consolidated wages.	..	..	..
The Ruston and Hornaby (India) Pvt. Ltd., Bombay (Sr. No. 63).	One month's salary ..	Half month's wages.	3/4 month's wages	One month's wages.
The American Spring and Pressing Works (Sr. No. 67).	The Gratuity Scheme	as is existing in the Cotton Textile Industry in Bombay		
Bombay Cable Co. Pvt. Ltd., Bombay (Sr. No. 69).	15 days' basic wages for each year of service.	..	..	..
Bharat Bijlee Ltd., Bombay (Sr. No. 72) ..	3/4 month's basic wages.	10 days' basic wages.	1/2 month's basic wages.	..
The Upadhyaya Electrical Industries Pvt. Ltd., Bombay (Sr. No. 87).	7 days' consolidated wages.	..	..	..
G. B. Tapkire Brass Factory, Nasik (Sr. No. 89).	10 day's wages	10 days' wages for each year of continuous service ..		
A. J. Bros, Bombay (Sr. No. 95) ..	1/2 month's total salary	..	10 days' total salary	1/2 month's salary
Jayant Metal Mfg. Co., Bombay (Sr. No. 106).	15 day's basic wages	7 days' basic wages	..	..
The Investa Machine Tools & Engineering Co. Ltd., Bombay (Sr. No. 108).	15 days basic salary for each year of completed service, provided they have completed			
Fargo Mantless Products, Bombay (Sr. No. 113).	7 days' wages	..	..	7 days' wages ..
Hydro (Engg.) Pvt. Ltd., Bombay (Sr. No. 115).	10 days' wages	10 days' wages ..	..	..
Sewree Engineering Works, Bombay (Sr. No. 122).	1/2 month's basic wages	10 days' basic wages.	1/2 month's basic wages.	1/2 month's basic wages.
Electric Construction and Equipment Co. Ltd., Bombay (Sr. No. 127).	1/2 month's basic wages	1/2 month's basic salary per year of service		.. ..

## QUANTUM OF GRATUITY GRANTED IN ENGINEERING INDUSTRY

days/months/weeks wages for each year of service basic)							Maximum payable Gratuity
On resignation from service after			On voluntary retirement after			(6)	
5 Years	10 Years	15 Years	5 Years	10 Years	15 Years		
(4a)	(4b)	(4c)	(5a)	(5b)	(5c)		
retirement or resignation or termination of service.							
..	21 days' wages up to 15 years of service and 30 days wages after 15 years of service.	..	..	..	21 days' wages up to 15 years and 30 days after 15 years of service.	..	
..	..	1 month's salary	..	..	1 month's salary	12 months' wages.	
..	..	15 days' consolidated wages.	..	..	15 days' consolidated wages.	12 months' wages.	
..	$\frac{1}{2}$ month's basic wages.	..	..	..	$\frac{1}{2}$ month's basic wages.	$7\frac{1}{2}$ months' basic wages.	
..	..	$\frac{1}{2}$ month's salary	..	..	$\frac{1}{2}$ month's salary	$7\frac{1}{2}$ months' salary.	
..	..	1 month's basic wages.	..	..	1 month's basic wages.	15 months' or Rs. 7,500 whichever is less.	
..	$\frac{3}{4}$ month's basic pay.	..	..	$\frac{3}{4}$ month's basic pay.	..	15 months' wages.	
..	..	1 month's wages	..	..	1 month's wages	20 months' wages.	
..	..	..	..	15 days' consolidated wages.	..	..	
..	..	1 month's salary	..	..	1 month's salary	20 months' salary.	
and modified from time to time shall be introduced by the management with effect from the date the award becomes enforceable.							
15 days' basic wages for each year of service.							
..	..	$\frac{1}{2}$ month's basic wages.	..	..	$\frac{1}{2}$ month's basic wages.	15 months' basic wages.	
7 days' consolidated wages							
..	..	..	..	..	10 days' wages	150 days' wages.	
..	10 days total salary.	$\frac{1}{2}$ month's salary.	..	10 days total salary.	$\frac{1}{2}$ month's salary.	..	
..	..	..	..	..	15 days' basic wages.	$7\frac{1}{2}$ months' wages.	
a certain number of years service.							
..	..	7 days' wages	..	..	7 days' wages	..	
..	10 days' wages	..	..	10 days' wages	..	10 months' wages.	
..	..	$\frac{1}{2}$ month's basic wages.	..	..	$\frac{1}{2}$ month's basic wages.	..	
..	..	$\frac{1}{2}$ month's basic wages.	..	..	$\frac{1}{2}$ month's basic wages.	12 months' basic wages.	

(1)	(2)	(3a)	(3b)	(3c)
Swastik Rolling Shutters and Engineering Works, Bombay (Sr. No. 135).	One month's wages.	basic	One month's basic wages per year of service subject to a maximum of 12 months basic wages.	
Structural Engineering Works Ltd., Bombay (Sr. No. 151)	One month's salary.	basic	(1) After completion 4 years of service and before completion of 6 years continuous service— 50 per cent of one month's basic wages. (2) After completion of 7 years and before completion of 10 years continuous service— 70 per cent of one month's basic salary. (3) After 10 years of service and before 12 years continuous service— 80 per cent of one month's basic wages. (4) After 12 years of service and before 15 years of continuous service— 90 per cent of one month's basic wages. (5) After 15 years service— 15 months' basic wages.	
John Roberts and Co. Pvt. Ltd., Bombay (Sr. No. 153).	One month's wages		..	1/2 month's wages 3/4 month's wages
M. R. Industries Ltd., Bombay (Sr. No. 165).	1/2 month's salary		..	1/3 month's salary 1/2 month's wages
The Gramophone Co. Ltd., Bombay (Sr. No. 166).	1/2 month's wages.	basic	1/2 months' basic wages for each completed year of service ..	
The National EKCo. Radio and Engineering Co. Ltd., Bombay (Sr. No. 172).	1/2 month's wages		..	1/2 month's wages 1/2 months' wages
M/s. Gulamabbas and Co., Bombay (Sr. No. 175).	15 days wages		15 days wages per year of service ..	..
The Shree Ram Mills Ltd., (Engineering Division), Bombay (Sr. No. 177).	Workers of the Engineering Division will be paid gratuity on the terms and conditions			
Bombay Iron Works, Bombay (Sr. No. 178)	Gratuity Scheme as settled on 10-7-56 will continue with the modification that existing			
Jetha and Co., Bombay (Sr. No. 181)	.. 1/2 month's basic wages		1/2 months' basic wages for each completed year's of service	
The Sharif Electrical Works, Bombay (Sr. No. 183).	15 days basic wages up to 1st Nov. 1952 and after 1st Nov. 1952, 10 days basic wages.		After 10 years service— 15 days basic wages up to 1st Nov. 1952 and after 1st Nov. 1952, 10 days basic wages.	
Voltas Ltd., Bombay (Sr. No. 184)	..	The existing Scheme was modified with effect from 1-2-63 raising the maximum of ..		
The Bombay Reeds Co., Goregaon, Bombay (Sr. No. 189).	10 days wages	..	..	..
Calico Industrial Engineering, Bombay (Sr. No. 206).	3/4 month's basic wages	..	1/4 month's basic wages.	3/4 month's basic wages.
Bradma of India Ltd., Bombay (Sr. No. 211)	1/2 month's basic wages	..	..	1/4 month's basic wages.
Bharat Barral and Dram Mfg. Co. Pvt. Ltd., Bombay (Sr. No. 213).	1 month's basic wages		After 15 years of service, between 10 and 15 years service and between 7 and 10 years of service— 1 month's, 3/4 month's and 1/4 month's basic wages for every year of continuous service, respectively.	
Indian Tools Mfgs. Ltd., Bombay (Sr. No. 215)	26 days' basic wages		13 days' basic wages 19 days' basic wages	26 days' basic wages.
Bombay Metal and Alloys Mfg. Co. Pvt. Ltd., Bombay (Sr. No. 218).	1 month's basic wages		1/4 month's basic wages.	..
The Skoda (India) Ltd., Bombay (Sr. No. 219).	3/4 month's consolidated salary		1/4 month's consolidated salary.	3/4 month's consolidated salary for each year of service.
The Himco (India) Pvt. Ltd., Bombay (Sr. No. 222).	7 days consolidated wages.	..	7 days consolidated wages.	..



(4a)	(4b)	(4c)	(5a)	(5b)	(5c)	(6)
After 5 years' continuous service— One month's basic wages per year (maximum 10 months' basic wages).			After 5 years' continuous service— One month's basic wages per year (maximum 10 months' basic wages).			15 months' basic wages.
..	..	15 months' basic wages.	..	..	15 months' basic wages.	15 months' basic wages.
..	..	1/2 month's wages.	..	..	1/2 month's wages.	15 months' salary.
..	..	1/2 month's salary.	..	..	1/2 month's salary.	10 months' salary.
1/2 months' basic wages for each completed year of service subject to maximum of 10 months.			1/2 months' basic wages for each year of service subject to a maximum of 10 months			15 months' wages.
..	..	1/2 month's wages.	..	..	1/2 month's wages.	10 months' basic wages.
..	15 days wages	..	..	15 days wages	..	..
mentioned in the Award for gratuity for the Bombay Cotton Textile workers.						
rate of 9 days consolidated wages per completed year of service will be changed to 10 days per year of service.						
..	..	1/2 month's basic wages.	..	..	..	..
(1) After 15 years— 15 days basic wages up to 1st Nov. 1952 and after 1st Nov. 1952, 10 days basic wages.			After 15 years— 15 days basic wages up to 1st Nov. 1952 and after 1st Nov. 1952, 10 days basic wages.			12 months' basic wages.
(2) More than 10 years but less than 15 years— At 50 per cent of the above rate.						
15 month's ceiling to 20 months' basic wages with the proviso that after 15 years' service the rate should be half a month's basic wage.						
..	..	..	..	..	10 days wages	10 months' wages.
..	1/2 month's basic wages.	3/4 month's basic wages.	..	1/2 month's basic wages.	3/4 month's basic wages.	15 months' basic wages.
..	..	1/2 month's basic wages.	..	..	1/2 month's basic wages.	10 months' basic wages.
..	..	1 month's basic wages.	..	..	1 month's basic wages.	15 months' basic wages.
..	..	26 days basic wages.	..	..	26 days basic wages.	390 days basic wages.
..	..	1 month's basic wages.	..	..	1 month's basic wages.	..
..	3/4 month's consolidated wages.	..	..	3/4 month's consolidated salary.	..	15 months' consolidated salary.
..	..	..	..	..	7 days consolidated wages.	8 months' wages.

(1)	(2)	(3a)	(3b)	(3c)
Indian Hume Pipe Co. Ltd., Bombay (Sr. No. 227).	1 month's basic wages	$\frac{1}{2}$ month's basic wages.	$\frac{2}{3}$ month's basic wages.	1 month's basic wages and on remaining service $\frac{1}{2}$ month's basic wages.
Bharat Textile Engineering Works, Bombay (Sr. No. 229).	7 days consolidated wages.	7 days consolidated wages	7 days consolidated wages	for each completed year of service.
Bhatia Industrial Co., Bombay (Sr. No. 232).	15 days wages	..	15 days wages.	..
The English Electric Co. Ltd., Bombay (Sr. No. 239).	1 month's basic wages	$\frac{1}{2}$ month's basic wages.	$\frac{3}{4}$ month's basic wages.	15 month's basic wages.
G. T. Badamia and Sons, Bombay (Sr. No. 241).	15 days basic wages	..	15 days basic pay for every year of service	.. ..
The Photogravurs (India) Pvt. Ltd., Bombay (Sr. No. 244).	15 days wages subject to a minimum of 2 months' wages.	..	..	..
Bharat Springs Pvt. Ltd., Bombay (Sr. No. 245).	$\frac{1}{2}$ month's total wages	7 days total wages	$\frac{1}{2}$ month's total wages.	..
The Precista (India) Pvt. Ltd., Bombay (Sr. No. 256).	21 days salary for each completed year of service subject to minimum of 2 months' salary.	..	..	..
The Inventors Industrial Corpn., Pvt. Ltd., Bombay (Sr. No. 252).	After 5 years service—10 days basic wages for each year's continuous service.	..	..	..
The Pilot Engineering Works, Bombay (Sr. No. 255).	15 days wages for each year of service.	..	..	..
Sewri Engineering Works, Bombay (Sr. No. 256).	$\frac{1}{2}$ month's basic wages for each year of service subject to minimum 2 months' basic wages.	10 days basic wages.	$\frac{1}{2}$ month's basic wages.	$\frac{1}{2}$ month's basic wages.
The Steel Containers Ltd., Bombay (Sr. No. 259).	One month's wages	..	$\frac{1}{2}$ month's wages	$\frac{3}{4}$ month's wages 15 months wages
Vanguard Works, Bombay (So. No. 260)	15 days wages..	..	..	..
Steelage Industries Pvt. Ltd. (Sr. No. 261)	$\frac{2}{3}$ month's basic wages.	$\frac{2}{3}$ month's basic wages	$\frac{2}{3}$ month's basic wages	for each continuous year of service
Shaparia Dock and Steel Co. Pvt. Ltd., Bombay (Sr. No. 267).	21 days basic wages	15 days salary.	21 days basic salary.	..
Small Part Mfgs. Co., Bombay (Sr. No. 270).	15 days basic wages	..	15 days basic wages	..
The Upadhyya Electrical Industries Pvt. Ltd., Bombay (Sr. No. 273).	15 days wages	..	7 days wages	.. 10 days wages .. 15 days wages..
Picon Pvt. Ltd., Bombay (Sr. No. 282)	.. 15 days wages ..	..	15 days wages	.. ..
The Elphinstone Metal Rolling Mills, Bombay (Sr. No. 286).	15 days wages	..	15 days wages	.. ..

(4a)	(4b)	(4c)	(5a)	(5b)	(5c)	(6)
After 15 years' service— 1 month's basic wages for each year of service for the 1st 15 years of continuous service and on remain- ing service—at the rate of $\frac{1}{3}$ month's basic wages.			After 15 years' continuous service— 1 month's basic wages for each year of service on the first 15 years' continuous service and on remain- ing service—at the rate of $\frac{1}{3}$ month's basic wages.			18 months' basic wages.
After 12 years' service— 7 days consolidated wages for each completed year of service.			..	..	..	10 months' wages.
..	..	15 days wages	..	..	15 days wages	10 months' wages.
One month's basic wages for each completed year of service.			One month's basic wages for each completed year of service.			15 months' wages.
..	15 days basic pay	..	..	15 days basic pay	..	15 months' basic salary.
..	..	..	..	..	..	12 or 15 months' salary.
..	..	$\frac{1}{3}$ month's total wages.	..	..	$\frac{1}{3}$ month's total wages.	15 months' total wages.
..	..	..	..	..	..	..
..	..	..	..	..	..	..
..	..	..	..	..	..	..
..	..	$\frac{1}{3}$ month's basic wages.	..	..	$\frac{1}{3}$ month's basic wages.	..
..	..	15 months' wages.	..	..	15 months' wages.	15 months' salary.
..	..	..	..	..	..	..
..	..	$\frac{2}{3}$ month's basic wages.	..	..	$\frac{2}{3}$ month's basic wages.	15 months' basic wages.
..	15 days basic salary.	21 days basic salary.	..	15 days basic salary.	21 days basic salary.	15 months' basic wages.
..	..	15 days basic wages.	..	..	15 days basic wages.	..
..	..	12 days wages	..	..	12 days wages	10 months' wages.
..	..	15 days wages	..	..	15 days wages	10 months' wages.
..	15 days wages	15 days wages	..	15 days wages	15 days wages	10 months' wages.

(1)	(2)	(3a)	(3b)	(3c)
Poysha Industrial Co. Ltd., Bombay (Sr. No. 289).	3 weeks basic wages	..	2 weeks basic wages.	3 weeks basic wages.
National Garage Pvt. Ltd., Bombay (Sr. No. 293).	One month's basic salary.	3/4 month's basic salary.	1 month's basic salary.	..
Koorerji Devshi and Co. Pvt. Ltd., Bombay (Sr. No. 296).	10 days full wages and D.A.	10 day's full pay and D.A.	..	..
The Indian Standard Metal Co. Ltd., Bombay (Sr. No. 308).	2/3 month's salary	..	1/2 months' salary	2/3 month's salary
Bombay Metal Press Factory, Bombay-2 (Sr. No. 310).	1/2 month's consolidated wages.	1/2 month's consolidated wages for each completed year of service.		
Bhandary Metallurgical Corporation Pvt. Ltd., Bombay (Sr. No. 317).	15 days total wages	7 days total wages	10 days total wages	..
Guest Keen, Williams Ltd. (Br. Office at Ballard Estate), Bombay (Sr. No. 320).	The existing scheme is modified as under :—			
	(i) The maximum should be 20 months' basic wages or Rs. 10,000 whichever is for each further continuous year of service.			
	(ii) A workman dismissed for misconduct should not be disentitled to gratuity the loss from the amount of gratuity calculated under the scheme and only			
The United Works Pvt. Ltd., Bombay (Sr. No. 321).	1/2 month's basic wages.	..	1/3 month's basic wages.	1/2 month's wages
Gannon Dunderley and Co. Ltd., Bombay (Sr. No. 323).	The Tribunal directed that the Company should give gratuity to the workman in is on the basic wage. In this unit the wages are largely consolidated. They further directed that for the purpose of the gratuity scheme the basic wages			
International General Electric Co. India Pvt. Ltd., Bombay (Sr. No. 331).	The existing scheme has been modified as under :— A workman dismissed for misconduct shall not be disentitled to gratuity but extent of the loss caused and only the balance of gratuity, if any, will			
The Standard Batteries Ltd., Bombay (Sr. No. 333).	3/4 month's basic salary.	1/2 month's basic salary.	2/3 month's basic salary.	..
Alexandra Engineering Works Pvt. Ltd., Bombay (Sr. No. 334).	10 days consolidated wages.	..	..	..
Girdharilal S. Shah and Sors, Bombay (Sr. No. 335).	10 days wages ..	..	..	..
The Indian Hume Pipe Co., Ltd., Bombay (Sr. No. 337).	1 month's basic wages	1/2 month's wages	2/3 month's wages	1 month's wages.
Bradma of India Ltd., Bombay (Sr. No. 339).	1 month's basic wages	1/2 month's wages	..	1 month's basic wages.
Model Engineering Works, Bombay (Sr. No. 340).	3/4 month's wages ..	..	1/2 month's basic wages.	..
Maneklal Mfg. Co. Ltd., Bombay (Sr. No. 341).	One month's basic salary.	1 month's basic salary.	1 month's basic salary.	..
S. A. Engineering Works, Bombay (Sr. No. 342).	10 days wages ..	10 days wages ..	..	..
Hakimrai Jaichand, Bombay (Sr. No. 344)	15 days wages exclusive of all allowance.	After 5 years service :— 15 days wages exclusive of all allowances for each year of service subject to a maximum of 13 months' wages.		
Solar Electric Trading Co., Bombay (Sr. No. 351).	8 days consolidated wages.	8 days consolidated wages for every completed year of service.		
G. G. Dandekar Machine Works, Ltd., Bhivandi (Sr. No. 352).	One month's basic salary for each year of service up to 15 years of continuous service and 1/2 month's wages after year of service.	6 years but less than 10 years service— 3/4 month's basic wages. 2 years but less than 6 years— 1/2 month's basic wages.		1 month's basic salary.

(4a)	(4b)	(4c)	(5a)	(5b)	(5c)	(6)
..	..	3 weeks basic wages.	..	..	3 weeks basic wages.	15 months' basic wages.
..	1 month's basic salary.	..	..	1 month's basic salary.	..	15 months' basic salary.
..	10 days full pay with D.A.	..	10 days full pay and D.A.	10 days full pay with D.A.	..	..
..	..	2/3 month's salary.	..	..	2/3 month's salary.	15 months' salary.
1/2 month's consolidated wages for each completed year of service.			1/2 month's consolidated wages for each completed year of service.			15 months' consolidated wages.
..	10 days total wages.	15 days total wages.	..	10 days total wages.	15 days total wages.	12 months' wages.
less, with the further provision that after 15 years' continuous service gratuity should be computed at half a month's basic wages but the company may in the case of a workman dismissed or discharged for misconduct causing financial loss to the Company deduct the balance if any will be payable.						
..	..	1/2 month's wages.	..	..	1/2 month's wages.	10 months' wages.
accordance with the same scheme as is applicable to the Head Office of the Company, in the scheme for the Head Office gratuity should be calculated at 1/3 of the consolidated wage not taking into account the dearness allowance.						
a workman discharged or dismissed for misconduct causing financial loss to the Company shall be disentitled to gratuity to the be payable.						
..	..	..	..	..	..	15 months' wages.
..	..	..	..	..	..	10 months' wages.
..	10 days wages..	..	..	10 days wages..	..	..
15 months' basic wages	.. ..	.. ..	15 months' basic wages	.. ..	.. ..	18 months' wages.
..	..	1 month's basic wages.	..	..	1 month's basic wages.	15 months' wages.
..	1/2 month's basic wages.	..	..	1/2 month's basic wages.	..	..
..	..	1 month's basic salary.	..	..	1 month's basic salary.	15 months' salary.
..	..	10 days wages..	..	..	10 days wages	..
10 days wages exclusive of all allowances.	..	15 days wages exclusive of all allowances.	..	10 days wages exclusive of all allowances.	15 days wages exclusive of all allowances.	15 months' wages.
..	..	..	..	..	..	8 years wages.
..	1 month's basic salary.	1 month's basic salary.	..	1 month's basic salary.	..	22 1/2 months' wages.

(1)	(2)	(3-a)	(3-b)	(3-c)
Bharat Cable (P) Ltd., Bombay (Sr. No. 354).	15 days basic wages.	15 days wages ..	..	..
The Gujrat Industries Pvt. Ltd., Bombay (Sr. No. 358).	1/2 month's basic wages.	1/2 month's basic wages per year of service.	..	..
Auto Accessories (India) Pvt. Ltd., Bombay (Sr. No. 360).	10 days consolidated wages.	10 days consolidated wages for every year of service.	..	..
The Vasant Industrial and Engineering Works, Bombay (Sr. No. 361).	3/4 month's basic wages.	..	..	..
Maharashtra Steel Rolling and Engineer- ing works, Bombay (Sr. No. 364).	10 days wages.	10 days wages ..	..	..
United Wire Ropes Ltd., Thana (Sr. No. 366).	1/2 month's consolida- ted wages.	..	..	..
Jivraj Karasan and Brothers, Bombay (Sr. No. 374).	After 10 years Service— 10 days wages. After 15 years service— 15 days wages.	..	..	..
United Motors (India) Ltd., Bombay (Sr. No. 375).	One month's basic salary.	Excess of 5 years but less than 10 years service :— 3/4 month's basic salary. (2) In excess of 10 years service :— 1 month's basic salary.	..	..
Western Mechanical Industries Pvt. Ltd., Bombay (Sr. No. 376).	2 weeks total wages.	1 week total wages.	2 weeks total wages	..
Globe Auto Electricals Ltd., Mulund, Bombay-80 (Sr. No. 377).	15 days basic wages.	..	..	..
The Gannon Dunkerley and Co. Ltd., Bombay (Sr. No. 378).	The existing Scheme is modified to the extent that the maximum should be for 2 as gratuity for every year of completed service over 15 years subject to a maximum			
The Western India Engineering Co., Bombay (Sr. No. 379).	10 days total wages.	..	8 days total wages	..
The Macphil and Co. Pvt. Ltd., Thana (Sr. No. 380).	One month's salary.	One month's salary for each year of service	..	..
The Bombay Surgical Co., Bombay (Sr. No. 381).	1/4 month's basic wages.	1/4 month's wages.	3/4 month's wages.	..
The Indian Link Chain Mfg. Ltd., Bombay (Sr. No. 382).	21 days basic wages.	13 days basic wages.	17 days basic wages.	..
The Ashok Nut Bolts Industries, Bombay (Sr. No. 383).	21 days basic wages.	13 days basic wages.	17 days basic wages.	..
The Ashok Nut Bolts Industries, Bombay (Sr. No. 383).	21 days basic wages.	13 days basic wages.	17 days basic wages.	..
Asia Engineering Company, Bombay (Sr. No. 385).	15 days wages.	7 days wages.	12 days wages.	15 days wages.
Ganesh Engineering Works, Bombay (Sr. No. 387).	21 days basic wages.	13 days basic wages.	17 days basic wages	..
The Consolidated Pneumatic Tool Co. (India) Ltd., Bombay (Sr. No. 390).	(1) Basic salary up to Rs. 210 per month :— 1 month's basic salary for each year of service. (2) After 18 years :— 1/4 month's basic salary for each year of service.	1 month's basic salary.	..	..
(3) Special Gratuity Ten years service from the date of his employment :— 1/4 month's basic salary for every year of continuous service subject to a maximum of 3 month's basic salary.				

(4-a)	(4-b)	(4-c)	(5-a)	(5-b)	(5-c)	(6)
..	15 days basic wages.	..	..	15 days basic wages.	..	..
..	..	1/2 month's wages.	..	..	1/2 month's wages.	10 months' wages.
Not less than 10 years :— 15 days consolidated wages.			Not less than 10 years :— 15 days consolidated wages.			12 years' wages.
..	..	3/4 month's basic wages.	..	..	3/4 month's basic wages.	15 months' wages.
..	10 days wages..	..	..	10 days wages.	..	10 months' wages.
..	..	..	..	..	..	15 months' wages.
..	..	..	..	10 days wages.	15 days wages.	15 months' wages.
..	After 12 years :— 1 month's basic pay.	..	..	..	..	20 months' wages.
..	2 weeks total wages.	..	..	2 weeks total wages.	..	12 months' total wages.
..	..	..	..	..	..	..
month's basic wages. Those workers who have put in more than 15 years service will be entitled to half a month's basic wages of 20 month's basic wages.						
..	..	150 days total wages.	..	..	150 days total wages.	150 days total wages.
One month's salary for each year of service ..			One month's salary for each year of service.			..
..	1/4 month's wages.	..	..	1/4 month's wages	..	..
..	21 days basic wages.	..	..	21 days basic wages.	..	390 days basic wages.
..	21 days basic wages.	..	..	21 days basic wages.	..	390 days basic wages.
..	21 days basic wages.	..	..	21 days basic wages.	..	390 days basic wages.
..	12 days wages.	15 days wages.	..	..	..	12 months' wages.
..	21 days basic wages.	..	21 days basic wages.	..	..	390 days basic wages.
..	..	1 month's basic wages.	..	..	1 month's basic salary.	22 months' basic salary or Rs. 8,500.

(1)	(2)	(3a)	(3b)	(3c)
The Consolidated Pneumatic Tool Co. (India) Ltd., Mulund (Sr. No. 392).	Office Staff— 1 month's basic salary for each year of service up to Rs. 210 per month and 18 basic salary for those drawing a basic salary exceeding Rs. 210 per month.	1 month's basic salary up to Rs. 210 and exceeding Rs. 210. 18 month's basic salary.	..	..
National Industrial Works, Bombay (Sr. No. 393).	3 weeks basic salary.	3 weeks basic wages	..	..
The Asian Cable Corporation Ltd., Bombay (Sr. No. 394).	21 days basic wages.	13 days basic wages.	17 days basic wages.	..
Tahira Industries (India) Pvt. Ltd., Bombay (Sr. No. 404).	15 days consolidated wages.	7 days consolidated wages.	15 days consolidated wages.	..
Devidayal Stainless Steel Industries Pvt. Ltd., Bombay (Sr. No. 405).	The existing scheme of gratuity is modified to the effect that instead of $\frac{1}{2}$ month's			
N. G. K. Electrical Industries, Bombay (Sr. No. 407).	The management agrees to pay gratuity at the rate of 10 days wages for each year of and above retrenchment compensation.			
	The existing demand of gratuity will also be discussed after the period of six months will not become a precedent in the adjudication.			
Remington Rand of India, Bombay (Sr. No. 410).	1 month's basic wages.	$\frac{1}{2}$ month's wages.	$\frac{2}{3}$ month's wages.	..
Hedavkar Mechanical Works Pvt. Ltd., Bombay (Sr. No. 412).	30 days basic wages each year of service or part thereof in excess of Six months.	30 days basic wages.	..	..
The Bombay Enamel Works, Thana (Sr. No. 416).	15 days wages.	8 days wages.	13 days wages.	..
Britelite Electric Industries Pvt. Ltd., Bombay (Sr. No. 420).	15 days total wages.	15 days total wages	..	..
Jolly Kitchen Equipment Pvt. Ltd., Bombay (Sr. No. 421).	15 days total wages.	7 days wages.	10 days wages.	15 days wages.
Guest, Keen, Williams Ltd., Bombay (Sr. No. 422).	1 month's basic wages.	$\frac{1}{2}$ month's basic wages.	$\frac{2}{3}$ month's basic wages.	1 month's basic wages.
Anandji Haridas and Co. Pvt. Ltd., Bombay (Sr. No. 428).	15 days wages.	8 days wages.	13 days wages.	..
Hydro (Engineers) Pvt. Ltd., Bombay (Sr. No. 430).	The Tribunal modified the existing scheme (as at Sr. No. 115) as under only in respect			
P. H. Jadhav and Co., Thana (Sr. No. 432).	21 days basic wages.	13 days basic wages.	17 days basic wages	..
The General Electric Co. of India Pvt. Ltd., Calcutta, (Br. office at Bombay) (Sr. No. 434).	1 month's basic wages.	$\frac{1}{2}$ month's basic wages.	$\frac{1}{2}$ month's basic wages.	1 month's wages subject to a maximum of $22\frac{1}{2}$ month's wages.
Engineering Products Ltd., Bombay (Sr. No. 435).	21 days basic wages.	13 days basic wages.	17 days basic wages.	..
Hercules Industries, Thana (Sr. No. 437).	21 days basic wages.	13 days basic wages.	17 days basic wages.	..
The Standard Rolling Shutters and Engineering Works (P) Ltd., Bombay (Sr. No. 439).	21 days basic wages.	13 days basic wages.	17 days basic wages.	..
Chhaganlal Iron Works, Chalisgaon (Sr. No. 441).	10 days wages (inclusive of D. A.).	10 days wages (inclusive of D. A.).		..



(4a)	(4b)	(4c)	(5a)	(5b)	(5c)	(6)
..	..	1 month's salary upto Rs. 210 and exceeding Rs. 210. 18 months' basic salary.	..	..	1 month's salary up to Rs. 210 and exceeding Rs. 210. 18 months' basic salary.	22 months' basic wages or Rs. 7,500.
..	..	..	..	..	..	45 weeks basic wages.
..	21 days basic wages.	..	..	21 days basic wages.	..	390 days basic wages.
..	10 days wages.	15 days wages.	..	10 days wages.	15 days wages.	15 months' wages.

basic wages 21 days basic wages for service of every completed year shall be paid to the workman in all cases.

service in the event of the closure of the factory to those workmen who have completed five years of service and will be paid over and in case of no settlement is arrived at the said demand will be referred to the Industrial Tribunal. This provision of gratuity

..	1 month's wages.	..	..	1 month's wages.	..	20 months' wages.
..	30 days wages.	..	..	30 days wages.	..	600 days basic wages.
..	15 days wages.	..	..	15 days wages.	..	260 days wages.
..	15 days wages.	..	..	15 days wages.	..	300 days total wages.
..	15 days wages.	..	..	15 days wages.	..	12 months' wages.
$\frac{1}{2}$ month's basic wages.	$\frac{1}{2}$ month's basic wages.	1 month's basic wages.	$\frac{1}{2}$ month's basic wages.	$\frac{1}{2}$ month's basic wages.	1 month's basic wages.	500 days basic wages or Rs. 10,000.
..	15 days wages..	..	..	15 days wages.	..	260 days wages.

of (b) and (c) of the Scheme :—

In (b) the period is reduced to 8 years and in (c) the condition after completion of 4 year's has been dropped.

..	21 days wages.	..	..	21 days wages.	..	390 days basic wages.
..	1 month's basic wages subject to a maximum of 22½ month's wages.	..	..	1 month's basic wages subject to maximum of 22½ month's wages.	..	25 months' basic wages.
..	21 days basic wages.	..	..	21 days basic wages.	..	390 days basic wages.
..	21 days basic wages.	..	..	21 days basic wages.	..	390 days basic wages.
..	21 days basic wages.	..	..	21 days basic wages.	..	390 days basic wages.
..	10 days wages (inclusive D. A.).	..	..	10 days wages (inclusive D. A.).	..	12 years' wages.

	(1)	(2)	(3a)	(3b)	(3c)
Oriental Can Mfg. Co., Bombay (Sr. No. 442).	(1) 15 days wages for each year of service after 15 years of service. (2) 10 years of service—10 days wages. (3) 7 years of service—7 days wages per year of service.	(1) 15 days wages for each year of service. (2) After 10 years—10 days wages for every year of service. (3) 7 years of service—7 days wages for each year of service.	(1) After 15 years—15 days wages for each year of service. (2) After 10 years—10 days wages for every year of service. (3) 7 years of service—7 days wages for each year of service.		
Kumar Metal Industries, Bombay (Sr. No. 447).	1/2 months basic wages.	1/2 month's wages.	1/2 month's wages.	1/2 month's wages.	..
The Kirloskar Oil Engines, Ltd., Kirkee, Poona (Sr. No. 451).	1/2 months basic wages.	3/8 month's basic wages.	1/2 month's basic wages.	1/2 month's basic wages.	..
The Kulko Engineering Works Ltd., Ichalkaranji (Sr. No. 454).	60 per cent of 1/2 of total monthly wages.	After 13 years—60 per cent of 1/2 of the total monthly wages per completed year of service.			
Ruston and Hornsby (India) Pvt. Ltd., Chinchwad, Poona (Sr. No. 456).	1 month's wages.	..	1/2 month's salary.	1 month's salary.	..
Cooper Engineering Ltd., Satara Road (Sr. No. 457).	3/4 month's basic wages.	..	3/4 month's basic wages.	1/2 month's wages.	..
Matchwel Electricals (India) Ltd., Poona (Sr. No. 466).	1 month's basic salary.	..	1/2 month's salary.	1 month's salary.	..
Rocket Engineering Corporation, Kolhapur (Sr. No. 472).	15 days basic wages.	..	15 days basic wages.	..	..
Anantrao Jadhav and Co., Kolhapur (Sr. No. 478).	15 days basic wages.	..	15 days basic wages.	..	..
Kale's Auto Workshop Ltd., Nagpur (Sr. No. 496).	After 10 years—30 weeks' basic wages on completion of continuous service. After 15 years—15 month's basic wages on completion of at least 15 years of continuous service.	..	30 weeks basic wages.	15 month's basic wages.	..
The Bombay Metal Press Factory, Bombay (Sr. No. 512).	1/2 month's basic wages.	..	..	..	..
Somani and Co. Pvt. Ltd., Bombay (Sr. No. 527).	Death—1 month's basic wages.  Physical or mental disability—21 days basic wages.	..	..	..	..
Jost's Engineering Co. Ltd., (Sr. No. 535).	1 month's basic wages.	..	..	..	..
Messrs. Mistry Motor body Builders, Bombay (Sr. No. 548).	15 days basic wages.	..	15 days basic wages.	..	..
Hindustan Sheet Metal Works, (Sr. No. 549).	15 days wages.	..	..	..	..
Indian Tube and Mills and Metal Industries, Bombay (Sr. No. 551).	15 days wages.	..	..	..	..
Bieri Pvt. Ltd., Bombay (Sr. No. 552).	1/2 month's wages.	1/2 month's wages for each year of service.	..	..	..
National Body Motor Works, Bombay (Sr. No. 555).	10 days wages.	10 days wages for every year of service.	..	..	..

(4a)	(4b)	(4c)	(5a)	(5b)	(5c)	(6)
(1) After 15 years— 15 days wages for each year of service.			(1) After 15 years— 15 days wages for each year of service.			..
(2) After 10 years— 10 days wages for each year of service.			(2) After 10 years— 10 days wages for each year of service.			
(3) 7 years of service— 7 days wages for each year of service.			(3) 7 years of service— 7 days wages for each year of service.			
..	1/2 month's wages.	..	..	1/2 month's wages.	..	15 months' wages.
..	..	1/2 month's basic wages.	..	..	1/2 month's basic wages.	10 months' basic wages
After 16 years— 60 per cent of $\frac{1}{2}$ (half) of his total monthly wages per completed year of service.			After 16 years— 60 per cent of half of the total monthly wages per completed year of service.			..
..	..	1 month's salary.	..	..	1 month's salary.	15 months' salary.
..	..	3/4 month's wages.	..	..	3/4 month's wages.	15 months' basic salary.
..	..	1 month's salary.	..	..	1 month's salary.	15 months' salary.
..	..	15 days basic wages.	..	..	15 days basic wages.	..
..	..	15 days basic wages.	..	..	15 days basic wages.	7 1/2 months' basic wages.
..	30 weeks basic wages.	15 months basic wages.	..	30 weeks basic wages.	15 month's basic wages.	..
13 years of service— 1/2 month's basic wages per year of service.			..		..	15 months' basic wages.
..	1 month's basic wages.	..	..	1 month's basic wages.	..	15 months' basic wages.
..	..	1 month's basic wages.	..	..	1 month's basic wages.	15 months' basic wages.
..	..	15 days basic wages.	..	..	15 days basic wages.	15 months' basic wages.
..	..	15 days wages.	..	..	15 days wages.	7 1/2 months' wages.
..	..	15 days wages.	..	..	15 days wages.	..
..	1/2 month's wages.	..	..	1/2 month's wages.	..	..
After 12 years service— 10 days wages for every year of service.			After 12 years service— 10 days wages for every year of service.			(Calculate on the basis of the average of last 3 months' wages.)

(1)	(2)	(3a)	(3b)	(3c)
Wire Nails Pvt. Ltd., Bombay (Sr. No. 569).	1 month's wages.	1 month's wages.	..	..
Radio Lamp Works Ltd., Bombay (Sr. No. 572).	10 days consolidated wages.	..	..	..
Godrej and Boyce Mfg. Co. Pvt. Ltd. Bombay (Sr. No. 576).	2/3 month's basic wages (including D.A.).	On completion of 10 years and over— 2/3 month's wages (including D.A.) (2) On completion of 8 years but less than 10 years— 6 month's basic wages (including D.A.). (3) On completion of 5 but less than 8 years— 4 month's basic wages (including D.A.). (4) On completion of 3 years but less than 5 years— 2½ basic wages (including D.A.). (5) On completion of 2 years but less than 3 years— 1½ basic wages (including D.A.) without prejudice to the above the following gratuity will be paid:— (i) On completion of 20 years continuous service— 1 additional month's basic wages (including D.A.). (ii) On completion of 25 years continuous service— 2 additional month's basic wages (including D.A.).		
Excel Industries, Bombay (Sr. No. 580).	15 days wages.	(1) After 8 years but less than 10 years— 7 days wages for each year of service. (2) After 10 years but less than 13 years— 10 days wages for each year of service. (3) After 13 years but less than 15 years— 13 days wages for each year of service. (4) After 15 years service— 15 days wages for each year of service.		
Siemens Engineering and Mfg. Co. of India Pvt. Ltd., Bombay (Sr. No. 583).	1/2 month's basic salary.	1/4 month's salary.	3/8 month's salary.	7½ months' salary.
Automobile Products of India Ltd., Bombay (Sr. No. 588).	1 month's basic salary.	(1) 5 years of service— 1 month's wages. (2) On completion of 3 years but less than 5 years— 3 months' basic wages. (3) On completion of 2 years but less than 3 years— 2 months' basic salary.		
Alu Capsules Pvt. Ltd., Bombay (Sr. No. 595).	1/2 month's basic salary	½ month's basic salary.	..	..
J. B. Advani Querliken Electric Pvt. Ltd., Bombay (Sr. No. 601).	15 days basic wages.	..	15 days basic wages.	
Indus Engineering Co., Bombay (Sr. No. 605).	15 days basic wages.	15 days basic wages.	..	..
Structural Engineering Works Ltd. (mulund Factory), Bombay. (Sr. No. 612).	1 month's basic wages.	(1). On completion of 4 years of service and over up to 6 years:- 50 per cent of the month's basic salary. (2) On completion of 7 years service and over up to 9 years— 70 per cent of the month's basic salary. (3) On completion of 10 years and over up to 12 years of service— 80 per cent of the month's basic wages. (4) On completion of 13 years of service and over up to 15 years of service— 90 per cent of the month's basic salary. (5) On completion of 15 years or more— 1 month's basic salary.		
Indus Engineering Co., Ltd., Bombay (Sr. No. 616).	Office Staff— 15 days salary.	15 days salary	..	..
T. Maneklal Mfg. Co. Ltd., Bombay (Sr. No. 620).	½ month's basic wages.	..	½ month's salary.	..
Hedavkar Metal Pressing Works, Bombay (Sr. No. 622).	15 days wages.	..	..	..
Grindwell Abrasives Ltd., Bombay (Sr. No. 623).	1 month's basic salary.	10 days basic wages.	15 days basic wages.	21 days basic wages.

(4a)	(4b)	(4c)	(5a)	(5b)	(5c)	(6)
1 month's wages.	..	..	1 month's wages.	..	..	Calculated on the basic of the last rate of wages of the workman.
7 days consolidated wages.	..	10 days consolidated wages.	7 days consolidated wages.	..	10 days consolidated wages.	250 days (10 month's consolidated wages).
..	..	10 months' basic salary including D.A.).	..	..	10 months' basic salary (including D.A.).	10 months' wages.
..	..	..	..	..	..	15 months' wages.
..	..	7½ months' salary.	..	..	7½ months' salary.	7½ months' salary.
One month's basic wages.	..	..	..	..	1 month's basic wages.	..
..	..	1/2 month's wages.	..	..	1/2 month's wages.	..
After 18 years of service— 15 days basic salary.	..	..	After 18 years of service— 15 days basic salary.	..	..	15 months' salary.
..	..	15 days basic wages.	..	..	15 days basic wages.	15 months' basic salary.
..	..	1 month's basic wages.	..	..	1 month's basic wages.	..
..	10 days salary.	15 days salary.	..	10 days salary.	15 days salary.	15 months' salary.
After 12 years— ½ month's salary.	..	..	After 12 years service— ½ month's salary.	..	..	..
..	..	15 days wages.	..	..	15 days wages.	10 months' wages.
..	21 days basic wages.	..	..	21 days basic wages.	..	15 months' basic wages.

(1)	(2)	(3a)	(3b)	(3c)
Kandivali Metal Works, Kandivali, Bombay (Sr. No. 633).	10 days full pay with D. A.	..	10 days basic wages	15 days basic Wages.
The Bharat Tool Mfg. Co. Pvt. Ltd., Bombay (Sr. No. 635).	15 days basic wages	..	10 days basic wages.	15 days basic wages.
Janata Works Pvt. Ltd., Bombay (Sr. No. 638).	..	15 days wages for every completed years of service.		
Hindustan Stove and Light Industries, Bombay (Sr. No. 642).	15 days basic wages	15 days basic wages for each year of continuous service.		
The Bharat Tool Mfg. Co. Pvt. Ltd., Bombay (Sr. No. 651).	15 days' basic wages	..	10 days basic wages.	15 days basic wages.
Westrex Co. India, Bombay (Sr. No. 658)	3/4 month's basic pay	After 7 years— 3/4 month's basic pay.		
Structural Engineering Works, Bombay (Sr. No. 664).	1 month's basic wages	(1) On completion of 4 years of continuous service and over upto 6 years— 50 per cent of one month's basic wages. (2) On completion of 7 years continuous service and over upto 9 years— 70 per cent of one month's basic salary. (3) On completion of 10 years continuous service and over upto 12 years— 80 per cent of one month's basic salary. (4) On completion of 13 years service and over upto 15 years— 90 per cent of one month's basic salary. (5) On completion of continuous service for 15 years or more— One month's basic salary.		
Kumar Engineering Stores, Bombay (Sr. No. 667).	10 days wages	..	..	10 days wages ..
Bombay Brass and Metal Works, Bombay (Sr. No. 670).	20 days wages	(1) 15 days wages (2) After 1 years but less than 5 years— 10 days salary.	20 days salary ..	..
Mazgaon Dock Ltd., Bombay (Sr. No. 674)	1 month's wages	(1) On completion of 20 or more years of service— 1 month's wages. (2) On completion of 15 years and over— 1 months' wages subject to a maximum 20 months' wages. (3) On completion of 10 years' or more— 1 months' wages subject to a maximum 13 months salary. (4) On completion of 9 years of service— 7 months' wages . (5) On completion of 8 years continuous service— 6 months' wages. (6) On completion of 7 years continuous service— 5 months' wages. (7) On completion of 5 years but less than 7 years— 4 months' wages.		
Rallifan Pvt. Ltd., Bombay (Sr. No. 680) ..	1 month's wages	(1) On completion of 10 years or over service— 1 months' salary per year not more than 15 months' wages. (2) On completion of 9 years— 7 months' wages. (3) On completion of 8 years— 6 months' salary. (4) On completion of 7 years— 5 months' salary. (5) On completion of 5 years but less than 7 years— 4 months' salary.		
Consolidated Pneumatic Tool Co. (India) Ltd., Bombay (Sr. No. 686).	1 month's basic salary	..	..	..
Marvyn and Spittom Pipe Fitting Factory, Bombay (Sr. No. 689).	The existing Gratuity Scheme shall be continued.			
Guest, Keen, Williams Ltd., Bombay (Sr. No. 692).	1 month's basic salary	(1) After 5 years but less than 10 years— ½ months' basic salary. (2) After 10 years but less than 15 years— ¾ months' basic salary. After 15 years— 1 months' basic salary.		

(4a)	(4b)	(4c)	(5a)	(5b)	(5c)	(6)
..	..	15 days basic wages.	..	..	15 days' basic pay.	150 days' wages
..	..	15 days basic wages.	..	..	15 days' basic wages.	12½ months' basic wages.
..	..	..	..	..	..	..
..	15 days basic wages.	..	..	15 days, basic wages.	..	..
..	..	15 days basic wages.	..	..	15 days' basic wages.	12½ months' basic wages.
..	..	3/4 month's basic wages.	..	..	3/4 month's basic wages.	15 months' basic pay.
..	..	1 month's basic pay.	..	..	1 month's basic pay.	15 months' basic pay.
..	..	10 days wages	..	..	10 days' wages	
..	..	20 days' wages	..	..	20 days' wages	15 months' salary.
..	..	..	..	..	1 month's wages	30 months' wages.
..	..	15 months' wages	..	..	15 months' wages	15 months' wages.
..	..	..	..	..	..	15 months' basic salary.
..	..	1 month's basic salary.	..	..	1 month's basic salary.	15 months' wages or Rs. 7,500.

(1)	(2)	(3a)	(3b)	(3c)
Guest, Keen, Williams Ltd., Bhandup Works (Sr. No. 693).	1 month's basic salary.	½ month's salary..	¾ month's salary..	1 month's salary..
Ralliwolf Ltd., Bombay (Sr. No. 695)	1 month's salary.	..	(1) On completion of 10 years service— 1 month's wages but not more than 15 months' wage.	
			(2) On completion of 9 years service— 7 months' salary.	
			(3) On completion of 8 years service— 6 months' salary.	
			(4) On completion of 7 years service— 5 months' salary.	
			(5) On completion of 5 years but less than 7 years service— 4 months' salary.	
Crompton Parkison (Works), Bombay (Sr. No. 697).	..		Existing Scheme shall be continued.	
M/s. George Motors, Bombay (Sr. No. 707)	½ month's basic wages.	..	10 days basic wages	½ month's basic wages.
Prospect Mechanical works', Bombay (Sr. No. 711).	10 days wages.	..	..	..
Electro Engineering Co. Ltd., Bombay (Sr. No. 715).	10 days consolidated wages.		After 7 years of service— 10 days consolidated wages.	
Great Western Engineering works, Bombay (Sr. No. 716).	10 days consolidated wages.		After 7 years— 10 days consolidated wages.	
United Hardware Stores & Engineering Works, Bombay (Sr. No. 723).	15 days wages.		15 days wages for each year of service..	.. .. ..
Standard Rolling Shutter & Engineering Works Pvt. Ltd., Bombay (Sr. No. 724).	21 days basic wages.		½ month's basic wages. 21 days basic wages	..
Motiwala & Natekar, Bombay (Sr. No. 727)	10 days basic wages.		..	..
Bharat Metal Industries, Bombay (Sr. No. 728).	10 days wages.		10 days basic wages for each year of service..	.. ..
Mistry Motor Body Builders, Bombay (Sr. No. 737).	15 days wages.		After 6 years or service of more— 7 days basic wages.	
			(2) After 8 years of service or more but less than 10 years— 12 days basic wages.	
			(3) After 10 years or more— 15 days basic wages.	
Andheri Matel Refinery and Foundry, Bombay (Sr. No. 742).	10 days total wages.		10 days total wages for each completed year of service. ..	
Telecom Industries Pvt. Ltd., (Sr. No. 745), Bombay.. (Sr. No. 745).	10 days total wages.		10 days basic wages	..
SKP Ball Bearing Co. Ltd., Bombay (Sr. No. 747).	1 month's salary.	½ month's salary..	¾ month's salary..	1 month's salary After 15 years— 15 months' salary.
Ingersoll-Rand (India) Ltd., Bombay (Sr. No. 748).	1 month's salary.	1/3 month's salary	1/4 month's salary	15 months' salary
Bharat Radiators Pvt. Ltd., Bombay (Sr. No. 749).	15 days total wages.	7 days total wages	15 days total wages	..
Siemen's Engineering & Mfg. Co. of India Ltd., Bombay. (Sr. No. 751).	16 days wages.	8 days salary	.. 12 days salary ..	8 months' salary..
Asjit Radio Corpn., Bombay (Sr. No. 752) In lieu of gratuity every workman who has put in 3 years service as on 1st October				



(4a)	(4b)	(4c)	(5a)	(5b)	(5c)	(6)
..	..	..	..	..	..	15 months' salary or Rs. 7,500.
..	..	15 month's salary	..	..	15 month's salary	15 month's salary.
..	..	$\frac{1}{2}$ months basic wages.	..	..	$\frac{3}{4}$ month's basic wages.	10 month's basic wages.
7 days wages ..	10 days wages..	..	..	7 days wages..	10 days wages..	10 month's wages.
..	10 days consolidated wages.	..	..	..	10 days consolidated wages.	10 month's wages.
..	..	10 days consolidated wages.	..	..	..	..
..	..	..	..	..	..	..
$\frac{1}{2}$ month's basic wages.	21 days basic wages	..	$\frac{1}{2}$ month's basic wages.	21 days basic wages.	..	15 months' wages.
..	..	10 days basic wages.	..	..	10 days basic wages.	..
..	10 days wages..	..	..	10 days wages..	..	..
After 6 years of service or more— 7 days basic wages.	..	..	After 6 years of service or more— 7 days basic wages.	..	..	15 months' basic wages.
(2) After 8 years of service or more but less than 10 years— 12 days basic wages.	..	..	(2) After 8 years of service or more but less than 10 years— 12 days basic wages.	..	..	..
(13) After 10 years or more— 15 days basic wages.	..	..	(13) After 10 years or more— 15 days basic wages.	..	..	..
10 days total wages for each completed year of service..	..	..	..	..	..	800 days wages.
..	..	10 days total wages.	..	..	10 days total wages.	..
..	..	1 month's salary	..	..	1 month's salary	15 months' salary
..	..	1 month's salary	..	..	1 month's salary	15 months' salary.
..	..	15 days total wages.	..	..	15 days total wages.	15 months' wages.
..	..	8 month's salary	..	..	8 months' salary	8 months' salary*

1962 or may put in 3 years service thereafter and on such completion shall be issued with life insurance policy.

(1)	(2)	(3a)	(3b)	(3c)
Kothari Auto Parts Mfg. Co. Pvt. Ltd., Bombay (Sr. No. 765).	15 days total wages.	7 days total wages	15 days total wages	..
M/s. Excel Industries Pvt. Ltd., Jogesh- wari, Bombay. (Sr. No. 766).	The Tribunal modified the existing scheme (as at Rs. No., 580), dated 29th June 1960. The word "wages" in the settlement would mean basic wages last drawn by the			
Indian Textile Engineering Pvt. Ltd., Bombay. (Sr. No. 774).	1 months wages ..	$\frac{1}{2}$ month's wages..	$\frac{3}{4}$ month's wages..	1 month's wages..
Hind Razor & Blades Co., Pvt. Ltd., Bombay. (Sr. No. 775).	6 days total wages ..	..	..	..
Bharat Cables Pvt. Ltd., Bombay (Sr. No. 780).	15 days basic wages ..	..	..	..
Alu Capsule Ltd., Bombay (Sr. No. 783) ..	1 month's basic wages to 1st 15 years.  After 15 years— $\frac{1}{2}$ month's basic wages.	$\frac{1}{2}$ month's basic wages.	$\frac{3}{4}$ month's basic Wages.	1 month's basic wages up to 1st 15 years. After 15 years— $\frac{1}{2}$ month's basic wages.
Kotkar Enamel Works, Bombay (Sr. No. 790).	15 days basic wages..	..	..	..
Batliboi and Company, Bombay (Sr. No. 794).	1 month's basic salary for each completed year of service for the 1st year and there- after at the rate $\frac{1}{2}$ month's basic salary.	$\frac{1}{2}$ month's basic salary.	$\frac{3}{4}$ month's basic salary.	15 months' basic salary for the 1st 15 years plus $\frac{1}{2}$ month's salary for every addi- tional year of service.
Motor Hood Depot, Bombay (Sr. No. 795)	(1) More than 5 years up to 10 years—5 days wages for every year. (2) More than 10 years up to 15 years 10 days wages for every year. (3) More than 15 years—15 days wages for every year.			
Ganesh Engineering Works, Bombay (Sr. No. 802).	After 15 years service— 15 days basic wages for each year of service.	..	..	.. ..
National Baby Motor Works, Bombay (Sr. No. 810)	10 days wages ..	10 days wages for every year of service	..	..
L. & T. (Management) Pvt. Ltd., Mana- ging Agent— (2) India Crown Cork Co., Ltd. (3) Engineering Construction Corpn. Ltd. (4) Alu Capsules Ltd. (Sr. No. 823).	1st 15 years service— one month's basic wages After 15 years service— $\frac{1}{2}$ basic salary.  ..	$\frac{1}{2}$ month's salary.  ..	basic $\frac{3}{4}$ month's basic salary.  ..	1st 15 years ser- vice— 1 month's basic salary. After 15 years service— $\frac{1}{2}$ month's basic wages.
J. B. Advani Oerlikes Electrics Pvt. Ltd., Bhandup, Bombay (Sr. No. 824).	15 days wages ..	..	15 days leave wages	..
International Telephones & Radio Corpo- ration, Bombay (Sr. No. 826).	10 days consolidated wages.	..	10 days consolidated wages.	..
Free India Metal Works, Bombay (Sr. No. 833).	15 days wages ..	15 days wages per year of service.	..	..
Hard Castle & Wand Mfg. Pvt. Ltd., (Sr. No. 835).	21 days salary ..	..	..	..
The Indian Smelting & Refining Co. Ltd., Bombay (Sr. No. 840).	1 month's basic wages for each completed year of service before the introduction of PF Scheme, i.e. before 1951 and $\frac{1}{2}$ month's basic wages thereafter.	10 days basic wages	$\frac{1}{2}$ months' basic wages.	..

(4a)	(4b)	(4c)	(5a)	(5b)	(5c)	(6)
..	..	15 days total wages.	..	..	15 days total wages.	15 months' wages.
workman concerned plus 50 per cent of the Dearness Allowance last drawn by him.						
..	..	1 month wages	..	..	1 month wages	20 months' wages.
..	..	..	..	..	..	..
..	..	15 days wages..	..	..	15 days wages.	10 months' wages
..	..	1st 15 years— 15 months' basic wages. After 15 years— 1/2 month's basic wages.	..	..	1st 15 years— 15 months' basic wages. After 15 years— 1/2 month's basic wages.	22½ months basic wages.
..	..	15 days basic wages.	..	..	15 days basic wages.	..
(1) For 15 years of service but less than 20 years— 15 months' basic salary. (2) For 20 years of service but less than 25 years— 17½ months' basic salary. (2) For 25 years of service and over— 20 months' basic salary.			(1) For 15 years of service but less than 20 years— 15 months' basic salary. (2) For 20 years of service but less than 25 years— 17½ months' basic salary. (3) For 25 years of service and over— 20 months' basic salary.			20 months' basic salary.
..	..	..	..	..	..	15 months' salary.
..	..	..	..	..	..	15 months' salary.
After 12 years service— 10 days wages.	..	..	After 12 years service— 10 days wages.	..	..	..
..	..	1st 15 years Service— 15 months' basic salary. After 15 years service— 1/2 month's basic salary.	..	..	1st 15 years Service— 15 months' basic salary. After 15 years service— 1/2 month's basic salary.	22½ months' basic salary.
..	..	15 days basic wages.	..	..	15 days basic wages.	15 months' basic wages.
..	10 days consolidated wages.	..	..	10 days consolidated wages.	..	15 months' wages.
..	15 days wages..	..	..	15 days wages..	..	..
..	21 days salary..	..	..	21 days salary..	..	15 months' Salary
..	..	1 month's wages before the introduction of P.F. Scheme, i.e., before 1951 and 1/2 month's wages.	..	..	1 month's basic wages before the introduction of P.F. Scheme, i.e., before 1951 and 1/2 month's wages.	15 months' basic wages

(1)	(2)	(3a)	(3b)	(3c)
V. Pamlays Pvt. Ltd., Thana (Sr. No. 851)	In completion of 15 years continuous service— 2 weeks basic pay for each year of service.			
Suresh Engg. Works, Bombay (Sr. No. 854)	7 days wages	..	..	..
Small Parts Mfg. Co., Bombay (Sr. No. 856).	15 days basic wages	..	After 12 years— 15 days wages.	..
The Patent Tiffin Carrier Sanghvi & Co., Poona (Sr. No. 858).	15 days basic wages	..	..	..
Utakar Iron Works, Kolhapur (Sr. No. 862)	15 days basic wages	..	15 days basic wages	..
Mahatma Metal Works, Kolhapur (Sr. No. 865).	15 days basic wages	..	15 days basic wages	..
Hind Casting & Iron Works, Kolhapur (Sr. No. 867).	15 days basic wages	..	15 days basic wages	..
Menon & Co., Kolhapur (Sr. No. 868)	15 days basic wages	..	15 days basic wages	..
Southern Engineering Corpn., Kolhapur (Sr. No. 871).	15 days basic wages	..	15 days basic wages	..
The Indian Hume Pipe Co., Miraj (Sr. No. 873)	1 month's basic wages for each completed year of service before coming into force of E. P. F. Act, 1952, in the Factory and 1/2 month's basic wages thereafter.	..	3/4 month's basic wages before E. P. F. Act, 1952 and 1/2 month's basic wages thereafter.	1 month's basic wages before E. P. F. Act, 1952 and 1/2 month's basic wages thereafter.
Roopa Engineering Corp., Kolhapur (Sr. No. 874).	15 days basic wages	..	15 days basic wages.	..
Radio Lamp Works Ltd., Poona (Sr. No. 876).	For Daily workers:— 10 days consolidated wages.	7 days consolidated wages.	10 days consolidated wages.	..
M. G. Karajgar Engineering Works, Kolhapur (Sr. No. 879).	15 days basic wages	..	15 days basic wages.	..
Modern Foundry and Machine Works, Ahmednagar (Sr. No. 891).	15 days basic wages	..	15 days basic wages.	..
<i>Clerical and other subordinate Staff</i>				
Indian Hume Pipe Co. Ltd., Poona (Sr. No. 893).	1 month's basic wages for each completed year of service before coming into force of E. P. F. Act, 1952 in the Factory and 1/2 month's basic wages thereafter.	..	3/4 month's basic wages before E. P. F. Act, 1952 and 1/2 month's basic wages thereafter.	1 month's basic wages before E. P. F. Act, 1952 and 1/2 month's basic wages thereafter.
Kirloskar Pneumatic Co. Ltd., Poona (Sr. No. 899).	1 month's wages	..	1/2 month's wages	1 month's wages
Mahindra Owen Ltd., Pimpri, Poona (Sr. No. 910).	2/3 monthly consolidated salary	1/5 month's consolidated wages.	1/3 month's consolidated wages.	2/3 month's consolidated wages.

(4a)	(4b)	(4c)	(5a)	(5b)	(5c)	(6)
..		..	..	..	..	24 weeks basic pay.
..	..	7 days wages ..	..	..	7 days wages ..	105 days wages.
..	After 12 years— 15 days wages.	15 days basic wages.	..	..	15 days basic wages.	..
..	10 days basic pay.	..	..	..	..	10 months' pay.
..	..	15 days basic wages.	..	..	15 days basic wages.	7½ months' basic pay.
..	..	15 days basic wages.	..	..	15 days basic wages.	7½ months' basic wages.
..	..	15 days basic wages.	..	..	15 days basic wages.	7½ months' basic wages.
..	..	15 days basic wages.	..	..	15 days basic wages.	7½ months' basic wages.
..	..	15 days basic wages.	..	..	15 days basic wages.	7½ months' basic wages.
..	..	1 month's basic wages before E. P. F. Act, 1952 and 1/2 month's basic wages thereafter.	..	..	1 month's basic wages before E. P. F. Act, 1952 and 1/2 month's basic wages thereafter.	15 months' basic wages.
..	..	15 days basic wages.	..	..	15 days basic wages.	7½ months' basic wages.
..	..	10 days consolidated wages.	..	..	10 days consolidated wages.	250 days (10 months') wages.
..	..	15 days basic wages.	..	..	15 days basic wages.	7½ months' basic wages.
..	..	15 days basic wages.	..	..	15 days basic wages.	7½ months' basic wages.
..	..	1 month's basic wages before E. P. F. Act, 1952 and 1/2 month's basic wages thereafter.	..	..	1 month's basic wages before E. P. F. Act, 1952 and 1/2 month's basic wages thereafter.	15 months' basic wages.
..	..	1 month's wages	..	..	1 month's wages	15 months' basic wages.
1/5 month's consolidated wages.	1/5 month's consolidated wages.	2/3 month's consolidated wages.	2/3 month's consolidated wages	..	..	12 months' wages.

## IRON AND STEEL INDUSTRY

In this industry the Committee adopted the same definition which was adopted by the previous Norms Committee for the purpose of classification of Awards, Settlements and Agreements. The definition is as follows :—

‘Manufacturing of Iron & Steel including Smelting, Refining, Rolling, Conversion into Basic Forms such as Billets, Blooms, Tubes Rods.’

During the relevant period the Committee scrutinised and examined 23 Awards (21 published and 2 unpublished) and 27 Settlements under Industrial Disputes Act, 1947. The division-wise break-up of 23 Awards and 27 Settlements is as follows :—

Division	Awards	Agreements/ Settlements
Bombay .. .. .	23	26
Poona .. .. .	..	..
Nagpur .. .. .	..	..
Aurangabad .. .. .	..	..
<b>Total ..</b>	<b>23</b>	<b>27</b>

The following list gives the names and references of 50 concerns to which these Awards and Settlements refer :—

Serial No.	Name of the Concern	Reference
(1)	(2)	(3)
<b>AWARDS</b>		
Date and page No. of M.G.G., Part I-L		
<i>Bombay Division</i>		
1	The Indian Smelting & Refinery Co. Ltd., Bhandup, Bombay .. .. .	22-1-1959 (377-390).
2	The Sewree Iron & Steel Co., Bombay .. .. .	14-4-1960 (1404-1417).
3	The Mercury Iron & Steel Co., Pvt. Ltd., Bombay .. .. .	11-5-1961 (1079-1082).
4	The Krishna Steel Industries Pvt. Ltd., Bombay .. .. .	26-10-1961 (2681-2682).
5	The Sewree Iron & Steel Co., Bombay .. .. .	26-4-1962 (1667-1668).
6	The Eastern Smelting & Rolling Mills, Bombay .. .. .	3-5-1962 (1760-1762).
7	M/s. Nathani Steel Yard, Bombay .. .. .	27-9-1962 (3987-3988).
8	M/s. Taj Iron & Steel Works, Bombay .. .. .	15-10-1962 (Unpublished).
9	M/s. K. T. Rolling Mill Pvt. Ltd., Ambernath, Bombay .. .. .	20-12-1962 (5229-5231).
10	The Pancha Iron Works, Bombay .. .. .	14-2-1963 (547-548).
11	The Maharashtra Steel Rolling & Engineering Works, Bombay .. .. .	4-4-1963 (1216-1218).
12	The National Steel Works Ltd., Bombay .. .. .	24-4-1963 (Unpublished).
13	The Sewree Iron & Steel Co., Bombay .. .. .	15-6-1963 (2021-2023).
14	M/s. Anou Steel Industries, Thana, Bombay .. .. .	12-9-1963 (2973-2976).
15	The Indian Foundries, Bombay .. .. .	27-2-1964 (716-722).
16	M/s. Sewree Iron & Steel Co., Bombay .. .. .	19-11-1964, (3921-3923).
17	The Lans Metal & Enamel Works, Pvt. Ltd., Bombay .. .. .	8-4-1965 (1114-1118).
18	M/s. K. T. Steel Industries Pvt. Ltd., Ambernath, Bombay .. .. .	3-2-1966 (404-406).
19	The Indian Iron & Steel Co. Ltd., Bombay .. .. .	2-6-1966 (1605-1609).
20	The Asha Metal Works Pvt. Ltd., Bombay .. .. .	11-8-1966 (2620-2626).
21	Khira Steel Works, Pvt. Ltd., Bombay .. .. .	29-9-1966 (3019-3024).
22	The Honesty Iron Works, Bombay .. .. .	27-10-1966 (3501-3506).
23	The Sewree Iron & Steel Co., Bombay .. .. .	9-3-1967 (1014-1015).
<b>SETTLEMENTS</b>		
Date of settlements/agreements and Section of I. D. Act, 1947		
<i>Bombay Division</i>		
24	The Indian Iron Smelting and Refining Co. Ltd., Bombay .. .. .	21-3-1959, 2 (P).
25	Nav Bharat Steel Rolling Mills, Bombay .. .. .	11-10-1959 2 (P).
26	Solanki Iron & Steel Works, Bombay .. .. .	23-10-1959, 12(3).
27	Crescent Iron & Steel Corporation Ltd., Bombay .. .. .	9-12-1959, 2(P)
28	M/s. Crescent Iron & Steel Corpn. Ltd., Bombay .. .. .	6-2-1960, 2(P).
29	Crescent Iron & Steel Corpn. Ltd., Bombay .. .. .	14-5-1960, 2(P).
30	Crescent Iron & Steel Corpn. Ltd., Bombay .. .. .	21-6-1960, 2 (P)
31	Ripon Road Iron Foundry, Bombay .. .. .	5-3-1961, 2(P).
32	Crescent Iron & Steel Corpn. Ltd., Bombay .. .. .	24-8-1961, 2(P).
33	The Malleable Iron & Steel Casing Co. Pvt. Ltd., Bombay .. .. .	7-9-1961, 2(P).
34	Krishna Steel Industries Pvt. Ltd., Bombay .. .. .	26-10-1961, 2(P).
35	Dinshaw Iron Works, Bombay .. .. .	4-11-1961 2(P)

(1)	(2)	(3)
36	Western India Strip Mills, Bombay .. .. .	24-11-1961, 2(P)
37	Khira Steel Works Pvt. Ltd., Bombay .. .. .	2-12-1961, 12(P)
38	Climex Industries, Bombay .. .. .	6-7-1962, 2(P)
39	Mercury Iron & Steel Co. Pvt. Ltd., Bombay .. .. .	30-8-1962, 12(3)
40	Taj Iron & Steel Works, Ltd., Bombay .. .. .	15-10-1962, 2(P)
41	Chase Bright Steel Ltd., Thana, Bombay .. .. .	24-10-1962, 2(P)
42	K. T. Steel Industries Pvt. Ltd., Bombay .. .. .	18-1-1963, 12(3)
43	Chase Bright Steel Ltd., Thana, Bombay .. .. .	29-5-1963, 2(P)
44	M/s. Steel Plant Pvt. Ltd., Bombay .. .. .	17-6-1963, 12(3)
45	Crecent Iron & Steel Co. Pvt. Ltd., Bombay .. .. .	28-6-1963, 2(P)
46	Solanki Iron & Steel Works, Bombay .. .. .	5-7-1963, 12(3)
47	Special Steels Ltd., Bombay .. .. .	5-9-1963, 2(P)
48	Krishna Steel Industries Pvt. Ltd., Bombay .. .. .	21-10-1963, 2(P)
49	Bharat Iron & Steel Industries, Bombay .. .. .	7-12-1963, 2(P)
<i>Poona Division</i>		
50	Patent Tiffin Carrier Sanghvi Co., Poona .. .. .	1-2-1963, 2(P)

### WAGES AND DEARNESS ALLOWANCE

The question of wages and Dearness Allowance was involved in 34 cases. Of these 9 cases dealt with Dearness Allowance only. Wage-scales were revised in 10 cases, both D. A. and revision of wages were granted in 7 cases and *ad hoc* increments in wages were granted in 8 cases.

A statement showing the Wages, Dearness Allowance and Increments granted in these cases is attached herewith.

### ADJUSTMENT OF WAGES

The adjustment of wages in the revised scale was done in one case only, *viz.*, The Indian Foundries, Bombay (Sr. No. 15) as follows :—

Each person should be stepped up to the next nearest step in the new scale.

### LEAVE

There were 19 concerns in which various kinds of leave were considered. A statement showing the names of these 19 concerns and various types of leave granted is attached.

#### Privilege Leave :

There were 8 cases wherein the question of privilege leave was considered. The leave was allowed at the following rates :—

	Quantum (Days)	No. of Cases
20 .. .. .	.. .. .	1
21 .. .. .	.. .. .	1
24 .. .. .	.. .. .	1
30 .. .. .	.. .. .	1
1 day for 20 days work .. .. .	.. .. .	1
As per Factories Act .. .. .	.. .. .	3

#### Accumulation :

Accumulation of privilege leave was noted in only one case, *i.e.*, Khira Steel Works, Bombay. (Sr. No. 37) up to 57 days.

#### Sick Leave :

There were 2 cases where the question of sick leave was dealt with and in both it was allowed for 7 days in a year. In case of Navbharat Steel Rolling Mills, Bombay (Sr. No. 25) Sick Leave was to be granted on production of a medical certificate from a registered medical practitioner. While in the case of Krishna Steel Industries Pvt. Ltd., Bombay (Sr. No. 48) Sick leave could be accumulated up to 21 days and as a condition this leave could not be taken for more than 2 days without production of a medical certificate from a registered medical practitioner.

**Maternity Leave :**

On scrutiny, it has been observed that no instance of this kind of leave is noted.

**Leave without Pay :**

Leave without pay was granted in 3 cases at the rate of 7 days, 10 days and 12 days, respectively. In the case of Crescent Iron & Steel Co. (Sr. No. 29) leave without pay could be accumulated up to 25 days.

**Casual Leave :**

Casual leave was granted in 17 cases as follows :—

Number of days .. Number of cases

3	..	..	2
4	..	..	2
5	..	..	3
6	..	..	2
7	..	..	7
8	..	..	1

**Conditions of Casual Leave :**

- (a) Casual leave for not more than 3 days at a time could be permitted. (3 cases).
- (b) Casual leave could not be accumulated. (one case).
- (c) Casual leave could be suffixed or prefixed with festival holidays or weekly off. (one case).

**Festival Holiday :**

In 13 cases festival holidays ranging from 3 days to 6 days were granted. In 8 cases the number of such holidays was 5 days in a year ; in 2 cases each, it was 3 days and 4 days and in one case it was 6 days in a year.

In 2 cases festival holidays were to be fixed in consultation with their unions. In the cases examined it was noticed that the following festival holidays were enjoyed by the workmen :—

Festival holidays	Number of cases
(1) 26th January .. .. .	7
(2) 15th August .. .. .	7
(3) Divali .. .. .	7
(4) Dassara .. .. .	4
(5) Holi .. .. .	3
(6) 1st May .. .. .	3
(7) Gandhi Jayanti (2nd October) .. .. .	2
(8) Ganesh Chaturthi .. .. .	1
(9) Ramzan Id .. .. .	1
(10) Bakri Id .. .. .	1

**ALLOWANCES****Officiating Allowance :**

Only one case was noted. In Anou Steel Industries, Bombay (Sr. No. 14) officiating allowance was allowed as follows:

Difference in the minimum payable to the two categories, for working in higher category for a period of 5 days continuously or for a period of 4 weeks during the year.

**Lunch Allowance :**

2 cases were noted wherein lunch allowance was granted to the employees.

In one case each the employees were paid Rs. 1.50 per day and in the other Re. 1 per day as lunch allowance if they could not return to place of work from outdoor work during lunch hours.



**Overtime Allowance :**

Only one case was noted. In one case the drivers were to get double the rate of their minimum wages.

**Allowance for working on paid Holidays or Weekly off days :**

In the case of Chase Bright Steel Ltd., Bombay (Sr. No. 41) for working on Sundays the workers are paid  $1\frac{1}{2}$  times the normal wages with a substitute weekly off or double the normal wages. Similarly, for working on unpaid festival holidays they are paid double the normal wages. In the case of Crescent Iron & Steel, Bombay (Sr. No. 29) workmen would get as follows :—

Apprentices who work on weekly off will get .. 30 per cent of basic wages or 10 per cent of the total stipends.  
 Workmen who work on holidays other than 30 per cent of their total wages or their stipends. weekly offs will get.

**PERMANENCY**

There were 4 cases in which this was decided as follows :—

	On completion of	Number of cases
3 months' continuous service .. .. .	.. .. .	1
6 months' continuous service .. .. .	.. .. .	1
150 days continuous service .. .. .	.. .. .	1
On individual merits .. .. .	.. .. .	1

**UNIFORMS**

2 cases were noted. Employees were provided with a pair of uniforms in a year containing a khaki shirt and khaki half pant in a year.

**GRATUITY**

The Committee examined 11 gratuity schemes formulated during relevant period. A table showing the details of the amounts of gratuity granted is attached herewith.

**Statement showing the names of the concerns and Wages and Dearness Allowance granted In Iron and steel Industry**

Serial No. (1)	Name of Concern (2)	Wages (3)	Dearness Allowance (4)	
2	Sewree Iron & Steel Co., Bombay.	Unskilled— Mazdoor .. } Saraiwalla .. } Bar-Cutter .. } Lever-man .. } Semi-skilled— Bar Holder .. } Totawala .. } Hammerman .. } Skilled— Tongsman .. } Kundiwala .. } Pattiwalla .. } Fireman .. } Carpenter .. } Turner .. } Fitter .. } Welder .. } Blacksmith .. } Highly skilled— Fitter & Turner .. }	Rs. 1.16—0.06—1.82—0.10— 2.12 per day. Rs. 1.50—0.12—3.30. Rs. 1.75—0.15—4.00. Rs. 2.50—0.20—5.70. Rs. 4.00—0.30—6.70.	85 per cent of the revised Cotton Textile scale. Rs. 1.90 per day from 1-11-1960.
3	Mercury Iron & Steel Co., Bombay.	..	Rs. 1.90 per day from 1-11-1960.	

(1)	(2)	(3)	(4)								
		<i>Effective from 1st January 1960*</i>									
6	Eastern Smelting & Rolling Mills.	Consolidated wages (1) Unskilled— Rs. 3.00—0.10—3.30—0.15—3.75. (2) Semi-skilled I— Rs. 3.75—0.15—4.05—0.20—5.25. (3) Semi-skilled II— Rs. 4.50—0.15—4.80—0.20—6.00. (4) Skilled— Rs. 5.50—0.20—6.50—0.25—7.50. (5) Highly Skilled— Rs. 7.50—0.30—8.40—0.40—9.60.									
		*In case of those who are in service prior to 1-12-57 and others from 1-1-61.									
		<i>Effective from 1st May 1962</i>									
10	Panchal Iron Works, Bombay	Grade II— Rs. 3.00—0.10—4.30 per day. Grade I— Rs. 3.60—0.15—4.65—0.20—5.85 per day.  (These are consolidated wage scales (inclusive of D. A.).)									
11	Maharashtra Steel Rolling & Engineering Works, Bombay.	Daily Rated Workers & Watchmen shall be given an <i>ad-hoc</i> increase in the existing wages from 1st January 1963 as under.									
		<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Existing Rates</th> <th style="text-align: right;">Increase per day</th> </tr> </thead> <tbody> <tr> <td>Up to Rs. 3 per day .. ..</td> <td style="text-align: right;">Rs. 0.75</td> </tr> <tr> <td>More than Rs. 3 but up to Rs. 4 per day .. ..</td> <td style="text-align: right;">Rs. 0.60</td> </tr> <tr> <td>More than Rs. 4 per day .. ..</td> <td style="text-align: right;">Rs. 0.50</td> </tr> </tbody> </table>	Existing Rates	Increase per day	Up to Rs. 3 per day .. ..	Rs. 0.75	More than Rs. 3 but up to Rs. 4 per day .. ..	Rs. 0.60	More than Rs. 4 per day .. ..	Rs. 0.50	
Existing Rates	Increase per day										
Up to Rs. 3 per day .. ..	Rs. 0.75										
More than Rs. 3 but up to Rs. 4 per day .. ..	Rs. 0.60										
More than Rs. 4 per day .. ..	Rs. 0.50										
12	National Steel Works Ltd., Bombay.	Workmen employed on contract basis to get <i>ad-hoc</i> increase of 50 nP. per day from 1st December 1962.									
14	M/s. Anou Steel Industries, Thana, Bombay.	<i>Effective from 1st January 1963</i>  Unskilled— Mazdoor .. .. } Saraiwalla .. .. } Rs. 1.20—0.10—3.00 Bar Cutter .. .. } per day. Leverman .. .. }  Semi-skilled— Bar Holder .. .. } Lotawalla .. .. } Rs. 2.00—0.20—4.00 Hammerman .. .. } per day.  Skilled— Tongstman .. .. } Kundiwalla .. .. } Pattiwala .. .. } Fireman .. .. } Rs. 3.00—0.25—5.50. Carpenter .. .. } Turner .. .. } Fitter .. .. } Blacksmith .. .. }  Highly skilled— Fitter .. .. } Turner .. .. } Rs. 4.00—0.50—9.00. Welder .. .. }	Rs. 2.50 per day for each working day on which the worker has worked for full day or for more than 3/4 th day.								
		<i>Effective from 1st January 1964</i>									
15	Indian Foundries, Bombay ..	(1) Unskilled— Rs. 1.40—0.07—2.10 per day. (2) Semi-skilled— Rs. 2.10—0.10—3.10 per day. (3) Skilled— Rs. 3.00—0.20—5.00 per day. (4) Highly skilled— Rs. 5.50—0.25—7.00 per day.									
16	M/s Sewree Iron and Steel Co., Bombay.	(1) Jr. Clerk— Rs. 100—10—250. (2) Time-keeper— Rs. 125—10—255.									
			<i>Effective from 1st October 1962</i>								
			77 per cent of Dearness Allowance paid to workers in Textile Industry.								

(1)	(2)	(3)	(4)
16	Cont.—	(3) Office Superintendent— Rs. 175—20—400. (4) Stenographer— Rs. 200—15—350. (5) Jr. Accountant— Rs. 250—25—500. (6) Jr. Accountant— Rs. 125—15—350. (7) Foreman— Rs. 300—25—600. (8) Chageman— Rs. 150—15—330. (9) Driver— Rs. 100—5—165. (10) Peon— Rs. 70—5—125.	
		All monthly rated workers be given <i>ad-hoc</i> increment of Rs. 10 per month from 1st April 1965 and they shall get annual increments on 1st April every year.	
		<i>Effective from 1st February 1964</i>	
17	The Lans Metal and Enamel Works, Pvt. Ltd., Bombay.	Consolidated Wages (1) Unskilled .. .. Rs. 3.10 per day. (2) Semi-skilled .. .. Rs. 4.10 per day. (3) Skilled .. .. Rs. 5.10 per day.	
		<i>Effective from 1st February 1965.</i>	
		(1) Unskilled .. .. Rs. 3.30 per day. (2) Semi-skilled .. .. Rs. 4.30 per day. (3) Skilled .. .. Rs. 5.30 per day.	
19	The Indian Iron and Steel Co. Ltd., Bombay.	Peons, Sepoy, .. .. Rs. 35—2—55—3—70 .. Drivers .. .. Rs. 70—3—85—4—125.	
20	The Asha Metal Works, Pvt. Ltd., Bombay.	(1) Unskilled .. Rs. 3.60—0. 20—5.60 per day. (2) Semi-skilled .. Rs. 5.00—0. 25—7.50 per day. (3) Skilled .. Rs. 6.25—0. 35—7.75 per day. (4) Watchman .. Rs. 120—5—170. Per month.	D. A. to workmen at the rate of 1 paisa per point per day. Cost of Living Index goes above 583 and to watchman at the rate of 30 Ps. per point per month.
21	Kheera Steel Works Pvt. Ltd., Bombay.	(1) Stenographers and Supervisors. Rs. 200—12—260—E.B. 15—320. (2) Clerk and Typist, Telephone Operator. Rs. 140—8—180—12—240—E.B.—15—300. (3) Car Drivers .. Rs. 140—6—200. (4) Lorry Drivers .. Rs. 160—8—200—10—250. (5) Peons .. .. Rs. 100—4—120—5—145. (6) Store Keepers .. Rs. 230—20—430. (7) Draughtsman .. Rs. 175—10—225—15—300.	
22	The Honesty Iron Works, Bombay.	Minimum Rs. 95 per month to workers as consolidated wages.	
23	The Sewree Iron and Steel Co., Bombay.	..	(i) <i>With effect from 1-2-1966—</i> 90 per cent of the revised textile scale of D. A. (ii) <i>With effect from 1-2-1967—</i> 95 per cent of the revised textile scale of D. A. (iii) <i>With effect from 1-2-1968—</i> 100 per cent. of the revised textile scale of D. A.
24	Indian Iron Smelting and Refining, Bombay.	..	<i>From 1-1-1959—</i> 80 per cent of the revised textile scale of D. A.
25	Navbharat Steel Rolling Mills, Bombay.	Those who have completed one year's service as on 31-10-59 will be given increments in the existing wages as below :— Unskilled Workmen Annas 2 per day .. Rs. 2.50 per day. Semi-skilled Workmen Annas 2 per day. Skilled Workmen Annas 3 per day.	

(1)	(2)	(3)	(4)
26	Solanki Iron and Steel Works, Bombay.	Every employee to get annas 5 increase in the existing wages from 1-9-1959.	
28	Crescent Iron and Steel Corporation Ltd., Bombay.	<p><i>Effective from 1-1-1960—</i></p> <p><i>Grade I—</i> Unskilled .. Rs. 1.16—00.06—1.76.</p> <p><i>Grade II—</i> Semi-skilled I .. Rs. 1.34—00.09—2.06.</p> <p><i>Grade III—</i> Semi-skilled II .. Rs. 1.50—00.09—2.22.</p> <p><i>Grade IV—</i> Skilled I .. Rs. 2.00—00.12—3.20.</p> <p><i>Grade V—</i> Skilled II .. Rs. 3.00—00.19—4.71.</p> <p><i>Grade VI—</i> Highly Skilled .. Rs. 4.50—00.25—6.50.</p>	
31	Ripon Road Iron Foundry, Bombay.	<p>Increase in wages is given as below :—</p> <p>Mistry .. .. 62 nP. per day.</p> <p>Moulder, Turner 37 nP. per day.</p> <p>Workers from 25 nP. per day.</p> <p>General Deptt.</p> <p>Other workers <i>i.e.</i>, 25 nP. per day.</p> <p>Bigaris.</p>	
32	Crescent Iron and Steel Corporation Ltd., Bombay.	..	From 1-7-1961 at the rate of 83 per cent of the scale prescribed by the Labour Appellate Tribunal to the Textile workers (Decision reported in Part I-L of M. G. G., dated 10-2-55 Pg. 486).
33	Malleable Iron and Steel Castings Co. Pvt. Ltd., Bombay.	<p>(a) Watchmen .. Rs. 30—2—50.</p> <p>Jamdar .. .. Rs. 35—3—65.</p> <p>(b) Apprentices .. Rs. 45 for first 6 months</p> <p>Rs. 50 for second 6 months</p> <p>Rs. 55 for third 6 months</p> <p>Rs. 65 for fourth 6 months</p> <p>Rs. 75 for fifth 6 months.</p> <p>Rs. 90 for seventh 6 months.</p> <p>(c) Unskilled Workmen 'C'</p> <p><i>Grade—</i> .. .. Rs. 1.16—0.8—2.04.</p> <p><i>C-1 Grade—</i> (Unskilled workmen doing jobs under pressure of heat and uncomfortable conditions)— Rs. 1.25—0.10—2.25.</p> <p>(d) S e m i-skilled Workmen— <i>'B' Grade—</i> Rs. 1.75—0.15—3.25.</p> <p>(e) Skilled Workmen— <i>'A' Grade—</i> Rs. 2.75—0.19—4.46—E.B.—0.25—5.71.</p> <p>(f) Highly Skilled Workmen— <i>'A' Grade—</i> Rs. 4.00—0.25—6.00.</p>	All workmen excluding apprentices to get D. A. at 100 per cent of the old textile rate from 1-8-1961 and at the rate of 95 per cent of the revised textile rate from 1-4-1962.
34	Krishna Steel Industries Pvt. Ltd., Bombay.	<p>(a) <i>For Daily-rated workmen in the Factory :—</i></p> <p>Unskilled .. Rs. 1.30—0.10—2.40.</p> <p>Semi-skilled .. Rs. 1.75—0.15—2.50— 0.20—3.70.</p> <p>Skilled .. .. Rs. 2.50—0.20—3.50— 0.25—5.00.</p> <p>Highly Skilled .. Rs. 4.50—0.40—7.30.</p> <p>(b) <i>For Monthly-rated clerical and subordinate employees of the factory—</i></p> <p><i>Grade I—</i> Storekeeper .. Rs. 225—20—325—25— 425.</p> <p><i>Grade II—</i> Cashier, Weigh Bridge Des- patch Clerk. .. Rs. 175—15—250—20—370.</p> <p><i>Grade III—</i> Sr. Clerks .. Rs. 135—10—185—12½— 260—15—335.</p>	<p>From 1-4-61 for monthly rated workmen in Wadala factory</p> <p>Basic Wages for Consumers Variation Price Index for every at 311—320. 10 points.</p> <p>Re. 1 to 100 60 per cent. 5 per cent.</p> <p>Rs. 101 to 200 Additional 2 per cent. 25 per cent of pay.</p> <p>Rs. 201 and above Additional 1 per cent. 10 per cent of pay.</p>

(1)	(2)	(3)	(4)
34—Cont.	Grade IV—	Jr. Clerks Typists .. Time-keeper .. Compounder .. Cleaning & For- warding Clerk. Tracer, etc.	<i>Note.</i> —The minimum shall be as under Basic wage— Rs. 1 to 50    Rs. 60.00    Rs. 3.00 Rs. 51 to 100    Rs. 65.00    Rs. 3.00
	Grade V—	Tally Clerks .. Asstt. Clearing and Forwarding Clerk	Rs. 70—5—100—7—135.
	Grade VI—	Van Driver .. Car Driver .. Lorry Driver ..	Rs. 70—5—95—6—125. (Lorry Driver to get Rs. 10 more).
	Grade VII—	Watchmen & Peons.	Rs. 35—3—50—4—78.
35. Dinshaw Iron Works, Bombay			From 1-8-1961 .. Rs 1.75 per day. From 1-1-1962 .. Rs. 1.87 per day.
36. Western India Strip Mills Bhandup, Bombay.	Category	Rate per day    Rate of annual increment	D. A. Rs. 2.75 per day.
	(a) <i>Skilled Workmen—</i>	Turner, Fitter, Tongsman on Machine 1 & 2, Kundiwala, Lohar, Wireman.	Rs. 2.25    20 nP.
	(b) <i>Semi-skilled—</i>	Tongsman on Machine 3, Polishman, Asstt. Wireman, Wireman, Ovalman.	Rs. 1.50    15 nP.
	(c) <i>Unskilled—</i>	Totawala, Hookman, Water- man, C. B. Mazdoor, Fur- nance Mazdoor, Ordinary Mazdoor.	Rs. 1.15    10 nP.
		<i>Note.</i> —Increment shall fall due on completion of one year's continuous service.	
37. Khira Steel Works Pvt. Ltd., Bombay.	Effective from 1-7-61—		
	<i>Permanent daily-rated workmen—</i>		
	Unskilled ..	Rs. 3.55—0.10—4.05.	
	Semi-skilled 'C' ..	Rs. 3.75—0.12—4.35.	
	Semi-skilled 'B' ..	Rs. 4.00—0.15—4.75.	
	Semi-skilled 'A' ..	Rs. 4.25—0.20—5.25.	
	Skilled 'B' ..	Rs. 4.50—0.20—5.50.	
	Skilled 'A' ..	Rs. 4.75—0.25—6.00.	
	Highly Skilled 'B' ..	Rs. 5.50—0.25—6.75.	
	Highly Skilled 'A' ..	Rs. 6.00—0.30—7.50.	
	Specially Skilled 'B' ..	Rs. 7.50—0.35—9.25.	
	Specially Skilled 'A' ..	Rs. 8.00—0.40—10.00.	
	Subordinate Staff (a)	Peons—Rs. 80—4—120.	
		(b) Car Driver—Rs. 110—5—160.	
		Lorry Drivers—Rs. 125—5—175.	
	<i>Clerical Staff—</i>		
	(i) Semi Clerks ..	Rs. 90—5—140.	
	(ii) Clerks ..	Rs. 110—7.50—170—E.B.— 10—230    E.B.—15—290.	
	(iii) Typists ..	Rs. 110—7.50—170—E.B.— 10—230.	
	(iv) Stenographer & Supervisors.	Rs. 150—10—250—E.B.— 15—325.	
38. Climax Industries, Bombay.		Those who have completed one year from 1-4-1962 to 31-3-1963 shall get increment in their consolidated wages for the period from 1-4-1963 to 31-3-1966 as below—	
	Skilled ..	40 nP.	
	Semi-skilled ..	30 nP.	
	Unskilled ..	20 nP.	

(1)	(2)	(3)	(4)
39. Mercury Iron & Steel Co., Pvt., Ltd.	..	..	The present rate of Rs. 1.90 shall be enhanced to Rs. 2.00 per day from 1-1-62.
42. K. T. Steel Industries, Pvt. Ltd., Bombay.	Workers who were in employment as on 31-12-1961 will get wages from 2-7-1962 as below— <i>Unskilled</i> —Rs. 1.51 rising by 7 nP. each year till 31-12-66 <i>Semi-skilled</i> —Rs. 1.81 rising by 12 nP. each year till 31-12-66. <i>Skilled</i> —Rs. 2.45 rising by 20 nP. each year till 31-12-66. <i>Highly Skilled</i> —Rs. 3.50 rising by 25 nP. each year till 31-12-66.	The existing rate is 66 <sup>2</sup> / <sub>3</sub> per cent of the old textile scale shall be revised to new textile scale as below— 75% of the new textile scale from 2-7-62. 80% of the new textile scale from 1-7-63. 85% of the new textile scale from 1-1-64. 90% of the new textile scale from 1-7-64. 100% of the new textile scale from 1-7-65.	
	New workers employed on or after 1-1-1962 shall get wages as below from 2-7-1962— <i>Unskilled</i> —Rs. 1.16 rising by 7 nP. till 31-12-66. <i>Semi-skilled</i> —Rs. 1.45 rising by 12 nP. till 31-12-66. <i>Skilled</i> —Rs. 2.25 rising by 20 nP. till 31-12-66. <i>Highly Skilled</i> —Rs. 3.25 rising by 25 nP. till 31-12-66. <i>Note.</i> —Casual labour can be employed up to 150 days in the aggregate in the year shall receive consolidated wages of not less than Rs. 3.25 nP. per day.		
43. Chase Bright Steel Ltd., Thana, Bombay.	Unskilled .. Rs. 97.50—5.00—147.50. Semi-skilled I .. Rs. 120.00—8.00—200.00. Semi-skilled II .. Rs. 107.00—7.00—177.00. Skilled I .. Rs. 150.00—15.00—300.00. Highly skilled .. Rs. 225.00—25.00—475.00. Drivers .. Rs. 135.00—12.00—255.00. Watchmen .. Rs. 107.00—7.00—177.00.	..	
45. Crescent Iron & Steel Corporation Ltd.	..		From 1-6-1963 at the rate of 90 per cent of the scale prescribed by the Labour Appellate Tribunal to the Textile Workers (Decision reported in M. G. G., Part I-L, dated 10-2-1955, page 486).
46. Solanki Iron & Steel Works, Bombay.	Workmen will be given Rs. 6 increase in wages from 1-1-1962.	..	
47. Special Steels Ltd., Bombay.	..		From 1-7-1963 following D. A. would be granted :— (i) Daily-Rated Workmen : 20 nP. per working day. (ii) Monthly-Rated workmen and clerks/ Supervisory Staff drawing up to Rs. 300 : Rs. 5.00 per month. (iii) Monthly-Rated workmen and clerks/ Supervisory Staff drawing from Rs. 30 to Rs. 400 : Rs. 7.50 per month. (iv) Monthly-Rated workmen and Clerks/ Supervisory Staff drawing Rs. 401 to Rs. 500 : Rs. 10 per month.
50. Patent Tiffin Carrier Sanghavi Co., Poona.	..	..	For Calendar year 1963 permanent male workers will be paid additional D. A. of Rs. 2 and permanent female workers Re. 1 over and above the rate of D. A. paid in the calendar year 1962.

## Statement showing the names of the concerns and particulars of various kinds of leave granted in 'Iron and Steel' Industry.

Index Serial No.	Name of the Concern	Privilege Leave (days)	Sick Leave (days)	Leave without Pay (days)	Casual Leave (days)	Festival Holidays	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)
3	Mercury Iron & Steel Co. Pvt. Ltd., Bombay.	..	..	..	5 (With Pay.)	..	
10	Panchal Iron Works, Bombay	..	..	..	4 (With Pay.)	..	
11	Maharashtra Steel Rolling & Engineering Works, Bombay.	..	..	..	7 (With Pay.)	4	
14	Anon Steel Industries, Thana, Bombay.	1 day for 20 days worked.	..	..	5	5	
17	The Lans Metal & Enamel Works Pvt., Ltd., Bombay.	..	..	..	3	3	*On completion of 240 days works.
19	The Indian Iron & Steel Co. Ltd., Bombay.	21	..	..	7	..	
20	The Asha Metal Works Pvt. Ltd., Bombay.	20	7	..	7	5	
21	Khira Steel Works Pvt. Ltd., Bombay.	..	..	..	5	5	
25	Navbharat Steel Rolling ..	..	7 (With Pay.)	..	7 (With Pay.)	5	
26	Solanki Iron & Steel Works, Bombay.	..	..	..	4 (With Pay.)	..	
27.	Crescent Iron & Steel Corporation, Ltd., Bombay.	..	..	..	6 days in 1960 7 days in 1961	.. 4 days in 1961.	
29	Crescent Iron & Steel Corporation, Ltd., Bombay.	..	..	10	..	..	
30.	Western India Strip..	As per Factories Act, 1948.	..	..	7	5	
37.	Khira Steel Works, Pvt. Ltd., Bombay.	(i) Daily Rated in Factory— As per Factories Act. (ii) Monthly Rated Subordinate Staff 24 (iii) Monthly-Rated Clerical and Supervisory— 30	..	..	(1) Daily Rated— 6 (2) Monthly Rated Subordinate— 6 (3) Monthly Rated Clerical and Supervisory— 6	5	
38.	Climax Industries, Bombay..	As per Factories Act, 1948.	..	..	3	3	
41.	Chase Bright Steel Ltd., Bombay.	..	..	..	..	5	
42.	K. T. Steel Industries Pvt. Ltd., Bombay.	..	..	Monthly-rated 12 Daily rated 7	7	5	
46.	Solanki Iron & Steel Works Bombay.	..	..	..	..	One more in addition to the existing one.	
48.	Krishna Steel Industries Pvt. Ltd., Bombay.	..	7 (With Pay.)	..	8	6	

**Statement showing the names of the concerns and the quantum of gratuity granted in  
'Iron and Steel Industry'**

Name of concern and Sr. Number in the list  (1)	Gratuity payable on (in terms of number of days/months/weeks basic wages) for each year of service										Maximum gratuity payable  (6)	Remarks  (7)
	Death or disability (Physical or Mental) while in employment  (2)	On termination of service after			On resignation from service after			On voluntary Retirement after				
		5 years 3 (a)	10 years 3 (b)	15 years 3 (c)	5 years 4 (a)	10 years 4 (b)	15 years 4 (c)	5 years 5 (a)	10 years 5 (b)	15 years 5 (c)		
The Panchal Iron Works, Bombay (Sr. No. 10).	½ Mth.	½ Mth.	..	..	..	..	½ Mth.	..	..	½ Mth.	..	
M/s. K. T. Steel Industries (P) Ltd., Bombay (Sr. No. 18).	15 days	..	..	..	..	..	..	..	..	..	20 Mths.	
The Indian Iron & Steel Co. Ltd., Ambernath, Bombay (Sr. No. 19).	½ Mth.	..	½ Mth.	..	..	..	½ Mth.	..	..	½ Mth.	15 Mths.	
Kheera Steel Works (P) Ltd., Bombay (Sr. No. 21).	The existing gratuity scheme (which was introduced by settlement, dated 2-12-1961 under Section 12 (3) of the Industrial Disputes Act, 1947) is modified by the Tribunal and directed the Company that if any worker resigns after completion of 15 years continuous service he should be paid gratuity of the same rate as in the case of death, disability, etc., subject to a maximum of 10 months basic wages.											
The Honesty Iron Works, Bombay (Sr. No. 22).	15 days	7 days consolidated wage.	10 days	..	..	10 days	..	..	10 days	15 days	12 Mths.	
Crescent Iron Steel Corporation Ltd., Bombay (Sr. No. 30).	1/3 Mths.	1/6 Mths.	..	..	..	..	..	..	..	..	..	
The Malleable Iron & Steel Castings Co. Pvt. Ltd. (Sr. No. 33).	½ Mths.	..	..	..	..	..	..	..	..	..	15 Mths.	
Khira Steel Works (P) Ltd., Bombay (Sr. No. 37).	15 days	..	15 days	..	..	..	..	..	..	..	10 Mths.	No Gratuity in case retrenchment compensation is paid.
Mercury Iron & Steel Co. Pvt. Ltd. (Sr. No. 33.)	½ Mth.	..	..	..	..	..	½ Mth.	..	..	½ Mth.	9 Mths.	
M/s. Steel Plant Pvt. Ltd., Bombay (Sr. No. 44).	15 days	7 days	..	15 days	..	..	15 days	..	..	15 days	..	
Solanki Iron & Steel Works, Bombay (Sr. No. 46).	12 days	..	..	..	..	..	..	..	..	..	7 Mths.	