

GOVERNMENT OF MAHARASHTRA
INDUSTRIES AND LABOUR DEPARTMENT



REPORT OF
THE NORMS COMMITTEE

PART II

(Section C)



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SECTION C
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FILM INDUSTRY

This industry has been defined by the previous "Norms Committee" as —

"(i) production of motion pictures and like services such as film processing, etc. and (ii) exhibition of motion pictures by cinema houses".

The Committee, for the purpose of the present enquiry, decided to adopt the same definition. It will be seen that the industry is divided into two sectors—(i) the production sector and (ii) the distribution and exhibition sector.

The Government of Maharashtra had appointed a Committee for the employees in the film production industry under the Chairmanship of Shri P. G. Kher. The Committee popularly known as Kher Committee submitted a detailed report in October 1966 and also made recommendations on various industrial matters. These recommendations have been taken into consideration by the Committee.

In September 1967 the 'Theatres' Employees Union representing employees in the Cinema Houses in Greater Bombay arrived at a comprehensive settlement in respect of the conditions of service and wages of those employees. The terms of this settlement deserve consideration although the Committee has according to the terms of reference have not considered settlement after 1-1-1964.

During the period under review there have been 62 Awards and 41 Settlements in this industry. Of the settlements, 10 were under the provisions of the C. P. & Berar Industrial Disputes Settlements Act.

Of the awards, 6 related to the Poona region, while the rest were related to Greater Bombay area. Of the settlements 10 came from Nagpur region, 2 from Poona and 5 from Kolhapur, while the rest of the settlements were from Greater Bombay area. The divisionwise break-up of the 62 Awards and 41 Settlements is as under :—

Division	Awards	Settlements/Agreement
Bombay	56	24
Poona	6	7
Nagpur	..	10
Aurangabad ..	..	..
Total	62	41

It will be seen that the industry is heavily concentrated in the Greater Bombay Region.

Of the total number of cases examined 60 cases were reported in respect of the exhibition and distribution of films. The rest related to the production and processing of the films.

In 1967 the Theatre Employees Union, Bombay, arrived at a comprehensive settlements with about 80 Theatres in Greater Bombay in respect of wages, dearness allowance, leave facilities, provident fund and gratuity. For the purposes of this settlement the Cinema houses in Greater Bombay have been grouped into 3 classes according to the size and status of the theatre. Conditions of services and wages have been fixed for each class of theatres.

It was also observed that the conditions of employment in this industry appeared to be more or less uniform thanks to the existence of very well organised union in the industry. This will be evident from the fact that as many as 41 settlements were reported during the course of the enquiry.

The list of the Awards and Settlements examined by the Committee is given below :—

Serial No. (1)	Name of the Concern (2)	Reference (3)
AWARDS		
Bombay Division		
1	The Swastik India Pvt. Ltd.	21-5-59 (2184—2189).
2	M/s. Key & Key Exhibitors (Mgt. of the Kohinoor Cinema, Dadar), Bombay ..	27-8-59 (3813—3820).
3	The Neptune Talkies, Bandra	22-10-1959 (4639—4662).
4	The Filmstan Pvt. Ltd., Bombay	17-12-1959 5514—5515).

(1)	(2)	(3)
5	Star Talkies, Bombay	24-12-1959 (5566—5573).
6	Famous Cine Laboratories & Studios Ltd., Bombay	24-12-1959 (5613-5614).
7	Aurora Talkies, Bombay	28-1-1960 (349—355).
8	The Bharatmata Cinema, Bombay	4-2-1960 (423—430).
9	The Western India Theatres Ltd. (Mgt. of Strand, Minerva & Excesor Cinema), Bombay.	25-2-1960 (795-796).
10	The Rajkamal Kalamandir Pvt. Ltd., Bombay	3-3-1960 (920—934).
11	M/s. Kismat Cinema, Bombay	17-3-1960 (1048—1055).
12	City Light Cinema, Bombay	23-6-1960 (592—598).
13	M/s. Nishat Talkies, Bombay	30-6-1960 (652—657).
14	M/s. Select Trading & Cine Films Pvt. Ltd., Bombay	10-8-1960 (1112—1118).
15	Filmistan Pvt. Ltd., Bombay	22-9-1960 (1409-1410).
16	Deepak Talkies, Bombay	20-10-1960 (1752—1768).
17	The Bombay Film Laboratories Pvt. Ltd., Bombay	3-11-1960 (1854—1858).
18	The Western India Theatres Ltd., Bombay	10-11-1960 (1931—1945).
19	M/s. Daulat Theatre Pvt. Ltd., Bombay	21-2-1961 (Unpublished).
20	The National Talkies, Bombay	22-2-1961 (Unpublished).
21	M/s. Roongta Cine Corporation Pvt. Ltd., Bombay	21-9-1961 (2251—2261).
22	M/s. Basant Picture, Bombay	12-10-1961 (2531—2534).
23	The Mahal Pictures Pvt. Ltd., Bombay	16-10-1961 (Unpublished).
24	Narendra & Co., Lessees Roop Talkies, Bombay	21-12-1961 (3491—3494).
25	The Bombay Film Laboratories Pvt. Ltd., Bombay	29-3-1962 (1392—1394).
26	The Mahal Pictures Pvt. Ltd., Bombay	19-4-1962 (1615—1620).
27	Famous Cine Laboratories, Bombay	5-7-1962 (2698—2707).
28	The Filmstan Pvt. Ltd., Bombay	19-7-1962 (2826—2844).
29	M/s. Bombay Film Laboratory Pvt. Ltd. (including Silver Town Film Laboratories), Bombay.	13-7-1962 (3798—3801).
30	M/s. Technicians United (Ranjit Studios), Bombay	20-9-1962 (3934—3940).
31	M/s. Lido Cinema, Bombay	20-9-1962 (3923—3933).
32	Famous Cine Laboratory, Bombay	8-11-1962 (4383—4388).
33	M/s. Vijay Talkies, Chembur, Bombay	11-12-1962 (Unpublished).
34	M/s. Kamal Studios (Mahal Pictures Pvt. Ltd.), Bombay	21-2-1963 (614—617).
35	New Model Talkies, Bombay	21-2-1963 (623—625).
36	M/s. Kismat Cinema, Bombay	4-7-1963 (Unpublished).
37	M/s. Decpak Talkies, Bombay	5-9-1963 (3892—3895).
38	Metro Theatres, Bombay Ltd., Bombay (The Theatre Owners' Association, Bombay).	12-9-1963 (Unpublished).
39	The Western India Theatres Ltd., Bombay	17-9-1963 (Unpublished).
40	M/s. Gandhi & Co. Licences Shrikant Studios Pvt. Ltd., Chembur, Bombay	13-2-1964 (500-501).
41	The Famous Cine Laboratory, Bombay	4-6-1964 (1997—2002).
42	Famous Cine Lab. & Studios Ltd., Bombay	24-6-1965 (2187—2189).
43	M/s. Filmalaya Pvt. Ltd., Bombay	9-8-1965 (3092—3101).
44	M/s. Natraj Cinema, Bombay	30-9-1965 (3428—3434).
45	M/s. Kardar Production, Bombay	18-11-1965 (3930).

(1)	(2)	(3)
46	M/s. New Model Talkies, Kurla	18-11-1965 (3943).
47	M/s. Asha Studios, Bombay	13-1-1966 (115).
48	The Mahal Pictures Pvt. Ltd., Bombay	23-6-1966 (1987).
49	M/s. Mehboob Production (P) Ltd., Bombay	18-8-1966 (2633.)
50	The Filmistan Pvt. Ltd., Bombay	15-12-1966 (4230.)
51	M/s. Bharat Chitra Mandir, Bombay	27-4-1967 (1885—1986).
52	Columbia Films of India Ltd., Bombay	4-5-1967 (1936—1945) .
53	The Metro Goldwyn Mayer India Ltd., Bombay	4-5-1967 (1946—1955).
54	The 20th Century Fox Corporation (India) Pvt. Ltd., Bombay	4-5-1967 (1956—1964.)
55	The Warner Bros. First National Picture Inc., Bombay	4-5-1967 (1966—1975).
56	Mahal Pictures Pvt. Ltd., Bombay	12-10-1967 (4003—4011).
Poona Division		
57	The Paramount Talkies, Poona	29-1-1959 (Unpublished).
58	M/s. Usha Talkies, Kolhapur	11-1-1962 (152—155).
59	Vijayanand Theatre, Poona	31-1-1963 (364—369).
60	Saraswati Chitra Mandir, Kolhapur	14-2-1963 (564—567).
61	Azad Chitra Mandir, Ichalkaranji	27-8-1963 (Unpublished).
62	The Western India Theatres Ltd., Poona	27-2-64 (700—715).
SETTLEMENTS		
Bombay Division		<i>Date of settlement/agreements under Section 2(P) and 12 (3) of I. D. Act, 1947.</i>
63	Swastik Cinema, Bombay	28-4-1959, 2 (P).
64	Laxmi Talkies, Bombay	25-7-1959, 12 (3).
65	Laxmi Talkies, Bombay	4-8-1959, 12 (3).
66	Lido Talkies, Bombay	8-9-1959, 12 (3).
67	Bharatmata Talkies, Bombay	7-11-1959, 2 (P).
68	Aurora Talkies, Bombay	7-12-1959, 2 (P.)
69	Roop Talkies, Bombay	27-1-1960, 12 (3).
70	Surya Cinema, Parel, Bombay	1-2-1960, 2 (P).
71	Metro Theatres, Bombay	8-2-1960, 12 (3).
72	Columbia Film of India Ltd., Bombay	16-4-1960, 12 (3).
73	New Shirin Talkies, Bombay	22-6-1960, 12 (3).
74	Neptune Talkies, Bandra	15-7-1960, 2 (P).
75	Famous Cine Laboratories and Studios Ltd., Bombay	3-9-1960, 2 (P).
76	Shri Mahboob Ali Ashiwagi Lessee—Bandra Talkies, Bandra	7-2-1961, 12 (3).
77	Famous Cine Laboratory, Bombay	14-3-1961, 12 (3).
78	Asha Studios, Chembur	11-7-1961, 12 (3).
79	M/s. Usha Talkies, Bombay	13-2-1962, 2 (P).
80	Western India Theatres, Bombay	15-5-1962, 2 (P).
81	Plaza Talkies, Bombay	13-6-1962, 12 (3).
82	Modern Sixteen Cine Laboratory Pvt. Ltd., Bombay	6-11-1962, 2 (P).
83	(1) Lamington Cinema (Apsara) and (2) Imperial Cinema	28-1-1963, 12 (3).

(1)	(2)	(3)
84	(1) City Light Cinema and (2) Alfred Talkies, Bombay	16-2-1963, 12 (3).
85	M/s. Usha Talkies, Kurla Road	7-5-1963, 12 (3).
86	Basant Picture Studios, Chembur	9-11-1963, 2 (P).
Poona Division		
87	The Prabhat Studios and Kelkar Film Exchange, Poona	27-10-1959, 2 (P).
88	Liberty Talkies, Kolhapur	20-1-1960, 2 (P).
89	Cine Exhibitors, Kolhapur	8-6-1960, 2 (P).
90	Royal & Prabhat Talkies, Kolhapur	13-10-1960, 2 (P).
91	Padma Talkies, Kolhapur	8-3-1961, 2 (P).
92	Liberty Talkies, Kolhapur	29-2-1962, 2 (P).
93	Capital Talkies, Poona Camp	26-4-1962, 2 (P).
Nagpur Division		
94	(1) Regal Talkies, (2) Chitra Talkies, (3) Shree Talkies, (4) Bharat Talkies, (5) Vasant Talkies, (6) Anand Talkies, (7) Jayashree Talkies, (8) Rajvilas Talkies, Nagpur.	22-12-1955, 37 (5) C. P. & B. I. D. S. Act.
95	Vasant Talkies, Nagpur	16-2-1961, C. P. & B. I. D. S. Act.
96	Regal Talkies, Nagpur	6-9-1961, C. P. & B. I. D. S. Act.
97	Vasant Talkies, Nagpur	4-1-1962, C. P. & B. I. D. S. Act.
98	M/s. Satyavijay Talkies, Akot	15-4-1962, C. P. & B. I. D. S. Act.
99	Rajvilas Talkies, Nagpur City	14-6-1962, C. P. & B. I. D. S. Act. Pages 2528—2531.
100	Shankar Theatres Ltd., Amravati (Prabhat Talkies) Rajkamal Talkies	7-2-1963, C. P. & B. I. D. S. Act. Pages 532—535.
101	Anand Talkies, Nagpur	19-2-1963, C. P. & B. I. D. S. Act.
102	Jaishree Talkies, Nagpur	19-2-1963, C. P. & B. I. D. S. Act.
103	The Panchshil Cinema, Nagpur	11-4-1963, C. P. & B. I. D. S. Act. Pages 1322-1323.

Wages and Dearness Allowance :

A very detailed classification of the workmen exist so far as this industry is concerned. The industry, in so far as it relates to the exhibition of films is covered under the provisions of the Minimum Wages Act and the minimum rates of wages for these workmen have been fixed with effect from 1-1-1967 under Government Notification, Industries and Labour Department, No. MWA-5264/126886-LAB-III, dated 31-12-1966. This Notification broadly classifies the workmen into skilled, semi-skilled and unskilled, and under each category a classification of the workmen in that category is given.

The Committee noticed that the question of wages and dearness allowance was involved in 78 cases (47 Awards and 31 Settlements). Out of these 15 cases dealt with dearness allowance, wages were revised in 23 cases and both dearness allowance and revision of wages were granted in 40 cases. A statement showing wages, dearness allowance decided in 78 cases is attached herewith.

Adjustment :

Adjustment of wages in the revised scale was noticed in 26 cases and done according to the following rules :—

(a) Workers whose existing wages are less than the minimum of the revised wage-scale shall be given the minimum of the revised scale.

(b) If his existing wage is more than the minimum of the revised scale but not a stage in the revised scale, it shall be stepped up to the next higher stage in the revised scale.

(c) No workmen shall be adversely affected due to the adjustment in the revised wage-scale.

Adjustment/Service Increment :

Service increments after adjustments were given in 6 cases (Sr. Nos. 22, 28, 50, 71, 79 and 89) as follows :—

<i>Length of service</i>	<i>No. of increments</i>
For 2 years service	1
For 3 years service	1
For service above 3 years	2
For every 3 years service maximum 3 increments	2

Date of annual increment was fixed in 16 cases as under :—

1st January ..	In 9 cases.
1st April ..	In 2 cases.
1st July ..	In 1 case.
1st October ..	In 3 cases.
1st November ..	In 1 case.

LEAVE

There are 55 cases in which various kinds of leave were considered. A list showing the names of these 55 concerns and the various types of leave granted is attached herewith.

Privilege Leave :

There were 39 cases in which privilege leave has been granted. The leave was allowed at the following rates :—

<i>Rate</i>	<i>No. of cases</i>
21 days for 11 months' service	13
21 days per year	10
30 days for 11 months' service	4
As per Factories Act	4
14 days per year	2
15 days per year	1
21 days for 11½ months' service	1
28 days per year	1
30 days per year	1
According to Shops and Establishments Act..	1

In M/s. Basant Pictures, Bombay (Sr. No. 22) 15 days leave is given for 240 days of work and for work in excess of 240 days it is given at the rate of 1 day for every 20 days' work.

Accumulation of leave granted in 31 cases is as follows :—

<i>Period</i>	<i>No. of cases</i>
90 days ..	24
42 days ..	4
84 days ..	1
30 days ..	1
28 days ..	1

In 18 cases privilege leave was allowed to be prefixed and suffixed to weekly off days.

In the Surya Cinema (Sr. No. 70) the management agreed to pay wages and dearness allowance for the leave refused by them.

Sick Leave :

Forty cases were examined by the Committee in which sick leave ranging from 5 days to 15 days per year was given. In 26 cases the quantum of leave was 15 days per year. In 5 cases, it was 10 days per year and in 4 cases it was 7 days. In 3 cases, it was 6 days and in 1 case each it was 5 days and 14 days, respectively.

In the case of employees in Cinema Houses in Greater Bombay, the sick leave was fixed at 15 days per year with full pay and allowance. The accumulation in these cases was allowed up to 90 days except in the theatres of AI Class.

The condition required that application for sick leave for more than 4 days should normally be accompanied by a medical certificate.

Casual Leave :

Forty cases were noticed in which casual leave ranging from 5 days to 15 days per year was sanctioned in 24 cases the rate was 7 days. In 9 cases it was 10 days and in 5 cases it was 5 days. There was one case each in which casual leave of 6 days and 15 days per year, respectively, was agreed.

Festival Holidays :

Six cases were examined by the Committee in which festival holidays ranging from 2 days to 6 days per year were given. In 2 cases 6 festival holidays were allowed. In another 2 cases 2 festival holidays were fixed. In 1 case each it was 4 days and 5 days, respectively. The 26th January and the 15th August figured prominently among the festival holidays.

In the case of the cinema houses which worked all the days of the year it was agreed that every employee would be paid 5 days extra salary with dearness allowance each year in lieu of public holidays, viz., Republic Day, Independence Day, Mahatma Gandhi's Jayanti, New Year (1st January) and Maharashtra Day.

The extra salary of an employment that in addition to his normal salary he would be paid one extra day's salary with dearness allowance. This extra salary with dearness allowance shall be paid along with the employee's salary dues on the following pay day even if any of the above holidays falls on any weekly off days.

ALLOWANCES

Extra Show Allowance :

This allowance appears to be a special feature of this industry in the exhibition side and as many as 30 cases were examined wherein an extra show allowance was sanctioned. The minimum rate was Re. 1 per day which was given to hamals or sweepers, while the maximum was Rs. 3 per day which was sanctioned for the Manager. The rate for other categories of employees vary between Rs. 1.25 to Rs. 4 per day.

Officiating Allowance :

Thirty cases were noticed wherein officiating allowance was sanctioned. In most of the cases the workers were required to work in a continuous period of 7 days continuously at a time or 20 days in the aggregate in the year before becoming entitled to officiating allowance. The rate differed in different cases but the prevalent system appeared to be to pay 25 per cent of the salary with dearness allowance in addition to his own salary or starting of the higher grade along with admissible dearness allowance whichever was higher. This was also continued under the latest settlement in this industry.

PROMOTIONS

In 17 concerns (Sr. Nos. 5, 7, 8, 11, 13, 14, 16, 31, 65, 66, 67, 68, 69, 71, 74, 79 and 81) it was agreed that promotions would normally be from within the ranks.

TRANSFERS

In 15 concerns (Sr. Nos. 5, 8, 11, 12, 13, 14, 16, 31, 65, 66, 67, 68, 74, 79 and 81) the Management agreed that no workmen would be transferred from one cinema to the other without his consent.

COMPLEMENTARY PASSES

In 10 concerns (Sr. Nos. 7, 8, 11, 13, 16, 65, 67, 68, 74 and 79) benefits of complimentary passes to the employees were given.

GRATUITY

36 cases of gratuity were examined by the Committee during the course of the enquiry. In most of these cases a gratuity was payable on (i) the death, physical or mental incapacity for further service the rates were 1 month's basic pay in A1 and A Class theatres and $\frac{3}{4}$ th month's basic salary in B Class Cinemas subject to a maximum of 20 months basic salary, (ii) on retirement or resignation after 5 years service the rates were the same as in (i) above and (iii) on termination of the services by the Company, the rates were $\frac{3}{4}$ th month's basic salary for each completed year of service. Under the latest settlement the rate even in 'B' Class Cinemas has been fixed as one month's basic wages.

On discharge or dismissal for misconduct resulting any financial loss gratuity to the extent of the loss was to be deducted.

PROVIDENT FUND

There were 14 cases in which schemes of provident fund were introduced. In all these cases the rate of provident fund was fixed at $6\frac{1}{2}$ per cent of the basic wages and dearness allowance or $8\frac{1}{2}$ per cent of the basic salary whichever was higher in the individual case. In the case of the concerns where the number of employees exceeded 49 the rate of contribution from both the employers and employees was fixed at 8 per cent of the basic salary and dearness allowance.

RECOMMENDATIONS OF THE KHER COMMITTEE

The Kher Committee submitted its report in October 1966. The Committee in its report after considering all the factors has made recommendations on various industrial matters as follows. These recommendations apply to Studio and Laboratory Workers.

Wages :

(1) The minimum wage for an unskilled worker should be uniform throughout the industry in Bombay and it should be Rs. 100 at 1960 price level. At Kolhapur it should be Rs. 60.

In addition a dearness allowance at the rate of Rs. 3 for every five points rise over the new Consumers Price Index number for 1960 in Bombay and that for Kolhapur, respectively, should be paid.

(2) Minimum rates of wages for workers in studios and laboratories and those engaged regularly with producers should be as follows :—

Scale	Bombay	Kolhapur
(1) Very Highly Skilled	Over Rs. 500	Over Rs. 300
(2) Highly Skilled	Rs. 300	Rs. 180
(3) Skilled 'A'	Rs. 250	Rs. 150
(4) Skilled 'B'	Rs. 225	Rs. 135
(5) Semi-skilled 'A'	Rs. 175	Rs. 105
(6) Semi-skilled 'B'	Rs. 140	Rs. 85
(7) Unskilled	Rs. 100	Rs. 60

(3) (i) The Ratio between the minimum and maximum in pay scales should be 1 : 1.5 in case of unskilled, 1 : 2 in respect of semi-skilled. 1 : 2.5 in case of skilled and 1 : 3 in respect of other categories.

(ii) The span of increments should not be more than 15 years.

(iii) There should not be more than one efficiency bar in the pay range, specific rules being formulated for crossing the efficiency bar.

(iv) The rates of increments should normally show rising trends.

Allowance :

The Committee recommended in addition to the dearness allowance the following allowances :—

- (i) Sunday Working Allowance,
- (ii) Officiating Allowance,
- (iii) Food Money,
- (iv) Location Shooting Allowance.
- (v) Conveyance Allowance.

Hours of Work :

The Committee recommended two shifts as follows :—

- 9.30 a.m. to 6.30 p.m. with one hour's recess
- 9.00 p.m. to 5.30 a.m. with $\frac{1}{2}$ hours recess.

Overtime :

The Committee felt that it would be difficult to control overtime working. According to it payment at double the ordinary rate of wages in addition to Food Money would be a sufficient detriment.

Leave Facilities :

The Committee made recommendations in respect of various kinds of leave as follows :—

(1) Privilege Leave	30 days
(2) Casual Leave	5 "
(3) Sick Leave	5 "
(4) Paid Holidays	8 "

Retirement Benefits :

The Committee recommended the constitution of " Production Workers Employment Benefit Fund ". The fund is to be financed by contribution from producers and workers. The rate for producer being 10 per cent of the wages of the workers in exclusive contract. The rate was 5 per cent of the monthly wages in case of the workers who work in more than one picture. For those who work in single picture the rate of 5 per cent of the monthly Wages was at the discretion of the worker.

The Committee did not recommend introduction of any gratuity schemes.

FEATURES OF THE RECENT SETTLEMENT OF THE THEATRE EMPLOYEES' UNION

The Theatre Employees' Union, Bombay concluded a Settlement with about 80 cinema theatres in Bombay, on Scales of Wages, Extra-show Allowance, Officiating Allowance, Gratuity, Provident Fund, Leave Facilities etc. This Settlement covers the workers in the exhibition section of the industry. The settlement divided all the Cinema Houses into three categories 'A-1', 'A' and 'B' and different conditions of service have been fixed for the workers employed therein.

Wages :

The Settlement has given a detailed classification of the workers and has fixed different grades of basic wages for different categories of workmen. The lowest unskilled workmen in all the three classes of Cinema Houses was given a starting wage of Rs. 50 per month. The wage scale prescribed for him in A-1 class Cinema was Rs. 50—5—125, while in Class A and B Cinemas it was Rs. 50—4—110. The Settlement has introduced a number of different grades for the workers in different categories.

These rates are given below :—

Wage Scales for 'A-1' Class Cinemas

	Rs.
1 Manager	500—25—750—30—900.
2 Assistant Manager	225—20—425—25—550.
3 Supervisors	Grade I .. 175—15—400.
Do.	Grade II .. 150—10—300.
4 Head Operator	225—20—425—25—550.
5 1st Assistant Operator	175—12—355.
6 2nd Assistant Operator	125—10—275.
7 3rd Assistant Operator	115—8—235.
8 4th Assistant Operator	85—8—205.
9 Other Assistant Operator/Rewinder	85—8—205.
10 Head Air-Conditioning Operator	225—15—450.
11 1st Assistant Air-Conditioning Operator	175—8—235.
12 2nd Assistant Air-Conditioning Operator	115—8—235.
13 Electrician (Wireman)	160—12—340.
14 Assistant Electrician (Asstt. Wireman)	115—8—235.
15 Cashier/Booking Clerk	110—12—290.
16 Telephone Operator	110—12—290.
17 Head Door-Keeper	110—8—230.
18 Doorman	85—8—205.
19 Door-keeper/Usher	70—8—190.
20 Watchman/Footman	70—8—190.
21 Head Cleaner (Mukadam)	70—8—190.
22 Fireman	70—8—190.
23 Traffic Lineman	70—8—190.
24 Liftman	60—6—150.
25 Mali/Office Boy/Matron	60—6—150.
26 Carpenter	125—10—275.
27 Assistant Carpenter	105—8—225.
28 Painter/Polishwala	115—10—265.
29 Artist	140—12—320.
30 Hamal/Sweeper/Handcart Boy, Cleaner, etc.	50—5—125.
31 Treasurer	300—20—400—25—650.
32 1st Assistant Treasurer	250—15—325—20—525.
33 2nd Assistant Treasurer	185—13—250—15—400.
34 Stenographer	175—13—240—15—390.
35 Bar Manager	100—10—250.
36 Assistant Bar Manager	85—8—205.
37 Relief Bar Manager	70—8—190.
38 Waiter/Chocolate Boy	60—6—150.
39 Hand Bill Poster	60—6—150.
40 Chief of Staff/Chief of Service	110—8—150—10—250.

Notes.—(1) These wage-scales would apply to only categories of workmen, who are actually employed.

(2) The Manager's grade shall not apply if this category was not included in the past either in the Settlement, Agreement or under an Award.

Wage-Scales for 'A' Class Cinemas

Category	Scale of Pay
	Rs.
Manager	300—22—630.
Asstt. Manager	175—15—400.
Supervisor	130—9—265.
Head Operator	165—13—360.
1st Asstt. Operator	130—9—265.
2nd Asstt. Operator	95—8—215.
3rd Asstt. Operator	80—6—170.
4th Asstt. Operator	65—5—140.
Other Asstt. Operator/Rewinder	65—5—140.
Electrician (Wireman)	120—8—240.
Asstt. Electrician (Asstt. Wireman)	90—7—195.
Advance Booking Clerk	110—8—230.
Current Booking Clerk	90—7—195.
Head Door-keeper	75—6—165.
Door-keeper/Usher	65—6—155.
Watchman	65—6—155.
Fireman	65—6—155.
Carpenter	110—7—215.
Painter	100—7—205.
Mali, Office Boy, Matron and Liftman	55—5—130.
Head Cleaner (Mukadam)	60—6—150.
Hamal, Sweeper, Cleaner, Hand Cart Boy	50—4—110.
Cashier	175—15—400.
Head Air-Condition Operator	165—13—360.
1st Asstt. Air-Condition Operator	120—8—240.

N.B.—(1) The aforesaid wage-scales would only apply to categories of workmen who are actually employed by the management.

(2) The Manager's grade shall not apply if this category was not included in the past either in the Settlement, Agreement or under an Award.

Wage-Scales for 'B' Class Cinemas

Category	Scales of Pay
	Rs.
Manager	250—17—505.
Assistant Manager	160—13—355.
Supervisor	80—7—185.
Head Operator	150—12—330.
1st Asstt. Operator	110—7—185.
2nd Asstt. Operator	85—5—160.
3rd Asstt. Operator	65—5—140.
4th Asstt. Operator/Rewinder	55—4—115.
Electrician (Wireman)	110—7—215.
Asstt. Electrician (Asstt. Wireman)	85—5—160.
Advance Booking Clerk	100—7—205.
Current Booking Clerk	85—6—175.
Head Door-keeper	65—5—140.
Door-keeper/Usher	55—5—130.
Fireman	55—5—130.
Carpenter	100—6—190.
Painter	75—5—150.
Mali, Office Boy, Matron and Liftman	50—4—110.
Head Cleaner (Mukadam)	50—5—125.
Hamal, Sweeper, Cleaner, Hand Cart Boy, etc.	50—3—95.
Cashier	160—13—355.

N.B.—(1) The aforesaid wage-scales would only apply to categories of workmen who are actually employed by the management.

(2) The Manager's grade shall not apply if this category was not included in the past either in the Settlement, Agreement or under an award.

Adjustment :

The Settlement fixed the principle of major issues of wages in the new scale on the following basis :

(a) Those whose wages are less than the minimum on 31st December 1966 would be stepped up to the minimum.

(b) Those whose wages on 31st December 1966 are higher than the minimum but not a step in the new scale shall be fitted in the next higher step.

(c) Thereafter those who have employed 5 years service on 31st December 1966 would be given one additional increment in the revised scale with effect from 1st January 1967. They would also be entitled to their normal wages on the due date.

Extra Show Allowances: :

Workmen attending any show other than the last three shows would be entitled to the extra show allowance. The rates of the extra show allowance per show are given below :—

FOR 'A-I' CLASS CINEMAS

	Rs.
Manager	7-00
Assistant Manager	6-00
Supervisor	4-00
Head Operator	4-50
Assistant Operator	3-00
Head Air-Conditioning Operator	4-50
Assistant Air-Conditioning Operator	3-00
Electrician	3-00
Assistant Electrician	3-00
Booking Clerk/Cashier	3-00
Head Door-keeper	3-00
Doorman	3-00
Door-keeper/Usher	2-50
Watchman/Footman	2-50
Fireman	2-50
Liftman.. .. .	2-50
Matron	2-50
Office Boy	2-50
Hamal, Sweeper, Poster Boy, etc.	1-50
Hind Bill Poster	2-50
Bar Manager, Assistant Bar Manager/Relief Bar Manager	3-00
Waiter/Soda Fountain Boy	2-00
Chief of Staff/Chief of Service	3-00

N.B.—(1) If any workman from lower post is asked to attend extra show for the post of the higher category for the full show he shall be paid extra show allowance applicable to such higher category.

(2) All the workmen shall be given opportunity to attend extra show in rotation. The attendance of the staff for the extra shows shall be maintained as usual in rotation.

(3) The extra show allowance shall be revised with effect from 1st April 1967.

(4) The Manager's grade shall not apply if this category was not included in the past either in the Settlement, Agreement or under an Award.

FOR 'A' CLASS CINEMAS

	Rs.
Manager	5-00
Assistant Manager	4-00
Cashier	4-00
Supervisor	4-00
Head Operator	4-00
Assistant Operator	3-00
Head Air-Conditioning Operator	4-00
Assistant Air-Conditioning Operator	3-00
Electrician	3-00
Assistant Electrician	3-00
Booking Clerk	2-50
Head Door-keeper	2-50
Door-keeper/Usher	2-00
Watchman/Footman	2-00
Fireman	2-00
Head Cleaner	2-00
Liftman.. .. .	2-00
Matron	2-00
Office Boy	2-00
Hamal, Sweeper, Poster Boy, etc.	1-50

Notes.—(1) If any workman from lower post is asked to attend extra show for the post of the higher category for the full show, he shall be paid extra show allowance applicable to such higher category.

(2) All the workmen shall be given opportunity to attend Extra Show in rotation. The attendance of the Staff for the extra show shall be maintained as usual in rotation.

(3) The Extra Show Allowance shall be revised with effect from 1st April 1967.

(4) The Manager's grade shall not apply if this category was not included in the past either in the Settlement, Agreement or under an Award.

FOR 'B' CLASS CINEMAS

													Rs.
Manager	..	..	..	..	..	..	..	..	..	..	..	..	4-50
Assistant Manager	..	..	..	..	..	..	..	..	..	..	..	..	3-50
Cashier	..	..	..	..	..	..	..	..	..	..	..	..	3-50
Supervisor	..	..	..	..	..	..	..	..	..	..	..	..	3-50
Head Operator	..	..	..	..	..	..	..	..	..	..	..	..	3-50
Assistant Operator	..	..	..	..	..	..	..	..	..	..	..	..	3-50
Electrician	..	..	..	..	..	..	..	..	..	..	..	..	2-50
Assistant Electrician	..	..	..	..	..	..	..	..	..	..	..	..	2-50
Booking Clerk	..	..	..	..	..	..	..	..	..	..	..	..	2-50
Head Door-keeper	..	..	..	..	..	..	..	..	..	..	..	..	2-50
Door-keeper/Usher	..	..	..	..	..	..	..	..	..	..	..	..	2-00
Watchman/Footman	..	..	..	..	..	..	..	..	..	..	..	..	2-00
Fireman	..	..	..	..	..	..	..	..	..	..	..	..	2-00
Head Cleaner	..	..	..	..	..	..	..	..	..	..	..	..	2-00
Matron	..	..	..	..	..	..	..	..	..	..	..	..	2-00
Office Boy	..	..	..	..	..	..	..	..	..	..	..	..	1-50
Hamal, Sweeper, Poster-Boy, etc.	..	..	..	..	..	..	..	..	..	..	..	..	1-50

Notes.—(1) If any workman from lower post is asked to attend Extra Show for the post of the higher category for the full show, he shall be paid Extra Show Allowance applicable to such higher category.

(2) All the workmen shall be given opportunity to attend extra show in rotation. The attendance of the staff for the extra, shows shall be maintained as usual in rotation.

(3) The Extra Show Allowance shall be revised with effect from 1st April 1967.

(4) The Manager's grade shall not apply if this category was not included in the past either in the Settlement, Agreement or under an Award.

It was also agreed that where two shows are held during the time normally taken for three shows the workmen attending any show except the last two shows would be entitled to this allowance. It was further settled that a workman required to attend any show that started at 11-00 a. m. or earlier, would be entitled to extra show allowance at $1\frac{1}{2}$ times the rates mentioned above.

Officiating Allowance :

This was fixed at 25 per cent of the salary and dearness allowance in addition to the salary and the dearness allowance of the worker who was required to officiate or the starting salary of the worker in the higher category whichever was higher, provided that worker officiated for period of 7 days or more.

LEAVE FACILITIES

Privilege Leave :

This was fixed at the rate 30 days on full pay and allowances for 11 months service with a right to accumulate up to 90 days in the case of A-1, and A type Cinemas and 21 days on full pay and allowances. On completion of 11 months' service, in the case of 'B' Class Cinemas. The leave was to be allowed in the above proportion.

Casual Leave :

This was settled at 10 days with pay and allowances in the case of 'A-1' and 'A' Class Cinemas and 7 days in case of 'B' Class Cinemas. The conditions laid down for grant of casual leave was that (a) it should be taken for emergent and unforeseen circumstances, (b) it would not be taken for more than 4 days at a time, (c) and could be suffixed and/or prefixed to weekly off days, (d) casual leave could not be accumulated.

Sick Leave :

The quantum of sick leave was fixed at 15 days with full pay and allowances, in all the three classes of theatres. The accumulation of sick leave in case of 'A-1' and 'A' Class Cinemas was 6 months and in case of 'B' Class 3 months. Application for more than 4 days sick leave was required to be accompanied by a medical certificate.

Paid Holidays :

It was agreed that the workers would be paid 5 days extra salary with wages, in lieu of the public holidays on account of Republic Day, Independence Day, Mahatma Gandhi's Jayanti, New Year (1st January) and Maharashtra Day.

PROVIDENT FUND

The rate of the Provident Fund contribution was fixed at $6\frac{1}{2}$ per cent of the basic wages and dearness allowance or $8\frac{1}{2}$ per cent of the basic salary whichever was higher in individual cases. In case the total number of workers was more than 49, the rate for both the employer and the employees was fixed at 8 per cent of the basic salary and dearness allowance.

Every workman who completed 3 months service was eligible to become a member of the Provident Fund. The scheme is effective from 1st January 1967.

The whole of employers contribution together with interest thereon was payable (i) on the death or physical or mental disability of the member, (ii) on the members ceasing to be in the employment on account of retirement, resignation, retrenchment, dismissed, discharge or termination of service for any reason whatsoever.

GRATUITY

The existing Gratuity Scheme was revised with effect from 1st April 1966 as under :—

- | | |
|---|---|
| (a) On the death of the employee while in service or on his becoming physically or mentally incapable of further service; | (a) One month's substantive basic salary for each complete year of service. Subject to maximum of 20 months basic salary. |
| (b) On voluntary retirement or resignation of the worker after 5 years or more service. | (b) Do. |
| (c) On termination of service by the employer | (c) Do. |

Gratuity shall not be payable to an employee dismissed from the service for misconduct involving financial loss to the employer.

PERMANENCY

It was agreed that all the workers would be made permanent after 3 months service.

PROMOTION

It was agreed that promotion would normally be made from within the ranks. The probationary period in case of promotee would be limited to 3 months.

TRANSFER

It was agreed that no workman would be transferred from one cinema to another without his consent.

STATEMENT SHOWING THE NAMES OF THE CONCERNS AND WAGES AND DEARNESS ALLOWANCE GRANTED IN THE " FILM " INDUSTRY

Serial No. in the Index	Name of Concern	Wages	Dearness Allowance
(1)	(2)	(3)	(4)
1	The Swastik India Pvt., Ltd.	(1) Hamal, Sweeper, Office Boy, etc.— Rs. 35—2—65. (2) Watchman— Rs. 40—3—85. (3) 4th Asstt. Operator or 5th, Operator, other Asstt. Operators— Rs. 45—3—90. (4) Door-Keepers— Rs. 45—4—105. (5) 3rd Asstt. Operator or 4th Operator— Rs. 55—4—115. (6) Asstt. Electrician or Wireman— Rs. 60—4—120. (7) Current Booking Clerk— Rs. 65—4—125. (8) Painter— Rs. 70—4—130. (9) 2nd Asstt. Operator or 3rd Operator— Rs. 75—5—150. (10) Electrician or Wireman— Rs. 70—4—130. (11) Carpenter— Rs. 90—4—150. (12) Supervisor— Rs. 90—5—155. (13) 1st Asstt. Operator or 2nd Operator— Rs. 100—6—190. (14) Head Operator or 1st Operator— Rs. 130—7-50—242-50. (15) Asstt. Manager— Rs. 130—10—280. (16) Manager— Rs. 250—20—490.	Basic Salary Slab (1) Rs. 50 and less Rs. 50 (2) Rs. 51 to Rs. 100 Rs. 60 (3) Rs. 101 to Rs. 150 Rs. 65 (4) Rs. 151 to Rs. 200 Rs. 70 (5) Rs. 201 to Rs. 300 Rs. 75 (6) Rs. 301 and above Rs. 85

(1)	(2)	(3)	(4)
2	M/s. Kay and Kay Exhibitors. (Kohinoor Cinema, Dadar).	<i>Effective from 1-2-1958.</i>	<i>Effective from 1-7-1958.</i>
			Basic Salary D. A.
	(1) Manager— Rs. 250—20—490.		(1) Pay drawing Rs. 100 and less Rs. 60.
	(2) The Asstt. Manager— Rs. 130—10—280.		(2) Rs. 101 up to Rs. 200 .. Rs. 80.
	(3) Supervisor— Rs. 80—5—155.		(3) Rs. 201 up to Rs. 400 .. Rs. 100.
	(4) Head Operator Rs. 130—7-50—242-50.		(4) Rs. 401 and above .. Rs. 120.
	(5) 1st Asstt. Operator— Rs. 100—6—190.		
	(6) 2nd Asstt. Operator— Rs. 75—5—150.		
	(7) 3rd Asstt. Operator— Rs. 55—4—115.		
	(8) 4th Asstt. Operator— Rs. 45—3—95.		
	(9) Electrician— Rs. 80—5—155.		
	(10) Asstt. Electrician— Rs. 60—4—120.		
	(11) Advance Booking Clerk— Rs. 75—5—150.		
	(12) Higher Class or 1st Class Booking Clerk— Rs. 70—4—130.		
	(13) Current Booking Clerk— Rs. 65—4—125.		
	(14) Head Door-Keeper— Rs. 55—4—115.		
	(15) Door-Keepers— Rs. 45—4—105.		
	(16) Watchmen— Rs. 40—3—85.		
	(17) Hamals, Sweepers, Office Boy, Handcart Boys, Mali, Posterman— Rs. 35—2—65.		
	(18) Carpenter— Rs. 90—4—150.		
3	The Neptune Talkies, Bandra	<i>Effective from 1-9-1958.</i>	<i>Effective from 1-9-1958.</i>
			Basic Salary D. A.
	(1) Asstt. Manager— Rs. 125—10—275.		Rs. 1 to Rs. 50 Rs. 50.
	(2) Supervisor— Rs. 60—4—120.		Rs. 51 to Rs. 100 Rs. 60.
	(3) Head Operator— Rs. 125—7—230.		Rs. 101 to Rs. 150 Rs. 65.
	(4) I Asstt. Operator— Rs. 85—4—145.		Rs. 151 to Rs. 200 Rs. 70.
	(5) II Asstt. Operator— Rs. 65—3—110.		Rs. 201 to Rs. 300 Rs. 75.
	(6) III Asstt. Operator Rs. 50—3—95.		Rs. 301 and above Rs. 85.
	(7) IV Asstt. Operator— Rs. 45—2—75.		
	(8) Other Asstt. Operator and Rewinder— Rs. 45—2—75.		
	(9) Electrician— Rs. 80—4—140.		
	(10) Asstt. Electrician— Rs. 60—3—105.		
	(11) Booking Clerk— Rs. 65—3—110.		
	(12) Head Door-Keepers— Rs. 45—3—90.		
	(13) Door-Keeper— Rs. 40—3—85.		
	(14) Watchmen— Rs. 40—3—85.		
	(15) Hamal, Sweeper, Office Boy, Mali, Poster Boy, etc.— Rs. 35—2—65.		
	(16) Carpenter— Rs. 65—3—110.		
	(17) Full-time Painter— Rs. 60—3—105.		
	(18) Part-time Painter— Rs. 40—3—85.		

(1)	(2)	(3)	(4)
5	Star Talkies, Bombay ..	<i>Effective from 1-11-1959</i>	<i>Effective from 1-9-1958.</i>
			Basic Salary D. A.
	(1) Manager— Rs. 200—15—410.		Rs. 50 and less Rs. 50
	(2) Asstt. Manager— Rs. 125—10—275.		Rs. 51 up to Rs. 100 Rs. 60
	(3) Head Operator/1st Operator— Rs. 125—7—230.		Rs. 101 up to Rs. 150 Rs. 65
	(4) 1st Asstt. Operator— Rs. 85—4—145.		Rs. 151 up to Rs. 200 Rs. 70
	(5) 2nd Asstt. Operator— Rs. 65—3—110.		Rs. 201 up to Rs. 300 Rs. 75
	(6) 3rd Asstt. Operator— Rs. 50—3—95.		Rs. 301 and above Rs. 85
	(7) 4th Asstt. Operator— Rs. 45—2—75.		
	(8) Electrician and Wireman— Rs. 80—4—140.		
	(9) Asstt. Electrician— Rs. 60—3—105.		
	(10) Advance Booking Clerk— Rs. 75—4—135.		
	(11) Current Booking Clerks— Rs. 65—3—110.		
	(12) Head Door-Keeper— Rs. 45—3—90.		
	(13) Door-Keeper— Rs. 40—3—85.		
	(14) Watchman— Rs. 40—3—85.		
	(15) Painter— Rs. 60—3—105.		
	(16) Carpenter— Rs. 65—3—110.		
	(17) Hamal, Sweepers, Office Boy, Hand-cart Boys, etc.— Rs. 35—2—65.		
	(18) Supervisors— Rs. 60—4—120.		
7	Aurora Talkies, Bombay ..	<i>Effective from 1-1-1960.</i>	<i>Effective from 1-9-1958</i>
			Basic Salary D. A.
	(1) Manager— Rs. 250—20—490.		Rs. 50 or less Rs. 50
	(2) Asstt. Manager— Rs. 130—10—280.		Rs. 51 up to Rs. 100 Rs. 60
	(3) Head Operator or 1st Operator— Rs. 130—7½—242½.		Rs. 101 up to Rs. 150 Rs. 65
	(4) First Asstt. Operator— Rs. 100—6—190.		Rs. 151 up to Rs. 200 Rs. 70
	(5) Second Asstt. Operator— Rs. 75—5—150.		Rs. 201 up to Rs. 300 Rs. 75
	(6) Third Asstt. Operator— Rs. 55—4—115.		Rs. 301 and above Rs. 85
	(7) Fourth Asstt. Operator and other Assistants or Rewinder— Rs. 45—3—90.		
	(8) Electrician or Wiremen— Rs. 80—5—155.		
	(9) Assistant Electrician— Rs. 60—4—120.		
	(10) Advance Booking Clerk— Rs. 75—5—150.		
	(11) Current Booking Clerk— Rs. 65—4—125.		
	(12) Head Door-Keeper— Rs. 55—4—115.		
	(13) Door-Keepers— Rs. 45—4—105.		
	(14) Watchmen— Rs. 40—3—85.		
	(15) Painter— Rs. 70—4—130.		
	(16) Carpenter— Rs. 90—4—150.		
	(17) Hamals, Sweepers, Office Boy, Hand-cart Boys, etc.— Rs. 35—2—65.		
	(18) Supervisor— Rs. 60—4—120.		

(1)	(2)	(3)	(4)
8	The Bharatmata Cinema, Bombay.	Effective from 1-1-1960	Effective from 1-9-1958
			Basic Salary D. A.
	(1) Manager— Rs. 200—15—425.		(1) Rs. 50 and less .. Rs. 50
	(2) Asstt. Manager— Rs. 125—10—275.		(2) Rs. 51 up to Rs. 100 .. Rs. 56
	(3) Head Operator or 1st Operator— Rs. 125—7—230.		(3) Rs. 101 up to Rs. 150 .. Rs. 65
	(4) 1st Assistant Operator— Rs. 85—4—145.		(4) Rs. 151 up to Rs. 200 .. Rs. 70
	(5) 2nd Assistant Operator— Rs. 65—3—110.		(5) Rs. 201 up to Rs. 300 .. Rs. 75
	(6) 3rd Assistant Operator— Rs. 50—3—95.		(6) Rs. 301 and above .. Rs. 85
	(7) 4th Assistant Operator— Rs. 45—2—75.		
	(8) Electrician or Wireman— Rs. 80—4—140.		
	(9) Assistant Electrician— Rs. 60—3—105.		
	(10) Advance Booking Clerk— Rs. 75—4—135.		
	(11) Other Booking Clerks— Rs. 65—3—110.		
	(12) Head Door-keeper— Rs. 45—3—90.		
	(13) Other Door-keepers— Rs. 40—3—85.		
	(14) Watchmen— Rs. 40—3—85.		
	(15) Painter— Rs. 60—3—105.		
	(16) Carpenter— Rs. 65—3—110.		
	(17) Hamal, Sweepers, Office Boys, Hand-cart Boys etc.— Rs. 35—2—65.		
	(18) Supervisor— Rs. 60—4—120.		
10	The Raj Kamal Kalamandir Private Limited, Bombay.	Effective from 1-4-1959	
	(1) Highly-skilled—Cameraman, Recordist, Editor, Art Director and Setting Master, Background Painter and Art Director on painting and decoration, Lab-in-charge, Chief Technician— Rs. 160—20—240—EB—25—340.		
	(2) Skilled Grade I—Assistant Cameraman, Assistant Recordist, Still Cameraman, 1st Assistant Editor, Electrician, Make-up Artist, Shift-in-charge— Rs. 140—15—200—EB—20—280.		
	(3) Skilled Grade II—Moulder, Operator (in Project Department), Assistant Director, Dialogue Supervisor, Head Mistri, Set Painter, Engine Driver— Rs. 115—10—155—EB—15—215.		
	(4) Skilled Grade III—Make-up Man, Assis- tant Moulder, Second Assistant Editor, Assistants in Laboratory, Assistant Opera- tor (in Projection Deptt.), Assistant Elec- trician, Mistri, Asstt. Painter, Flower Artist, Film Checker and Film Cleaner, Poster Artist, Lettering Artist, Draper-in-charge, Motor or Lorry Driver— Rs. 100—7½—130—EB—10—170.		
	(5) Semi-skilled Grade I—Asstt. Still Camera- man, Carpenter, Polishman— Rs. 80—5—100—EB—7½—130.		
	(6) Semi-skilled Grade II—Boom-man, Dhobi, Tailor, Assistant to Draper-in charge— Rs. 75—5—95—EB—7½—125.		
	(7) Semi-skilled Grade III—Assistant to Make- up man, Lightman, Elephant-man, Helper in Camera Department, Cabin Boy— Rs. 50—4—66—5—86.		
	(8) Unskilled—Mali, Motor or Lorry Cleaner, Cow-Man, Horse Man, Coolie, Sweeper— Rs. 40—3—70.		

(1)	(2)	(3)	(4)														
10	The Raj Kamal Kalamandir—cont.	(1) Accountant— Rs. 160—20—240—EB—25—340. (2) Assistant Accountant Cashier— Rs. 125—12½—175—EB—15—235. (3) Clerks, Typists Telephone-Operator— Rs. 80—10—120—EB—12½—170. <i>Note.</i>—Graduate Clerks should start on Rs. 90 p.m. (4) Store-keeper— Rs. 100—10—140—E.B.—12½—190. (5) Assistant Store-keeper and Publicity representative— Rs. 80—10—120—EB—12½—170. (6) Watchmen, Hajeri Maintainer— Rs. 40—3—70. (7) Office boys above the age of 18 years and peons— Rs. 35—3—65. (8) Office boys below the age of 18 years— Rs. 30—1—35.															
11	M/s. Kismat Cinema, Bombay	<i>Effective from 1-1-1960</i> (1) Manager— Rs. 200—15—425. (2) Assistant Manager— Rs. 125—10—275. (3) Head Operator or 1st Operator— Rs. 125—7—230. (4) First Assistant Operator— Rs. 85—4—145. (5) Second Assistant Operator— Rs. 65—3—110. (6) Third Assistant Operator— Rs. 50—3—95. (7) Fourth Assistant Operator— Rs. 45—2—75. (8) Other Assistant Operator and Rewinder— Rs. 45—2—75. (9) Electrician or Wireman— Rs. 80—4—140. (10) Assistant Electrician— Rs. 60—3—105. (11) Advance Booking Clerk— Rs. 75—4—135. (12) Current Booking Clerks— Rs. 65—3—110. (13) Head Door-keeper— Rs. 45—3—90. (14) Door-keepers— Rs. 40—3—85. (15) Watchmen— Rs. 40—3—85. (16) Painter— Rs. 65—3—110. (17) Carpenter— Rs. 65—3—110. (18) Hamals, Sweepers, Office Boys, Hand-cart Boys, etc.— Rs. 35—2—65. (19) Supervisor— Rs. 60—4—120.	<i>Effective from 1-1-1959</i> <table><thead><tr><th>Basic Salary</th><th>D. A.</th></tr></thead><tbody><tr><td>Rs. 50 and less</td><td>Rs. 50</td></tr><tr><td>Rs. 51 up to Rs. 100</td><td>Rs. 60</td></tr><tr><td>Rs. 101 up to Rs. 150</td><td>Rs. 65</td></tr><tr><td>Rs. 151 up to Rs. 200</td><td>Rs. 70</td></tr><tr><td>Rs. 201 up to Rs. 300</td><td>Rs. 75</td></tr><tr><td>Rs. 301 and above</td><td>Rs. 85</td></tr></tbody></table>	Basic Salary	D. A.	Rs. 50 and less	Rs. 50	Rs. 51 up to Rs. 100	Rs. 60	Rs. 101 up to Rs. 150	Rs. 65	Rs. 151 up to Rs. 200	Rs. 70	Rs. 201 up to Rs. 300	Rs. 75	Rs. 301 and above	Rs. 85
Basic Salary	D. A.																
Rs. 50 and less	Rs. 50																
Rs. 51 up to Rs. 100	Rs. 60																
Rs. 101 up to Rs. 150	Rs. 65																
Rs. 151 up to Rs. 200	Rs. 70																
Rs. 201 up to Rs. 300	Rs. 75																
Rs. 301 and above	Rs. 85																
12	City-Light Cinema, Bombay..	<i>Effective from 1-1-1960</i> (1) Manager— Rs. 200—15—425. (2) Asstt. Manager— Rs. 125—10—275. (3) Head or 1st Operator— Rs. 125—7—230. (4) 1st Asstt. Operator— Rs. 85—4—145. (5) 2nd Asstt. Operator— Rs. 65—3—110. (6) 3rd Assistant Operator— Rs. 50—3—95. (7) 4th Assistant Operator— Rs. 45—2—75. (8) Electrician or Wiremen— Rs. 80—4—140.	<i>Effective from 1-7-1958.</i> <table><thead><tr><th>Basic Salary</th><th>D. A.</th></tr></thead><tbody><tr><td>Rs. 50 and less</td><td>Rs. 50</td></tr><tr><td>Rs. 51 up to Rs. 100</td><td>Rs. 60</td></tr><tr><td>Rs. 101 up to Rs. 150</td><td>Rs. 65</td></tr><tr><td>Rs. 151 up to Rs. 200</td><td>Rs. 70</td></tr><tr><td>Rs. 201 up to Rs. 300</td><td>Rs. 75</td></tr><tr><td>Rs. 301 and above</td><td>Rs. 85</td></tr></tbody></table>	Basic Salary	D. A.	Rs. 50 and less	Rs. 50	Rs. 51 up to Rs. 100	Rs. 60	Rs. 101 up to Rs. 150	Rs. 65	Rs. 151 up to Rs. 200	Rs. 70	Rs. 201 up to Rs. 300	Rs. 75	Rs. 301 and above	Rs. 85
Basic Salary	D. A.																
Rs. 50 and less	Rs. 50																
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Rs. 301 and above	Rs. 85																

(1)	(2)	(3)	(4)
12	City Light Cinema—cont.	(9) Assistant Electrician— Rs. 60—3—105. (10) Advance Booking Clerk— Rs. 75—4—135. (11) Current Booking Clerk— Rs. 65—3—110. (12) Head Door-keeper— Rs. 45—3—90. (13) Door-keepers— Rs. 40—3—85. (14) Watchmen— Rs. 40—3—85. (15) Painter— Rs. 60—3—105. (16) Painter (Part-time)— Rs. 40—3—85. (17) Carpenter— Rs. 65—3—110. (18) Carpenter (Part-time)— Rs. 40—3—85. (19) Hamals, Sweepers, Office Boys, Hand-cart Boy, etc.— Rs. 35—2—65. (20) Supervisor— Rs. 60—4—120.	
13	M/s. Nishat Talkies, Bombay	Effective from 1-1-1960	Effective from 1-1-1959
			Basic Salary D.A.
	(1) Manager— Rs. 200—15—425.		Rs. 50 and less Rs. 50
	(2) Assistant Manager— Rs. 125—10—275.		Rs. 51 up to Rs. 100 Rs. 60
	(3) Head or 1st Operator— Rs. 125—7—230.		Rs. 101 up to Rs. 150 Rs. 65
	(4) 1st Asstt. Operator Rs. 85—4—145.		Rs. 151 up to Rs. 200 Rs. 70
	(5) 2nd Asstt. Operator— Rs. 65—3—110.		Rs. 201 up to Rs. 300 Rs. 75
	(6) 3rd Asstt. Operator— Rs. 50—3—95.		Rs. 301 and above Rs. 85
	(7) 4th Asstt. Operator and other Asstts.— Rs. 45—2—75.		
	(8) Electrician or Wireman— Rs. 80—4—140.		
	(9) Asstt. Electrician— Rs. 60—3—105.		
	(10) Advance Booking Clerk— Rs. 75—4—135.		
	(11) Current Booking Clerk— Rs. 65—3—110.		
	(12) Head Door-keeper— Rs. 45—3—90.		
	(13) Door-keepers— Rs. 40—3—85.		
	(14) Watchmen— Rs. 40—3—85.		
	(15) Painters— Rs. 60—3—105.		
	(16) Carpenter— Rs. 65—3—110.		
	(17) Hamals, Sweepers, Office Boys, Hand-cart Boys, etc.— Rs. 35—2—65.		
	(18) Supervisor— Rs. 60—4—120.		
14	M/s. Select Trading & Cine Films Pvt. Ltd., Bombay.	Effective from 1-1-60	Effective from 1-1-59
			Basic Salary D.A.
	(1) Manager— Rs. 200—15—425.		Rs. 50 and less Rs. 50
	(2) Assistant Manager— Rs. 125—10—275.		Rs. 51 up to Rs. 100 Rs. 60
	(3) Head Operator or 1st Operator— Rs. 125—7—230.		Rs. 101 up to Rs. 150 Rs. 65
	(4) 1st Asstt. Operator— Rs. 85—4—145.		Rs. 151 up to 200 Rs. 70
	(5) 2nd Asstt. Operator— Rs. 65—3—110.		Rs. 201 up to 300 Rs. 75
	(6) 3rd Asstt. Operator— Rs. 50—3—95.		Rs. 301 and above Rs. 85

(1)	(2)	(3)	(4)
14	M/s. Select Trading & Cine Films Pvt. Ltd., Bombay— <i>cont.</i>	(7) 4th Asstt. Operator and other Asstts.— Rs. 45—2—75. (8) Electrician or Wiremen— Rs. 80—4—140. (9) Assistant Electrician— Rs. 60—3—105. (10) Advance Booking Clerk— Rs. 75—4—135. (11) Current Booking Clerk— Rs. 65—3—110. (12) Head Door-keeper— Rs. 45—3—90. (13) Door-keepers— Rs. 40—3—85. (14) Watchmen— Rs. 40—3—85. (15) Painter— Rs. 50—3—105. (16) Painter (Part time)— Rs. 40—3—85. (17) Carpenter— Rs. 55—3—110. (18) Carpenter (Part time)— Rs. 40—3—85. (19) Hamals, Sweepers, Office Boys, Hand-cart Boys, etc.— Rs. 35—2—65. (20) Supervisor— Rs. 60—4—120.	
16	Deepak Talkies Bombay.	<i>Effective from 1-1-1960</i>	<i>Effective from 1-4-1959</i>
	(1) Manager— Rs. 200—15—425. (2) Asstt. Manager— Rs. 125—10—275. (3) Head Operator or 1st Operator— Rs. 125—7—230 (4) 1st Asstt. Operator— Rs. 85—4—145. (5) 2nd Asstt. Operator— Rs. 65—3—110. (6) 3rd Asstt. Operator— Rs. 50—3—95. (7) 4th Asstt. Operator— Rs. 45—2—75. (8) Other Asstt. and Seniors— Rs. 45—2—75. (9) Electricians or Wireman— Rs. 80—4—140. (10) Asstt. Electrician— Rs. 60—3—105. (11) Advance Booking Clerk— Rs. 75—4—135. (12) Other Booking Clerks— Rs. 65—3—105. (13) Head Door-keepers— Rs. 45—3—90. (14) Other Door-keepers— Rs. 40—3—85. (15) Watchmen— Rs. 40—3—85. (16) Painter— Rs. 60—3—105. (17) Carpenter— Rs. 65—3—110. (18) Hamals, Sweepers, Office Boys, Hand-cart Boys, etc.— Rs. 35—2—65. (19) Supervisor— Rs. 60—4—120.	<i>Basic Salary</i>	<i>D.A.</i>
		Rs. 50 and less	Rs. 50
		Rs. 51 up to Rs. 100	Rs. 60
		Rs. 101 up to Rs. 150	Rs. 65
		Rs. 151 up to Rs. 200	Rs. 70
		Rs. 201 up to Rs. 300	Rs. 75
		Rs. 301 and above	Rs. 85
17	The Bombay Film Laboratories Pvt Ltd., Bombay.	<i>Effective from 1-1-1960</i>	
		<i>Basic Wages</i>	<i>D. A. at Variation Cost of Living Index at 390 of every 10 points (increase or decrease)</i>
		Up to Rs. 150	Rs. 40 Rs. 3
		Rs. 151 to Rs. 299	Rs. 35 Rs. 3
		Rs. 300 and above	Rs. 30 ..
		Minimum D. A.	Rs. 25 ..

(1)	(2)	(3)	(4)
18	The Western India Theatres Ltd., Bombay.	Effective from 1-10-1959	Effective from 1-1-1960
	(Workers of Strand and Excelsior Cinemas).	Salary Slab	Rate of D. A.
(1)	Assistant Manager— Rs. 120—12—300.	Rs. 50 or less	Rs. 50
(2)	Supervisor— Rs. 100—8—220.	Rs. 51 up to 100	Rs. 60
(3)	Head Operator or Asstt. Operator— Rs. 130—8—250.	Rs. 101 up to 150	Rs. 65
(4)	2nd Operator— Rs. 100—7—205.	Rs. 151 up to 200	Rs. 70
(5)	3rd Operator— Rs. 75—6—165.	Rs. 201 up to 300	Rs. 75
(6)	4th Operator— Rs. 55—5—130.	Rs. 301 and above	Rs. 85
(7)	5th Operator— Rs. 45—4—105.	(Note.—In case of Strand and Excelsior Cinema if any employee is getting over Rs. 120 as his basic pay he shall get 33 p.c. of his pay or the above scale whichever is higher).	
(8)	Other Operators (Asstts.)— Rs. 45—4—105.		
(9)	Electrician— Rs. 80—6—170.		
(10)	Asstt. Electrician— Rs. 60—4—120.		
(11)	Head and Advance Booking Clerk— Rs. 75—6—165.		
(12)	Current Booking Clerk— Rs. 65—5—140.		
(13)	Head Door-keeper— Rs. 55—4—115.		
(14)	Door-keeper— Rs. 45—4—105.		
(15)	Watchmen— Rs. 40—3—85.		
(16)	Mukadam— Rs. 40—3—85.		
(17)	Mali— Rs. 40—2—70.		
(18)	Hamals, Sweepers, Peons, Postermen, Hand-cart Boy, etc.— Rs. 35—2—65.		
(19)	Painter— Rs. 70—4—130.		
(20)	Carpenter and Mistry— Rs. 90—4—150.		
	(Minerva Talkies):—		
(1)	Assistant Manager— Rs. 130—10—280.		
(2)	Supervisor— Rs. 80—5—155.		
(3)	Head Operator or Asstt. Operator— Rs. 130—7½—242½.		
(4)	2nd Operator— Rs. 100—6—190.		
(5)	3rd Operator— Rs. 75—5—150.		
(6)	4th Operator— Rs. 55—4—115.		
(7)	5th Operator— Rs. 45—3—90.		
(8)	Other Operators (Asstts.)— Rs. 45—3—90.		
(9)	Electrician— Rs. 80—5—155.		
(10)	Asstt. Electrician— Rs. 60—4—120.		
(11)	Head and Advance Booking Clerk— Rs. 75—5—150.		
(12)	Current Booking Clerk— Rs. 65—4—125.		
(13)	Head Door-keepers— Rs. 55—4—115.		
(14)	Door-keepers— Rs. 45—4—105.		
(15)	Mukadam— Rs. 45—4—105.		
(16)	Watchmen— Rs. 40—3—85.		
(17)	Mali— Rs. 40—2—70.		

(1)	(2)	(3)	(4)
18	The Western India Theatres Ltd. Bombay— <i>cont.</i>	(18) Hamal, Sweepers, Peons, Posterman, Hand-cart Boy, etc.— Rs. 35—2—65. (19) Painter— Rs. 70—4—130. (20) Carpenter and Mistry— Rs. 90—4—150.	
19	M/s. Daulat Theatres Pvt. Ltd., Bombay.	<i>Effective from 1-4-1959.</i>	<i>Effective from 1-4-1959.</i>
			Basic Salary D. A.
	(1) Manager— Rs. 200—15—425.		Rs. 50 and less Rs. 50
	(2) Asstt. Manager— Rs. 125—10—275.		Rs. 51 up to Rs. 100 Rs. 60
	(3) Supervisor— Rs. 60—4—120.		Rs. 101 up to Rs. 150 Rs. 65
	(4) Head Operator— Rs. 125—7—230.		Rs. 151 up to Rs. 200 Rs. 70
	(5) 1st Asstt. Operator— Rs. 85—4—145.		Rs. 201 up to Rs. 300 Rs. 75
	(6) 2nd Asstt. Operator— Rs. 65—3—110.		Rs. 301 and above Rs. 85
	(7) 3rd Asstt. Operator— Rs. 50—3—95.		
	(8) 4th Asstt. Operator— Rs. 45—2—75.		
	(9) Other Asstt. or Rewinder— Rs. 45—2—75.		
	(10) Electrician or Wireman— Rs. 80—4—140.		
	(11) Asstt. Electrician— Rs. 60—3—105.		
	(12) Advance Booking Clerk— Rs. 75—4—135.		
	(13) Current Booking Clerk— Rs. 65—3—110.		
	(14) Head Door-Keeper— Rs. 45—3—90.		
	(15) Door-Keepers— Rs. 40—3—85.		
	(16) Watchmen— Rs. 40—3—85.		
	(17) Carpenter— Rs. 65—3—110.		
	(18) Painter— Rs. 60—3—105.		
	(19) Hamals, Sweepers, Hand-cart Boys, Office Boy, etc.— Rs. 35—2—65.		
	(20) Part-time Carpenter— Rs. 40—3—85.		
	(21) Part-time Painter— Rs. 40—3—85.		
20	The National Talkies, Bandra	<i>Effective from 1-4-1959.</i>	<i>Effective from 1-4-1959.</i>
			Basic Salary D. A.
	(1) Manager— Rs. 200—15—425.		Rs. 50 and less Rs. 50
	(2) Asstt. Manager— Rs. 125—10—275.		Rs. 51 up to Rs. 100 Rs. 60
	(3) Supervisor— Rs. 60—4—120.		Rs. 101 up to Rs. 150 Rs. 65
	(4) Head Operator— Rs. 125—7—230.		Rs. 151 up to Rs. 200 Rs. 70
	(5) 1st Asstt. Operator— Rs. 85—4—145.		Rs. 201 up to Rs. 300 Rs. 75
	(6) 2nd Asstt. Operator— Rs. 65—3—110.		Rs. 301 and above Rs. 85
	(7) 3rd Asstt. Operator— Rs. 50—3—95.		
	(8) 4th Asstt. Operator— Rs. 45—2—75.		
	(9) Other Asstts. or Rewinder— Rs. 45—2—75.		
	(10) Electrician or Wiremen— Rs. 80—4—140.		
	(11) Asstt. Electrician— Rs. 60—3—105.		
	(12) Advance Booking Clerk— Rs. 75—4—135.		

(1)	(2)	(3)	(4)
20	The National Talkies, Bandra—cont.	(13) Current Booking Clerk— Rs. 65—3—110. (14) Head Door-keeper— Rs. 45—3—90. (15) Door-keeper— Rs. 40—3—85. (16) Watchman— Rs. 40—3—85. (17) Carpenter— Rs. 65—3—110. (18) Hamal, Sweeper, Office Boy, Hand-cart Boy, etc.— Rs. 35—2—65. (19) Part-time Carpenter— Rs. 40—3—85. (20) Part-time Painter— Rs. 40—3—85.	
22	M/s Basant Pictures, Bombay		Wages Up to Rs. 100 Rs. 30 Above Rs. 100 Rs. 35 D. A. Effective from 1-7-1961
24	Narendra and Co. Lessee— Roop Talkies, Bombay.	Effective from 1-7-1961.	Effective from 1-7-1961 Salary slab Rs. 50 or less Rs. 40 Rs. 51—Rs. 100 Rs. 50 Rs. 101—Rs. 150 Rs. 55 Rs. 151—Rs. 200 Rs. 60 Rs. 201—Rs. 300 Rs. 65 Rs. 301 and above Rs. 75. D. A. (Note.—The above rate of D. A. shall be revised by adding Rs. 10 in each slab with effect from 1-4-1962; so as to bring them in line with existing rate of dearness allowance prevailing in other 'B' class cinemas.)
		(1) Manager— Rs. 200—15—425. (2) Asstt. Manager— Rs. 125—10—275. (3) Head Operator— Rs. 125—7—230. (4) First Asstt. Operator— Rs. 85—4—145. (5) 2nd Asstt. Operator— Rs. 65—3—110. (6) 3rd Asstt. Operator— Rs. 50—3—95. (7) 4th Asstt. Operator— Rs. 45—2—75. (8) Other Asstt. or Rewinders— Rs. 45—2—75. (9) Electrician— Rs. 80—4—140. (10) Electrician— Rs. 40—2—70. (11) Asstt. Electrician— Rs. 60—3—105. (12) Senior or Advance Booking Clerk— Rs. 75—4—135. (13) Current Booking Clerk— Rs. 65—3—110. (14) Head Door-keeper— Rs. 45—3—90. (15) Door-keeper— Rs. 40—3—85. (16) Watchman— Rs. 40—3—85. (17) Hamal, Sweeper, Poster Boy, Office Boy, Hand-cart Boy, Mali, etc.— Rs. 35—2—65. (18) Supervisor— Rs. 60—4—120. (19) Carpenter— Rs. 65—3—110.	
25	The Bombay Film Laboratories Private Ltd., Bombay.	Effective from 1-1-1962.	.. (1) Supervisor— Rs. 200—15—275—20—375. (2) Notchers-cum-Assistant Non-Technical Supervisors— Rs. 90—10—200. (A) Non-Technical Supervisor— Light Suggesting— Rs. 140—15—260. (3) Senior— Rs. 175—15—250—20—350. (4) Assistant— Rs. 70—10—170. Printing— (5) Senior— Rs. 120—15—240.

(1)	(2)	(3)	(4)
25 The Bombay Film Laboratories Pvt. Ltd., Bombay.— <i>cont.</i>	(6) Junior— Rs. 70—10—150—E. B.—15—180. <i>Developing—</i> (7) Senior— Rs. 120—15—240. (8) Junior— Rs. 70—10—150—E. B.—15—180. (9) Cabin Boy— Rs. 50—10—140. <i>Cleaning and Reversing—</i> (10) Senior— Rs. 80—10—180. (11) Junior— Rs. 50—10—140. (12) Film Checking, Positive and Negative— Rs. 80—10—180. <i>Electrician and Mechanic—</i> (13) Senior— Rs. 210—20—310—25—360. (14) Junior— Rs. 110—15—185—20—245. (15) Assistant— Rs. 50—7½—135. <i>Projection—</i> (16) Senior— Rs. 120—15—240. (17) Junior— Rs. 70—10—150—E. B.—15—180. <i>Chemical—</i> (18) Supervisor— Rs. 200—15—275—20—375. (19) Assistant— Rs. 70—10—150—E. B.—15—180. (20) Mixers— Rs. 70—10—150—E. B.—15—180. (21) Godown Keepers— Rs. 70—10—150—E. B.—15—180. <i>Raw Stock—</i> (22) Senior Clerk— Rs. 120—15—240. (23) Junior Clerk— Rs. 70—10—150—E. B.—15—180. (24) Editing Table Clerk— Rs. 70—10—150—E. B.—15—180. (25) Drivers— Rs. 120—10—200. (26) Peons— Rs. 50—5—110. (27) Coolies— Rs. 50—5—110. (28) Water Tankman— Rs. 50—5—110. (29) Delivery Clerks— Rs. 70—10—150—E. B.—15—180. (30) Carpenter (Senior)— Rs. 70—10—150—E. B.—15—180. (31) Carpenter (Junior)— Rs. 50—10—140. (32) Watchmen— Rs. 45—5—100. (33) Plumber— Rs. 70—10—160.		
27 Famous Cine Laboratory, Bombay.	<i>Recording Department</i> (1) Assistant Recordist— Rs. 100—15—190. <i>Mechanical Department</i> (2) Fitters— Rs. 100—15—190. (3) Refrigeration Mechanic— Rs. 175—10—275. <i>Watch and Ward Department</i> (4) Watchman— Rs. 30—2—66. (5) Head Fitters and Mechanic— Rs. 150—15—290.		
28 The Filmistan Private Ltd., Bombay.	(1) Highly Skilled— Rs. 160—20—240—E.B.—25—340. (2) Skilled Grade I— Rs. 140—15—200—E.B.—20—280.	Rs. 50 at cost of Living Index 430—440. Minimum D. A. Rs. 42	Variation of 10 points (increase or decrease) Rs. 4.

(1)	(2)	(3)	(4)
28	The Filmistan Private Ltd., Bombay—cont.	(3) Skilled Grade II— Rs. 115—10—155—E.B.—15—215. (4) Skilled Grade III— Rs. 100—7½—130—E.B.—10—170. (5) Semi-Skilled Grade I— Rs. 80—5—100—E.B.—7½—130. (6) Semi-Skilled Grade II— Rs. 75—5—95—E.B.—7½—125. (7) Semi-Skilled Grade III— Rs. 50—4—66—5—86. (8) Unskilled— Rs. 40—3—70. (9) Cameraman (Camera Deptt.), Editor (Editing Deptt.), Chief Mechanic (Maintenance Deptt.), Setting Master (Setting Deptt.), Mechanic (Power Generating Deptt.), Production Secretary (Production Deptt.)— Rs. 160—20—240—E. B.—25—340. (10) Assistant Cameraman (Camera Deptt.), Still Photographer (Still Deptt.), Electrician (Lighting Deptt.), Background Painter (Setting Deptt.), Hair Dresser (Hair Dressing Deptt.), Asstt. Production Secretary (Production Department)— Rs. 140—15—200—E. B.—20—280. (11) Assistant Recordist (Sound Deptt.), Assistant Editor (Editing Deptt.), Driver (Transport Deptt.), Carpenter (Setting Deptt.), Moulder (Setting Deptt.), Painter (Setting Deptt.), Asstt. to Mechanic (Power Generating Deptt.), Propertyman (Setting Deptt.)— Rs. 115—10—155—E. B.—15—215. (12) Junior or Second Asstt. Editor (Editing Deptt.), Make-up man (Make-up Deptt.), Carpenter II (Setting Deptt.), Asstt. to Moulder (Setting Deptt.), Asstt. to Painter (Setting Deptt.), Costume-man (Costume Deptt.), Asstt. Propertyman (Setting Deptt.), Laboratory Asstt. (Laboratory Deptt.), Typist (Setting Deptt.), Asstt. Operator, (Projection Deptt.), Asstt. Electrician (Lighting Deptt.)— Rs. 100—7½—130—E.B.—10—170. (13) Asstt. Still Photographer including Retoucher, Printer and Dark-room-man (Setting Deptt.), Polishman (Setting Deptt.), Asstt. Mechanic— Rs. 80—5—100—E. B.—7½—130. (14) Boom-man (Sound Deptt.), Asstt. to Make-up man (Make-up Deptt.), Asstt. to Typist (Setting Deptt.), Tailor (Costume Deptt.), Dhobie (Costume Deptt.)— Rs. 75—5—95—E. B.—7½—125. (15) Laboratory Boy (Laboratory Deptt.), Helper (Camera Deptt.), Light Boys (Lighting Deptt.), Helper (Make-up Deptt.), Cleaner (Transport Deptt.)— Rs. 50—4—66—5—85.	

31 M/s. Lido Cinema, Bombay..

Effective from 1-4-1961.

- (1) Asstt. Manager—
Rs. 125—10—275.
- (2) Head Operator—
Rs. 125—7—230.
- (3) 1st Asstt. Operator—
Rs. 85—4—145.
- (4) 2nd Asstt. Operator—
Rs. 65—3—110.
- (5) 3rd Asstt. Operator—
Rs. 50—3—95.
- (6) 4th Asstt. Operator—
Rs. 45—2—75.
- (7) Other Assistant Operators/Rewinder—
Rs. 45—2—57.
- (8) Electrician or Wireman (full time)—
Rs. 80—4—140.
- (9) Electrician or Wireman (Part-time)—
Rs. 40—2—70.

Effective from 1-4-1961.

Basic Salary	D. A.
Rs. 50 and less.. ..	Rs. 45
Rs. 51 to Rs. 100	Rs. 55
Rs. 101 to Rs. 150	Rs. 60
Rs. 151 to Rs. 200	Rs. 65
Rs. 201 to Rs. 300	Rs. 70
Rs. 301 and above	Rs. 80

The above rates are for period from 1-4-1961 to 31-12-1961. (From 1-1-1962, onwards the rates shall be increased by Rs. 5 in each slab).

(1)

(2)

(3)

(4)

31 M/s. Lido Cinema, Bombay—cont.

(10) Assistant Electrician (full time)—
Rs. 60—3—105.

(11) Advance Booking Clerk—
Rs. 75—4—135.

(12) Current Booking Clerk—
Rs. 65—3—110.

(13) Head Door-keeper—
Rs. 45—3—90.

(14) Door-keeper, Publicity Assistant—
Rs. 40—3—85.

(15) Watchmen—
Rs. 40—3—85.

(16) Hamals, Sweepers, Poster-Boy, Office Boy,
Hand-cart Boy, Mali, etc.—
Rs. 35—2—65.

(17) Supervisor—
Rs. 60—4—120.

(18) Carpenter—
Rs. 65—3—110.

33 M/s. Vijay Talkies, Bombay

Effective from 1-10-1961

Effective from 1-10-1961

	Basic Salary	D.A.
(1) Manager— Rs. 200—15—425.	Re. 50 and less	Rs. 50
(2) Assistant Manager— Rs. 125—10—275.	Rs. 51 up to 100	Rs. 60
(3) Head Operator— Rs. 125—7—230.	Rs. 101 up to Rs. 150	Rs. 65
(4) 1st Assistant Operator— Rs. 85—6—148.	Rs. 151 up to Rs. 200	Rs. 70
(5) 2nd Assistant Operator— Rs. 65—2—110.	Rs. 201 up to Rs. 300	Rs. 75
(6) Advance Booking Clerk— Rs. 75—4—135.	Rs. 301 and above	Rs. 85
(7) Current Booking Clerk— Rs. 65—2—110.	From 1-1-1963 as under—	
(8) Head Door-keeper— Rs. 45—3—90.	Rs. 1 up to Rs. 100	Rs. 75
(9) Door-keepers and Watchmen— Rs. 40—3—85.	Rs. 101 up to Rs. 150	Rs. 80
(10) Supervisor— Rs. 60—4—120.	Rs. 151 up to Rs. 200	Rs. 85
	Rs. 201 up to Rs. 250	Rs. 90
	Rs. 251 up to Rs. 300	Rs. 95
	Rs. 301 and above	Rs. 100

It is further agreed that the aforesaid dearness allowance shall be increased by Rs. 5 per month in each of the above slab from 1-7-63 and further Rs. 5 per month in each of the above slab from 1-7-64.

35 New Model Talkies, Bombay

Effective from 1-11-1962

Effective from 1-11-1962

	Basic Salary	D.A.
(1) Assistant Manager— Rs. 125—10—275.	Rs. 50 and less	Rs. 50
(2) Head Operator— Rs. 125—7—230.	Rs. 51 to 100	Rs. 60
(3) Assistant Operator— Rs. 85—4—145.	Rs. 101 to 150	Rs. 65
(4) Second Operator— Rs. 65—3—110.	Rs. 151 to 200	Rs. 70
(5) Assistant— Rs. 50—3—95.	Rs. 201 and above	Rs. 75
(6) Booking Clerk— Rs. 65—3—105.		
(7) Head Door-keeper— Rs. 45—3—90.		
(8) Door-keepers— Rs. 45—3—85.		
(9) Watchman (Meheta)— Rs. 40—3—85.		
(10) Sweeper— Rs. 35—2—65.		

(1)	(2)	(3)	(4)			
36	M/s. Kismat Cinema, Bombay		Effective from 1-7-1962			
			Basic salary	Year	Year	Year
				1-7-62	1-7-63	1-7-64
				to	to	to
				30-6-63	30-6-64	30-6-65
		..	Rs.	Rs.	Rs.	Rs.
			Rs. 1 to Rs. 100	75	80	85
			Rs. 101 to Rs. 150	80	85	90
			Rs. 151 to Rs. 200	85	90	95
			Rs. 201 to Rs. 250	90	95	100
			Rs. 251 to Rs. 300	95	100	105
			Rs. 301 and above	100	105	110
37	M/s. Deepak Talkies, Bombay		Effective from 16-7-1962			
			Basic salary	Year	Year	Year
				1-7-62	1-7-63	1-7-64
				to	to	to
				30-6-63	30-6-64	30-6-65
			Rs.	Rs.	Rs.	Rs.
			Rs. 1 to Rs. 100	75	80	85
			Rs. 101 to Rs. 150	80	85	90
			Rs. 151 to Rs. 200	85	90	95
			Rs. 201 to Rs. 250	90	95	100
			Rs. 251 to Rs. 300	95	100	105
			Rs. 301 and above	100	105	110
38	Metro Theatres Bombay Ltd., Bombay (The Theatre Owners' Association, Bombay.)	For the year July 1st to June 30.	The following Cinemas shall pay to their employees in addition to the dearness allowance now being paid to them and increase in the dearness allowance as follows :—			
	Regal.	Metro.	62-63	63-64	64-65	
	Liberty.	Capitol.				
	Roxy.	Naaz.				
	Eros.	Lamington.				
	Opera House.	Maratha Mandir.				
	New Empire.	Super.				
	Alarkar.	Ganesh.				
	Strand.	Majestic.				
	Emperial.	Swastic.	Rs. 20	Rs. 25	Rs. 30	
	Kohinoor.	Plaza.	P. M.	P. M.	P. M.	
	Excelsior.	Minerva.				
	Central.	Jaihind.				
	Lotus.	Aurora.				
	Rex.	Boadway.				
	Chitra.	Palace.				
	Krishna.	Novelty.				
39	The Western India Theatres Ltd., Bombay.	..	Effective from 1-7-1962 (For Excelsior and Minerva Cinemas)			
			Basic salary	Year	Year	Year
				1-7-62	1-7-63	1-7-64
				to	to	to
				30-6-63	30-6-64	30-6-65
			Rs.	Rs.	Rs.	Rs.
			Rs. 1 to Rs. 100	80	85	90
			Rs. 101 to Rs. 150	85	90	95
			Rs. 151 to Rs. 200	90	95	100
			Rs. 201 to Rs. 250	95	100	105
			Rs. 251 to Rs. 300	100	105	110
			Rs. 301 and above	105	110	115
41	The Famous Cine Laboratory, Bombay.	Effective from 1-4-1963	(1) Supervisor, Joining Head Supervisor and Head of Chemical Department— Rs. 175—15—370. (2) Junior Supervisor— Rs. 150—15—330. (3) Light Suggester— Rs. 150—15—255. (4) Head Fitter and Mechanic— Rs. 150—15—290. (5) Senior Unit Head (Printing Department)— Rs. 175—15—340. (6) Junior Unit Head (Printing Department)— Rs. 125—10—245.			

(1)	(2)	(3)	(4)
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- 41 The Famous Cine Laboratory Bombay—*cont.*
- (7) Unit Head (Development Department)—
Rs. 120—15—225.
 - (8) Maintenance (Maintenance Department)—
Rs. 120—15—195.
 - (9) Refrigerator Machanic—
Rs. 175—10—275.
 - (10) Assistant to Chemical-in-charge—
Rs. 110—10—160.
 - (11) Senior Printer—
Rs. 100—10—220.
 - (12) Senior Operator (Theatre) Wireman—
Rs. 100—15—220.
 - (13) Fitter, Assistant Recordist—
Rs. 100—15—190.
 - (14) Typist and Clerk—
Rs. 100—7-50—145—10—195.
 - (15) Clerk-in-charge of Raw stock—
Rs. 100—10—220.
 - (16) Godown Keeper—
Rs. 75—10—145.
 - (17) Operator (Theatre)—
Rs. 75—10—155.
 - (18) Telephone Operator, Time-keeper, Asstt. Clerk—
Rs. 70—7-50—160.
 - (19) Negative Checker, Positive Checker—
Rs. 70—10—150.
 - (20) Assistant in Light Suggesting Department Knotcher or Negative Cleaner, 1st Asstt.—
(Development Department)—
Rs. 65—7-50—132-50.
 - (21) Assistant Operator (Theatre)—
Rs. 60—5—115.
 - (22) Junior Printer (Junior Printer with 10 years satisfactory service shall be promoted to Senior Printer)—
Rs. 65—10—135.
 - (23) Assistant Wireman—
Rs. 50—7-50—117-50.
 - (24) Junior Assistant Operator—
Rs. 45—5—90.
 - (25) 2nd Assistant (Development Department), Writer—
Rs. 40—5—75.
 - (26) Coolie (Chemical Department)—
Rs. 35—2-50—50—3—77.
 - (27) Peons, Sweepers, Gardner—
Rs. 30—2—50—3—71.
 - (28) Watchmen—
Rs. 30—2—66.

- 42 The Famous Cine Laboratories and Studios Ltd., Bombay.
- (1) Supervisor—
Rs. 160—15—325—20—375.
 - (2) Light Suggester—
Rs. 130—15—340.
 - (3) Printer, Developer, Mechanic, Electrician, Chemical Supervisor—
Rs. 100—10—200—15—230.
 - (4) Film Checker—
Rs. 80—10—180.
 - (5) Film Cleaner, Asstt. Developer, Asstt. Printer, Light suggester—
Rs. 70—10—150—15—180.
 - (6) Cabin Boy—
Rs. 50—5—75—10—125.
 - (7) Sweepers, Coolies, Watchmen, Liftmen—
Rs. 40—3—85.
 - (8) Projectionist—
Rs. 90—8—130—10—200.
 - (9) Asstt. Projectionist—
Rs. 65—5—90—7-50—150.
 - (10) Asstt. Cameraman—
Rs. 125—10—175—15—250.
 - (11) Trolleyman—
Rs. 50—4—66—5—86.
 - (12) Sound Department—
Rs. 150—20—230—25—330.
 - (13) Asstt. Recordist—
Rs. 100—10—150—15—210.
 - (14) Boom man—
Rs. 70—5—95—7-50—125.

D. A. shall be paid at Rs. 50 p. m. at the Cost of Living Index Figures 531—540. This is to vary by Rs. 3 p.m. for every 10 points variation in Index Figures.

(1)	(2)	(3)	(4)																												
42	The Famous Cine Laboratory and Studios Ltd., Bombay—cont.	(15) Setting Department— Rs. 125—15—200—20—300. (16) Carpenter Grade I— Rs. 100—10—180. (17) Carpenter Grade II— Rs. 75—7.50—105—10—165. (18) Background Painter— Rs. 115—15—190—20—250. (19) Set Painter— Rs. 90—7.50—165. (20) Electrician— Rs. 125—10—175—15—250. (21) Light Boy— Rs. 50—4—66—5—86. (22) Chief Accountant— Rs. 140—20—340. (23) Asstt. Accountant, Cashier, Superintendents— Rs. 100—12—160—15—235. (24) Stenographer— Rs. 90—10—140—15—170. (25) Godown Keeper, Telephone Operator, Typist Clerk— Rs. 70—10—170. (26) Peons— Rs. 40—3—70.																													
43	M/s. Filmalaya Pvt. Ltd., Bombay.	(1) Setting or Head Mistry— Rs. 125—15—200—EB—20—300. (2) Asstt. Setting Mistry or Mistries— Rs. 115—10—155—E.B.—15—215. (3) Carpenter— Rs. 100—7.50—130—E.B.—10—170. (4) Asstt. Carpenter— Rs. 75—7.50—105—E.B.—10—165. (5) Electrician— Rs. 120—12—180—E.B.—15—255. (6) Light Helper— Rs. 50—4—66—E. B.—5—86. (7) Moulder— Rs. 115—10—155—E. B.—15—215. (8) Asstt. Moulder— Rs. 100—7.50—130—E.B.—10—170. (9) Typist— Rs. 50—5—100—E.B.—7.50—130. (10) Background Painter and Painter in setting Department— Rs. 140—15—200—E.B.—20—280. (11) Asstt. Painter— Rs. 100—7.50—130—E.B.—10—170. (12) Watchmen, Mali, Sweepers— Rs. 40—3—70.	D. A. shall be paid at Rs. 40 p.m. at the Cost of Living Index Figures, 541—550. This is to vary by Rs. 2 p.m. with variation of 10 points.																												
44	M/s. Natraj Cinema, Bombay	<i>Effective from 1-10-1964</i> (1) Manager— Rs. 200—15—425. (2) Asstt. Manager— Rs. 125—10—275. (3) Head Operator— Rs. 125—7—230. (4) 1st Asstt. Operator— Rs. 84—4—145. (5) 2nd Asstt. Operator— Rs. 65—3—110. (6) 3rd Asstt. Operator— Rs. 50—3—95. (7) 4th Asstt. Operator— Rs. 45—3—90. (8) Rewinders— Rs. 45—3—95. (9) Electrician— Rs. 80—4—140. (10) Asstt. Electrician— Rs. 60—3—105. (11) Advance Booking Clerk— Rs. 75—4—135. (12) Current Booking Clerk— Rs. 65—3—110. (13) Head Door-Keeper— Rs. 45—3—90. (14) Door-Keeper or Watchmen— Rs. 40—3—85.	<i>Effective from 1-10-1964.</i> <table> <tr> <th>Salary</th><th colspan="2"></th><th>D. A.</th></tr> <tr> <td>Up to Rs. 100</td><td>..</td><td>..</td><td>Rs. 85</td></tr> <tr> <td>Rs. 100—150</td><td>..</td><td>..</td><td>Rs. 90</td></tr> <tr> <td>Rs. 151—200</td><td>..</td><td>..</td><td>Rs. 95</td></tr> <tr> <td>Rs. 201—250</td><td>..</td><td>..</td><td>Rs. 100</td></tr> <tr> <td>Rs. 251—300</td><td>..</td><td>..</td><td>Rs. 105</td></tr> <tr> <td>Rs. above 300</td><td>..</td><td>..</td><td>Rs. 110</td></tr> </table>	Salary			D. A.	Up to Rs. 100	..	..	Rs. 85	Rs. 100—150	..	..	Rs. 90	Rs. 151—200	..	..	Rs. 95	Rs. 201—250	..	..	Rs. 100	Rs. 251—300	..	..	Rs. 105	Rs. above 300	..	..	Rs. 110
Salary			D. A.																												
Up to Rs. 100	..	..	Rs. 85																												
Rs. 100—150	..	..	Rs. 90																												
Rs. 151—200	..	..	Rs. 95																												
Rs. 201—250	..	..	Rs. 100																												
Rs. 251—300	..	..	Rs. 105																												
Rs. above 300	..	..	Rs. 110																												

(1)	(2)	(3)	(4)														
44	M/s Natraj Cinema, Bombay —cont.	(15) Painter— Rs. 60—3—105. (16) Carpenter— Rs. 63—3—110. (17) Hamal, Sweeper, Office boy, Mali, etc.— Rs. 35—2—65. (18) Supervisors— Rs. 60—4—120. (19) Matron— Rs. 45—3—90. (20) Air-conditioning Operator— Rs. 125—7—230.															
45	M/s. Kardar Production, Bombay.	(1) Highly Skilled— Rs. 160—20—240—E.B.—25—340. (2) Skilled Grade I — Rs. 140—15—200—E.B.—20—280. (3) Skilled Grade II— Rs. 115—10—155—E.B.—15—215. (4) Skilled Grade III— Rs. 100—7.50—130—E.B.—10—170. (5) Semi-skilled Grade I— Rs. 80—5—100—E.B.—7.50—130 (6) Semi-skilled Grade II— Rs. 75—5—95—E.B.—7.50—125. (7) Semi-skilled Grade III— Rs. 50—4—66—5—86. (8) Unskilled, Watchman, Hajiri maintainer— Rs. 40—3—70. (9) Accountant— Rs. 160—20—240—E.B.—25—340. (10) Asstt. A/c Cashier— Rs. 125—12.50—175—E.B.—15—235. (11) Clerk, Typist, Telephone Operator, Asstt. Store-keeper and Publicity represen- tative— Rs. 80—10—120—E.B.—12.50—170. (12) Store-keeper— Rs. 100—10—140—E.B.—12.50—170. (13) Office Boy (above 18 years)— Rs. 35—3—65. (14) Office Boy (below 18 years)— Rs. 30—1—35.	Rs. 50 p.m.														
46	M/s. New Model Talkies, Kurla, Bombay.		<i>Effective from 1-4-1965.</i> <table><tr><th>Slab</th><th>D. A.</th></tr><tr><td>Up to Rs. 100</td><td>Rs. 85</td></tr><tr><td>Rs. 101—150</td><td>Rs. 90</td></tr><tr><td>Rs. 151—200</td><td>Rs. 95</td></tr><tr><td>Rs. 201—250</td><td>Rs. 100</td></tr><tr><td>Rs. 251—300</td><td>Rs. 105</td></tr><tr><td>Rs. 301 and above</td><td>Rs. 110</td></tr></table>	Slab	D. A.	Up to Rs. 100	Rs. 85	Rs. 101—150	Rs. 90	Rs. 151—200	Rs. 95	Rs. 201—250	Rs. 100	Rs. 251—300	Rs. 105	Rs. 301 and above	Rs. 110
Slab	D. A.																
Up to Rs. 100	Rs. 85																
Rs. 101—150	Rs. 90																
Rs. 151—200	Rs. 95																
Rs. 201—250	Rs. 100																
Rs. 251—300	Rs. 105																
Rs. 301 and above	Rs. 110																
47	M/s. Asha Studios, Bombay	(1) Mazdoors, Collies, Watchmens, Office Boys, Mehtars, Sweepers, etc.— Rs. 80—2—100. (2) Helper (any dept.) Setting man, Property coolie, Booms man— Rs. 90—3—105—5—135. (3) Carpenter, Jr. Painter, Jr. Electrician— Rs. 110—5—135—7.50—165. (4) Sound Asstt., Junior Recordist— Rs. 120—6—150—8—190. (5) Jr. or Asstt. Cameraman, Electrician— Rs. 140—10—190—12—250. (6) Recordist— Rs. 165—15—240—20—320.	For every rise of 10 points above the Consumer Price Index of 520, Rs. 2 p.m. be paid.														
49	M/s. Mehboob Production, Pvt. Ltd.	<i>Camera Department</i> (1) Rs. 100—7.50—130—10—170. (2) Rs. 80—5—100—7.50—130. <i>Sound Department</i> (1) Rs. 160—20—240—25—340. (2) Rs. 140—15—200—20—280. (3) Rs. 100—7.50—130—10—170. (4) Rs. 80—5—100—7.50—130.	Rs. 60 p.m.														

(1)

(2)

(3)

(4)

49 M/s. Mehboob Production
Pvt. Ltd.,—cont.

Theatre Department

(1) Rs. 100—7·50—130—10—170.

(2) Rs. 80—5—100—7·50—130.

(3) Rs. 40—3—70.

Production and Property

(1) Rs. 115—10—155—15—215.

(2) Rs. 80—5—100—7·50—130.

(3) Rs. 50—4—60—5—86.

Costume Department

(1) Rs. 100—7·50—130—10—170.

Editing Department

(1) Rs. 160—20—240—25—340.

(2) Rs. 115—10—155—15—225.

Electric Department

(1) Rs. 115—10—155—15—215.

(2) Rs. 100—7·50—130—10—170.

Painting Department

(1) Rs. 115—10—155—15—215.

(2) Rs. 100—7·50—130—10—170.

Setting Department

(1) Rs. 75—5—95—7·50—125.

Carpenter Grade A

(1) Rs. 115—10—155—15—215.

Carpenter Grade B

(1) Rs. 100—7·50—130—10—170.

Drivers and Cleaners

(1) Rs. 115—10—155—15—215.

(2) Rs. 40—3—70—5—90.

Gardener

(1) Rs. 40—3—70—5—90.

Watch and Ward

(1) Rs. 50—4—66—5—91.

50 The Filmistan, Pvt. Ltd.,
Bombay.

Effective from 4-11-1965

(1) Cameraman, Recordist, Editor, Chief Mechanic, Setting Master or Mechanic, Production Secretary—
Rs. 125—15—200—20—300.

(2) Asstt. Cameraman, Still Photographer, Electrician, Background painter, Hair Dresser, Asstt. Production Secretary—
Rs. 120—12—180—E.B.—15—255.

(3) Asstt. (Recordist, Editor) Drivers, Carpenters, Moulder, Painter, Asstt. to Mechanic, Propertyman—
Rs. 115—10—155—E.B.—15—215.

(4) Jr. Asstt. Make-up man, Carpenter II, Asstt. (Moulder, Painter), Costumer, Property Asstt. Lab. Asstt. and Typist, Asstt. Operator, Asstt. Electrician—
Rs. 50—5—100—E.B.—7·50—130—
E.B.—10—170.

(5) Asstt. Still Photographer, Polishman, Asstt. Mechanic—
Rs. 75—5—100—7·50—130.

(6) Boom man, Asstt. to make up man, Asstt. to Typist, Tailor, Dhobi—
Rs. 70—5—95—7·50—125.

(7) Lab. Boy, Helper, Light Boy, Helper Cleaner—
Rs. 50—4—66—E.B.—5—86.

51 M/s. Bharat Chitra Mandir,
Bombay.

	Effective from 1-11-1966			
	Basic Salary	For 1966	For 1967	For 1968
	(1)	(2)	(3)	(4)
		Rs.	Rs.	Rs.
(1) Manager— Rs. 200—15—425.	Rs. 1—100 ..	110·00	117·50	125·00
(2) Asstt. Manager— Rs. 125—10—275.	Rs. 101—150 ..	115·00	122·50	130·00
(3) Head Operator— Rs. 125—7—230.	Rs. 151—200 ..	120·00	127·50	135·00
(4) First Asstt. Operator— Rs. 85—4—145.	Rs. 201—250 ..	125·00	132·50	140·00
(5) Second Asstt. Operator— Rs. 65—3—110.	Rs. 251—300 ..	130·00	137·50	145·00
(6) Third Asstt. Operator— Rs. 50—3—95.	Over Rs. 300 ..	135·00	142·50	150·00
(7) Fourth Asstt. Operator— Rs. 45—3—90.				
(8) Other Asstt. Operator and Rewinder— Rs. 45—3—90.				
(9) Electrician or Wireman— Rs. 80—4—140.				

(1)

(2)

(3)

(4)

51 M/s. Bharat Chitra Mandirs
Bombay—cont.

(10) Asstt. Electrician—
Rs. 60—3—105.

(11) Advance Booking Clerk—
Rs. 75—4—135.

(12) Current Booking Clerk—
Rs. 65—3—110.

(13) Head Door-keepers—
Rs. 45—3—90.

(14) Door-keeper—
Rs. 40—3—85.

(15) Watchmen—
Rs. 40—3—85.

(16) Hamal, Sweeper, Poster Boy, etc.—
Rs. 35—2—65.

52 Columbia Films of India Ltd.,
Bombay.

Effective from 1-1-1966.

		Index Fig. (641—650)	10 pts. variation
(1) Asstt. Accountant— Rs. 200—12·50—250—15—340—E. B.—20—500.			
(2) Sr. Clerk (A-Gr.)— Rs. 150—10—190—12·50—240—15—270— E.B.—15—330—17·50—400.	1st Rs. 100 ..	205 p. c.	5 p. c.
	2nd Rs. 100 ..	102·50 p. c.	2½ p. c.
	3rd Rs. 100 ..	51·25 p. c.	1½ p. c.
(3) Jr. Clerk (B-Gr.)— Rs. 125—8—165—10—215—E.B.—12·50— 290—15—320.	Rs. 301 and above	36 p. c.	1 p. c.
	Minimum	Rs. 140	Rs. 2
(4) Steno.— Rs. 150—8—182—10—242—E.B.—12·50— 292—14—320—15—350.			
(5) Tel. Operator and Typist— Rs. 125—8—150—10—217—E.B.—12·50— 267—12·50—317.			
(6) Mailing Clerk— Rs. 100—5—120—6—150—E.B.—10—200— 10—240.			
(7) Film Inspector— Rs. 100—4—116—5—146—E.B.—7·50—176— 10—216.			
(8) Sepoys and Coolie— Rs. 40—3—52—5—82—E.B.—6—112.			

53 The Metro Goldwynn Mayer
India Ltd., Bombay.

Effective from 1-1-1966.

		Index Fig. (641—650)	10 pts. variation
(1) Asstt. Accountant— Rs. 200—12·50—250—15—340—E.B.— 20—500.			
(2) Sr. Clerk (A-Gr.)— Rs. 150—10—190—12·50—240—15—270— E.B.—15—330—17·50—400.	1st Rs. 100 ..	205 p. c.	5 p. c.
	2nd Rs. 100 ..	102·50 p. c.	2½ p. c.
	3rd Rs. 100 ..	51·25 p. c.	1½ p. c.
(3) Jr. Clerk (B-Gr.)— Rs. 125—8—165—10—215—E.B.—12·50— 290—15—320.	Rs. 301 and above	36 p. c.	1 p. c.
	Minimum	Rs. 140	Rs. 2
(4) Steno.— Rs. 150—8—182—10—242—E.B.—12·50— 292—14—320—15—350.			
(5) Tel. Operator and Typist— Rs. 125—8—157—10—217—E.B.—12·50— 267—12·50—317.			
(6) Mailing Clerk— Rs. 100—5—120—6—150—E.B.—10—200— 10—240.			
(7) Film Inspector— Rs. 100—4—116—5—146—E.B.—7·50— 176—10—216.			
(8) Sepoy and Coolie— Rs. 40—3—52—5—82—E.B.—6—112.			

54 The 20th Century Fox Corpo-
ration (India) Pvt. Ltd.,
Bombay.

Effective from 1-1-1966.

		Index Fig. (641—650)	10 pts. variation
(1) Asstt. Accountant— Rs. 200—12·50—250—15—340—E.B.—20— 500.			
(2) Sr. Clerk (A-Gr.)— Rs. 150—10—190—12·50—240—15—270— E.B.—15—330—17·50—400.	1st Rs. 100 ..	205 p. c.	5 p. c.
	2nd Rs. 100 ..	102·50 p. c.	2½ p. c.
	3rd Rs. 100 ..	51·25 p. c.	1½ p. c.
(3) Jr. Clerk (B-Gr.)— Rs. 125—8—165—10—215—E.B.—12·50— 290—15—320.	Rs. 301 and above	36 p. c.	1 p. c.
	Minimum	Rs. 140	Rs. 2
(4) Steno.— Rs. 150—8—182—10—242—E.B.—12·50— 292—14—320—15—350.			

(1)	(2)	(3)	(4)																		
54	The 20th Century Fox Corporation (India) Pvt. Ltd., Bombay—cont.	(5) Tel. Operator— Rs. 125—8—157—10—217—E.B.—12-50—267—12-50—317. (6) Mailing Clerk— Rs. 100—5—120—6—150—E.B.—10—200—10—240. (7) Film Inspector— Rs. 100—4—116—5—146—E.B.—150—176—10—216. (8) Sepoy and Coolie— Rs. 40—3—52—5—82—E.B.—6—112.																			
55	Warner Bros. First National Picture Inc., Bombay.	(1) Asstt. Accountant— Rs. 200—12-50—250—15—340—E.B.—20—500. (2) Sr. Clerk (A-Gr.)— Rs. 150—10—190—12-50—240—15—270—E.B.—15—330—17-50—400. (3) Jr. Clerk (B-Gr.)— Rs. 125—8—165—10—215—E.B.—12-50—290—15—320. (4) Steno.— Rs. 150—8—182—10—242—E.B.—12-50—292—14—320—15—350. (5) Tel. Operator and Typist— Rs. 125—8—157—10—217—E.B.—12-50—267—12-50—317. (6) Mailing Clerk— Rs. 100—5—120—6—150—E.B.—10—200—10—240. (7) Film Inspector— Rs. 116—5—146—E.B.—7-50—176—10—216. (8) Sepoys and Coolie— Rs. 40—3—52—5—82—E.B.—6—112.	<i>Effective from 1-1-1966.</i> <table><tr><th></th><th>Index Fig. (641—650)</th><th>10 pts. variation</th></tr><tr><td>1st Rs. 100 ..</td><td>205 p. c.</td><td>5 p. c.</td></tr><tr><td>2nd Rs. 100 ..</td><td>102-50 p. c.</td><td>2½ p. c.</td></tr><tr><td>3rd Rs. 100 ..</td><td>51-25 p. c.</td><td>1½ p. c.</td></tr><tr><td>Rs. 301 and above</td><td>36 p. c.</td><td>1 p. c.</td></tr><tr><td>Minimum ..</td><td>Rs. 140</td><td>Rs. 2</td></tr></table>		Index Fig. (641—650)	10 pts. variation	1st Rs. 100 ..	205 p. c.	5 p. c.	2nd Rs. 100 ..	102-50 p. c.	2½ p. c.	3rd Rs. 100 ..	51-25 p. c.	1½ p. c.	Rs. 301 and above	36 p. c.	1 p. c.	Minimum ..	Rs. 140	Rs. 2
	Index Fig. (641—650)	10 pts. variation																			
1st Rs. 100 ..	205 p. c.	5 p. c.																			
2nd Rs. 100 ..	102-50 p. c.	2½ p. c.																			
3rd Rs. 100 ..	51-25 p. c.	1½ p. c.																			
Rs. 301 and above	36 p. c.	1 p. c.																			
Minimum ..	Rs. 140	Rs. 2																			
56	Mahal Picture Pvt. Ltd., Bombay.	<i>Effective from 1-1-1967.</i> (1) Setting Mistry— Rs. 185—15—260—E.B.—20—360. (2) Electrician— Rs. 180—12—240—E.B.—15—315. (3) Camera Attendant (Jr.)— Rs. 180—10—230—15—305. (4) Setting Mistry (Sr.)— Rs. 175—10—215—E.B.—15—275. (5) Asstt. Recordist (Painter)— Rs. 155—10—205—15—250. (6) Carpenter— Rs. 140—7-50—170—E.B.—10—210. (7) Boom Man— Rs. 125—5—140—7—168. (8) Typist— Rs. 110—5—140—7—168. (9) Watchmen, Sweepers— Rs. 100—3—130.																			
58	Messrs. Usha Talkies, Kolhapur.	<i>Effective from 1-1-1961.</i> (1) General Clerk— Rs. 55—2—75. (2) Operator No. 1— Rs. 75—3—105. (3) Operator No. 2— Rs. 65—2½—90. (4) Operator No. 3— Rs. 55—2—75. (5) Apprentice Operator— Rs. 45. (6) Wireman— Rs. 55—2—75. (7) Booking Clerk— Rs. 40—2—60. (8) Door-Keeper— Rs. 40—2—60. (9) Theatre Boy— Rs. 40—2—60. (10) Sweepers— Rs. 25—1—35.																			

(1)	(2)	(3)	(4)
59	Vijayanand Theatre, Poona ..	<i>Effective from 1-2-1963.</i>	<i>Effective from 1-2-1963.</i>
	(1) First Operator— Rs. 65—3—95. (2) Second Operator— Rs. 45—3—75. (3) Third Operator— Rs. 40—2—60. (4) Wireman— Rs. 45—2—65. (5) Booking Clerk, Operator and Painter— Rs. 40—2—60. (6) Door-Keepers— Rs. 30—1½—45. (7) Poster Boys, Film Boys, Mali, Hundekari, Sweeper, Cartman, Mazdoor, Watchmen— Rs. 30—1—40.		Basic salary up to Rs. 30 per month flat. Rs. 100. Basic salary Rs. 101 and above. Rs. 33-1/3 per cent of the basic salary, but not less than Rs. 35 per month.
60	Saraswati Chitra Mandir, Kolhapur.	<i>Effective from 1-7-1961.</i>	<i>Effective from 1-7-1961.</i>
	(For 26 working days)— (1) Operator No. 1— Rs. 55—3—70. (2) Wireman— Rs. 40—3—55. (3) Operator No. 2— Rs. 35—3—50. (4) Booking Clerk and Publicity— Rs. 35—3—50. (5) Door-Keeper— Rs. 25—2—35. (6) Theatre Boy— Rs. 25—2—35.		Rs. 15 per month to every workman for 26 working days.
61	Azad Chitra Mandir, Ichal- karanji.	<i>Effective from 1-6-1961.</i>	
	(1) Assistand Manager— Rs. 60—3—90. (2) Wireman— Rs. 60—3—90. (3) Operator— Rs. 60—2—80. (4) Assist. Mech.Operator— Rs. 40—2—60. (5) Painter-cum-Booking Clerk— Rs. 60—2—75. (6) Door-Keepers— Rs. 40—1½—60½. (7) Cycle Coolie— Rs. 40—2—60. (8) Watchmen— Rs. 35—2—60. (9) Coolie— Rs. 35—2—60. (10) Scavenger (Part-time)— Rs. 15.		
63	Swastik Cinema, Bombay. ..	<i>Effective from 1-10-1959.</i>	
	(1) Manager— Rs. 250—20—490. (2) Asstt. Manager— Rs. 130—10—280. (3) Head Operator or 1st Operator— Rs. 130—7½—242½. (4) 1st Asstt. Operator or 2nd Operator— Rs. 100—6—190. (5) 2nd Asstt. Operator or 3rd Operator— Rs. 75—5—150. (6) 3rd Asstt. Operator or 4th Operator— Rs. 55—4—115. (7) 4th Asstt. Operator or 5th Operator— Rs. 45—3—90. (8) Other Assistant— Rs. 45—3—90. (9) Electrician or Wireman— Rs. 80—5—155. (10) Sr. or Advance Booking Clerk— Rs. 75—5—150. (11) Current Booking Clerk— Rs. 65—5—125. (12) Head Door-Keeper— Rs. 55—4—115.		

(1)	(2)	(3)	(4)
63 Swastik Cinema, Bombay— <i>cont.</i>	(13) Door-Keepers— Rs. 45—4—105. (14) Watchmen— Rs. 40—3—85. (15) Hamals, Sweepers, Office Boy, etc.— Rs. 35—2—65. (16) Painter— Rs. 70—4—130. (17) Carpenter— Rs. 90—4—150. (18) Supervisor— Rs. 80—5—155.	<i>Effective from 1-5-1959.</i> (1) An <i>ad-hoc</i> increase of Rs. 20 p. m. to all the workman in their existing consolidated wages. (2) An <i>ad-hoc</i> increase of Rs. 5 p. m. to part-time employees.	..
64 Laxmi Talkies, Bombay ..			
67 Bharatmata Talkies, Bombay..	<i>Effective from 1-1-1960.</i>	(1) Manager— Rs. 200—15—425. (2) Asstt. Manager— Rs. 125—10—275. (3) Head Operator or 1st Operator— Rs. 125—7—230. (4) 1st Asstt. Operator— Rs. 85—4—145. (5) 2nd Asstt. Operator— Rs. 65—3—110. (6) 3rd Asstt. Operator— Rs. 50—3—95. (7) 4th Asstt. Operator— Rs. 45—2—75. (8) Electrician or Wireman— Rs. 80—4—140. (9) Asstt. Electrician— Rs. 60—3—105. (10) Advance Booking Clerk— Rs. 75—4—135. (11) Other Booking Clerks— Rs. 65—3—110. (12) Head Door-Keeper— Rs. 45—3—90. (13) Other Door-Keepers— Rs. 40—3—85. (14) Watchmen— Rs. 40—3—85. (15) Painter— Rs. 60—3—105. (16) Carpenter— Rs. 65—3—110. (17) Hamals, Sweepers, Office Boys, Hand-cart Boys, etc.— Rs. 35—2—65. (18) Supervisor— Rs. 60—4—80.	..
68 Aurora Talkies, Bombay ..	<i>Effective from 1-1-1960.</i>	(1) Manager— Rs. 250—20—490. (2) Asstt. Manager— Rs. 130—10—280. (3) Head Operator or 1st Operator— Rs. 130—7½—242½. (4) 1st Asstt. Operator— Rs. 100—6—190. (5) 2nd Asstt. Operator— Rs. 75—5—150. (6) 3rd Asstt. Operator— Rs. 55—4—115. (7) 4th Asstt. Operator, Other Asstt. Operators or Rewinders— Rs. 45—3—90. (8) Electrician or Wireman— Rs. 80—5—155. (9) Asstt. Electrician— Rs. 60—4—120. (10) Advance Booking Clerk— Rs. 75—5—150.	

(1)

(2)

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(4)

68 Aurora Talkies, Bombay—cont.

(11) Current Booking Clerk—
Rs. 65—4—125.

(12) Head Door-Keeper—
Rs. 55—4—115.

(13) Door-Keepers—
Rs. 45—4—105.

(14) Watchmen and Mukadams—
Rs. 40—3—85.

(15) Painter—
Rs. 70—4—130.

(16) Carpenter—
Rs. 90—4—150.

(17) Hamals, Sweepers, Office Boys, Hand-cart
Boys etc.—
Rs. 35—2—65.

(18) Supervisor—
Rs. 60—4—120.

70 Surya Cinema, Parel, Bombay	(1) Asstt. Manager— Rs. 125—10—275.	Basic Salary Scale	D. A.
	(2) Supervisor— Rs. 60—4—120.	Rs. 50 and less ..	Rs. 50
	(3) Head Operator— Rs. 115—7—220.	Rs. 51 up to Rs. 100 ..	Rs. 60
	(4) Second Operator— Rs. 85—4—145.	Rs. 101 up to Rs. 150 ..	Rs. 65
	(5) Third Operator— Rs. 65—3—110.	Rs. 151 up to Rs. 200 ..	Rs. 70
	(6) Fourth Operator— Rs. 50—3—95.	Rs. 201 up to Rs. 300 ..	Rs. 75
	(7) Other Operators— Rs. 45—2—75.	Rs. 301 and over ..	Rs. 80
	(8) Electrician— Rs. 60—3—105.		
	(9) Booking Clerk— Rs. 65—3—110.		
	(10) Door-Keepers— Rs. 40—3—35.		
	(11) Watchmen— Rs. 40—3—85.		
	(12) Painter (Full-time)— Rs. 60—3—105.		
	(13) Carpenter— Rs. 65—3—110.		
	(14) Hamals, Sweepers, etc.— Rs. 35—2—65.		

71 Metro Theatres, Bombay	Effective from 1-9-1958	Effective from 1-9-1958	
	(1) Treasurer— Rs. 250—20—350—25—475 (10 years).	Salary Slab	D. A.
	(2) First Asstt. Treasurer— Rs. 200—12½—250—15—340—20—380 (12 years)	Rs. 50 and less ..	Rs. 50
	(3) Second Asstt. Treasurer— Rs. 150—10—190—12½—265—15—295 (12 years).	Rs. 51 up to Rs. 100 ..	Rs. 60
	(4) Stenographer— Rs. 150—10—250—12—286 (13 years).	Rs. 101 up to Rs. 150 ..	Rs. 65
	(5) Telephonist— Rs. 80—6—120—10—190 (12 years).	Rs. 151 up to Rs. 200 ..	Rs. 70
	(6) Cashiers (B-Class)— Rs. 80—8—120—10—190 (12 years).	Rs. 201 up to Rs. 300 ..	Rs. 75
	(7) Head Operator— Rs. 200—15—320—20—400—25—500 (16 years).	Rs. 301 up to Rs. 500 ..	Rs. 85
	(8) First Asstt. Operator— Rs. 140—10—290—(15 years).	Rs. 501 up to Rs. 750 ..	Rs. 110
	(9) Second Asstt. Operator— Rs. 100—8—164—10—234 (15 years).	Rs. 751 up to Rs. 1,000 ..	Rs. 115
	(10) Third Asstt. Operator— Rs. 80—6—128—8—184 (15 years).		
	(11) Other Operators— Rs. 70—5—100—7½—145 (12 years).		
	(12) Cooling Plant Engineer— Rs. 170—10—220—12½—320 (13 years).		
	(13) Asstt. Cooling Plant Engineer— Rs. 150—10—200—12—284 (12 years).		
	(14) Electrician— Rs. 150—10—200—12—284 (12 years).		
	(15) Artist— Rs. 110—7—145—10—245 (15 years).		

(1)	(2)	(3)	(4)																		
71	Metro Theatres, Bombay— cont.	(16) Chief of Staff— Rs. 80—6—170 (15 years). (17) Chief of Service— Rs. 80—6—170 (15 years). (18) Doorman— Rs. 50—5—135 (15 years). (19) Ushers— Rs. 50—4—110 (15 years). (20) Feetman— Rs. 50—4—110 (15 years). (21) Head Cleaner— Rs. 50—4—110 (15 years). (22) Office Boy— Rs. 40—4—100 (15 years). (23) Matrons— Rs. 40—3—70—4—90 (15 years). (24) Cleaners— Rs. 35—3—68—4—88 (16 years). (25) Fireman— Rs. 45—4—105 (15 years). (26) Head Bill Poster— Rs. 40—4—100 (15 years). (27) Liftman— Rs. 45—2—65—5—100 (17 years). (28) Bar Manager— Rs. 80—5—105—7—175 (15 years). (29) Asstt. Bar Manager— Rs. 60—4—80—5—130 (15 years). (30) Relief Bar Manager— Rs. 50—4—90—5—115 (15 years). (31) Soda Fountain Boys and Waiters— Rs. 45—3—90 (15 years). (32) Watchman— Rs. 50—4—110 (15 years).																			
72	Columbia Films of India Ltd., Bombay.	..	<i>Effective from 1-1-1960.</i> <table><tr><th>Pay Slab</th><th>At Bombay Consumer Price Index No. 391—400</th><th>Variation 10 pts. rise or fall in Index No.</th></tr><tr><td>Rs. 1—100 ..</td><td>60 p.c.</td><td>5 p.c.</td></tr><tr><td>Rs. 101—200 ..</td><td>30 p.c.</td><td>2½ p.c.</td></tr><tr><td>Rs. 201—300 ..</td><td>15 p.c.</td><td>1½ p.c.</td></tr><tr><td>Rs. 301 and above</td><td>7½ p.c.</td><td>1 p.c.</td></tr><tr><td>Minimum Rs. 65</td><td></td><td>Rs. 2</td></tr></table>	Pay Slab	At Bombay Consumer Price Index No. 391—400	Variation 10 pts. rise or fall in Index No.	Rs. 1—100 ..	60 p.c.	5 p.c.	Rs. 101—200 ..	30 p.c.	2½ p.c.	Rs. 201—300 ..	15 p.c.	1½ p.c.	Rs. 301 and above	7½ p.c.	1 p.c.	Minimum Rs. 65		Rs. 2
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74	Neptune Talkies, Bandra, Advance Booking Clerk— Bombay.	..																			
76	Shri Mahboobali Ashiwagi Lessee—Bandra Talkies, Bandra.	..	<i>Effective from 1-7-1960</i> <table><tr><th>Salary Slab</th><th>D. A.</th></tr><tr><td>Rs. 50 and less</td><td>Rs. 50</td></tr><tr><td>Rs. 51 up to Rs. 100 ..</td><td>Rs. 60</td></tr><tr><td>Rs. 101 up to Rs. 150 ..</td><td>Rs. 65</td></tr><tr><td>Rs. 151 up to Rs. 200 ..</td><td>Rs. 70</td></tr><tr><td>Rs. 201 up to Rs. 300 ..</td><td>Rs. 75</td></tr><tr><td>Rs. 301 up to Rs. 500 ..</td><td>Rs. 85</td></tr></table> If any employee is drawing D. A. at a higher rate than above, then he shall continue to draw D. A. at the same higher rate and he shall not be adversely affected.	Salary Slab	D. A.	Rs. 50 and less	Rs. 50	Rs. 51 up to Rs. 100 ..	Rs. 60	Rs. 101 up to Rs. 150 ..	Rs. 65	Rs. 151 up to Rs. 200 ..	Rs. 70	Rs. 201 up to Rs. 300 ..	Rs. 75	Rs. 301 up to Rs. 500 ..	Rs. 85				
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77	Famous Ciné Laboratory, Bombay-7.	..	<i>Effective from 1-6-1960</i> The present D. A. of Rs. 30 and Rs. 35 to the workers shall be increased by Rs. 14 per month.																		

(1)	(2)	(3)	(4)																																																				
78	Asha Studios, Chembur, Bombay.	<i>Effective from 1-2-1961.</i> <i>No workmen will be paid less than Rs. 65. Ad-hoc increase was given on individual basis as under :—</i> <table> <tr> <th>No. of workers</th> <th>Increase</th> </tr> <tr> <td>5</td> <td>Rs. 5 each.</td> </tr> <tr> <td>5</td> <td>Rs. 7-50 each.</td> </tr> <tr> <td>14</td> <td>Rs. 10-00 each.</td> </tr> <tr> <td>1</td> <td>Rs. 12-50 each.</td> </tr> <tr> <td>12</td> <td>Rs. 15-00 each.</td> </tr> <tr> <td>1</td> <td>Rs. 20-00 each.</td> </tr> </table>	No. of workers	Increase	5	Rs. 5 each.	5	Rs. 7-50 each.	14	Rs. 10-00 each.	1	Rs. 12-50 each.	12	Rs. 15-00 each.	1	Rs. 20-00 each.																																							
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79	M/s. Usha Talkies, Bombay.	<i>Effective from 1-1-1962</i> <table> <tr> <th>(1) Manager—</th> <th>Rs. 200—15—425.</th> </tr> <tr> <th>(2) Asstt. Manager—</th> <th>Rs. 125—10—275.</th> </tr> <tr> <th>(3) Supervisor—</th> <th>Rs. 60—4—120.</th> </tr> <tr> <th>(4) Head Operator—</th> <th>Rs. 125—7—230.</th> </tr> <tr> <th>(5) 1st Asstt. Operator—</th> <th>Rs. 85—4—145.</th> </tr> <tr> <th>(6) IInd Asstt. Operator—</th> <th>Rs. 65—3—110.</th> </tr> <tr> <th>(7) IIInd Asstt. Operator—</th> <th>Rs. 50—3—95.</th> </tr> <tr> <th>(8) IVth Asstt. Operator—</th> <th>Rs. 45—2—75.</th> </tr> <tr> <th>(9) Other Asstt. Operators, Rewinders—</th> <th>Rs. 45—2—75.</th> </tr> <tr> <th>(10) Electrician—</th> <th>Rs. 80—4—140.</th> </tr> <tr> <th>(11) Assistant Electrician—</th> <th>Rs. 60—3—105.</th> </tr> <tr> <th>(12) Advance Booking Clerk—</th> <th>Rs. 75—4—135.</th> </tr> <tr> <th>(13) Current Booking Clerk—</th> <th>Rs. 65—3—110.</th> </tr> <tr> <th>(14) Head Door-Keeper—</th> <th>Rs. 45—3—90.</th> </tr> <tr> <th>(15) Watchmen—</th> <th>Rs. 40—3—85.</th> </tr> <tr> <th>(16) Hamals, Sweepers, Office Boys—</th> <th>Rs. 35—2—65.</th> </tr> <tr> <th>(17) Carpenters—</th> <th>Rs. 65—3—110.</th> </tr> <tr> <th>(18) Painters—</th> <th>Rs. 60—3—105.</th> </tr> <tr> <th>(19) Door-keepers—</th> <th>Rs. 40—3—85.</th> </tr> </table>	(1) Manager—	Rs. 200—15—425.	(2) Asstt. Manager—	Rs. 125—10—275.	(3) Supervisor—	Rs. 60—4—120.	(4) Head Operator—	Rs. 125—7—230.	(5) 1st Asstt. Operator—	Rs. 85—4—145.	(6) IInd Asstt. Operator—	Rs. 65—3—110.	(7) IIInd Asstt. Operator—	Rs. 50—3—95.	(8) IVth Asstt. Operator—	Rs. 45—2—75.	(9) Other Asstt. Operators, Rewinders—	Rs. 45—2—75.	(10) Electrician—	Rs. 80—4—140.	(11) Assistant Electrician—	Rs. 60—3—105.	(12) Advance Booking Clerk—	Rs. 75—4—135.	(13) Current Booking Clerk—	Rs. 65—3—110.	(14) Head Door-Keeper—	Rs. 45—3—90.	(15) Watchmen—	Rs. 40—3—85.	(16) Hamals, Sweepers, Office Boys—	Rs. 35—2—65.	(17) Carpenters—	Rs. 65—3—110.	(18) Painters—	Rs. 60—3—105.	(19) Door-keepers—	Rs. 40—3—85.	<i>Effective from 1-1-1962</i> <table> <tr> <th>Salary Slab</th> <th>D. A.</th> </tr> <tr> <td>Above Rs. 50 or less</td> <td>.. Rs. 50</td> </tr> <tr> <td>Above Rs. 51 to Rs. 100</td> <td>.. Rs. 60</td> </tr> <tr> <td>Above Rs. 101 to Rs. 150</td> <td>.. Rs. 65</td> </tr> <tr> <td>Above Rs. 151 to Rs. 200</td> <td>.. Rs. 70</td> </tr> <tr> <td>Above Rs. 201 to Rs. 300</td> <td>.. Rs. 75</td> </tr> <tr> <td>Above Rs. 301</td> <td>.. Rs. 85</td> </tr> </table>	Salary Slab	D. A.	Above Rs. 50 or less	.. Rs. 50	Above Rs. 51 to Rs. 100	.. Rs. 60	Above Rs. 101 to Rs. 150	.. Rs. 65	Above Rs. 151 to Rs. 200	.. Rs. 70	Above Rs. 201 to Rs. 300	.. Rs. 75	Above Rs. 301	.. Rs. 85
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81	Plaza Talkies, Bombay— <i>cont.</i>	(12) Assistant Electricians— Rs. 60—4—120. (13) Advance Booking Clerks— Rs. 75—5—150. (14) Current Booking Clerks— Rs. 65—4—125. (15) Head Door-Keepers— Rs. 55—4—115. (16) Other Door-Keepers— Rs. 45—4—105. (17) Watchmen— Rs. 40—3—85. (18) Painter— Rs. 70—4—130. (19) Carpenter— Rs. 90—4—150. (20) Hamals, Sweepers, Office Boys, etc.— Rs. 40—3—85. (21) Supervisors— Rs. 80—5—155.																																	
83	(1) Lamington Cinema (Apsara) and (2) Imperial Cinema, Bombay	..	<table> <tr> <th><i>Basic salary</i></th><th><i>Year</i> 1-7-62 <i>to</i> 30-6-63</th><th><i>Year</i> 1-7-63 <i>to</i> 30-6-64</th><th><i>Year</i> 1-7-64 <i>to</i> 30-6-65</th></tr> <tr> <td></td><td>Rs.</td><td>Rs.</td><td>Rs.</td></tr> <tr> <td>From Rs. 1 to 100</td><td>80</td><td>85</td><td>90</td></tr> <tr> <td>Above Rs. 101 to 150.</td><td>85</td><td>90</td><td>95</td></tr> <tr> <td>Above Rs. 151 to 200.</td><td>90</td><td>95</td><td>100</td></tr> <tr> <td>Above Rs. 201 to 250.</td><td>95</td><td>100</td><td>105</td></tr> <tr> <td>Above Rs. 251 to 300.</td><td>100</td><td>105</td><td>110</td></tr> <tr> <td>Above Rs. 301</td><td>105</td><td>110</td><td>115</td></tr> </table> This will remain in force up to 30th June 1965.	<i>Basic salary</i>	<i>Year</i> 1-7-62 <i>to</i> 30-6-63	<i>Year</i> 1-7-63 <i>to</i> 30-6-64	<i>Year</i> 1-7-64 <i>to</i> 30-6-65		Rs.	Rs.	Rs.	From Rs. 1 to 100	80	85	90	Above Rs. 101 to 150.	85	90	95	Above Rs. 151 to 200.	90	95	100	Above Rs. 201 to 250.	95	100	105	Above Rs. 251 to 300.	100	105	110	Above Rs. 301	105	110	115
<i>Basic salary</i>	<i>Year</i> 1-7-62 <i>to</i> 30-6-63	<i>Year</i> 1-7-63 <i>to</i> 30-6-64	<i>Year</i> 1-7-64 <i>to</i> 30-6-65																																
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Above Rs. 201 to 250.	95	100	105																																
Above Rs. 251 to 300.	100	105	110																																
Above Rs. 301	105	110	115																																
84	(1) City Light Cinema, Bombay and (2) Alfred Talkies, Bombay		<table> <tr> <th><i>Basic</i></th><th><i>Year</i> 1-7-62 <i>to</i> 30-6-63</th><th><i>Year</i> 1-7-63 <i>to</i> 30-6-64</th><th><i>Year</i> 1-7-64 <i>to</i> 30-6-65</th></tr> <tr> <td></td><td>Rs.</td><td>Rs.</td><td>Rs.</td></tr> <tr> <td>From Rs.— 1—100 ..</td><td>75</td><td>80</td><td>85</td></tr> <tr> <td>101—150 ..</td><td>80</td><td>85</td><td>90</td></tr> <tr> <td>151—200 ..</td><td>85</td><td>90</td><td>95</td></tr> <tr> <td>201—250 ..</td><td>90</td><td>95</td><td>100</td></tr> <tr> <td>251—300 ..</td><td>95</td><td>100</td><td>105</td></tr> <tr> <td>301 and above</td><td>100</td><td>105</td><td>110</td></tr> </table>	<i>Basic</i>	<i>Year</i> 1-7-62 <i>to</i> 30-6-63	<i>Year</i> 1-7-63 <i>to</i> 30-6-64	<i>Year</i> 1-7-64 <i>to</i> 30-6-65		Rs.	Rs.	Rs.	From Rs.— 1—100 ..	75	80	85	101—150 ..	80	85	90	151—200 ..	85	90	95	201—250 ..	90	95	100	251—300 ..	95	100	105	301 and above	100	105	110
<i>Basic</i>	<i>Year</i> 1-7-62 <i>to</i> 30-6-63	<i>Year</i> 1-7-63 <i>to</i> 30-6-64	<i>Year</i> 1-7-64 <i>to</i> 30-6-65																																
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From Rs.— 1—100 ..	75	80	85																																
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251—300 ..	95	100	105																																
301 and above	100	105	110																																
85	M/s. Usha Talkies, Kurla Road.	..	<table> <tr> <th><i>Basic Salary per month</i></th><th><i>From</i> 1-1-6 <i>to</i> 30-6-63</th><th><i>From</i> 1-7-63 <i>to</i> 30-6-64</th><th><i>From</i> 1-7-64 <i>to</i> 30-6-65</th></tr> <tr> <td></td><td>Rs.</td><td>Rs.</td><td>Rs.</td></tr> <tr> <td>From Rs.— 1—100 ..</td><td>75</td><td>80</td><td>85</td></tr> <tr> <td>Above— 101—150 ..</td><td>80</td><td>85</td><td>90</td></tr> <tr> <td>151—200 ..</td><td>85</td><td>90</td><td>95</td></tr> <tr> <td>201—250 ..</td><td>90</td><td>95</td><td>100</td></tr> <tr> <td>251—300 ..</td><td>95</td><td>100</td><td>105</td></tr> <tr> <td>Above Rs. 301</td><td>100</td><td>105</td><td>110</td></tr> </table>	<i>Basic Salary per month</i>	<i>From</i> 1-1-6 <i>to</i> 30-6-63	<i>From</i> 1-7-63 <i>to</i> 30-6-64	<i>From</i> 1-7-64 <i>to</i> 30-6-65		Rs.	Rs.	Rs.	From Rs.— 1—100 ..	75	80	85	Above— 101—150 ..	80	85	90	151—200 ..	85	90	95	201—250 ..	90	95	100	251—300 ..	95	100	105	Above Rs. 301	100	105	110
<i>Basic Salary per month</i>	<i>From</i> 1-1-6 <i>to</i> 30-6-63	<i>From</i> 1-7-63 <i>to</i> 30-6-64	<i>From</i> 1-7-64 <i>to</i> 30-6-65																																
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201—250 ..	90	95	100																																
251—300 ..	95	100	105																																
Above Rs. 301	100	105	110																																

(1)	(2)	(3)	(4)
86 Basant Picture Studios, Chem- bur, Bombay.	..	(1) With basic salary of less than Rs. 100 per month—Rs. 45. With basic salary of Rs. 100 and more— Rs. 50. The above D. A. will be paid from 1st September 1963 to 31st August 1964. (2) With basic salary of less than Rs. 100 per month—Rs. 50. With basic salary of more than Rs. 100 per month—Rs. 55. The above D. A. will be paid from 1st September 1964 to 31st December 1965.	
87 The Prabhat Studios and Kelkar Film Exchange, Poona.	<i>Effective from 1-1-62</i> All the employees who are paid on daily basis and who are in continuous service for more than three months will be considered as monthly paid staff.	No employees will be paid less than Rs. 50 per month.	
88 Liberty Talkies, Kolhapur ..	<i>Effective from 1-1-60</i> (1) Additional Manager— Rs. 45—2—65. (2) General Attendant— Rs. 35—2—55. (3) Operator No. 1— Rs. 45—2—65. (4) Operator No. 2— Rs. 35—1½—50. (5) Apprentice Operator— Rs. 20—1—30. (6) Wireman— Rs. 40—1½—55.	Every workman shall be paid Rs. 15 per month.	
89 Cine Exhibitors, Kolhapur ..	<i>Effective from 1-1-60</i> <i>Consolidated Scales—</i> (1) 1st Operator— Rs. 75—3—105. (2) 2nd Operator— Rs. 65—2½—90. (3) 3rd Operator— Rs. 55—2—75. (4) Apprentice Operator— Rs. 35. (26 working days). (5) Part-time Wireman— Rs. 45—2—65. (6) Booking Clerk— Rs. 45—2—65. (7) Door-keeper— Rs. 45—2—65. (8) Theatre Boy— Rs. 45—2—65. (9) Scavenger (Part-time)— Half the scale of Door-keeper.		
90 Royal and Prabhat Talkies, Kolhapur.	<i>Effective from 1-1-1960 (Consolidated Scale)</i> (1) 1st Operator-cum-Wireman— Rs. 75—3—105. (2) 2nd Operator— Rs. 65—2½—90. (3) 3rd Operator— Rs. 55—2—75. (4) 4th Operator— Rs. 40—2—60. (5) Apprentice Operator— Rs. 35. (6) General Clerk— Rs. 55—2—75. (7) Booking Clerk— Rs. 40—2—60. (8) Door-keeper— Rs. 40—2—60. (9) Theatre Boy, Watchman, Caretaker, Cycle Boy, Messenger, Publicity Boy— Rs. 40—2—60. (10) Attendants (Personal) Rs. 35—2—55. (11) Motor Driver— Rs. 80—3—110. (12) Painter— Rs. 60—2—80. (13) Scavenger (Part-time)— Rs. Half the scale of the Door-keeper.	Flat rate of Rs. 15 per month.	

(1)	(2)	(3)	(4)
91 Padma Talkies, Kolhapur ..	<i>Effective from 1-1-60</i>	(1) 1st Operator-cum-Wireman— Rs. 75—3—105. (2) 2nd Operator— Rs. 65—2—85. (3) 3rd Operator— Rs. 60—2—80. (4) 4th Operator— Rs. 55—2—75. (5) Booking Clerk— Rs. 40—1½—55. (6) Door-Keeper— Rs. 40—1½—55. (7) Theatre Boy (Cycle Boy, Publicity)— Rs. 40—1½—55. (8) Painter— Rs. 45 fixed. (9) Scavanger— Rs. 25 fixed.	Flat rate of Rs. 15 per month.
92 Liberty Talkies, Kolhapur ..	<i>Effective from 1-1-62</i>	(1) 1st Operator-cum-Wireman— Rs. 70—2—90. (2) 2nd Operator— Rs. 60—2—80. (3) Asstt. Operator— Rs. 50—2—70. (4) Wireman— Rs. 50—2—70. (5) Apprentice— Rs. 30 fixed. (6) Clerk-cum-Booking Clerk— Rs. 40—2—60. (7) Door-keeper— Rs. 40—2—60. (8) Theatre Boy, Messenger, Watchman, Cycle boy, Con.—Attendants, Publicity Boys— Rs. 35—2—55.	Flat rate of Rs. 15 per month.
93 Capital Talkies, Poona, Camp	<i>Effective from 1-1-62 (Basic)</i>	(1) 1st Operator— Rs. 65—3—95. (2) 2nd Operator— Rs. 45—3—75. (3) 3rd Operator, and other Operators— Rs. 40—2—60. (4) Wireman— Rs. 45—2—65. (5) Booking Clerk— Rs. 40—2—60. (6) Door-keeper— Rs. 30—1½—45. (7) All others including sweepers, theatre boy Mali, Watchman, Publicity Boy— Rs. 30—1—40.	Rs. 30 per month.
94 (1) Regal Talkies Nagpur .. (2) Chitra Talkies, Nagpur. (3) Shree Talkies, Nagpur. (4) Bharat Talkies. (5) Vasant Talkies. (6) Anand Talkies. (7) Jayashree Talkies, and (8) Rajvilas Talkies.	<i>Cinema Operators will be paid the minimum salary as follows:</i> Operators Class I— Rs. 90 per month. Operator Class II— Rs. 70 per month. Operator Class III— Rs. 50 per month.	<i>All other Picture-house shall pay to Cinema Operators as follows:</i> Operator Class I— Rs. 80 per month. Operator Class II— Rs. 70 per month. Operator Class III— Rs. 45 per month.	<i>Effective from 1-6-1961; and remains in force up to 31-5-1963.</i>
96 Regal Talkies, Nagpur ..	(1) Full time workers— Rs. 40 p. m. plus Re. 0.50 per Matinee show.		

(1)

(2)

(3)

(4)

(2) Part-time workers—

Rs. 35 p. m. inclusive of matinees on Sundays and Holidays.

Full-time workers shall be present for all shows including all matinees, Part-time workers shall be present for two shows daily and all matinees on Sundays and Holidays.

If the full-time worker is absent from duty for any show—Proportionate Pay for the show he is absent shall be deducted.

98 M/s. Satya-Vijay Talkies, Akot.

(1) Booking Clerks will get Rs. 4 annual increment for five years—

(2) Operators will get Rs. 4 annual increment for five years.

(3) Gate-keepers, will get Rs. 2 annual increment for five years.

The first annual increment will be paid on or before 1st November 1962.

100 Shankar Theatres Ltd., Amravati (Prabhat Talkies).

Wage increase was given on individual basis as follows :—

Designation	Monthly Pay	Wage increase
	Rs.	Rs.
(1) Operator 1 ..	75-00	..
Operator 2 ..	40-00	..
Operator 3 ..	30-00	20 p. c.
(2) Booking Clerk 1 ..	20-00	20 p. c.
Booking Clerk 2 ..	20-00	20 p. c.
Booking Clerk 3 ..	15-00	25 p. c.
(3) Door Keepers ..	15-00	25 p. c.
(4) Gate keeper ..	15-00	25 p. c.
(5) Peon ..	15-00	20 p. c.
(6) Cartman ..	18-00	20 p. c.
(7) Chowkidar ..	45-00	10 p. c.
(8) Sweeper ..	20-00	20 p. c.

Rajkamal Talkies

.. Wage increase was given on individual basis as follows :—

Designation	Monthly Pay	Wage increase
	Rs.	Rs.
(1) Operator 1 ..	70-00	10 p. c.
Operator 2 ..	45-00	10 p. c.
Operator 3 ..	40-00	10 p. c.
(2) Booking Clerk 1 ..	30-00	20 p. c.
Booking Clerk 2 ..	20-00	
Booking Clerk 3 ..	20-00	
(3) Gate-keeper 1 ..	15-00	25 p. c.
Gate-keeper 2 ..	15-00	
Gate-keeper 3 ..	15-00	
Gate-keeper 4 ..	15-00	
Gate-keeper 5 ..	15-00	
(4) Chowkidar ..	35-00	10 p. c.
(5) Peon 1 ..	15-00	25 p. c.
Peon 2 ..	15-00	
Peon 3 ..	15-00	
Peon 4 ..	15-00	
Peon 5 ..	15-00	
(6) Sweeper ..	15-00	25 p. c.

101 Anand Talkies, Nagpur

(1) Head Operator—

Rs. 140—10—190.

(2) Asstt. Operator—

Rs. 110—5—135.

(3) Third Operator—

Rs. 80—3—95.

(4) Head Booking Clerk—

Rs. 60—3—75.

(5) Booking Clerk, Gate-Keeper, Hand-bill Boy, Painter, Sweeper, Mali, etc.—

Rs. 50—2—60.

(6) Watchmen—

Rs. 65—3—75.

(1)	(2)	(3)	(4)
402	Jaishree Talkies, Nagpur ..	(1) Head Operator— Rs. 140—10—190. (2) Asstt. Operator— Rs. 110—5—135. (3) Third Operator— Rs. 80—3—95. (4) Head Booking Clerk— Rs. 60—2—75. (5) Booking Clerks, Gate-Keepers, Handbill Boy, Painter, Sweeper and Mali— Rs. 50—2—60.	

*Effective from 1-1-1963 and would be in force up to
30-4-1964.*

403	The Panchshil Cinema, Nagpur.	(1) Head Operator— Rs. 130—10—200. (2) Asstt. Operator— Rs. 100—7-50—175. (3) Operator— Rs. 80—5—120. (4) Head Booking Clerk— Rs. 60—5—85. (5) Booking Clerk— Rs. 55—2-50—75. (6) Gate-Keepers— Rs. 50—2-50—70. (7) Handbill Boys— Rs. 50—2—70. (8) Sweepers— Rs. 50—2—70. (9) Chowkidars— Rs. 60—2-50—80. (10) Painter— Rs. 60—2-50—80. (11) Car Painter— Rs. 60—2-50—80.	
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**STATEMENT SHOWING THE NAMES OF THE CONCERNS AND THE PARTICULARS OF VARIOUS KINDS
OF LEAVE AND PAID HOLIDAYS IN " FILM INDUSTRY "**

Serial No. In Index	Name of Concern	Privilege leave (days)	Sick (days)	Casual leave (days)	Paid/Festival Holidays (days)
(1)	(2)	(3)	(4)	(5)	(6)
1	Swastik India Pvt. Ltd. ..		15 (Accumulation 90 days).	..	..
2	M/s. Kay and Kay Exhibitors (Kohinoor Cinema, Dadar).	For every 11 months' service 30 (Accumulation 90 days).	15 (Accumulation 90 days).	10	..
3	The Neptune Talkies, Bandra ..	For every 11½ months' service. 21 (Accumulation 90 days).	15 (Accumulation 90 days).	7	..
5	Star Talkies	For every 11 months' service 21 (Accumulation 90 days).	15 (Accumulation 90 days).	7	..
7	Aurora Talkies	For every 11 months' service 30 (Accumulation 90 days).	..	10	..
8	The Bharatmata Cinema ..	For every 11 months' service 21 (Accumulation 90 days).	15	7	..
9	The Western India Theatres Ltd. (Strand, Minerva, Excelsior Cinemas).	..	15 (Accumulation 90 days).	..	..

(1)	(2)	(3)	(4)	(5)	(6)
11	M/s. Kismat Cinema	For every 11 months' service 21 (Accumulation 90 days).	15 (Accumulation 90 days).	7	..
12	City Light Cinema	For every 11 months' service 21 (Accumulation 90 days).	15 (Accumulation 90 days).	7	..
13	M/s Nishat Talkies	For every 11 months' service 21 (Accumulation 90 days).	15 (Accumulation 90 days).	7	..
14	M/s. Select Trading and Cine Films Pvt. Ltd.	For every 11 months' service 21 (Accumulation 90 days).	15 (Accumulation 90 days).	7	..
16	Deepak Talkies	For every 11 months' service 21 (Accumulation 90 days).	15 (Accumulation 90 days).	7	..
18	The Western India Theatres Ltd.	For every 11 months' service 30 (Accumulation 90 days).	15 (Accumulation 90 days).	10	..
19	M/s. Daulat Theatres Pvt. Ltd., Bombay.	(Accumulation 90 days) ..	15 (Accumulation 90 days).	..	..
20	The National Talkies, Bombay ..	21 (Accumulation 90 days) ..	15 (Accumulation 90 days).	..	..
22	M/s. Basant Pictures	For 240 days' work in a year. 15 (Accumulation 30 days). For work in excess of 240 days— One day for every 20 days of work. (Accumulation 30 days).	..	10	6
23	The Mahal Pictures Pvt. Ltd. ..	..	..	..	5
25	The Bombay Film Laboratories Pvt. Ltd.	15 (Accumulation 30 days).	15 (Accumulation 30 days).	10	..
26	The Mahal Pictures Pvt. Ltd. ..	..	..	7	..
30	M/s. Technicians United (Ranjit Studios).	..	..	5	4
31	M/s. Lido Cinema	For 11 months 21 (Accumulation 90 days).	15 (Accumulation 90 days).	..	..
33	M/s. Vijay Talkies, Chembur ..	(Accumulation 90 days) ..	15 (Accumulation 90 days).	..	..
43	M/s. Filmalays Pvt. Ltd., Bombay	..	7 (Half pay) ..	5	..
44	M/s. Natraj Cinema, Bombay ..	Effective from 1-4-65 .. 21 (Accumulation 90 days).	With effect from 1-4-65. 15 (Accumulation 90 days).	With effect from 1-4-65. 7 (Accumulation 90 days).	..
45	M/s. Kardar Production	As per Factories Act ..	..	..	..
47	M/s. Asha Studios	As per Factories Act ..	..	7	..
49	M/s. Mehboob Prod.	As per Factories Act ..	As per E. S. I. S.	7	..
51	M/s. Bharat Chitra Mandir ..	21 (Accumulation 90 days).	15 (Accumulation 90 days).	7	..
58	M/s. Usha Talkies	21 (Accumulation 42 days).	10 (Non-accumula- tive).	7	..
59	Vijayanand Theatre, Poona ..	..	7 (Accumulation 21 days).	..	..
60	Saraswati Chitra Mandir, Kolhapur	As per Shops and Estt. Act, 1948.	6 (Accumulation 12 days).	5	..

(1)	(2)	(3)	(4)	(5)	(6)
61	Azad Chitra Mandir, Ichalkaranji	21	7	..	..
63	Swastik Cinema	..	15 (Accumulation 90 days).	..	..
65	Laxmi Talkies	21 (Accumulation 90 days).	15 (Accumulation 90 days).	7	..
66	Lido Talkies	21 (Accumulation 90 days).	15 (Accumulation 90 days).	7	..
67	Bharatmata Cinema	21 (Accumulation 90 days).	15 (Accumulation 90 days).	7	..
68	Aurora Talkies	30 (Accumulation 90 days).	15 (Accumulation 90 days).	10	..
69	Roop Talkies	21 (Accumulation 90 days).	15 (Accumulation 90 days).	7	..
70	Surya Cinema, Parel, Bombay ..	14 (Additional <i>Ex-Gratia</i> Privilege Leave 7 (Accumulation 42 days).	15 (Accumulation 90 days).	10	..
71	Metro Theatres, Pvt., Ltd. ..	For every 11 months' service 28 (Accumulation 84 days).	14 (Accumulation 180 days).	10	..
72	Columbia Films of India, Ltd. ..	For every 11 months' service 21 (Accumulation 42 days).	15 (Accumulation 45 days).	7	..
78	Asha Studios, Chembur	As per Factories Act ..	..	..	8
79	M/s. Usha Talkies	21 (Accumulation 90 days).	15 (Accumulation 90 days).	7	..
81	Plaza Talkies	For every 11 months service 30 (Accumulation 90 days).	15	10	..
88	Liberty Talkies, Kolhapur ..	14 (Accumulation 28 days).	6 (Accumulation 12 days)	5	..
89	Cine Exhibitors, Kolhapur ..	21	10	7	..
90	Royal and Prabhat Talkies, Kolhapur.	21 (Accumulation 42 days).	10	7	..
91	Padma Talkies, Kolhapur ..	14	7	7	..
92	Liberty Talkies, Kolhapur ..	..	6	..	..
93	Capital Talkies, Poona Camp. ..	..	5 (paid) (Accumulation for 15 days).	5	..
95	Vasant Talkies, Nagpur ..	..	..	..	2
97	Vasant Talkies, Nagpur ..	..	..	..	2
101	Anand Talkies, Nagpur	21	10	..	..
102	Jaishree Talkies, Nagpur ..	21	10	..	..
103	The Panchsheel Cinema, Nagpur	..	..	15	..

STATEMENT SHOWING THE NAMES OF THE CONCERNS AND

Name of concern and serial No. in the list	Death or disability (Physical or mental) while in employment	Gratuity payable on (in terms of number)		
		On termination of service after		
		5 years	10 years	15 years
(1)	(2)	3(a)	3(b)	3(c)
2. M/s. Kay and Kay Exhibitors (Mgt. of the Kohinoor Cinema), Dadar.	1 month	..	1 month	..
3. The Neptune Talkies, Bandra	3/4 months	..	3/4 months	..
5. Star Talkies, Bombay	3/4 months	..	3/4 months	..
7. Aurora Talkies, Bombay	1 month ..	..	1 month ..	..
8. Bharatmata Cinema, Bombay	3/4 month	..	3/4 months	..
11. M/s. Kismat Cinema, Bombay	3/4 month	..	3/4 month	..
12. City Light Cinema, Bombay	3/4 month	..	3/4 month	..
14. M/s. Select Trading and Cine, Films Pvt., Ltd., Bombay.	3/4 month	..	3/4 month	..
16. Deepak Talkies, Bombay	3/4 month	..	3/4 month	..
18. The Western India Theatres, Ltd., Bombay.	1 month ..	..	1 month ..	..
22. M/s. Basant Picture, Bombay	15 days ..	..	..	..
24. Nerendra and Co. Lessee, Roop Talkies, Bombay.	3/4 month	..	3/4 month	..
25. The Bombay Film Laboratories, Pvt., Ltd., Bombay.	12 days basic pay	12 days basic pay per year after 8 years continuous service.		
31. M/s. Lido Cinema, Bombay	3/4 month	..	3/4 month	..
33. Vijay Talkies, Chembur, Bombay ..	3/4 month	..	3/4 month	..
42. Famous Cine Lab. and Studios Ltd., Bombay.	12 days basic pay	..	12 days basic pay per year after 8 years continuous service.	
44. M/s. Natraj Cinema, Bombay	3/4 month	..	3/4 month	..
45. M/s. Kardar Production, Bombay ..	15 days ..	..	..	..
51. Bharat Chitra Mandir, Bombay	3/4 month	..	3/4 month	..
52. Columbia Films of India Ltd., Bombay ..	1 month's salary per year (up to 15 years) service and thereafter 1/2 months' salary.	..	3/4 month	As in the case of death.
53. The Metro Goldwyn Mayer India Ltd., Bombay.	1 month's salary per year up to 15 years service and thereafter 1/2 month's salary.	..	3/4 month	As in the case of death.
54. The 20th Century Fox Corporation (India) Pvt., Ltd., Bombay.	1 month's salary per year up to 15 years service and thereafter 1/2 month's salary.	..	3/4 month	As in the case of death.
55. The Warner Bros. First National Picture Inc., Bombay.	1 month's salary per year up to 15 years service and thereafter 1/2 month's salary.	..	3/4 month	As in the case of death.
56. Mahal Pictures Pvt., Ltd, Bombay ..	15 days	..	15 days ..	..
59. Vijayanand Theatre, Poona	3/4 month' basic wages	..	1/2 month	3/4 month after 15 years and 1 month after 20 years.
62. The Western India Theatres Ltd., Poona	The Gratuity scheme raised by the Labour Appellate Tribunal of India at Bombay in Appeal (Bom.) No. 274 of 1951, I. B. G. G., dated 19th June 1952, page 2315, is made applicable to all the workmen employed in the theatres "Globe", "West End" and "Empire" also this Award is not applicable to Manager or Asstt. Managers.			
70. Surya Cinema, Parel, Bombay	3/4 month	..	..	..
71. Metro Theaters, Bombay	1 month's basic pay	..	One month's basic pay per year	
72. Columbia Film of India, Ltd., Bombay..	1 month	..	3/4 month ..	1 month ..
76. Shri Mahboob Ali Ashiwaji Lessee-Bandra Talkies.	3/4 month	..	3/4 month per year	
79. M/s. Usha Talkies, Bombay	3/4 month	..	3/4 month per year	
81. Plaza Talkies, Bombay	1 month	..	1 month basic pay per year.	
82. Modern Sixteen Cine Laboratory Pvt. Ltd., Bombay.	15 days basic salary	..	10 days	15 days ..
86. Basant Picture Studios, Chembur	15 days	5 days ..	10 days	15 days ..
101. Anand Talkies, Nagpur .. ..	.. ..	..	15 days	..
102. Jaishree Talkies, Nagpur .. ..	.. ..	..	15 days	..

THE VARIOUS KINDS OF GRATUITY GRANTED IN THE "FILM" INDUSTRY.

of days/months/ weeks basic wages) per year of Service.

On Resignation from service after			On voluntary Retirement after			Maximum gratuity payable
5 years	10 years	15 years	5 years	10 years	15 years	
	4(b)	4(c)	5(a)	5(b)	5(c)	(6)
..	1 month ..	..	..	1 month	..	..
..	3/4 month	..	..	3/4 month	..	15 months.
..	3/4 months	..	..	3/4 month	..	15 months.
..	1 month ..	..	..	1 month	..	15 months.
..	3/4 month	..	..	3/4 month	..	15 months.
..	3/4 month	..	..	3/4 month	..	15 months.
..	3/4 month	..	..	3/4 month	..	15 months.
..	3/4 month	..	..	3/4 month	..	15 months.
..	3/4 month	..	..	3/4 month	..	15 months.
..	3/4 month	..	..	3/4 month	..	15 months.
..	1 month ..	..	..	1 month	..	15 months.
..	3/4 month	..	..	3/4 month	..	15 months.
12 days' basic pay per year after 8 years continuous service.	3/4 month	..	12 days' basic pay per year after 8 years continuous service	3/4 month	..	12 months.
..	3/4 month	..	..	3/4 month	..	15 months.
12 days' per year.	3/4 month	..	12 days per year	3/4 month	..	15 months.
..	3/4 month	..	..	3/4 month	..	12 months.
..	3/4 month	..	Do not suppose annex action at the age of 60 years	3/4 month	15 days	15 months.
..	3/4 month	..	..	3/4 month	..	15 months.
..	..	As in the case of death	..	..	As in the case of death	20 months.
..	..	As in the case of death	..	..	As in the case of death	20 months.
..	..	As in the case of death	..	..	As in the case of death	20 months.
..	..	As in the case of death	..	..	As in the case of death	20 months.
..	15 days ..	..	..	15 days ..	..	..
..	..	15 days	..	..	15 days ..	15 months.
..	..	..	..	3/4 month	..	15 months.
..	1 month ..	..	..	1 month	..	15 months.
..	3/4 month	1 month	..	3/4 month	1 month ..	15 months.
..	3/4 month	..	..	3/4 month	..	15 months.
..	3/4 month	..	..	3/4 month	..	15 months.
..	1 month	..	..	1 month	..	..
..	10 days	15 days	..	10 days	15 days ..	12 months.
..	15 days	..	After the age of 58 years.	15 days wages per year	..	15 months.
..	15 days	..	..	15 days	..	..
..	15 days	..	..	15 days	..	..

TRANSPORT INDUSTRY

This industry was introduced in the reference of the present 'Norms' Committee for the first time. The Committee had therefore, to define the scope of the industry. After consideration, the Committee decided to restrict the scope to transport of passengers and goods by road only. Accordingly the industry has been defined as "transport of passengers and goods by road". This work is almost exclusively done by motor transport. The Committee noted that transport of passengers in the mofussil areas is to a great extent nationalised and is carried by the Maharashtra State Road Transport Corporation. In most of the cities the transport services of passengers are either municipalised or are such by the Maharashtra State Road Transport Corporation. Transport of goods to a great extent is handled by private employers. Only a small percentage is being carried by the State Transport. The industry is one of the scheduled employments under the Minimum Wages Act, 1948, for the purposes of fixation of wages. It is also amenable to the provisions of the Motor Transport Workers Act, 1961 (No. 27 of 1961) which regulates the working hours, leave facilities and other conditions of service.

The Committee examined 23 Awards and 38 Settlements for the period under review. All the 23 Awards related to the Bombay Division. Of the 38 Settlements, 15 related to Bombay, 3 to Poona, 19 to Nagpur and 1 to Aurangabad Division. Of the 23 Awards, 15 were in respect of the B. E. S. T. Undertaking in Bombay which is covered by the provisions of the Bombay Industrial Relations Act, 1946 (Bombay Act No. XI of 1947). Of the 15 Settlements in that region the 14 alone were in respect of the B. E. S. T. Undertaking alone. A division-wise break-up of the 23 Awards and 38 Settlements is as under :—

Division				Awards	Settlements/ Agreements
(1)				(2)	(3)
Bombay	..	..	..	23	15
Poona	..	..	..	..	3
Nagpur	..	..	..	..	19
Aurangabad	..	..	..	..	1
Total				23	38

The list of Awards and Settlements examined by the Committee is given below :—

Serial No. (1)	Name of the Concern (2)	Reference (3)
AWARDS		
Bombay Division		
1	B. E. S. T. Undertaking, Bombay	5-2-1959 (648—651).
2	The B. E. S. T. Undertaking, Bombay	14-1-1960 (153—155).
3	The B. E. S. T. Undertaking, Bombay	4-12-1960 (452—461).
4	D. D. Contractors and Co. Pvt. Ltd., Bombay	22-12-1960 (3253—3261).
5	The B. E. S. T. Undertaking, Bombay	20-7-1961 (1702—1703).
6	The B. E. S. T. Undertaking, Bombay	10-8-1961 (1893—1895).
7	The B. E. S. T. Undertaking, Bombay	28-9-1961 (2419—2421).
8	The B. E. S. T. Undertaking, Bombay	23-11-1961 (3187—3188).
9	The B. E. S. T. Undertaking, Bombay	8-2-1962 (664—670).
10	The B. E. S. T. Undertaking, Bombay	12-4-1962 (1585—1588).
11	The B. E. S. T. Undertaking, Bombay	26-4-1962 (1719—1720).
12	The B. E. S. T. Undertaking, Bombay	10-5-1962 (1915—1917).

(1)	(2)	(3)
Bombay Division—cont.		
13	The B. E. S. T. Undertaking, Bombay	9-8-1962 (3088—3383).
14	The B. E. S. T. Undertaking, Bombay	16-8-1962 (3462—3463).
15	The B. E. S. T. Undertaking, Bombay	30-8-1962 (3649—3650).
16	The Abraham Transport Service, Bombay	31-3-1963 (397—398).
17	The B. E. S. T. Undertaking (Machinery Shop in the Kingsway Workshop), Bombay	14-3-1963 (1005—1006).
18	The Kerala Corporation, Bombay	17-10-1963 (3340—3342).
19	The State Transport Co-operative Bank Ltd., Bombay	8-10-1964 (3551).
20	Mark Movers Pvt. Ltd., Bombay	19-5-1966 (1533).
21	M/s. Western India Transport Co., Bombay	19-10-1967 (4199—4201).
22	M/s. Dhanji Mavji Motor Transport Co., Bombay	19-10-1967 (4201 to 4202).
23	M/s. Samuel David Transport and Lorry Contractors, Bombay	19-10-1967 (4202 to 4203).
SETTLEMENTS		
Bombay Division		<i>Date of Settlements, Agreements under B. I. R. Act, or I. D. Act.</i>
24	The B. E. S. T. Undertaking, Bombay	31-1-1956 [Section 74 (2)].
25	The B. E. S. T. Undertaking, Bombay	20-12-1956.
26	The B. E. S. T. Undertaking, Bombay	5-5-1958.
27	The B. E. S. T. Undertaking, Bombay	13-12-1958 (B. I. R. Act).
28	The B. E. S. T. Undertaking, Bombay	7-9-1960 (B. I. R. Act).
29	The B. E. S. T. Undertaking, Bombay	29-9-1960.
30	The Bombay State Road Transport Corporation, Bombay	27-6-1961, 2 (P) (I. D. Act).
31	The B. E. S. T. Undertaking, Bombay	6-12-1961 (B. I. R. Act).
32	The B. E. S. T. Undertaking, Bombay	8-2-1962 (B. I. R. Act).
33	The B. E. S. T. Undertaking, Bombay	5-3-1962 (B. I. R. Act).
34	The B. E. S. T. Undertaking, Bombay	7-3-1962 (B. I. R. Act).
35	The B. E. S. T. Undertaking, Bombay	5-2-1963 (B. I. R. Act).
36	The B. E. S. T. Undertaking (Machine Shop in the Kingsway Workshop), Bombay	14-3-1963 (B. I. R. Act).
37	The B. E. S. T. Undertaking, Bombay	24-4-1963 (B. I. R. Act).
38	The B. E. S. T. Undertaking, Bombay	23-5-1963 (B. I. R. Act).
Poona Division		
39	Poona Municipal Transport, Poona	1-7-1959, 2 (P) (I. D. Act, 1947).
40	Poona Municipal Transport, Bombay	3-1-1963, 2 (P) (I. D. Act, 1947).
41	Poona Municipal Transport, Poona	3-1-1963, 2 (P) (I. D. Act, 1947).
Nagpur Division		
42	Provincial Transport Service, Nagpur	31-10-1957 (C. P. and B. I. D. S. Act).
43	The Mangarulpur Joint Motor Service and five other concerns, Akola	9-10-1959 (C. P. and B. I. D. S. Act).
44	Natwar Transport Co. and two other concerns, Akola	1-6-1959 (C. P. and B. I. D. S. Act).
45	New Samarth Transport Co., Yeotmal	5-6-1959 (C. P. and B. I. D. S. Act).
46	Shri Datta Motor Transport Service, Yeotmal	5-6-1959 (C. P. and B. I. D. S. Act).
47	The Highways Pvt. Ltd., Durg	3-8-1959 (C. P. and B. I. D. S. Act).
48	New Samarth Transport Co., Yeotmal	6-8-1959 (C. P. and B. I. D. S. Act).
49	Shri Datta Motor Service, Pusad	6-8-1959 (C. P. and B. I. D. S. Act).

(1)	(2)	(3)
	Nagpur Division—cont.	
50	Bombay Garage (C. P.) Pvt. Ltd., Nagpur	26-8-1959 (C. P. and B. I. D. S. Act).
51	Natwar Motor Transport Co., Akola	22-10-1959 (C. P. and B. I. D. S. Act).
52	C. P. Sikh Regular Motor Service, Chanda	1-2-1960 (C. P. and B. I. D. S. Act).
53	The Provincial Transport Service, Nagpur	3-5-1961 (C. P. and B. I. D. S. Act).
54	Mathuradas R. M. Service, Nagpur	13-10-1962 (C. P. and B. I. D. S. Act)
55	Mathuradas S. R. T. Corporation, Nagpur	14-2-1963 (C. P. and B. I. D. S. Act).
56	M. S. R. T. Corporation, Nagpur	21-3-1963 (C. P. and B. I. D. S. Act).
57	Nath Motor Service and Vallabhdas Alamchand, Amravati	25-4-1963 (C. P. and B. I. D. S. Act).
58	Godal Motors Service, Amravati	19-5-1963 (C. P. and B. I. D. S. Act).
59	M. S. R. T. Corporation, Nagpur Unit	21-10-1963 (C. P. and B. I. D. S. Act).
60	District Transport Association, Bhandara	26-12-1963 (C. P. and B. I. D. S. Act).
	Aurangabad Division	
61	The M. S. R. T. Corporation, Aurangabad	15-3-1962, 2 (P).

WAGES AND DEARNESS ALLOWANCE

The Committee examined 28 cases on the question of wages and dearness allowance. Of these 16 cases were reported from Bombay Division. One each from Poona and Aurangabad Division, and rest ten from the Nagpur Division. Out of 28 cases, 7 cases dealt with Dearness Allowance only ; wages were revised in 10 cases ; both Dearness Allowance and revision of wages were granted in 10 cases and *ad-hoc* increments in wages in 1 case. A table showing the details of the wages and Dearness Allowance fixed in these cases is attached herewith.

LEAVE FACILITIES

There were 13 cases in which various kinds of leave were considered. A list showing the names of these 13 concerns and the various types of leave granted is attached.

Privilege Leave :

The Committee examined 6 cases on this subject. Two of the cases related only to accumulation. In the B. E. S. T. Undertaking accumulation up to 93 days was allowed. In Poona Municipal Transport Service accumulation of leave for 3 years was allowed. In the Provincial Transport Corporation factory staff, operation staff, and supervisory staff was allowed 40 days leave per year with accumulation up to 100 days. In one case the quantum of leave was fixed at 21 days per year for those who complete working of 240 days and on a *pro-rata* basis attendance below that . In another 2 cases the quantum was fixed at 15 days per year and 24 days per year.

In the Provincial Transport Service, Nagpur, it was obligatory on the employees to take half the leave during a slack period so notified by the authorities, if so required. It was also open to the employee to exchange 10 days full pay leave for 20 days half pay leave on the grounds of the health.

Sick Leave :

Only 5 cases came to notice on this subject. In one case (Sr. No. 18) it was allowed at the rate of 10 days on half pay. In another case (Sr. No. 47) it was 15 days on half pay. In the remaining 3 cases (Sr. Nos. 21, 22 and 23) it was 5 days.

Casual Leave :

Only five cases on this point were examined. In one case each the quantum of casual leave was 3 days and 10 days respectively. In three cases it was 5 days.

Festival Holidays :

The Committee examined 8 cases on this question. In one case (Sr. No. 16), the workers were entitled to all the holidays sanctioned by the Bombay Port Trust. In 2 cases the No. of holidays were fixed at 6. In one case each it was 4 and 7 days per year respectively. In 3 cases it was 5 days in a year.

ALLOWANCES

Washing allowance :

The rate of washing allowance was fixed at Rs. 1-25 per month in the State Transport and the Provincial Transport Service, Nagpur.

Night-out Allowance :

The rate of Night-out Allowance was fixed at Re. 1 per night in the 3 cases that were examined.

Line Allowance :

This was fixed at Re. 1 per day in the case of State Transport and 1 Paisa per running mile in case of District Transport Association, Bhandara.

Detention Allowance :

Where the scheduled duty of the conductors require them to stay at the place of night halt for more than 18 hours continuously, they were entitled to Rs. 1-50 per day.

Heavy Duty Allowance :

Mazdoors in the Poona Municipal Transport Services are sanctioned this allowance at the rate of Rs. 5 per month.

Short Cash Allowance :

Conductors in the Poona Municipal Transport Services are paid Rs. 5 per month. If the daily cash falls short by more than Rs. 7, on any day during a month, it will be treated as misconduct.

Overtime Allowance :

The staff employed under the Maharashtra State Road Transport Corporation in their depots and divisional Head Quarters and whose normal hours of work are less than those fixed for factory workers, if required to work according to factory hours were entitled to Rs. 15 per month.

In other cases the rate of overtime was fixed at double the ordinary rate of wages and dearness allowance.

GRATUITY

4 cases of gratuity were examined by the Committee. In two cases the gratuity was payable at the rate of 15 days salary for each completed year of service after a continuous service of 10 years.

In the Bombay State Road Corporation the rate of gratuity was half a month's basic wage for every year of service. The minimum service for qualifying for gratuity would be 5 years. It was payable for termination of service on the grounds of retirement, death, disability (physical and mental), retrenchment and discharge. The scheme was later on made applicable to the employees of the Provincial Transport Service, which later merged with the Maharashtra State Transport Corporation.

RETIREMENT AGE

The retirement age in the 3 cases out of four that were examined was fixed at 58 years. In the remaining case it was fixed at 55 years with the proviso that extension thereafter would depend on the physical fitness as certified by the medical practitioner.

STATEMENT SHOWING THE NAMES OF CONCERNS AND PARTICULARS OF WAGES AND DEARNESS ALLOWANCE GRANTED IN THE "TRANSPORT" INDUSTRY

Serial No. in Index (1)	Name of the Concern (2)	Wages (3)	Dearness Allowance (4)
2	The B. E. S. T. Undertaking	..	.. Employees drawing salary of Rs. 27 to Rs. 439 per month will be paid Dearness Allowance of Rs. 80 per month.
4	D.D. Contractor Co. Pvt. Ltd.	Unskilled Worker— Rs. 1-25-0-06—Rs. 1-55-0-07—Rs. 1-62-0-09— Rs. 2-25—Re. 0-12—Rs. 2-37 nP.	.. Rs. 35 per month.

(1)	(2)	(3)	(4)
9	The B. E. S. T. Undertaking	..	Effective from 1-6-1961. Messengers of Consumer's Department Rs. 20 per month.
13	The B. E. S. T. Undertaking, Bombay.	Part (1) Technical and Works (Engineering)	
		Grade T-1 : Classification T-1— Canteen Boy, Waterman, Lighter-Cleaner, Cleaner-Car Washer, Pillar Cleaner, Trade Learner, Greaser/Oiler, Poleman, Sweeper (Car), Cleaner-Shed, Nawghany, Nawghany, Trade Learner, Trade Learner, Nawghany, Scavenger, Trade Learner, Cleaner-M. V. Hammer Man, Nawghany, Cleaner-M. V. Nawghany-Heavy— Rs. 40—3—52—4—80.	..
		Grade T-2 : Classification T-2— Muccadam, Painter (Meter Testing) Mucca- dam, Greater (Bus), Gardner (Mali), Inspector (Street Lighting) Tyre pressure- man, Muccadam Nawghany, Spray Printer, Cable Inspector, Muccadam Group II, Mason Group III, Asstt. Cook, Painter Writer, Painter Ordinary, Liner, Liner Writer, Painter, Furnanceman, Asstt. Wire- man, Meter Tester, Asstt. Wireman, Driver Crane, Asstt. Machine Sawyer, Muccadam, Tailor Group II— Rs. 50—4—70—5—100.	
		Grade T-3 : Classification T-3— Carpenter, Tinman, Painter Writer (Mains), Wireman (Mains), Polisher Group I, Asstt. Controller Hand, Wireman, Asstt. Drillman, Tailor Group I, Meter Inspector Group I, Meter Inspector Group III, Writer, Wire- man, Manson Group I, Tailor Show Room, Asstt. Fitter, Meter Mechanic Group III, Asstt. Fitter, Asstt. Blacksmith, Upholsterer, Machine Sawyer, Machine Sawyer, Head Cook, Asstt. Wagon Hand (Street Lighting) Improver Group II, Asstt. Carpenter, Asstt. Winder Armature— Rs. 70—5—95—7—50—140.	
		Grade T-4 : Classification T-4— Asstt. Turner, Meter Inspector Group II, Meter Inspector Group I, Asstt. Fitter, Asstt. Wireman, Jointer Mate, Asstt. Fitter, Asstt. Tinman, Wireman, Engraver, Contro- ller Hand, Asstt. Wireman, Meter Mechanic Group I, Asstt. Vulcanizer, Asstt. Checker, Checker, Asstt. Saw. Mechanic, Saw Mechanic, Asstt. Fitter (M. V.), Asstt. Fitter (M. V.), Asstt. Moulder, Mistry (Bus Route), Dri- man, Pattern Maker, Installation Inspector, Asstt. Fitter (Bench and Body) Mason, Carpenter / Cabinet Maker, Blacksmith, Wireman (Battery), Winder Armature, Testing Asstt. 'C', Fitter Erector, Mistry (P. W.) Fitter Wireman, Asstt. Fitter Welder, Fitter, Carpenter, Blacksmith, Fitter, Fitter (Truck Shop), Carpenter, Fitter, Cabinet Maker, Mistry Painting Fitter, Head Armature Winder, Wireman, Meter Mechanic (Instruments)— Rs. 90—6—120—10—180.	
		Grade T-5 : Classification T-5— Electrician (M. V.), Jointer (Testing), Wagon Hand Improver Group I, Wireman Fitter, Drillman, Turner, Tinman, Asstt. Welder Fitter Group I, Time-Study Asstt., Moulder Superior Group I, Inspector Sub-Station, Electrician (M. V.), Vulcanizer, Specialist Supply, Fitter (Bench and Body), Fitter (M. V.) Jointer, Wagon Hand (Overhead) Fitter (M. V.), Welder, Wireman Fitter, Welder, Fitter (Building), Installation Mistry, Testing Asstt. 'B', Overseer— Rs. 120—10—220—15—235.	

(1)

(2)

(3)

(4)

13 The B. E. S. T. Undertaking, Bombay—cont.

Grade T-6 : Classification T-6—

Mistry (Building) Vulcanizer, Sub-Foreman (Street Lighting), Foreman (Carshed), Asstt. Foreman, Charge Hand General, Charge Hand General (Building), Car Examiner, Asstt. Foreman (Inst.), Asstt. Foreman (Body), Charge Hand General, Charge Hand General (Unit Assembly), Depot Asstt., Line Mechanic, Charge Hand General (Building), Asstt. Foreman, Charge Hand General (Machine Shop), Asstt. Foreman, Asstt. Foreman, Charge Hand General, Asstt. Foreman (Instruments), Head Car Examiner, Asstt. Charge Engineer, Asstt. Foreman, Testing Asstt. 'B', Testing Asstt. 'B', Meter Asstt., Asstt. Foreman, Asstt. Foreman, Sub-Foreman, Sub-Foreman, Service Mechanic, Charge Hand General (Calibration), Charge Hand General (Unit Assembly), Charge Hand General—
Rs. 160—12—220—15—310.

Grade T-7 : Classification T-7—

Foreman Refrigeration, Foreman, Asstt. Charge Engineer, Foreman (Machine Shops), Inspector Depot, Foreman Truckshop, Testing Asstt. 'A', Foreman Meter Testing, Foreman Meter Testing, Foreman, (Foreman meter Testing), Foreman General (Carpenter Shop), Foreman (Electrical), Foreman (Street Lighting), Foreman Services and Installation, Asstt. Foreman (Mains), Foreman (Distribution Workshop), Foreman, Foreman (Chassis), Foreman (Planning and Progress)—
Rs. 215—15—320—20—400.

Grade T-8 : Classification T-8—

Foreman General, Foreman General (P.W.D.), Foreman General (Machine Shop), Foreman Depot, Foreman General, Charge Engineer, Car Shed Asstt. 'A' Foreman General (Machine Shop), Foreman General (Overhead), Foreman General (Mains), Supervisor (Building)—
Rs. 300—20—440—25—540.

Part (2) Traffic—

Grade I—All Miscellaneous staff of the Traffic Department—Table 6-A—

Rs. 40—3—52—4—80.

Grade II—Conductors (Tram), Conductors (Bus), Driver (Tram), Shunter (Tram), Asstt. Shunter (Tram) Driver Wagon—

Rs. 55—4—75—5—110.

Grade III—All 'C' Class Starters (District, Depot, Bus and Tram), All 'B' Class Starters (District, Depot, Bus and Tram), All 'D' Class Regulators, Driver (Motor Vehicle) Shunter (Bus), Assistant Shunter (Bus)—

Rs. 70—5—95—7-50—125.

Grade IV—Driver (Bus), Supervisor Driving (Tram)—

Rs. 90—7-50—165.

Grade V—All Asstt. Depot Starters (Bus and Tram), All Depot Starters (Bus and Tram), All 'A' Class Starters (District Depot, Bus and Tram), All 'A' Class Regulators, All 'B' Class Regulators, All Ticket Examiners (Bust Tram), All Ticket Inspectors (Bus and Tram), Supervisor Driving (Bus), Inquiry Inspector (Accident), Bus Driving Teacher, Asstt. to Chief Inspectors, Super Relief Starters, Asstt. Starters—

Rs. 100—7-50—130—10—200.

Grade VI—All Head Depot Starters (Bus and Tram), All Special Inspectors (Bus and Trams), All Controllers (Bus and Tram), All Asstt. Inspectors (Bus and Tram), All Asstt. Inspectors (Bus and Tram), All Accident Inspectors, All Sr. Accident Inspectors—

Rs. 150—10—220—15—310.

(1)

(2)

(3)

(4)

13 The B. E. S. T. Undertaking,
Bombay—cont.

Grade VII—All Head Instructors (Bus and Tram), Asstt. Bus Driving Instructor—
Rs. 200—15—350.

Grade III—All Officers in Grades B-7, B-7-B-6, B-6, B-6/B-5 and B-5—
Rs. 275—20—315—25—415—30—475.

Grade IX—All Officers in Grades B-5, B-3, B-4, B-4/B-3 and B-3—
Rs. 325—25—400—30—550—40—630.

Grade X—All Officers in Grade B-3; B-1—
Existing grade to continue.

Grade XI—Asstt. Time Table Inspector—
Grade L-3, Time Table Inspector, Grade L-2—
Rs. 75—5—95—7.50—125—10—215—15—275.

Grade XII—Head Time Table Inspector—
Grade L-1—
Rs. 175—15—265—20—325—25—375.

Part (3) Administrative and Clerical—

Grade I—Box Filler, Grade C-7, Office Cleaner, Table 11, Liftman, Grade C-8, All employees in Grades C-10 and C-9 with the exception of—(a) Job No. 15—Sepoy/Ward Boy, (b) Job No. 16—Sepoy/Ward Boy—
Rs. 40—3—52—4—80.

Grade II—Job No. 15—Sepoy/Ward Boy
Grade C-10, Job No. 16—Sepoy/Ward Boy
Grade C-9, Jr. Watchman—Table 11, Watchman—Table 11, All employees in Grades C-8 and C-8A—
Rs. 50—4—70—5—100.

Grade III—Havaldar—Table 11—Gate-keeper—Table 11, Supervisor Welfare—
Table 11—
Rs. 55—4—75—5—110.

Grade IV—Sorters, Grade C-7—
Rs. 70—5—95—7.50—140.

Grade V—Assistant Canteen Supervisor, Canteen Supervisor, Chawl Inspector—
Grade H-6, Asstt. Charge-hand Supervisor—
Grade H-6, Chargehand Supervisor—Grade H-5, All employees in Grade C-6, H-7, C-5 and C-4, with the exception of Stenographer, Medical Attendants—Grade H-7/H-6—
Rs. 75—5—95—7.50—125—10—215—15—275.

Note.—Rs. 85 to Graduates, Rs. 95 to Honours, Second Class and double Graduates.

Grade VI—Stenographers—
Rs. 95—7.50—125—10—215—15—305.

Grade VII—All employees in Grade C-3—
Rs. 175—15—265—20—325—25—375.

All Sales Assistants Grade C-2, Sales Assistants Grade C-3—

Grade VIII—Welfare Supervisor—Grade H-1, Job No. 100, Foreman General—Grade DM-1, All employees in Grades C-2 and C-1, All Officers in Grades B-7, B-7/B-6, B-6, B-6/B-5 and B-5—
Rs. 275—20—315—25—415—30—475.

Grade IX—All Officers in Grades B-5/B-3, B-4, B-4/B-3 and B-3—
Rs. 325—25—400—30—550—40—630.

Grade X—All Officers in Grade B-3/B-1—
Existing grade to continue.

Notes.—(1) Job Numbers referred to in the above classifications are from Mr. Clement's report.

(2) All Grades and Tables mentioned against categories in the above classifications (such as C-6, H-7, DM-1, Table 11, etc), are from the Establishment Schedule, which is an appendix to the Budget Estimate "C" of the Undertaking—

Part (IV) General—

Grade—(1) Tracer—
Rs. 100—7.50—130—10—200.

(1)	(2)	(3)	(4)																											
13	The B. E. S. T. Undertaking, Bombay—cont.	Grade II—Assistant Photographer, Photographer— Rs. 120—10—180—15—255. Grade III—Jr. Draughtsman, Draughtsman, Jr. Estimators— Rs. 150—10—180—15—300—20—360. Grade IV—Sr. Draughtsman, Senior Estimators— Rs. 180—15—240—20—320—25—420. Grade VI—All Officers in Grades B-5/B-3, B-4, B-4/B-3 and B-3— Rs. 349—26—375—35—600—EB—40—800.																												
15	The B. E. S. T. Undertaking	(a) Helpers in Bus Engineering Section, Messengers in Correspondence Deptt. Scavengers in Bus Engineering Transportation Department— Rs. 40—3—55—4—80. (b) Messengers in Consumers Department— Rs. 40—4—70—5—100.																												
16	The Abraham Transport Service.	Up to 30-6-1963 whereafter the position will be reconsidered in arbitration— (1) Drivers .. Rs. 145 p.m. (30 days). (2) Cleaners .. Rs. 97.50 p.m. (30 days).																												
18	The Kerala Corporation, Bombay.	Effective from 1-7-1963. Wages were paid ranging from Rs. 75 to Rs. 160 on an individual basis as below :— <table><thead><tr><th></th><th>No. of workers</th><th>Wages</th></tr></thead><tbody><tr><td>(a)</td><td>7</td><td>Rs. 75.</td></tr><tr><td>(b)</td><td>2</td><td>Rs. 80</td></tr><tr><td>(c)</td><td>2</td><td>Rs. 85</td></tr><tr><td>(d)</td><td>1</td><td>Rs. 90</td></tr><tr><td>(e)</td><td>1</td><td>Rs. 95</td></tr><tr><td>(f)</td><td>1</td><td>Rs. 100</td></tr><tr><td>(g)</td><td>1</td><td>Rs. 140</td></tr><tr><td>(h)</td><td>2</td><td>Rs. 160</td></tr></tbody></table>		No. of workers	Wages	(a)	7	Rs. 75.	(b)	2	Rs. 80	(c)	2	Rs. 85	(d)	1	Rs. 90	(e)	1	Rs. 95	(f)	1	Rs. 100	(g)	1	Rs. 140	(h)	2	Rs. 160	
	No. of workers	Wages																												
(a)	7	Rs. 75.																												
(b)	2	Rs. 80																												
(c)	2	Rs. 85																												
(d)	1	Rs. 90																												
(e)	1	Rs. 95																												
(f)	1	Rs. 100																												
(g)	1	Rs. 140																												
(h)	2	Rs. 160																												
19	The State Transport Co-operative Bank Ltd., Bombay.	(1) Agent— Rs. 160—8—200—E.B.—10—300 (M). (2) Jr. Clerk, Cashier— Rs. 110—5—140—E.B.—7—175—9—220 (3) Peon— Rs. 70—2—100.	(i) Employees drawing basic pay in the Revised pay scale less than Rs. 150—Rs. 25 p.m. (ii) Employees drawing basic pay in the Revised pay scale of Rs. 150 and above Rs. 35 p.m.																											
20	Mark Movers Pvt. Ltd., Bombay.	The Cleaner in Bombay shall be paid consolidated Wages of Rs. 95 per month—																												
21	M/s. Western India Transport Co., Bombay.	(1) Drivers— Rs. 210—8—290—10—350. (2) Cleaners— Rs. 140—5—175—7—210.																												
22	M/s. Dhanji Mavji Motor Transport Contractors, Bombay.	Effective from 1-1-1967. (Consolidated wages)— (1) Drivers— Rs. 167.50—5—187.50 per month. (2) Cleaners— Rs. 102—3—114 per month.																												
23	M/s. Samuel David Transport and Lorry Contractors, Bombay.	Drivers— Rs. 100 p.m. plus 7½ percent commission on the business done during the day with effect from 1-4-67. Cleaners— Rs. 100 p.m. plus 2 p.c. commission on the business done by them during the day.																												
24	The B. E. S. T. Undertaking, Bombay.	(1) Painter, Liner, Carpenters, Grade I, II— Rs. 2-1-1—Rs. 2-3-1—Rs. 2-6-1— Rs. 2-10-0—Rs. 2-14-7—Rs. 3-2-5 (2) Wireman/Wireman Supervisor Grade— Rs. 2-1-1—Rs. 2-3-1—Rs. 2-6-1— Rs. 2-10-10—E.B.—Rs. 2-14-7— Rs. 3-2-5—Rs. 3-6-2																												

(1)

(2)

(3)

(4)

24

The B. E. S. T. Undertaking—cont.

(3) Painter, Writer, Grade I, II—Supervisor Grade—
Rs. 2-6-11—Rs. 2-10-10—Rs. 2-14-7—
—Rs. 3-2-5—E.B.—Rs. 3-6-2—
Rs. 3-10-0—Rs. 3-12-10.

(4) Electrician M. V. Grade II—
Rs. 2-10-10—Rs. 2-14-7—Rs. 3-2-5.
Rs. 3-6-2.—Rs. 3-10-0.—Rs. 3-13-0.
Rs. 4-1-8.—Rs. 4-5-4.

(5) Winder Armature—
Rs. 2-14-7—Rs. 3-2-5—Rs. 3-6-2.—
Rs. 3-10-0—Rs. 3-13-10—
Rs. 4-1-8—Rs. 4-5-4.

(6) Cabinet Makers/Cabinet Makers Supervisor Grade—
Rs. 3-6-2—Rs. 3-10-0—E.B.—
Rs. 3-13-10—Rs. 4-1-8—Rs. 4-5-4

Note.—The above represents daily wage rate with biennial increments in the case of employees getting less than Rs. 3-2-5 per day and annual increments thereafter.

25

The B. E. S. T. Undertaking

Canteen Department—

(1) Canteen Boy—
Rs. 30—0-50—35.

(2) Asstt. Cook—
Rs. 35—0-50—40.

(3) Head Cook—
Rs. 40—0-50—45.

(These employees will given refereshments of 3 As. per day besides wages).

A sum of Rs. 20 out of the D. A. paid to the staff governed by the B. I. R. Act will be merged with the basic wages/salary of such staff—

Basic Wages

D. A.

(1)

(2)

(1) Up to Rs. 275 per month.

Bombay Owners' scale.

(2) Above Rs. 275 up to Rs. 300 p. m.

Flat Rate of Rs. 70 p. m.

30

The Bombay State Road Transport Corporation.

Warner/Attendant Khalasi, Watchman, Peon, Sweeper, Waterman, Chowkidar, Porter, Tapali—
Rs. 70—2—100.

Naik, Mazdoor/Helper, Liftman—
Rs. 72—2—100.

Carpenter and Painter, Asstt. Artisan, Guest-room Attendant, Asstt. Gardner, Gate-keeper—
Rs. 80—3—95—4—135.

Havildar—
Rs. 90—2—100—3—130.

Crane Operator—
Rs. 90—3—120—5—140.

Conductor—
Rs. 90—3—120—5—150.

Inspr. Civil Eng., Compounder, Wireman, Storeman, Writers, Karkoon (C.E.), Stores Asstt. 'B' Stores Asstt. 'C'—
Rs. 90—5—120—6—180—8—220.

Driver—
Rs. 100—4—120—5—160.

Telephone Asstt., Telephone Operator, Asstt. Cashier (C.O./C. S.), Clerk/Typist comptist Computor Stores Asstt. 'A' Tracer, Steno-Typist, Jr. Clerk/Clerk/Store Clerk, Typist, Typist Clerk, Adrema Operator, Depot Cashier—
Rs. 100—5—120—6—150—8—230—10—280.

Traffic Controller—
Rs. 105—4—125—5—170.

Artisian 'B' Artisian 'B', Plumber, Artisian 'B', Mechanist—
Rs. 110—4—130—5—170.

Asstt. Tr. Inspector—
Rs. 120—5—150—8—190—10—250.

Gardner—
Rs. 130—5—160.

Art. 'A'/Mech. Electrician—
Rs. 130—5—160—6—190.

Basic Pay

D. A.

Below Rs. 150 p. m.

Rs. 10 p.m.

From Rs. 150 to Rs. 500 p. m.

Rs. 20 p.m.

Effective from 1-7-1961

(1)	(2)	(3)	(4)
30 The Bombay State Road Transport Corporation— <i>cont.</i>	Head Artisan, Leading Hand— Rs. 150—6—180—8—220—10—250. Jr. Asstt., Steno 'B', Steno Typist, Sr. Cashier, Cashier, Sr. Clerk, Sr. Accts. Clerk, Nurse, Draughtsman/Asstt. Draughtsman, Time-keeper, Asstt. Store-keeper, Drawing Jr. Draughtsman, Sanitary Inspector— Rs. 160—8—200—10—240—12—300—15—360. Overseer— Rs. 200—10—300—15—360. Jr. Accountant, Store-keeper, Sr. Asstt., Jr. Store Verifier, Asstt. Supervisor, Supervisor, Inspector of Accounts, Sr. Accountant, Stenographer, Jr. Treasurer Inspector— Rs. 210—12—270—15—360—20—400. Divisional Accountant, Office Superintendent, Head Clerk, Stock Verifier— Rs. 250—15—325—25—425—25—500.	<i>Effective from 1-7-1961.</i>	56 Messengers Rs. 20 per month
31 The B. E. S. T. Undertaking	..		
39 Poona Municipal Transport..	<i>General Administration—</i> Accountant, Statistician— Rs. 220—15—325. Head Clerk— Rs. 140—10—200. Store Superintendent— Rs. 124—8—140—10—170—12—230—15—245. Store Keeper— Rs. 100—8—140—10—190. Internal Auditor— Rs. 140—10—200. Stenographer— Rs. 90—10—170. Senior Clerk (A), (B), Head Cashier, Sr. Audit Clerk, Senior Storekeeper— Rs. 80—6—116—8—140—10—150. Jr. Grade Clerk, Typist, Cashier, Junior Audit Clerk— Rs. 46—3—85—E.B.—4—125—5—130. Telephone Attendant, Garage Clerk— Rs. 45—3—75. Pump Attendant— Rs. 45—2—65. Jamadar— Rs. 45—1—50—2—60. Peon, Armguard, Watchman— Rs. 30—1—35—2—45. Store Issue Clerk— Rs. 46—3—85—E.B.—4—125—<i>plus</i> Rs. 10 p.m. Heavy Duty Allowance. <i>Traffic Department</i> Conductor— Rs. 45—3—66—4—90. Driver— Rs. 50—4—70—5—100. Starter— Rs. 50—3—80—5—105. Selection Grade Starter— Rs. 60—4—100—5—110. Checker, Assistant Garage Supervisor, Time-keeper— Rs. 60—4—120—5—125. Selection Grade Checker— Rs. 80—4—100—5—130. Assistant Traffic Inspector, Garage Supervisor, Accident Inquiry Officer— Rs. 76—4—100—5—135. Selection Grade Assistant Traffic Inspector— Rs. 100—8—140. Traffic Inspector, Chief Time-keeper— Rs. 124—8—140—10—170. Chief Traffic Inspector— Rs. 175—15—325.		

(1)	(2)	(3)	(4)
Workshop Department			
39 Poona Municipal Transport— <i>cont.</i>	Senior Foreman— Rs. 175—15—325. Foreman— Rs. 150—5—175—10—225. Head Mechanic, Head Upholsterer, Head of the Body Building Section, Head Electrician— Rs. 92—4—100—5—150. Senior Blacksmith, Tinsmith— Rs. 85—4—125—5—130. Vehicle Supervisor— Rs. 75—5—140. Welder, Fitter Class I—Commercial Painter— Rs. 64—4—80—5—115. Bench Fitter, Assistant Blacksmith, Tyre Fitter, Assistant Electrician— Rs. 55—4—95—5—105. Fitter Class—2— Rs. 55—3—85—5—90. Assistant Painter, Assistant Carpenter, Assistant Upholsterer— Rs. 45—3—72—4—80. Helpers Class I— Rs. 45—3—75. Helpers Class II— Rs. 35—1—45—2—55. Cleaners and Sweepers— Rs. 30—1—50.		
41 Poona Municipal Transport.	Interim Relief of Rs. 5 p.m. was given to all employees—		
45 New Samarth Transport, Company, Yeotmal.	..		Rs. 30 p.m.
46 Shri Datta Motor Transport Service, Yeotmal.	..		Rs. 30 p.m.
48 New Samarth Transport, Company, Yeotmal.	..		Rs. 30 p.m.
49 Shri Datta Motor Service, Pusad.	..		Rs. 30 p.m.
53 The Provincial Transport Service, Nagpur.	<i>Effective from 1-5-1960</i>		As per scales prescribed by Government of Maharashtra from time to time.
	Watchman, Peon, Sweeper, Waterman, Khailasi— Rs. 30—1—40. Packer— Rs. 30—2—50. Daftary— Rs. 30—2—56. Helper (Stores)— Rs. 32—1—36—2—50. Naik, Gate Keeper— Rs. 35—1—55. Daftary— Rs. 40—2—50—2—70 (C). Artisan 'C'— Rs. 40—2—60—3—84. Conductor— Rs. 40—2—50—3—80—5—90. Writer, Karkoon Booking Clerk, Point Starter— Rs. 45—3—75—5—100. Compounder— Rs. 50—3—80. Driver— Rs. 50—3—80—5—100. Traffic Controller— Rs. 52—4—80—5—110. Inspector— Rs. 55—3—85—4—105. Clerk-Typist, Telephone Operator, Comptist, Tracer— Rs. 55—4—75—EB—5—120. Artisan 'B'— Rs. 60—4—80—5—100. Artisan 'A'— Rs. 70—5—100—6—130.		

(1)	(2)	(3)	(4)
53	The Provincial Transport Service—cont.	Assistant Traffic Inspector— Rs. 60—5—120—7·50—150. Overseer— Rs. 80—5—100—8—140—EB—10—220— EB—10—270. Assistant Stenographer— Rs. 92—8—140—EB—10—180. Head Artisan (Mech.)— Rs. 100—6—136—EB—8—160. Junior Accountant, Senior Assistant— Rs. 124—8—140—EB—10—220. Chargemen— Rs. 135—10—235—EB—15—250.	
54	Mathuradas R. M. Service .. Nagpur.	Conductors— Rs. 30—2—60. Booking Clerk— Rs. 33—3—63. Drivers— Rs. 45—2—75. Junior Clerk— Rs. 55—3—85. Senior Clerk, Head Mechanic, Supervisor— Rs. 70—5—120.	1. Those receiving less than Rs. 100 salary Rs. 30 p.m. 2. Those getting Rs. 100 or more salary Rs. 40 p.m.
57	Nath Motor Service and Val- labhdas Alamchand, Amra- vati	Conductors— Rs. 30—2—60. Booking Clerk— Rs. 33—3—63. Drivers— Rs. 45—2—75. Junior Clerk— Rs. 55—5—85. Senior Clerk, Head Mechanic, Sr. Mechanic— Rs. 70—5—120.	<i>Effective from 1-3-62.</i> Monthly salary D. A. Less than Rs. 100 p.m. .. Rs. 30 p.m. Rs. 100 or more Rs. 40 p.m.
58	Godal Motor Service .. Amravati.	<i>Effective from 1-4-62.</i> All employees except those employed after Jan- uary 1961 shall be given increments ranging from Rs. 7 to Rs. 12 p. m. at the discretion of the employer.	
59	Maharashtra State Road Transport Corporation, Nagpur Unit.	Attendant, Khalasi, Watchman, Peon, Sweeper, Waterman, Chowkidar— Rs. 70—2—100 (M). Helper, Nai, Head Peon, Daftary, Packer— Rs. 75—2—105. Watchman, Peons, Sweepers, Waterman, Chowkidars, Khalasi— Rs. 75—2—95—3—125—5—150. Guest Room Attendant, Assistant Gardner, Gate Keeper, Assistant Artisan, Artisan 'C' Rs. 80—3—95—4—135 (M). Fuels Attendants, Helper Dresser (dispensary) Rs. 80—3—95—5—120—6—180. Conductor— Rs. 90—3—120—5—150 (M). Compounder, Writer, Booking Clerk, Karkoon, Inspector (C.E.), Building Inspector, Wire- man, Point Starter, Conductor, Artisan 'C'— Rs. 90—5—120—6—180—8—220 (M). Driver— Rs. 100—4—120—5—160 (M). Drivers— Rs. 100—5—120—6—150—8—230. Tarffic Controller— Rs. 105—4—125—5—170 (M). Booking Clerk, Writer, Karkoon, Compound- der— Rs. 105—5—130—6—190. Artisan 'B'— Rs. 110—4—130—5—170 (M). Telephone Operator, Clerk, Assistant Cashier, Clerk-typist, Comptist, Tyacer, Typist, Typist-Clerk, Depot Cashier, Artisan 'B'— Rs. 110—5—120—6—150—8—230—10— —280 (M). Assistant Tr. Inspector— Rs. 120—5—150—8—190—10—250 (M). Assistant Tr. Inspector— Rs. 120—7·50—165—10—255. Time-keepers, Workshop and Stores Clerk— Rs. 120—5—150—8—230—10—280.	

(1)	(2)	(3)	(4)
59	Maharashtra State Road Transport Corporation, Nagpur Unit—cont.	Artisan 'A' Electrician— Rs. 130—5—160—6—190 (M). Artisan 'A'— Rs. 130—6—160—8—200—10—260. Head Artisan— Rs. 150—6—180—8—220—10—250 (M). Jr. Assistant Stenographer, Steno-typist, Draughtsman, Time-keeper, Asstt. Store-keeper— Rs. 160—8—200—10—240—12—300—15—360 (M). Overseer— Rs. 200—10—300—15—360 (M). Traffic Inspector— Rs. 210—12—270—15—360—20—400.	
60	District Transport Association, Bhandara.	Drivers with number of years of service. (a) 10 years of more than 10 years. Rs. 55—2—80. (b) More than 5 but less than 10 years. Rs. 50—2—80. Drivers with number of years of service— Between one and five years Rs. 45—2—80. Between 6 months to 1 year Rs. 40—2—80. Conductors with number of years of service— More than 10 years .. Rs. 35—2—65. Between 5 and 10 years .. Rs. 30—2—65. Between 1 and 5 years .. Rs. 25—2—65. Between 6 months to 1 year Rs. 20—2—60. Conductors who are unable to write vouchers. Rs. 20—2—60. Wages on an individual basis to those working in factory as follows— No. of workers Wage-Scales (a) 5 Rs. 40—2—80. (b) 1 Rs. 70—2.50—100. (c) 2 Rs. 100—5—200.	Drivers and Conductors. Rs. 40 per month.
61	The Maharashtra State Road Transport Corporation, Aurangabad.	Peons, Watchman, Chowkidar, Khalasi, Lashkar, Sweeper. Rs. 70—2—100. Head Peon, Helper, Cleaner— Rs. 75—2—105. Asstt. Fitter, Hammerman, Stores Conveyer— Rs. 80—3—95—4—135. Conductor— Rs. 90—3—120—5—150. Compounder, Writer, Ticket checker, Record Tracer— Rs. 90—5—120—6—180—8—220. Drivers— Rs. 100—4—120—5—160. Controller— Rs. 105—4—125—5—170. Asstt. Depot Clerk, Clerk, Typist, Tracer— Rs. 110—5—120—6—150—8—230—10—280. Travelling Ticket Inspector Grade III— Rs. 120—5—150—8—190—10—250. Fitter, Electrician, Blacksmith, Panel Beater, Carpenter, Vulcanizer, Coach Builder, Painter, Mechanic, Trimmer, Welder, Turner, Mistries— Rs. 130—5—160—6—190. Leading Hand Grade I, Grade II— Rs. 150—6—180—8—220—10—250. Depot Clerk, Cashier, Material Chaser, Clerks Class I, Asstt. Draftsman— Rs. 160—8—200—10—240—12—300—15—360. Mechanical Chargeman, Traffic-Inspector, Grade III, Grade II, Travelling TKT. Inspector, Grade II and Operating Instructor, Driving Instructor, Section Head Clerk, Sr. Stock Verified— Rs. 210—12—270—15—360—20—400. Asstt. Mechanical Foreman, Chief Inspector, Traffic Inspector Grade I, Head Clerk, Accountant— Rs. 250—15—325—20—425—25—500.	<i>Effective from 1-4-62</i> Basic Pay— D. A. (a) Below Rs. 150. Rs. 10 p. m. (b) Between Rs. 150 to Rs. 500. Rs. 20 p. m.

Statement showing the names of the concerns and particulars of the various kinds of leave and Festival/Paid Holidays granted in "Transport" Industry

Serial No. in Index (1)	Name of the Concern (2)	Privilege Leave (days) (3)	Sick Leave (days) (4)	Casual Leave (days) (5)	Festival Holidays (days) (6)
3	The B.E.S.T. Undertaking ..	(Accumulation 93 days)	..	..	..
4	D. D. Contractor and Co. Pvt. Ltd.	As per Factories Act	..	..	4
16	The Abraham Transport Service, Bombay.	(a) For those who attended 240 days— 21 (Accumulation 42 days). (b) For those who attended less than 240 days— Pro-rata Basis (Accumulation 42 days).	..	..	All holidays declared by the Bombay Port Trust.
18	The Kerala Corporation ..	..	10 (On half pay)	3	7
21	The Western India Transport Co., Bombay.	..	5	5	5
22	M/s. Dhanji Mavji Motor Transport Co., Bombay.	..	5	5	5 *to permanent w. e. from 1-1-1967.
23	M/s. Samanal David Transport and Lorry Contractors, Bombay.	..	5	5	5 *to permanent w. e. from 1-1-1967.
26	The B.E.S.T. Undertaking ..	Non-Scheduled Staff— 24	..	..	..
40	Poona Municipal Transport ..	(Accumulation 3 years)	..	..	..
47	The Highways (Pvt.) Ltd. Durg.	..	15 (On half pay)	10	6
53	The Provincial Transport Service, Nagpur.	(i) All Factory Staff, Operative Staff, Supervisory Staff below Traffic Inspectors Grade— 40* (Accumulation 100 days). (ii) Other employees as per regulations of the Bombay State Road Transport Regulations.	..	..	..
59	Maharashtra State Road Transport Corporation, Nagpur Unit.	Same as in Sr. No. 53 in the Index	..	..	6
60	District Transport Association, Bhandara.	15	..	..	..

P A P E R

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

“Manufacturing of (i) Pulp from wood, rags, waste-paper and other fibres and conversion of such pulp into any kind of paper and paper board ; (ii) Products such as a paper bags, boxes, cards, envelopes, and moulded pulp goods from paper, paper board and pulp.”

During the relevant period the Committee scrutinised and examined 18 Awards (17 published and 1 unpublished), 24 Settlements under the Industrial Disputes Act, 1947 and 1 Settlement under the Central Provinces and Berar Industrial Disputes Settlement Act, 1947.

The following list gives the names and references of 43 concerns to which these Awards and Settlements refer :—

Serial No. (1)	Name of the Concern (2)	Reference (3)
Awards		Date and Page No. of M. G. G. Part I-L
Bombay Division		
1	The Kadri Paper Box Factory, Bombay	24-11-1960 (2940-2942).
2	The Bombay Board and Paper Mills Pvt. Ltd., Bombay	28-9-1961 (2443-2447).
3	The Western India Paper and Board Mills Pvt. Ltd., Bombay	21-2-1963 (618-622).
4	M/s. Kondivita Paper and Board Mills Pvt. Ltd., Bombay	14-11-1963 (3750-3756).

(1)	(2)	(3)
5	The Bharat Strawboard Mfg. Bombay	6-2-1964 (402-406).
6	The Paper Products Ltd., Bombay	10-9-1964 (3074-3080).
7	The Premier Paper Mills Ltd., Bombay	14-1-1965 (125-128).
8	The Laxmi Paper Box Works, Bombay	11-3-1965 (824-828).
9	The Paper Products Ltd., Bombay	10-3-1966 (809-813).
10	M/s. Western India Paper and Board Mills Pvt. Ltd., Bombay	26-5-1966 (1590-1591).
11	M/s. Paper Products Ltd., (Paper Mill Division), Bombay	14-7-1966 (2263-2265).
12	M/s. Western India Paper and Board Mills Pvt. Ltd., Bombay	19-1-1967 (299-304).
13	M/s. Jaydip Paper Industries, Thana	13-4-1967 (1677-1678).
14	Paper and Allied Industries, Bombay	12-10-1967 (4047-4049).
<i>Poona Division</i>		
15	The Deccan Paper Mills Co. Ltd., Mundhwa, Poona	28-5-1959 (2287-2288).
16	M/s. Deccan Paper Mills Co., Ltd., Poona	28-4-1960 (1806-1808).
17	The Deccan Paper Mills Co. Ltd., Mundhwa, Poona	12-8-1960 (Unpublished).
18	The Deccan Paper Mills Co. Ltd., Poona	3-11-1960 (3532-3539).
Settlements		
<i>Bombay Division</i>		Date of Settlements/Agreements and Sec. of I.D.A. 47
19	The Eastern Paper Tube Factory, Bombay	1-6-1959, 2(P).
20	M/s. Paper Products Ltd., Bombay	5-6-1959, 2(P).
21	Ashok Paper and Mfg. Co., Bombay	28-10-1959, 12(P).
22	Paper Products Ltd., Bombay	28-10-1959, 12(3).
23	Eastern Paper Tube Factory, Bombay	10-3-1960, 2(P).
24	Salvation Army (Waste Paper Deptt.), Bombay	29-6-1960, 12(3).
25	Western India Paper and Board Mills Pvt. Ltd., Bombay	2-8-1960, 12(3).
26	M/s. Jaychand Jasraj Vora Paper Bag Mfgs., Bombay	4-10-1960, 12(3).
27	Western India Paper and Board Mills Pvt. Ltd., Bombay	9-6-1961, 12(3).
28	Jaydeep and Co., Bombay	4-7-1961, 12(3).
29	Bombay Board and Paper Mills Pvt. Ltd., Bombay	6-7-1961, 12(3).
30	Boxwell India Pvt. Ltd., Bombay	25-7-1961, 12(3).
31	M/s. Jaydeep Paper Industries, Thana	4-11-1961, 2(P).
32	M/s. Jaydeep Paper Industries, Thana	30-12-1961, 2(P).
33	The Paper Products Ltd., Thana	27-4-1962, 2(P).
34	Bharat Strawboard, Bombay	5-7-1962, 2(P).
35	Jayant Paper Box Factory and Jayant Corrugating Industries, Bombay	24-8-1962, 12(3).
36	The Textile Paper and Timber Industries Pvt. Ltd., Bombay	6-11-1962, 2(P).
37	M/s. Jaychand Jasraj Vora, Paper Bag Manufacturer, Bombay	12-1-1963, 2(P).
38	M/s. Paper Process Works and Carvure Process Works, Bombay	23-5-1963, 12(3).
39	Western India Paper and Board Mills Pvt. Ltd., Bombay	19-6-1963, 2(P).
40	Swastik Paper Industries, Bombay	14-9-1963, 12(3).
41	The Paper Products Ltd., Bombay	5-10-1963, 2(P).
<i>Poona Division</i>		
42	Paper Mills Khopoli, Poona	5-6-1961, 12(3).
<i>Nagpur Division</i>		
43	Ballarpur Paper and Strawboard, Nagpur	27-3-1961, C. P. and B. I. D. S. Act.

The divisionwise break-up of these 18 Awards and 25 Settlements is as follows :—

Division	Awards	Settlements/ Agreements
Bombay ..	14	23
Poona ..	4	1
Nagpur ..	..	1
Aurangabad ..	..	..
Total ..	18	25

WAGES AND DEARNESS ALLOWANCE

The question of wages and dearness allowance was involved in 31 cases out of these, 1 case dealt with dearness allowance only while wage-scales were revised in 13 cases; both dearness allowance and revision of wages were granted in 9 cases and ad-hoc increments in wages were granted in 8 cases.

APPENDIX G

Statement showing the stationery required for Revenue Offices in mofussil

Items 1 .	Articles 2	Proposed Scale 3
1 to 5	Writing paper	6 reams per person per annum. 4 quires of ruled paper per person per annum.
10	Carbon Demy for use with pencils...	30 sheets per clerk per annum. (In Mamlatdar's office). 10 Sheets per clerk per annum. (In Collector's office).
13	Brown papers	10 sheets per person per annum.
19 to 26	Books ruled, horizontal and vertical.	1 book horizontal and one vertical. (2 qrs.) per person per annum.
46	Blue Black ink bottles (4 oz.) for fountainpens.	2 bottles per person per annum.
54 and 55	Blue and Red Pencils for Officers ..	4 pencils per annum for Officers and accountants and one pencil for each of the remaining persons per annum.
62	Gum-arabic in crystals	As per actual consumption.
63	Paper Clips	1 box per person per annum.
64	Pins	12 Oz., per person per annum.
65 and 66	Tags 4", 8"	(400 tags in all) per CC per year.
72, 73 and 74	Paper for typewriters	12 to 16 reams per typewriter.
78 to 92	Ribbons for typewriter	12 ribbons per typewriter per annum.
121	Correcting fluid Bottles	3 for a machine per annum.
133	Dater	1 for H. O.; 1 for each H. B.; 1 for each section and five for Registry (for 3 years).
148	Needles (small)	1 per person per year.
150	Thread	6 gundis per person per annum.
165	Wooden trays for offices	4 trays (H. O.). 7 trays (H. B., Mamlatdar, Prant Officer). 3 trays (each noting hand). 2 trays per typist. (life 3 years).
175	Pen racks	1 for each Officer (Superior Type). 1 for each person for others (Inferior type). for 5 years.
182	Pokers	1 per person (10 years).
202	Brass polish	1 Tin per peon per annum.
204	Canvas Bags	6 for registry for sending papers on camps or for bringing tapal, etc., (life 3 years).
212	Port Folios	25 pads per person per annum.
218	Punches for cancellation of stamps.	1 for H. O.; 1 for each H. B.; 1 punching machine (smaller size) per person for 3 years.

N.B.—Other items require no change.

It may be mentioned here that minimum rates of wages have been fixed by the State Government in respect of the employment in Paper and Paper Board Manufactory *vide* Industries and Labour Department, Notification No. MWA. 5662(I)/27-Lab-III, dated 27-7-1966.

Adjustment of wages :

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

(a) In case the existing basic wage of an employee was less than the minimum of the revised scale he should get the minimum of the revised scale.

(b) In case the existing basic wage of an employee was more than the minimum of the revised scale, but was not a stage in the scale, he should be stepped up to the nearest higher stage in the revised scale.

Increment in the revised scales for length of service :

In the 3 cases that were examined increments were granted according to length of service after adjustment of existing wages in the revised scales. By an Award for Paper Products Ltd., Bombay (Sr. No. 6) Drivers and Peons, after revision of wage-scales were granted one increment for more than 2 years service but less than 6 years service and two increments for 6 or more years' service. In the same concern by another Settlement (Sr. No. 33), other workmen were given one increment for completion of service of one year or more two increments for completion of 4 years' service and three increments for completion of 7 years' service. In Western India Paper and Board Mills Pvt. Ltd., (Sr. No. 27) clerks and peons were given 3 increments in the revised scales for more than 10 years' service.

LEAVE

The Committee examined 25 cases in which various kinds of leave were considered. A statement showing the names of the 25 concerns and the various types of leave granted is attached.

Privilege leave :

There were nine cases in which privilege leave has been granted. In 4 cases it was granted according to the provisions under the Factories' Act, 1948. In one case it was 18 days, in two cases it was 21 days and in two cases it was fixed at 30 days in a year.

There were four cases in which privilege leave was allowed to be accumulated out of which in three cases accumulation allowed was three times of annual leave entitlement, while in one case it was two times of annual leave entitlement.

Sick leave :

There were 7 cases in which sick leave has been granted. In 2 cases, it was 10 days in a year, while in one case each it was 5 days, 6 days, 7 days 8 days and 15 days in a year respectively. In 2 cases, sick leave was on half pay. In one case sick leave was 15 days on half pay or 8 days on full pay.

In 5 cases sick leave was allowed to be accumulated. In 3 cases, it was three times of annual sick leave entitlement, in one case, it was two times of annual sick leave entitlement while in one case it was 12 times of annual entitlement.

In two cases, condition was laid down to the effect that the application for sick leave should be supported by a medical certificate.

In Western India Paper and Board Mills Pvt. Ltd., (Sr. No. 27) every employee was entitled to 15 days' sick leave in a year with a right to accumulate up to 6 months. In special cases, the management gave a further 15 days' sick leave on half basic salary and dearness allowance. Privilege leave and sick leave was allowed to be availed of in conjunction with each other.

Maternity leave :

There was only one case in which maternity leave was granted. In Paper Products Ltd., Bombay (Sr. No. 9) maternity leave was granted for 6 weeks.

Casual leave :

Twenty cases of this leave were noted during the relevant period. In 6 cases it was 7 days in a year, in 4 cases it was at 5 days, in 3 cases it was 6 days in a year, in 2 cases each it was 3 days, 4 days in one case each it was 2 days, 10 days and 13 days in a year respectively and in one case existing practice was discontinued (Sr. No. 23).

Maximum casual leave that could be taken at a time was limited to 4 days at a time. In 2 cases casual leave was allowed to be prefixed or suffixed to Sunday or holiday. In one case it was allowed to be prefixed or suffixed only with prior permission of the sanctioning authority while in 2 cases casual leave was not allowed to be prefixed or suffixed to Sundays or holidays.

Festival holidays :

In 15 cases festival holidays ranging from 2 days to 11 days were granted. In 3 cases each the number of such holidays was 4 days ; and 7 days ; in 2 cases each it was 2 days, 5 days and 11 days and in one case each it was 3 days and 9½ days and 10 days.

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

Names							No. of cases
(a)	Diwali	..	..	..	..	..	8
(b)	26th January	..	..	..	..	..	7
(c)	15th August	..	..	..	..	..	7
(d)	Holi	..	..	..	..	..	6
(e)	Ganesh Chaturthi	..	..	..	..	..	3
(f)	Dassera	..	..	..	..	..	3
(g)	Gudi Padwa	..	..	..	..	..	1
(h)	Maharashtra Day	..	..	..	..	..	1
(i)	Ambedkar Jayanti	..	..	..	..	..	1

ALLOWANCES

Allowance for Working on Paid Holidays or Weekly off days :

In Paper Products Ltd. Bombay (Sr. No. 6) a workman required to work on a paid holiday was entitled to extra 50 per cent of the full wages for that day in addition to a compensatory holiday with full wages.

In Western India Paper and Board Mills Pvt., Ltd., Bombay (Sr. No. 10), a workman who was required to work on holidays or Sunday was entitled to double the ordinary wages including dearness allowance in addition to a compensatory holiday.

In Ballarpur Paper and Strawboard (Sr. No. 43) and in Kondivita Paper and Board Mills Pvt. Ltd. Bombay (Sr. No. 4) for working on festival holidays a workman was entitled to be paid double wages and given a compensatory holiday.

Lunch Allowance :

Only one case granting Lunch Allowance was noted. In Paper Products Ltd., Bombay (Sr. No. 9) a workman, who was sent for outdoor work and who was unable to return during lunch-hour would get Rs. 1.50 as lunch or outdoor allowance.

Retention Allowance :

Only one case was noted during the relevant period. In Bombay Board and Paper Mills Pvt. Ltd., Bombay (Sr. No. 2) the skilled and semi-skilled workmen who had worked for 3 consecutive seasons were entitled to 50 per cent of the total wages as retention allowance during off season. The total amount due would be paid at the time if the workmen reported for duty at the commencement of the season. The workers who did not report at the commencement of the season lost their right for retention allowance.

Transfer Allowance :

In Paper Products Ltd., Bombay (Sr. No. 22), the existing workers who were transferred to the new premises at Thana were entitled to Rs. 5 per month as transfer allowance on condition that this allowance should cease to be paid when the management provided accommodation at or near the factory.

Washing Allowance :

Only one case was noted. In the Waste Paper Department of the Salvation Army (Sr. No. 24) every permanent workman was given a big size barsoap every month.

PERMANENCY

7 cases on the subject were noted. In 5 cases (Sr. No. 28, 29, 35 and 38, 39) workmen who had put in 6 months continuous service were made permanent. In 2 cases (Sr. No. 19 and 23) workmen who had put in 6 months aggregate service were entitled to be made permanent. In one case (Sr. No. 12) workers who had put in 156 days' of continuous service and members of staff with 6 months' continuous service could get permanency.

RETIREMENT

One case was noted. In an Award for the Deccan Paper Mills Company Ltd., Mundhwa, Poona (Sr. No. 15), the Industrial Tribunal looking to the nature of work and other factors, directed that the age of superannuation should be 50 years for men and women. It also further directed that claims for gratuity should be settled within 2 months from the date of retirement.

UNIFORMS

4 cases were noted. Categories of workmen and details of uniforms provided were as follows :—

Serial No.	Name of Concern	Uniforms
(1)	(2)	(3)
30	Boxwell India Pvt. Ltd., Bombay	Drivers : 3 sets every year consisting of bush shirts, pants and caps. Cleaners : 3 sets every year of half pants, bush-shirts.
40	Swastik Paper Industries, Bombay	Drivers, peons, watchmen : 2 pairs of uniforms.
43	Ballarpur Paper and Strawboard, Nagpur	Sweepers, Roaster, Firemen, Cleaners, Fitters, Welders, Canteen Boys, : 2 sets of pant, shirt and cap.
22	Paper Products Ltd., Bombay	The Management provide uniforms to such workmen whose clothes get soiled.

GRATUITY

Four cases were found during the relevant period. A table showing details of the amounts of gratuity granted is attached herewith.

Benefits for Continuity of Service :

In Bombay Board and Paper Mills Private Ltd., Bombay (Sr. No. 2), the seasonal workers who had worked for 3 consecutive seasons or more were given continuity of service and were made eligible for benefits and protection enjoyed by permanent industrial workers.

Lay-off :

In Eastern Paper Tube Factory, Bombay (Sr. No. 19) workmen who had completed one year's continuous services were not laid off under any circumstances except in the following cases :—

- (a) Breakdown of machinery.
- (b) Strike effecting either wholly or any Section or department of the establishment.
- (c) Fire.
- (d) Catastrophe.
- (e) Stoppage of power supply.
- (f) Epidemic, Riots and Civil commotion.
- (g) Other causes beyond the control of the employer.

STATEMENT SHOWING THE NAMES OF THE CONCERN AND WAGES AND DEARNESS ALLOWANCE IN THE 'PAPER' INDUSTRY.

Serial No.	Name of Concern	Wages	Dearness Allowance
(1)	(2)	(3)	(4)
1	The Kadri Paper Box Factory, Bombay.	<i>Effective from 1-11-1959.</i>	
		Unskilled—	
		Rs. 70—2—90.	
		Semi-skilled—	
		Rs. 80—3—110.	
		Skilled—	
		Rs. 95—5—145.	

(1)	(2)	(3)	(4)
3	The Western India Paper and Board Mills Pvt. Ltd., Bombay.	Clerks— Rs. 80—5—100—7½—145—10—185—15—275. Office Peons— Rs. 35—2—47—3—74.	<i>Effective from 1-1-1963.</i> For Clerks— Basic Pay Rs. 1—100. Rs. 75 p.m. Basic Pay Rs. 101—150. Rs. 85 p.m. Basic Pay Rs. 151—200. Rs. 95 p.m. Basic Pay Rs. 201—250. Rs. 105 p.m. Basic Pay Rs. 251 and above. Rs. 110 p.m. The peons should be paid at Rs. 2.75 per day.
4	M/s. Kondivita Paper and Board Mills Pvt. Ltd., Bombay.	With effect from 1-11-1963, the workmen will be paid Consolidated Wages at the following Rates :— <i>Unskilled.</i>—Mazdoors, Sweepers, Helpers, Car Drivers and Watchmen— Rs. 3.10 nP. per day. <i>Semi-Skilled.</i>—Asstt. Machine Operator Packer. Rs. 4.10 nP. per day. <i>Skilled.</i>—Turner, Fitter, Electrician, Boilerman and Operators (Paper Machineman)— Rs. 5.10 nP. per day.	
5	The Bharat Strawboard Manufacturing Co., Goregaon, Bombay.	The wage-scales were revised as following from 1st January 1962:— (i) Unskilled— Rs. 1.25-0.10—Rs. 2.25 per day. (ii) Semi-skilled— Rs. 1.50-0.15—Rs. 3.00 per day. (iii) Women— Rs. 1.19-0.07—Rs. 1.89 per day.	The dearness allowance should be increased from 70 per cent to 75 per cent of the Old Cotton Textile Scale from 1st July 1963.
6	The Paper Products Ltd., Bombay.	(i) Driver— Rs. 62—6—110—7.50—125. (ii) Peon— Rs. 32.50—3—62.50. In the fixation of the basic wages as on 1st August 1963 the workmen shall be given advance increment in the above scales.	(i) From 1--8-1963 .. 85 per cent of the Revised Textile Scale. (ii) From 1-1-1964 .. 90 per cent of the Revised Textile Scale. (iii) From 1-1-1965 .. 95 per cent of the Revised Textile Scale. (iv) From 1-1-1966 .. 100 per cent of the Revised Textile Scale.
7	The Premier Paper Mills, Ltd. Bombay.	Skilled 'A'— Rs. 3.85—0.30—6.85. Skilled 'B'— Rs. 3.35—0.25—5.85. Semi-skilled— Rs. 2.35—0.15—3.85. Unskilled— Rs. 1.25—0.10—2.25.	
8	The Laxmi Paper Box Works, Bombay.	<i>Effective from 1-4-1964.</i>—Workers whose salary is less than Rs. 75 per month shall be paid Consolidated Salary of Rs. 75 p.m.	Increase of 40 paise in present D. A.
9	The Paper Products Ltd., Bombay.	..	Dearness Allowance shall be paid at the rate of 60 per cent on Cost of Living Index Figure 551—560.
12	Western India Paper and Board Mills Pvt. Ltd., Bombay.	(1) Clerks— Rs. 80—5—100—7.50—145—10—185—15—275—20—375 per month. (2) Unskilled— Rs. 1.25—0.06—1.97—0.12—2.45 p.d. (3) Semi-skilled— Rs. 1.65—0.15—2.85—0.19—3.42 p.d. (4) Skilled— Rs. 2.50—0.25—5.50 per day. (5) Highly skilled— Rs. 3.50—0.37—7.20 per day.	100 per cent of Revised Textile Scale.
13	M/s. Jaydip Paper Industries, Thana.	<i>Effective from 1-1-1967.</i> Daily Rated Consolidated Wages (1) Unskilled .. Rs. 4.50 per day. (2) Semi-skilled .. Rs. 6.00 per day. (3) Skilled .. Rs. 7.50 per day. (4) Highly Skilled .. Rs. 9.50 per day. Monthly Rated (1) Unskilled .. Rs. 117 per month. (2) Semi-skilled .. Rs. 150 per month.	

(1)	(2)	(3)	(4)
13	M/s. Jaydip Paper Industries, Thana.—cont.	(3) Skilled Rs. 195 per month. (4) Highly Skilled .. Rs. 247 per month.	
14	Paper and Allied Industries, Bombay.	<i>Effective from 1-5-1966.</i> Consolidated Wages. (1) Mazdoor, Packer Rs. 4-75—0-12—5-95 per day. (2) Machine Operator No. 2. Rs. 5-30—0-20—7-30 per day. (3) Machine Operator No. 1. Rs. 6-00—0-25—8-50 per day.	
19	The Eastern Paper Tube Factory, Bombay.	<i>Wage-rate effective from 1-4-1959 (inclusive of Dearness Allowance)</i> (A) Tube Cutter— (i) Jamana Re. 0-1-3 per Lb. (ii) Khatau Re. 0-0-10½ per Lb. (iii) Charkha Re. 0-1-3½ per Lb. (iv) Ax Re. 0-1-3½ per Lb. Blue 2 ¾ Long (v) Calico Re. 0-1-3 per Lb. 10 ¾ Long (vi) Taper Re. 0-1-¾ per Lb. <i>Finished Size with Outer Label</i> (B) Tube Winder— (i) Jamna 9 ¼—Pice (old) per 100 Tubes. (ii) Khatau 13—pice (old) per 100 Tubes. (iii) Charkha 11—pice (old) per 100 Tubes. (iv) Ax. 9 ¾—Pice (old) Per 100 Tubes. Blue 2 ¾ Long (v) Calico 9 ¾—pice (old) per 100 Tubes. 10 ¾ Long— (vi) Taper 13—pice (old) per 100 Tubes. <i>Finished size with outer Label.</i> (C) Cone Winders— 20½ pice (old) per 100 tubes for standard cones 6-7/8" long. (D) Assistant Cone Winders— Daily Re. 1-14-0—Re. 0-1-0—Rs. 2-8-0. (E) Daily Rated Worker— Re. 12-0—Re. 0-1-0—Rs. 2-8-0. (F) Paper Tapering— Re. 0-2-0 —per 100 papers.	
20	M/s. Paper Product Ltd., Bombay.	Category Monthly-Rated Daily-Rated Unskilled .. Rs. 30—2—50 (will get Rs. 26 per month for 1st three months.) Re. 1-2-6—Re. 0-1-3— Re. 1-5-0 (will be paid at Re. 1 p.d. during the first 3 months.) Semi-skilled .. Rs. 39—3—54—4—74 Re. 1-8-0—Re. 0-1-10—Rs. 2-1-3—Rs. 0-2-5— Rs. 2-13-6. Skilled Rs. 60—5—110 .. Rs. 2-5-0—Rs. 0-3-1— Rs. 4-3-8. Highly Skilled .. Rs. 90—8—130 .. Rs. 3-7-5—Re. 0-5-0— Rs. 5-0-0.	At the rate of 70 per cent of the Revised Bombay Cotton Textile Scale.
21	Ashok Paper and Mfg. Co., Bombay.	All workmen except piece-rate workmen and workmen who have received increments during 1959, should be given <i>ad-hoc</i> increments as follows :— (a) Workmen who have completed one year's continuous service on the date of Settlement—Rs. 6. (b) Workmen who have not completed one year of continuous service on the date of settlement but who have completed 6 months continuous service—Rs. 5. (c) The above increments shall be given with effect from 1-8-1959. (d) The workmen who have completed one year continuous service on 1-10-1960, shall be given an increment on 1-10-1960 as follows :— (i) Workmen who have received an increment of Rs. 6 on 1-8-1959—Rs. 5. (ii) Workmen who have received an increment of Rs. 5 on 1-8-1959—Rs. 4.	

(1) (2) (3)

(4)

23 Eastern Paper Tube Factory,
Bombay.

*Effective from 1-2-1960 inclusive of
Dearness Allowance*

(A) Tube Cutters—

(i) Jamna Re. 0-1-3 per Lb.
 (ii) Khatau Re. 0-0-10½ per Lb.
 (iii) Charkha (3½ Cards) Re. 0-1-3½ per Lb.
 (iv) Ax. Re. 0-1-3½ per Lb.
 (v) Calico (Blue 2-½ long. Re. 0-1-3 per Lb.

(vi) Taper (10½ long) .. Re. 0-1-3/4 per Lb.
 Finished size with Outer Label.

(B) Tube-Winders.—

(i) Jamne 9½ pice (old) p e r
 100 tubes.
 (ii) Khatau (3½ cards) .. 13 Do.
 (iii) Charkha 11 Do.
 (iv) Ax 9½ Do.
 (v) Calico (Blue 2½ long) 9½ Do.
 (vi) Taper (10½ long) .. 13 Do.

Finished size with Outer Label.

(C) Cone Winders—

20½ Pice (Old) per 100 for standard cones
 6-8/8" long.

(D) Asstt. Cone Winders—

Re. 1-14-0—Re. 0-1-0—Rs. 2-8-0.

(E) Daily-Rated workers—

Re. 1-12-0—Re. 0-1-0—Rs. 2-8-0.

(F) Paper Tapering—

Re. 0-2-0 per 100 papers.

24 Salvation Army (Waste Paper
Deptt.), Bombay.

Effective from 1-11-1959

Male workers—

Rs. 3-25 per day + 50 nP. increase.

Female workers—

Rs. 2-75 per day + 75 nP. increase.

Effective from 1-11-1960

26 M/s. Jaychand Jasraj Vora
Paper Bag Mfgs., Bombay.

Unskilled Workmen—

Rs. 70 per month minimum.

Those drawing more than Rs. 70 per month
 but less than Rs. 150 p.m. shall be given an
ad-hoc increment of Rs. 3 per month.

Those drawing more than Rs. 150 per month
 may be given solely at the discretion of the
 management.

27 Western India Paper and Board
Mills Pvt. Ltd., Bombay.

Clerks—

Rs. 175—15—250—20—370—25—520

Peons—

Rs. 40—3—52—4—112

For Clerks—

When the cost of Living Index exceeds
 370 points, the management shall pay

D. A. to the Clerks as follows :—

For I	Rs. 100	104%
II	Rs. 100	52%
III	Rs. 100	26%
IV	Rs. 100 onwards	13%

For Peons—

When the Cost of Living Index exceeds
 350 points, the management shall pay
 D. A. to peons at Re. 1-05 nP. per day
 for each single point in the Cost above
 105 points.

28 Jaydeep & Co., Bombay ..

No workman shall get consolidate wages of
 less than Rs. 50 per month for the first
 3 months of service and thereafter with
 effect from 1-4-1961 as below :—

(a) Rs. 10 per month to those drawing
 Rs. 45 p.m. as at present.
 (b) Rs. 9 per month to those drawing Rs. 51
 p. m. as at present.
 (c) Flat rate increment of Rs. 15 p. m. to
 the workmen except those mentioned in
 clauses (a) and (b) above.
 (d) All workmen shall be given yearly
 increment of Rs. 5 regularly ; the first
 such increment shall fall on 1-4-1962.

30 Boxwell India Pvt. Ltd.,
Bombay.

(a) The minimum wages shall be as follows :—

Temporary and Casual Workmen—

Rs. 2-31 nP. per day,

Permanent Workmen—

Rs. 65 per month minimum.

(1)	(2)	(3)	(4)
30	Boxwell India Pvt. Ltd. Bombay—cont.	(b) An increment of Rs. 10 shall be given to all permanent workmen from 1-4-1961. (c) If salary of any employee falls short of the minimum rates as above it shall be stepped up to the minimum from 1-4-1961 in case of permanent workmen and from 1-7-1961 in case of temporary workmen. (d) Increments already given to employees from 1-1-1961 shall be adjusted against the increment provided in (a) and (b) above. (e) Every workman shall be given an increment at the rate of 5 per cent of the salary on 1st January every year hereafter. The first increment under this clause shall become due on 1-1-1962.	
32	M/s. Jaydeep Paper Industries, Thana.	The workmen drawing less than Rs. 3 per day shall be given an <i>ad-hoc</i> increment on the following basis:— From 1-1-1962 Re. 0-5-0 From 1-1-1963 Re. 0-3-0 From 1-1-1964 Re. 0-2-0	
33	The Paper Products Ltd., Thana.	Grade I— Rs. 32-50—Rs. 3-00—Rs. 62-50 Grade II— Rs. 42-00—Rs. 4-00—Rs. 74-00—Rs. 5-00— Rs. 84-00 Grade III— Rs. 62-00—Rs. 6-00—Rs. 110-00—Rs. 7-50— Rs. 125-00 Grade IV— Rs. 90-00—Rs. 8-00—Rs. 130-00—Rs. 9-00— Rs. 175-00	From 1-1-1962 80 per cent of the Revised Textile scale. From 1-1-1963 85 per cent of the Revised Textile scale. From 1-1-1964 90 per cent of the Revised Textile scale. From 1-1-1965 95 per cent of the Revised Textile scale. From 1-1-1966 100 per cent of the Revised Textile Scale.
34	Bharat Strawboards, Bombay	<i>Effective from 1-1-1962</i> Unskilled— Re. 1-25—Re. 0-10—Rs. 2-25 per day. Semi skilled— Re. 1-50—Re. 0-15—Rs. 3-00 per day. Female Employees— Re. 1-19—Re. 0-07—Re. 1-89 per day. Increments shall be given on 1st January every year.	
35	Jayant Paper Box Factory, and Jayant Corrugating Industries, Bombay.	<i>Effective from 1-8-1962</i> Unskilled— Rs. 75—2—85—3—100 per month. Semi-skilled— Rs. 95—3—110—4—130 per month. Skilled— Rs. 115—5—150—6—180 per month. Highly skilled— Rs. 155—6—185—7—230 per month.	
36	The Textile Paper and Timber Industries Pvt. Ltd., Bombay.	<i>Effective from 1-11-1962.</i> Consolidated Wages (inclusive of D. A). <i>Skilled</i>—Mistries, Fitters, Turners, Qualified, Electricians and Supervisors— Rs. 3-75—0-19—5-08 per day.	
37	M/s. Jaychand Jasraj Vora Paper Bag Mfg., Bombay.	All workmen will be given <i>ad-hoc</i> increments as follows:— (a) Rs. 5-00 per month to those who have put in less than one year's continuous service. (b) Rs. 9-00 per month to all those workmen other than those covered by clause (a) above and whose monthly consolidated wages are Rs. 100 and below. (c) Rs. 8-00 per month to all workman whose monthly consolidated wages are Rs. 101 and above. (d) Above <i>ad hoc</i> increments will be with retrospective effect from 1-7-1962.	

(1)

(2)

(3)

(4)

38

Paper Process Works and Cravure Process Works, Bombay.

Workers will be granted an *ad hoc* increment of Rs. 2 each with effect from 1-1-1963. Further increments of Rs. 5 each will be given on 1-1-1964, 1-1-1965 and 1-1-1966.

39

Western India Paper and Board Mills Pvt. Ltd., Bombay.

Effective from 1-3-1963
 Watchman—
 Rs. 1.35—0.08—2.27 per day.

40

Swastik Paper Industries, Bombay.

Ad hoc increments will be given to those who are on the muster roll with restrospective effect from 1-8-1963 as under:—
 (a) *Those getting Re. 1.75 per day.*—A rise of Re. 0.55 per day followed by three six monthly increments of Re. 0.30, Re. 0.30 and Re. 0.20 respectively and thereafter Re. 0.10 every year.
 (b) *Those getting Rs. 2.00 per day.*—Arise of Re. 0.55 followed by two-six monthly increments of Re. 0.30 and Re. 0.25 respectively and thereafter Re. 0.10 per day every year.
 (c) *Those getting Rs. 2.25 per day.*—A rise of Re. 0.55 followed by an increment of Re. 0.30 after six months and thereafter Re. 0.10 per day every year.
 (d) *Those getting Rs. 2.50 per day.*—A rise of 0.60 nP. per day and thereafter Re. 0.10 per day every year.
 (e) Those getting monthly salary will be given an immediate rise of Rs. 10 and every year an increase of Rs. 3.90 nP.
 (f) Those getting salary between Rs. 120 and Rs. 150 (excluding drivers) would be given rise of Rs. 10 and every year a rise of Rs. 5.20.
 (g) Drivers would be given an immediate increase of Rs. 7.50 per month every year and increase of Rs. 6.50.
 (h) Annual increment will fall on 1st August every year.

42

Paper Mills, Khopoli, Poona.

	From	D. A. per day
Unskilled—	1-8-1960 ..	Rs. 1.12
Rs. 1.00—0.05—Rs. 1.75 per day.	1-1-1961 ..	Rs. 1.25
Semi-skilled—	1-1-1962 ..	Rs. 1.37
Re. 1.15—0.07—2.20 per day.	1-1-1963 ..	Rs. 1.43
Skilled 'B'—	1-1-1964 on wards	Rs. 1.50
(a) Re. 1.50—0.08—1.90 per day.		
(b) Rs. 2.35—0.09—2.80 per day		
Skilled 'A'—		
(a) Re. 1.75—0.09—2.20 per day.		
(b) Rs. 2.75—0.11—3.30 per day.		
Highly skilled—		
Rs. 2.50—0.15—4.75 per day.		

43

Ballarpur Paper & Straw-board, Nagpur.

(1) *Skilled Categories*

(a) Paper Machine Head Mistries—

Rs. 120—8—200—10—220—15—280

Basic Pay

Up to Rs. 72 p. m.

Rs. 49

(b) Chargemen—

Rs. 100—7—170—9—206—12½—268½

From Rs. 73 up to

Rs. 100 p. m.

Rs. 56

(c) Skilled Grade I—

Rs. 80—5—100—7—135—8—183—9—201

From Rs. 101 to

Rs. 125 p. m.

Rs. 65

(d) Skilled Gr. II—

Rs. 65—3—89—4—109—5—144

From Rs. 126 and above.

Rs. 70

(e) Skilled Gr. III—

Rs. 55—2—75—3—84—4—100

(ii) *Semi-skilled Categories*

(a) Semi-skilled Grade I—

Rs. 39—1.50—55.50—2—63.50

(b) Semi-skilled Gr. II—

Rs. 34—1—45—1.50—51

(iii) *Unskilled Categories and Subordinate Staff—*

Rs. 31—0.50—34—1—38

(1)	(2)	(3)	(4)
43	Ballarpur Paper & Straw-board, Nagpur—cont.	(iv) Drivers— (a) Grade I— Rs. 65—3—89—4—109—5—144 (b) Grade II— Rs. 55—2—75—3—84—4—100 (v) Watch and Ward Staff— (a) Jamadars— Rs. 55—2—81—3—93 (b) Asstt. Jamadars— Rs. 43—1—50—61—2—69 (c) Watchmen— Rs. 34—1—45—1—50—51 Daily Rated. (1) Workmen in Roaster Section, Workshop as hammerman and Watch & Ward Section as Watchmen— Rs. 2.12 per day. (2) Workmen in Cheaper Room, Causticizing, Lime Bleach Plant, Construction Transport— Rs. 1.87 per day. (3) For Daily Paid Workers in other Sections of the Mill— Rs. 1.62 per day. (4) For Female Labourers— Rs. 1.25 per day.	

STATEMENT SHOWING THE NAMES OF THE CONCERNS AND PARTICULARS OF THE VARIOUS TYPES OF LEAVES AND FESTIVAL/PAID HOLIDAYS GRANTED IN THE PAPER INDUSTRY.

Serial No. in Index	Name of Concern	Privilege Leave (days)	Sick Leave (days)	Casual Leave (days)	Paid Festival Holidays (day)
(1)	(2)	(3)	(4)	(5)	(6)
3	The Western India Paper & Board Mills Pvt. Ltd., Bombay.	21 (Accumulation 63 days)	10 (Accumulation 30 days)	7	..
4	M/s. Kondivita Paper & Board Mills Pvt. Ltd., Bombay.	..	..	5	..
6	The Paper Products Ltd., Bombay.	..	10 (On half wages)	5	..
8	The Laxmi Paper Box Works ..	..	..	2	..
9	The Paper Products Ltd., Bombay.*	..	15 (On half Pay) or 8 (On full Pay)	..	..
11	M/s. Paper Products Ltd. (Paper Mill Division), Bombay.	Clerical and Supervisory staff with more than Rs. 500 per month salary— 30 (Accumulation 90 days)	Clerical and Supervisory staff with more than Rs. 500 per month salary— 5 (Accumulation 15 days)	..	..
12	Western India Paper & Board Mills Pvt. Ltd., Bombay.	21	6 (On half consolidated wages).	7	..
14	Paper & Allied Industries, Bombay.	..	..	5	..
17	The Deccan Paper Mills Co. Ltd., Poona.	..	..	7	..
19	The Eastern Paper Tube Factory, Bombay.	..	..	..	2
20	M/S Paper Products Ltd., Bombay.	..	..	..	11
23	The Eastern Paper Tube Factory, Bombay.	..	..	Existing practice discontinued.	2
26	M/s. Jaychand Jasraj Vora Paper Bag Manufacturing Co., Bombay.	As per Indian Factories Act 1948	..	3	9½ (with pay)

*In this concern 6 weeks maternity leave is also granted.

A-2426—10-A.

(1)	(2)	(3)	(4)	(5)	(6)
27	Western India Paper & Board Mills Pvt. Ltd., Bombay.	On Completion of 11 this service— 30 (Accumulation 90 days)	15 (Accumulation 6 months)	10	..
28	Jaydeep & Company, Bombay..	..	..	7	7
29	Bombay Board & Paper Mills Pvt. Ltd., Bombay.	As per Factories Act, 1948.	..	6	4
33	The Paper Products Ltd., Thana	..	..	7	7
34	Bharat Strawboard, Bombay ..	..	..	6	4
35	Jayant Paper Box Factory, and Jayant Corrugating Industries.	..	..	6	11
36	The Textile Paper & Timber Industries Pvt. Ltd., Bombay.	As per Indian Factories Act, 1948.	..	4	3
37	M/s. Jaychand Jasraj Vora Paper Bag Manufactrees, Bombay.	..	..	3	4
38	Paper Process Works & Cravure Process Works, Bombay.	..	..	4	7
40	Swastik Paper Industries, Bombay.	..	..	5	5
42	Paper Mills, Khopoli, Poona ..	As per Indian Factories Act, 1948.	7 (Accumulation 21 days)	7	5
43	Ballarpur Paper & Strawboard, Nagpur.	For Permanent Workers— 18 (Accumulation 26 days)		For Permanent Workers— 13 (Accumulation 26 days)	To Permanent Workers—10

STATEMENT SHOWING THE NAMES OF THE CONCERNS AND VARIOUS KINDS OF GRATUITY GRANTED IN THE PAPER INDUSTRY

Name of concern and Sr. No. in the list	Gratuity payable on (in terms of number of days/weeks/months)						Remarks
	Death or disability (Physical or mental) in employment	On termination of Service	On Resignation from Service	On Voluntary Retirement	Maximum Gratuity payable		
(1)	(2)	(3)	(4)	(5)	(6)	(7)	
The Paper Products Ltd., Bombay [Sr. No. 9].	24 days' Basic wages per year of service; Maximum 15 months basic wages.	Completed Years of Service	Basic Wages for each year of service	Completed Years of service	Basic Wages for each year of service	Same as paid for resignation from service.	15 months' Basic Wages.
	6 years 6 days	10 Years	10 days.				
	7 " 7 "	11 "	11 "				
	8 " 8 "	12 "	12 "				
	9 " 9 "	13 "	19½ "				
	10 " 10 "	14 "	21 "				
	11 " 11 "	15 "	22½ "				
	12 " 12 "	16 "	24 "				
	13 " 12½ "						
	14 " 21 "						
	15 " 22½ "						
	16 " 24 "						
Western India Paper and Board Mills Pvt. Ltd.; Bombay (Sr. No. 12).	21 days Basic Wages Maximum Gratuity payable— Office Staff— (20 months' Workmen : (520 days).	On retrenchment— For 5 years to 10 years service : 13 days' Basic wages. For 10 years of more service: 17 days' Basic wages. (This amount shall be paid in addition to retrenchment compensation).					
Paper Mills, Khopoli, Poona (Sr. No. 42).	15 days' Basic Wages.	After 5 years' continuous service : 15 days' basic wages.	After 10 years continuous service : 15 days' basic wages.	15 days' basic wages.	15 months' basic wages.		
The Ballarpur Paper and Strawboard Mills Ltd. (Sr. No. 43), Nagpur.	Half month's basic salary or wages.	After 10 years but before 15 years of continuous service : Quarters month's basic salary or wages. After 15 years of continuous service : Half month's basic salary or wages.	After 15 years continuous service : Half month's basic salary or wages.	After 15 years continuous service : Half month's basic salary or wages.	..		

PRINTING INDUSTRY

In this industry the Committee adopted the same definition which was adopted by the previous 'Norms' Committee. The definition is as follows :—

“(i) Printing and Publishing of Newspapers, Periodicals and Books ; (ii) All other type of Printing including Lithography, Engraving Etching, Block-Making, Binding, Stitching, Sizing and other works connected with Printing and Binding”.

During the relevant period the Committee scrutinized and examined 76 Awards and 53 settlements. The divisionwise break-up of these awards and settlements is as follows :—

Division	Awards	Settlements/ Agreements
Bombay ..	65	44
Poona ..	6	6
Nagpur ..	4	3
Aurangabad ..	1	..
Total ..	76	53

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

Serial No.	Name of the Concern	Reference
(1)	(2)	(3)
AWARDS		Date and page of M.G.G., Part I-L
Bombay Division		
1	The Popular Press (Bombay) Pvt. Ltd., Bombay	4-6-1959, (2386—2397)
2	The Premier Off-set Works, Bombay	31-9-1959, (Unpublished)
3	G. Claridge and Co. Ltd., Bombay	10-9-1959, (3986—3992)
4	M/s. Leaders Press Pvt. Ltd., Bombay	3-3-1960, (911—917)
5	The Nalini Printery, Bombay	26-5-1960, (202—205)
6	The Gujarati Type Foundry, Bombay	7-7-1960, (725—731)
7	Shah Kikabhai Harivallabhdas & Sons Type Foundry, Bombay	29-9-1960, (1478—1480)
8	The Acme Printing & Cane Mfg. Co., Bombay	22-12-1960, (3262—3264)
9	M/s. Victory Printing Press, Bombay	19-9-1961, (249—251)
10	Ramkrishna Printing Press, Bombay	16-2-1961, (476—477)
11	The Bombay Samachar Pvt. Ltd., Bombay	20-7-1961, (1660—1664)
12	The New Jack Printing Works (P) Ltd., Bombay	10-8-1961, (1856—1861)
13	The Bombay Chronical Co. (P) Ltd., Bombay	10-8-1961, (1851—1855)
14	Ellora Art Industries, Bombay	23-9-1961, (Unpublished)
15	Government Central Press, Bombay	12-10-1961, (2516—2525)
16	The Dainik Vishwamitra, Bombay	12-10-1961, (2638—2540)
17	M/s. D. S. Sawant & Sons, Bombay	26-10-1961, (2683—2687)
18	Hanuman Printing Press, Bombay	30-11-1961, (3206—3210)
19	The Superior Stationery Mart Ltd., Bombay	15-2-1962, (759—762)
20	M/s. Khanvilkar Litho Press, Bombay	22-2-1962, (899—901)
21	The Bombay Vaibhav Press, Bombay	22-2-1962, (1281—1283)
22	Asian Printers Pvt. Ltd., Bombay	24-5-1962, (2033—2036)
23	The Commercial Stationery and Printing Mart, Bombay	19-7-1962, (2864—2865)
24	The Mehra Printers, Bombay	9-8-1962, (3009—3018)
25	M/s. D. S. Sawant & Sons, Bombay	8-11-1962, (4379—4382)
26	M/s. D. S. Sawant & Sons, Bombay	20-11-1962 (Unpublished)
27	Unity Printing Press, Bombay	8-3-1963 (Unpublished)
28	New Jack Printing Works Pvt. Ltd., Bombay	14-3-1963, (568—877)
29	M/s. Khanvilkar Litho Press, Bombay	11-7-1963, (2370—2371)
30	M/s. Amar Printers, Bombay	12-8-1963 (Unpublished)
31	New Era Printing Press, Bombay	26-8-1963 (Unpublished)
32	The R. M. D. C. Press, Bombay	3-10-1963 (3244—3249)
33	The Bright Mfg. Co., Bombay	10-10-1963 (Unpublished)
34	Premier Off-set Works, Bombay	12-3-1964, (868—869)
35	The Rashtravaibhav Press, Bombay	23-4-1964, (1468)
36	The Metro Printing & Litho Works, Bombay	21-5-1964, (1856)
37	Ramkrishna Printing Press, Bombay	18-6-1964, (2145)
38	The Katnodaya Litho Press, Bombay	3-9-1964, (3021—3028)
39	The Oxford University Press, Bombay	14-1-1965, (107)
40	The Leader Press Pvt. Ltd., Bombay	11-2-1965, (477—485)
41	M/s. Parksons Printer, Bombay	18-2-1965, (606—607)
42	M/s. V. Prabha & Co. Pvt. Ltd., Bombay	8-4-1965, (1145—1150)
43	M/s. Philpress Printers, Bombay	8-4-1965, (1159—1164)

(1)	(2)	(3)
44	Gujarati Type Foundry, Bombay	22-4-1965, (1409—1410)
45	The New Era Off-set Printers, Bombay	17-6-1965, (2116—2119)
46	The Eve's Weekly Pvt. Ltd., Bombay	29-7-1965, (2649—2653)
47	The Dhoot Papeshwar Prakashan Pvt. Ltd., Bombay	12-8-1965, (2756—2757)
48	The Ravi Udaya-Vijaya Photo Litho Off-set Works Pvt. Ltd., Bombay	26-8-1965, (2957—2958)
49	The Wagle Process Studio and Press Pvt. Ltd., Bombay	26-8-1965, (2962—2967)
50	Macmillan & Co. Ltd., Bombay	30-9-1965, (2962—2967)
51	M/s. Unity Ptg. Press, Bombay	21-10-1965, (3435—3442)
52	Sudama Art Printery, Bombay	4-11-1965, (3665)
53	M/s. Laxmi Offset & Ptg. Works, Laxmi Playing Cards Mfg. Co. & M/s. Delux Calendar Corporation.	11-11-1965, (3808)
54	Rama Kadam (Pvt.) Ltd., Bombay	25-11-1965, (4020)
55	M/s. Jagdishwar Ptg. Press, Bombay	24-2-1966, (643)
56	The Karnatak Ptg. Press, Bombay	3-3-1966, (694)
57	Nalini Printery, Bombay	14-7-1966, (2275)
58	Unity Ptg. Press, Bombay	18-8-1966, (2639)
59	M/s. Sirur Ptg. Press, Bombay	17-11-1966, (3688)
60	M/s. D. S. Sawant & Sons, Bombay	23-2-1967, (796—800)
61	The Kwaliti Printers, Bombay	1-6-1967, (2319—2325)
62	Premier Offset Works, Bombay	10-8-1967, (3141—3148)
63	New Manohar Press, Bombay	7-9-1967, (3592—3594)
64	M/s. Manohr Press, Bombay	14-9-1967, (3626—3632)
65	The Bombay Printers Ltd., Bombay	21-9-1967, (3718—3723)
Poona Division		
66	The Chitrashala Press, Poona	2-11-1961, (2762—2777)
67	Kirloskar Bros. Ltd., Poona	28-3-1963, (1137—1144)
68	M/s. Chitrashala Press, Poona	25-3-1965, (972—973)
69	Loksangraha Works, Poona	2-3-1967, (930—935)
70	The Kirloskar Brothers Ltd., Kirloskarwadi, Poona	2-3-1967, (945—962)
71	The Aryabhushan Press, Poona	23-3-1967, (1171—1173)
Nagpur Division		
72	Govt. Printing Press, Nagpur	8-12-1960, (3150—3151)
73	Harihareshwar Printing Press, Nagpur	25-5-1961, (1257—1259)
74	Govt. Press & Book Depot, Nagpur	23-8-1962, (3523—3525)
75	Shivashakti Printing Press, Akola	7-5-1964, (1730)
Aurangabad Division		
76	The Ajanta Press, Aurangabad	18-4-1963, pages 1368—1370.
SETTLEMENTS		
Bombay Division		Date of Settlements/Agreement and Sec. of the I. D. Act, 1947
77	Diwa Printers & Stationers, Bombay	28-2-1959, 2 (P)
78	Examiner Press, Bombay	13-7-1959, 12(3)
79	Associated Advertisers & Printers, Bombay	3-7-1959, 2(P)
80	Asia Publishing House, Bombay	21-7-1959, 2(P)
81	Shri Venkateshwar Press, Bombay	30-7-1959, 12(3)
82	New Jack Printing Works (P) Ltd.	9-1-1960, 2(P)
83	Competition Press, Bombay	7-6-1960, 12(3)
84	City Stationery Stores, Bombay	23-7-1960, 12(3)
85	M/s. Indian Express News Papers (Bombay) Pvt. Ltd., Bombay	30-7-1960, 2(P)
86	Nirnaya Sagar Press & Jawaji Dadaji Type Foundry, Bombay	2-9-1960, 2(P)
87	M/s. Laxmi Offset & Ptg. Works, Bombay	23-11-1960, 12(3)
88	Arun Corporation, Bombay	25-11-1960, 12(3)
89	Shri Sidh Litho Works, Bombay	9-12-1960, 12(3)
90	The Popular Fine Art Litho Works Pvt. Ltd., Bombay	6-2-1961, 12(3)
91	Premier Offset Litho Works, Bombay	8-3-1961, 12(3)
92	Sindhwad Ptg. Press, Bombay	23-3-1961, 2(P)
93	Jagdishwar Printing Press, Bombay	16-5-1961, 12(3)
94	Lipika Press, Bombay	30-6-1961, 12(3)
95	Bakul Press, Bombay	1-7-1961, 2(P)
96	M/s. Parekh Litho Works, Bombay	7-8-1961, 2(P)
97	Star Printery, Bombay	12-8-1961, 12(3)
98	G. Claridge & Co. Ltd., Bombay	22-8-1961, 2(P)
99	Popular Press (Bombay) Pvt. Ltd., Bombay	31-8-1961, 2(P)
100	Acme Printing & Cane Mfg. Co., Bombay	30-11-1961, 12(3)
101	The Athenaeum Press, Bombay	17-1-1962, 12(3)
102	Niranayasagar Press & Jawaji Dadaji Type Foundry, Bombay	20-1-1962, 2(P)
103	Sanj Vartman Press, Bombay	31-1-1962, 2(P)
104	Bradma of India Ltd., Bombay	6-6-1962, 12(3)
105	Bombay Fine Art Litho Offset Works, Bombay	11-6-1962, 2(P)
106	Shri Raghunath Litho Works, Bombay	8-8-1962, 2(P)
107	Indian Express Newspaper (Bombay) Ltd., Bombay	27-8-1962, 2(P)
108	Western Indian Art Litho Works, Bombay	13-9-1962, 2(P)
109	Popular Press (Bombay) Pvt. Ltd., Bombay	5-10-1962, 2(P)

(1)	(2)	(3)
110	Associated Advertisers & Printers (For Bhartiya Vidya Bhavan's Deptt. of Printing), Bombay.	27-10-1962, 2(P)
111	R. M. D. C. Press, Bombay	12-11-1962, 2(P)
112	Kaiser-I-Hind Pvt. Ltd., Bombay	19-12-1962, 2(P)
113	M/s. Wagle Process Studio & Press Pvt. Ltd., Bombay	7-3-1963, (756—763)
114	The Ravi Uday Vijay Photo Litho Offset Works Pvt. Ltd., Bombay	24-7-1963, 2(P)
115	Man Design & Process Works Pvt. Ltd., Bombay	18-8-1963, 2(P)
116	Bennett Coleman & Co. Ltd., Bombay	19-9-1963, 2(P)
117	Monj Printing Bureau, Bombay	23-9-1963, 2(P)
118	Hind Printing Works, Bombay	24-9-1963, 2(P)
119	Hind Printing Works, Bombay	24-9-1963, 12(3)
120	The New Era Offset Printers, Bombay	16-4-1964, 1362
Poona Division		
121	Satyavadi Press, Kolhapur	2-8-1959, 2(P)
122	Shri Chhatrapati Press, Kolhapur	16-2-1960, 2(P)
123	Nyayasindhu Printing Press, Ahmednagar	16-3-1960, 2(P)
124	Jeevan Mudranalaya, Poona	1-10-1960, 12(3)
125	Nyayasindhu Printers (P) Ltd., Ahmednagar	20-4-1962, 2(P)
126	Nyayasindhu Printers Ltd., Ahmednagar	29-4-1963, 2(P)
Nagpur Division		
127	Printing Press in Nagpur	23-8-1955, C. P. & B. I. D. S. Act, 1947.
128	Rajasthan Printing & Litho Works Pvt. Ltd., Akola	8-7-1958, C. P. & B. I. D. S. Act, 1947, pages 3438—3440.
129	Gajanan Printing Press, Wardha	7-2-1959, C. P. & B. I. D. S. Act, 1947.

WAGES AND DEARNESS ALLOWANCE

It may be mentioned here that this industry a scheduled industry under the Minimum Wages Act, 1948. The basic minimum rates of wages have been fixed *vide* Government Notification, I. and L. D., No. MWA. 2662/II/LAB/III, dated 31-12-1964 and No. MWA-2662-LAB-III, dated 21-4-1965. Besides the basic wage the employees in this industry are paid the "Special Allowance" (Cost of Living Allowance) for every 10 points rise over Consumer Price Index No. 500 with effect from 1-7-1965.

By Government Notification, Industries and Labour Department, No. MWA-2662 (i)-LAB-III, dated 2-12-1965, has directed that the competent authority after the expiry of every six months, commencing from the first day of January, 1965, calculate the average of the Cost of Living Index numbers for six months and ascertain the rise of such average over 500 in the last week of July when such allowance is payable for each of the months of July to December, and in the last week of January, when such allowance is payable for each of the months of January to June. The Deputy Commissioner of Labour, Bombay, has been appointed as 'Competent Authority', *vide* Government Notification, Industries and Labour Department, No. MWA-2262-80868-Lab-III, dated 16-1-1965. This Authority has fixed the following rates for every ten points for different zones in different regions :—

Region	Zone I	Zone II	Zone III	Zone IV
	Rs.	Rs.	Rs.	Rs.
Bombay	2.00 p.m.	1.50 p.m.	1.25 p.m.	1.00 p.m.
Vidarbha ..	1.50 p.m.	1.25 p.m.	1.00 p.m.	..
Marathwada ..	1.25 p.m.	1.00 p.m.	..	..

The question of wages and dearness allowance was involved in 95 cases. Out of these, 20 cases dealt with dearness allowance only ; wages were revised in 25 cases, both dearness allowance and revision of wages were considered in 45 cases and ad-hoc increments were granted in 5 cases.

A statement showing wages and dearness allowance etc. decided in 95 cases is attached :—

Adjustment of wages :

The adjustment of wages in the revised scales was done on the following rules in 33 cases :—

(1) Where the worker gets less than the minimum of the scale prescribed for his category, he shall be paid the minimum.

(2) If the worker is paid more than the minimum of the scale prescribed for his category, he shall be brought up to the next higher stage.

(3) If the worker is getting more than the maximum of the prescribed scale, he shall continue to draw the same. The excess over the maximum of the revised scale in his percentage shall be treated as personal pay. No workman is to be affected adversely by the adjustment.

Increments :

In 10 concerns increments were granted as under :—

Period	Increment
More than 1 year but less than 2 years ..	One (2 cases).
More than 1 year but less than 3 years ..	One (3 cases).
More than 5 years	One (2 cases).
More than 2 years but less than 4 years ..	One (1 case).
More than 2 years	Two (1 case).
More than 3 years	Two (1 case).
More than 3 years up to 7 years ..	Two (1 case).
More than 4 years up to 6 years ..	Two (1 case).
More than 10 years	Two (1 case).
More than 6 years	Three (1 case).
More than 3 years up to 7 years ..	Three (1 case).
More than 7 years	Three (1 case).
More than 7 years	Four (1 case).

LEAVE

There were 58 cases in which various kinds of leave were considered. A list showing the names of these 58 concerns and the various types of leave granted is attached.

Privilege Leave :

There were 34 cases wherein question of privilege leave was considered. The leave was allowed at the following rates :—

Quantum	No. of cases
1 day for 9 days worked	1
1 day for 10 days worked	2
1 day for 14 days worked	9
1 day for 17 days worked	1
15 days per year	1
20 days per year	3
21 days per year	1
As per the Factories Act	8
25 days per year	3
28 days per year	1
30 days per year	3

In the R. M. D. C. Press (Sr. No. 111) on the first 240 days of actual work leave was granted as per Factories Act and thereafter at the rate of 1 day for every 10 days of actual work. Accumulation was allowed up to 56 days.

Accumulation :

Accumulation of privilege leave was noted in 19 cases. It is as under :—

Period of accumulation	No. of cases
Up to 30 days	1
35 days	1
36 days	1
42 days	4
45 days	5
60 days	4
63 days	1
90 days	2

In Messrs. Leaders Press Pvt. Ltd. (Sr. No. 4) the workmen get leave as prescribed under the Factories Act. The employees demanded one month's privilege leave in a year with full pay and allowances and permission to accumulate up to 3 months. The Tribunal rejected the demand as they felt that heavy financial burden will be placed on the shoulder of the Press if any additional privilege leave is prescribed.

Sick Leave :

There were 15 cases wherein question of sick leave was dealt with. The leave was allowed at the following rates :—

4 days	..	..	..	2 cases.
5 days	..	..	..	1 case.
7 days	..	..	..	7 cases.
10 days	..	..	..	2 cases.
As per E. S. I. Scheme	..	..	..	3 cases.

The accumulation of this leave was noted as under is 6 cases :—

12 days	..	..	..	1 case.
14 days	..	..	..	2 cases.
21 days	..	..	..	2 cases.
30 days	..	..	..	1 case.

Leave without pay :

In the City Stationery Stores (Sr. No. 84) after completion of one year's service leave without pay was granted at the rate of 15 days per year and was allowed to be accumulated up to 30 days.

Casual Leave :

Casual leave was granted as under in 31 cases :—

Period of Casual Leave				No. of Cases
2 days	..	..	..	1
3 days	..	..	..	2
4 days	..	..	..	4
5 days	..	..	..	4
6 days	..	..	..	2
7 days	..	..	..	14
10 days	..	..	..	2
12 days	..	..	..	2

In 2 cases (Sr. Nos. 38 and 81) not more than 2 days casual leave was allowed at a time whereas in 9 cases (Sr. Nos. 1, 6, 17, 18, 24, 42, 64, 111, 120) not more than 3 days at a time was allowed.

In 7 cases (Sr. Nos. 1, 6, 17, 24, 81, 111 and 120) this leave is allowed to be prefixed or suffixed to a paid holiday or weekly off by prior permission. However, in 5 cases (Sr. Nos. 38, 42, 64, 77 and 112) it was not allowed to be prefixed or suffixed.

In 4 cases (Sr. Nos. 38, 111, 117 and 120) the balance of unenjoyed casual leave was allowed to be encashed at the end of the year.

Festival Holidays :

There were 31 cases wherein question of festival holidays was considered. The holidays were granted as under :—

No. of holidays				No. of cases
4 days	..	..	..	2
5 days	..	..	..	3
6 days	..	..	..	4
7 days	..	..	..	2
8½ days	..	..	..	1
10 days	..	..	..	2
11 days	..	..	..	10
12 days	..	..	..	2
14 days	..	..	..	3
16 days	..	..	..	1
22 days	..	..	..	1

In 23 Concerns the holidays were to be fixed in consultation with the union or workmen. In the remaining case the following holidays were granted :—

Diwali	8 cases.
26th January	7 cases.
Dasara	7 cases.
15th August	6 cases.
Ganapati	6 cases.
Mahashivratri	5 cases.
Holi	5 cases.
Gudi Padwa	4 cases.
Coconut Day	3 cases.
Gokul Ashtami	3 cases.
Founders' Day	2 cases.
Ashadhi Ekadashi	2 cases.
Gandhiji's Death Anniversary	1 case.
Gandhi Jayanti	1 case.
Ramnavmi	1 case.
1st January	1 case.
1st May	1 case.
Shiv Jayanti	1 case.
Akshaya Tritiya	1 case.

ALLOWANCES

Overtime Allowance :

In the Bombay Samachar, Pvt. Ltd., (Sr. No. 11), the employees called for duty on paid holiday are paid double their wages.

In Messrs. Indian Express Newspaper, Pvt. Ltd. (Sr. No. 85), the Bombay Fine Art Litho Offset Works (Sr. No. 105) and the Associated Advertisers and Printers (Sr. No. 110) the workmen are paid for overtime work beyond normal working hours at the single rate up to 48 hours per week and as per the provisions of the Factories Act for work beyond 48 hours in a week.

In the Leader Press, Pvt. Ltd., Bombay (Sr. No. 40) the normal working hours are 45 a week. If the worker works for more than this period but less than 48 hours he is paid $1\frac{1}{2}$ times and if it is more than 48 hours he is paid at double the rate. For working on Sundays, holidays and weekly offs they are paid at the rate of either $1\frac{1}{2}$ times the daily rate *plus* a compensatory off or 2 times and no compensatory off.

In the Sanj Vartaman Press (Sr. No. 103) for work done in excess of 42 hours in a week, proportionate overtime is paid up to 48 hours as per existing practice and thereafter at the rate provided for in the Factories Act. For working on festival holiday, if he works for more than $\frac{1}{2}$ day but less than 7 hours, he is paid full day's wages with D. A. and if he works for $\frac{1}{2}$ day or less he is paid $\frac{1}{2}$ day's basic wages with D. A.

In the R. M. D. C. Press (Sr. No. 111) for working exceeding 44 hours but less than 48 hours, workers are paid $1\frac{1}{2}$ normal wages and beyond 48 hours at double the normal rate.

In the Gajanan Printing Press (Sr. No. 129) they are paid at one and half times the average wages.

Lunch Allowance :

In the New Manohar Press, Bombay, (Sr. No. 63), the workman who is sent for outdoor work and is not likely to return to his place of work during lunch interval is paid Rs. 1.50 as lunch allowance.

In the Sanj Vartaman Press (Sr. No. 103) workmen who are required to work over the prescribed hours of work on Saturdays, are paid Re. 1 in addition to their usual wage.

Acting Allowance :

In the Bombay Samachar Pvt. Ltd. (Sr. No. 11) and in the Bombay Chronical Co. Pvt. Ltd. (Sr. No. 13), for officiating in a higher grade for a period of one month or more worker is paid starting salary of the higher grade along with D. A. or additional 10 per cent of his basic salary with D. A. whichever is higher as acting allowance.

In the Leader Press Ltd. (Sr. No. 40) and in the New Era Offset Printer Ltd. (Sr. No. 45) the worker who works for more than 14 days is paid 50 per cent of the difference of the starting pay of the category in which he officiates and his present salary.

In the Kwaliti Printers, Bombay, (Sr. No. 61), for officiating more than 15 days the worker is paid difference between his normal wage and the minimum of the higher grade. If his normal wage is higher than the minimum of the higher grade he is given one increment and correctly fitted in the immediate next stage in that higher grade.

In Messrs. New Manohar Press (Sr. No. 63) for officiating more than 15 days a worker is paid 50 per cent of the difference between the starting salary of his grade and the starting salary of the grade in which he acts subject to a minimum of Rs. 5.

In Sanj Vartaman Press (Sr. No. 103) when one officiates for 7 days or more he is paid officiating allowance equivalent to 50 per cent of the difference between the wages drawn by the workman in whose place he officiates or the minimum of such higher grade whichever is higher.

In the R. M. D. C. Press (Sr. No. 111) for officiating for more than 14 days a worker is paid 50 per cent of the difference in the starting wage of the category in which he officiates and his present wage.

Other Allowances

In the R. M. D. C. Press (Sr. No. 111) the Lino Operator doing the work of Lino Mechanic in addition to his duties as a Lino Operator is to be paid an allowance of Rs. 25 per month.

Similarly the workmen other than drivers, delivery coolies and peons who are sent for work at working places of customers are paid Re. 1 per day as conveyance allowance.

RETIREMENT AGE

In the Bombay Samachar, Pvt. Ltd. (Sr. No. 11), the Associated Advertisers and Printers (Sr. Nos. 79 and 110) and the R. M. D. C. Press (Sr. No. 111) the retirement age is fixed at 58 years.

In the Rajasthan Printing and Litho Works (Sr. No. 128) the workers who have attained the age of 55 years or who have completed 25 years of service are entitled to retire of their own or the management have a right to retire them on condition that they will be paid gratuity at the rate of 12 day's pay for every completed year of service.

UNIFORMS

In the New Era Offset Printers, Bombay (Sr. No. 45), 2 sets of uniforms are given every year on condition that old uniforms are returned.

In the Government Press and Book Depot, Nagpur (Sr. No. 72), choukidar is provided with uniforms (a pair of khaki suit and a woollen long coat) as per Government Rules.

In the R. M. D. C. Press (Sr. No. 111) peons, watchmen, drivers and sweepers are provided with 2 sets of uniforms in a year.

In the Satyawadi Press (Sr. No. 121) and Shri Chatrapati Press, Kolhapur (Sr. No. 122), Pressman and his Assistant are given 2 long pants and two half shirts every year.

In the Printing Press in Nagpur (Sr. No. 127) it is agreed that in Presses where there are more than 50 workers, workers are supplied one set of uniform of one shirt and one pant every six months, and where the number of workers is less than 50, they are supplied one set of uniform every year.

PERMANENCY

In 9 cases (Sr. Nos. 9, 22, 36, 57, 84, 95, 97, 111 and 122) workers are made permanent after they have put in 6 months' continuous and approved service.

In the New Manohar Press, Bombay (Sr. No. 64) workers are made permanent as per Model Standing Orders under the Industrial Employment Standing Orders Act.

In the Athenaeum Press (Sr. No. 101) vacancies in the permanent establishment are filled in from temporary hands on the basis of their seniority and merit.

PROMOTION

In the R. M. D. C. Press (Sr. No. 32), Government Press and Book Depot (Sr. No. 72) and Sanj Vartaman Press (Sr. No. 103) promotions are given on the principle of seniority-cum-efficiency.

WORKING HOURS

In the Gujarati Type Foundry (Sr. No. 44) with effect from 1st December 1964 working hours are fixed as 9-30 a.m. to 6-00 p.m. with recess from 1-30 p.m. to 2-00 p.m.

In the Hari Hareshwar Printing Press (Sr. No. 73) the hours were fixed as 8 exclusive of an interval of $\frac{1}{2}$ hour. Timings were from 9-30 a.m. to 1-30 p.m. and 2-00 p.m. to 6-00 p.m.

In the Government Press and Book Depot, Nagpur (Sr. No. 74), the management made a reference for sanctioning a change in the hours of work of the 2nd shift from 36 hours to 42 hours a week as is in the case of Government Presses in Bombay, Poona and Kohlapur. The Industrial Court held that it would be just and proper that the workmen of the second shift should work for the same number of hours as their brother employees have been working in other presses and sanctioned the change.

In the Associated Advertisers and Printers (Sr. Nos. 79 and 110) and the R. M. D. C. Press (Sr. No. 111) working hours are fixed at 44 hours in a week.

In the Asia Publishing House (Sr. No. 80) it is 48 hours a week as permissible under the Shops and Commercial Establishments Act, 1948.

In the Indian Express Newspaper (Bombay) Pvt. Ltd., with effect from 1st August 1960 the existing working hours of the operatives were reduced from 45 hours a week to 42 and of the office staff from 38 hours to 35 $\frac{1}{2}$ hours a week.

In G. Claridge and Co. Ltd., (Sr. No. 98) the working hours were fixed as under :—

1st Shift	—	Monday to Friday..	7-30 a.m. to 12-00 noon and 12-30 p.m. to 4-00 p.m.
2nd Shift	..	Do. ..	4-00 p.m. to 8-00 p.m. and 8-30 p.m. to 12-20 a.m.
Saturdays	..	.. ..	11-30 a.m. to 4-20 p.m.

In the Sanj Vartaman Press (Sr. No. 103) with a view of maintaining the timings of a double shift, the working hours are fixed at 7 hours a day or 42 hours in a week.

ADDITIONAL RECESS

In the Government Printing Press, Nagpur (Sr. No. 72) the Court directed that in lieu of the additional one hour's recess on Fridays for Jumma Prayers that used to be taken by the Muslim employees, they should take their lunch recess on Fridays at a time convenient to them subject to the provisions of the section 55 (i) of the Factories Act, 1948 and further should not leave the premises of the Press without informing the management of their leaving the precincts for prayers.

PERMISSION TO COLLECT SUBSCRIPTION OF UNION

In the Examiner Press (Sr. No. 78), the Associated Advertisers and Printers (Sr. Nos. 79 and 110) the Popular Fine Art Litho Works (Sr. No. 90) the officials of the union are allowed to collect membership subscription in the premises of the press on the days of payment of wages during recess time subject to the discretion of the management to withdraw the concession at any time.

PROVIDENT FUND

The Provident Fund Scheme on the lines of the scheme under the Employees' Provident Fund Act, 1952 exist in Messrs. Shah Kikabhai Harivallabhdas and Sons Type Foundry (Sr. No. 7), the Dainik Vishwamitra, Bombay (Sr. No. 16) and the R. M. D. C. Press (S. No. 111).

MEDICAL AID

In the Macmillan and Company Ltd., Bombay (Sr. No. 50) free medical treatment except patent medicines and injections is given by the Company's Doctor to the subordinate staff up to 4 days. In case patent medicines and injections are recommended by the Company's Doctor, the management pays two-thirds of the expenditure on these medicines and injections subject to a maximum of Rs. 65 per year.

GRATUITY

35 cases of gratuity were noted. A list showing the names of the concerns and the gratuity granted is attached.

In Messrs. Leaders Press Pvt. Ltd. (Sr. No. 4) the Tribunal rejected the demand for gratuity scheme on the ground that Provident Fund Scheme exists for the workmen of this concern. A second retirement benefit is usually prescribed for workmen of concerns which are making good profits, have attained sufficient stability and which can look forward to a bright future. It was observed by the Tribunal that at the present juncture these three requirements are wanting in the present press.

STATEMENT SHOWING THE PARTICULARS OF WAGES AND DEARNESS ALLOWANCE IN
THE "PRINTING PRESSES" INDUSTRY

Serial No. in Index (1)	Name of concern (2)	Wages (3)	Dearness allowance (4)
1	The Popular Press (Bombay) Private Ltd.	<i>Effective from 1-8-1958.</i> (1) Lino Operator— Rs. 125—10—225—E.B.—12½—300. (An allowance of Rs. 15 p.m. to those who do minor repairs to lino machines). (2) Compositor, Reader, Automachineman, Imposer— Rs. 70—4—90—5—120—E.B.—6—150. (3) Distributor, Metal Caster, Roller Hand Feeder, Stitcher— Rs. 45—3—75. (4) Proof Puller— Rs. 40—2—52—3—70. (5) Lino Baller, Watchman— Rs. 35—2—65. (6) Ballers, Peons— Rs. 30—2—60. (7) Cutter, Binder— Rs. 60—4—100—E.B.—5—125. (8) Folder— Rs. 55—4—95. (9) Treadle Pressman— Rs. 65—4—105—E.B.—5—130. (10) Motor Driver— Rs. 60—5—120.	<i>Effective from 1959.</i> Rs. 40 per month with a proviso that for every 10 points rise or fall in the index at 400, D. A. will be increased or decreased by Re. 1.
3	G. Claridge and Co., Ltd., Bombay.	<i>Effective from 1-8-1958.</i> Composing Department— Foreman— Rs. 175—10—225—E.B.—10—275. Asstt. Foreman or Section Holder— Rs. 110—6—170—7—205. Compositor— Rs. 60—5—120—E.B.—7—155. Distributor— Rs. 45—3—60. Proof Puller, Lino Baller— Rs. 40—2—70. Baller— Rs. 30—2—60. Lino Type Operator— Rs. 125—10—225—E.B.—12½—300. Mono Key Board Operators— Rs. 75—5—90—6—150—E.B.—10—220. Mono Type Caster— Rs. 75—5—90—6—150. Reading Department— Reader— Rs. 75—5—90—7—132—E.B.—8—180. Copy holder— Rs. 60—5—100. Machine Department— Mukadam (Cylinder)— Rs. 175—10—225. Cylinder Pressman (Mutl Cylinder and Unicylinder)— Rs. 60—5—110—E.B.—6—152. (Only those Pressmen who can make ready a mutticoloured job independently will be allowed to cross E.B. stage in the scale.) Asstt. Pressman, Letter Press Feeder (Cylinder) Roller Maker— Rs. 45—3—75. Mukadam (Plate)— Rs. 100—5—150. Treadle Pressman— Rs. 50—4—90—E.B.—5—125. (This scale will apply to those who can make ready and print any unicolour job independently). Asstt. Pressman or Letter Press (Treadle)— Rs. 40—3—70. Baller— Rs. 30—2—60.	<i>Effective from 1-3-1959.</i> At the rate of 85 per cent of the old Textile Scale.

(1)	(2)	(3)	(4)
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3 G. Claridge and Co., Ltd.,
Bombay—cont.

Counter—
Rs. 40—3—55—5—75.

Litho Department—
Artist—
Rs. 100—10—170—E.B.—10—280.
Copy Paster—
Rs. 100—5—150—E.B.—10—180.
Proof Printer—
Rs. 75—5—120—7½—210.
Hand Pressman or Transfer Printer—
Rs. 75—5—120—7½—180.
Asstt. Pressman, Asstt. Transfer Printer—
Rs. 45—3—75—E.B.—5—120.
Asstt. Toucher—
Rs. 60—3—75.
Stone Grinder—
Rs. 40—2—70.
Plate Grinder, Offset-Feeder, Flatbed Feeder—
Rs. 45—3—75.
Flatbed Improver—
Rs. 70—5—120.
Offset Printer—
Rs. 100—5—150—E.B.—7½—180—E.B.—10—280.
Baller—
Rs. 30—2—60.
Counter—
Rs. 40—3—55—5—75.

Casting Department—
Lead Melter, Numberer Varnisher Perforator, Wire-stitcher, Sewingman—
Rs. 45—3—75.
Binder—
Rs. 50—4—90—E.B.—5—120.

(To cross E.B. a binder must be able to do leather binding independently gilt-edge and bind albums of a high Standard. It was agreed that there must be sufficient work for a Binder before he is allowed to cross E.B.).
Cutter—
Rs. 60—5—120—E.B.—6—150.

(Only those who operate bigger cutting machines will be allowed to cross E.B.).
Scorer, Punching Machineman, Folding Machinman—
Rs. 60—3—75—E.B.—5—100.
Ruling Machineman—
Rs. 60—5—100.
Ruling Feeder—
Rs. 45—3—60.
Head Checker—
Rs. 80—5—100.
Checker—
Rs. 40—2—60—E.B.—3—75.
(From 1-1-1960 the scale will be Rs. 45—3—75.)
Counter—
Rs. 40—3—55—5—75.
Packer—
Rs. 40—2—60—E.B.—3—75.
Gilder—
Rs. 60—3—75.
Asstt. Foreman (Box)—
Rs. 75—5—100.
Miscellaneous Department—
Clerk—
Rs. 60—5—105—7½—150—E.B.—8—222.
(Matriculates to start on Rs. 75).
Carpenter (making wooden boxes).
Rs. 60—3—90—E.B.—5—120.
Watchman—
Rs. 40—2—60.
Peon, Sweeper, Cleaner, Delivery Peons—
Rs. 30—2—60.
Driver—
Rs. 75—5—120.
Liftman—
Rs. 35—2—65.

(1)	(2)	(3)	(4)
4	M/s. Leaders' Press Pvt. Ltd., Bombay.	<i>Effective from 1-8-1959.</i> Letter-Press Feeder, Asstt. Binder— Rs. 40—3—60. Binder-Boy, Baller in Letter-Press Dept., Cleaner in Letter-Press and Miscellaneous Depts., Baller in Offset Dept., Baller in Miscellaneous Dept.— Rs. 30—2—60. Paster Packer, Counter Lead Melter, Roller Maker, Metal Caster— Rs. 40—2—60.	Rs. 50 per month to all workers.
5	The Nalini Printery, Bombay.	Foreman— Rs. 175—10—275. Head Compositor— Rs. 100—7-50—175—E.B.—10—225. Compositor, Cylinder Pressman, Cutter— Rs. 60—5—120—E.B.—6—150. Treadle Pressman, Binder— Rs. 55—4—95—E.B.—5—120. Asstt. Pressman or Letter-Press Feeder, Asstt. Binder— Rs. 45—3—75. Baller, Helper, Watchman— Rs. 30—2—60.	<i>Effective from 1-1-1960.</i> Rs. 35 p. m. to all workmen.
6	The Gujarati Type Foundry, Bombay.	<i>Effective from 1-4-1959.</i> Skilled (a)— Rs. 100—7—170. Skilled (b)— Rs. 75—5—100—6—130. Skilled (c)— Rs. 60—5—110. Semi-skilled (a)— Rs. 45—3—60—4—80. Semi-skilled (b)— Rs. 40—3—70. Unskilled (a)— Rs. 35—2—65. Unskilled (b)— Rs. 30—2—60.	<i>Effective from 1-4-1959.</i> Rs. 40 p. m. to all workmen.
9	M/s. Victory Printing Press, Bombay.	Compositor, Pressmen— Rs. 60—5—100—E.B.—10—5—125. Cylinder Pressman, Grade 'B'— Rs. 70—5—115. Cylinder Pressman Grade 'A'— Rs. 95—5—135. Treadler— Rs. 55—3—70—5—80. Baller— Rs. 30—2—60.	<i>Effective from 1-1-1963.</i> Rs. 40 p. m.
10	The Ramkrishna Printing Press, Bombay.	Scales of wages settled under the Settlement, dated 28-1-1957 shall be introduced from 1-1-61.	Rs. 35 per month.
11	The Bombay Samachar, Pvt. Ltd. Bombay.	1. <i>Composing Department—</i> (a) Hand Composing— (1) Foreman— Skilled— Rs. 175—10—225. (2) Asstt. Foreman— Skilled— Rs. 150—5—175. (3) Compositors— Grade I— Skilled— Rs. 120—5—150. Grade II— Skilled— Rs. 80—5—115. Grade III— Skilled— Rs. 60—4—80. (4) Proof Puller— Semi-skilled— Rs. 40—2—60. (5) Imposer (Job Peon)— Skilled— Rs. 60—5—130. (b) Mechanical Composing— 1. <i>Lino Department—</i> (i) Lino Type Mechanic— Skilled— Rs. 125—10—225.	<i>Effective from 1-6-1960.</i> Basic salary D. A. Rs. 1 to Rs. 100 .. Rs. 55 p. m. Above Rs. 100 .. Rs. 55 on first Rs. 100 plus 40 per cent on the balance of their basic salary.

(1)	(2)	(3)	(4)
		(2) Lino Type Operator— Grade A— (Grade I)—Skilled— Rs. 230—10—300. Grade B— (Grade II)—Skilled— Rs. 160—10—220. Grade C— (Grade III)—Skilled— Rs. 100—10—150.	
		II. Mono Department— (1) Mono Mechanic— Skilled— Rs. 125—10—225. (2) Mono Key Board Operator— (Grade I)—Skilled— Rs. 150—10—220. (Grade II)—Skilled— Rs. 100—5—145. (Grade III)—Skilled— Rs. 75—5—100. (3) Mono-Caster— Skilled— Rs. 75—5—150.	
		II.—Reading Department— (1) Head Reader— Clerical— Rs. 125—10—225. (2) Reader— Clerical— Rs. 75—5—150. (3) Copyholder (Eng. Newspapers only)— Clerical— Rs. 60—5—150.	
		III. Machine Department—III— (a) (i)— (Stereo Rotary)— (1) Foreman— Highly Skilled— Rs. 225—15—300—EB—25—450. (2) Asstt. Foreman— Skilled— Rs. 150—10—250. (3) Rotary Asstt. (Machineaman, Machine-binders)— Skilled— Rs. 60—5—120.	
		III.—Stereo Casting Department— (a) (ii) (1) Stereo Typer— Skilled— Rs. 60—5—120. (2) Stereo Caster— Skilled— Rs. 60—5—120.	
		III. Flatbed Rotary— (b) (1) Foreman— Skilled— Rs. 175—10—225. (2) Pressman— Skilled— Rs. 75—5—175.	
		III. (c) Cylinder Machine Department— (1) Foreman— Skilled— Rs. 175—10—225 (2) Pressman— Grade A— (Grade A)—Skilled— Rs. 80—5—150. Grade B— (Grade B)—Skilled— Rs. 60—5—75.	
		III. (b) Treadle—Treadleman— Grade A— (Grade A)—Skilled— Rs. 75—5—120. Grade B— (Grade B)—Skilled— Rs. 45—3—75.	

(1)	(2)	(3)	(4)
		<i>IV.—Binding Department—</i>	
		(1) Muccadam—	
		Skilled—	
		Rs. 65—5—100.	
		(2) Folder and Packer—	
		Semi-skilled—	
		Rs. 40—2—60.	
		<i>V.—Stereo Casting Department—</i>	
		(1) Metal or Sterio Caster—	
		Semi-skilled—	
		Rs. 45—3—75.	
		(2) Mounter—	
		Skilled—	
		Rs. 60—3—75.	
		<i>VI.—Type Casting Department—</i>	
		(1) Type Caster—	
		Skilled—	
		Rs. 60—3—75.	
		(2) Foreman (Casting and Storeo)	
		Skilled—	
		Rs. 90—5—120.	
		<i>VII.—Ballers—</i>	
		<i>Grade I—</i>	
		(a) Rotary and	} Semi-skilled Rs. 40—2— 60.
		(b) Lino Baller	
		(c) Letter Press Feeder and	
		(d) Type-Cutter	
		<i>Grade II—</i>	
		Ordinary Baller—	
		Unskilled—	
		Rs. 30—2—50.	
		<i>VIII.—Miscellaneous Department—</i>	
		(1) Electrician—	
		Skilled—	
		Rs. 75—5—175.	
		(2) Wireman—	
		Semi-skilled—	
		Rs. 60—3—75.	
		(3) Lorry Driver—	
		Skilled—	
		Rs. 30—2—60.	
		(4) Lorry Cleaner—	
		Rs. 40—2—60.	
		(5) Watchman—	
		Rs. 40—2—60.	
		(6) Sweeper—	
		Unskilled (Part-time)—	
		Rs. 20—1½—50.	
		(7) Peon—	
		Unskilled (Full-time)—	
		Rs. 30—2—60.	
		<i>Supplimental—</i>	
		(1) Storekeeper—	
		Clerical—	
		Rs. 60—5—110.	
		(2) Time-keeper—	
		Clerical—	
		Rs. 60—5—110.	
		(3) Carpenter—	
		Skilled—	
		Rs. 60—3—90.	
		(4) Roller Maker—	
		Semi-skilled—	
		Rs. 45—3—75.	
		<i>Hand Composing Department, I (a)—</i>	
		Distributor—	
		Semi-skilled—	
		Rs. 45—3—60.	
		<i>Cylinder Machine Department III (c)—</i>	
		Asstt. Foreman—	
		Skilled—	
		Rs. 85—5—150.	
		<i>Treadle III (d)—</i>	
		(1) Foreman—	
		Skilled—	
		Rs. 120—10—200.	
		(2) Asstt. Foreman—	
		Unskilled—	
		Rs. 85—5—120.	

(1)	(2)	(3)	(4)
JOB PRINTING PRESS			
<i>IX.—Litho Department—</i>			
(1)	Foreman—		
	Skilled—		
	Rs. 175—10—225.		
(2)	Asstt. Foreman—		
	Skilled—		
	Rs. 150—5—175.		
(3)	Head Artist—		
	Skilled—		
	Rs. 150—10—200.		
(4)	Artist:		
	Skilled—		
	Rs. 110—10—170.		
(5)	Draughtsman—		
	Skilled—		
	Rs. 100—10—170.		
(6)	Toucher		
	Skilled—		
	Rs. 75—5—120.		
(7)	Asstt. Toucher		
	Semi-skilled—		
	Rs. 45—3—75.		
(8)	Transfer Printer—		
	Skilled—		
	Rs. 75—5—120.		
(9)	Asstt. Transfer Printer—		
	Skilled—		
	Rs. 60—3—75.		
(10)	Copy Paster—		
	Skilled—		
	Rs. 60—3—75.		
(11)	Grinding Machineman—		
	Semi-skilled—		
	Rs. 45—3—75.		
	Grinder—		
	Unskilled—		
	Rs. 30—2—60.		
(12)	Varnisher—		
	Semi-skilled—		
	Rs. 45—3—75.		
(13)	Offset Printer—		
	Skilled—		
	Rs. 100—5—150.		
(14)	Offset Feeder—		
	Semi-skilled—		
	Rs. 45—3—75.		
(15)	Flatbed Printer—		
	Skilled—		
	Rs. 100—5—150.		
(16)	Flatbed Feeder		
	Semi-skilled—		
	Rs. 54—3—75.		
<i>X.—Binding Department—</i>			
(1)	Foreman or Head Binder—		
	Skilled—		
	Rs. 150—10—200.		
(2)	Asstt. Foreman—		
	Skilled—		
	Rs. 85—5—150.		
(3)	Binders—		
	Skilled—		
	Rs. 75—5—100.		
(a)	Full—Skilled—		
	Rs. 75—5—100.		
(b)	Half—Skilled—		
	Rs. 60—3—75.		
(c)	Quarter—Semi-skilled—		
	Rs. 45—3—60.		
(4)	Helper or Binding Boy—		
	Unskilled—		
	Rs. 30—2—60.		
(5)	Cutter—		
	Skilled—		
	Rs. 60—3—75.		
(6)	Paste maker—		
	Unskilled—		
	Rs. 30—2—60.		
(7)	Gilder—		
	Skilled—		
	Rs. 60—3—75.		

(1)	(2)	(3)	(4)										
		(8) Folding Machineman— Skilled— Rs. 60—3—75. Head Folder— Semi-skilled— Rs. 45—3—60. (9) Ruling Machineman— Skilled— Rs. 70—5—100. Ruling Machine Feeder— Semi-skilled— Rs. 45—3—60. (10) Head Checker— Semi-skilled— Rs. 45—3—75. Checker— Un-skilled— Rs. 30—2—60. (11) Wire Stitcher or Perforator— Semi-skilled— Rs. 45—3—75. (12) Numberer— Semi-skilled— Rs. 45—3—75. (13) Counter— Un-skilled— Rs. 30—2—60. (14) Binding Clerk— Clerical— Rs. 60—5—110. <i>XI.—Box Department—</i> (1) Foreman— Skilled— Rs. 100—10—150. Asstt. Foreman Skilled— Rs. 75—5—100. (2) Machineman (Puncher, Scorer, Binder) Skilled— Rs. 60—3—75. (3) Cutter— Skilled— Rs. 60—3—75. (4) Paster— Un-skilled— Rs. 30—2—60. <i>XII.—Miscellaneous Department—</i> (1) Store Keeper— Clerical— Rs. 60—5—110. (2) Time-keeper— Clerical— Rs. 60—5—110. (3) Carpenter— Skilled— Rs. 60—3—90. (4) Roller Maker— Skilled— Rs. 45—3—75. (5) Clerk— Clerical— Rs. 60—5—110. (6) Foreman (Despatch)— Skilled— Rs. 90—5—110. (7) Asstt. Foreman (Despatch)— Skilled— Rs. 60—5—90.											
12	The New Jack Printing Works, Bombay.	..	The Dearness Allowance will be at the rate paid for each month by the Bombay Mill Owners' Association to the Textile Employees of Bombay City. <table><thead><tr><th>Basic wage per month</th><th>D. A per cent</th></tr></thead><tbody><tr><td>Up to and inclusive of 70 per cent.</td><td></td></tr><tr><td>Rs. 145.</td><td></td></tr><tr><td>Between Rs. 146 and 208.</td><td>25 per cent of the basic wage or 75 per cent of the Textile D. A. whichever is higher.</td></tr><tr><td>Rs. 209 and above</td><td>100 per cent of Cotton Textile Rate.</td></tr></tbody></table>	Basic wage per month	D. A per cent	Up to and inclusive of 70 per cent.		Rs. 145.		Between Rs. 146 and 208.	25 per cent of the basic wage or 75 per cent of the Textile D. A. whichever is higher.	Rs. 209 and above	100 per cent of Cotton Textile Rate.
Basic wage per month	D. A per cent												
Up to and inclusive of 70 per cent.													
Rs. 145.													
Between Rs. 146 and 208.	25 per cent of the basic wage or 75 per cent of the Textile D. A. whichever is higher.												
Rs. 209 and above	100 per cent of Cotton Textile Rate.												

(1)	(2)	(3)	(4)
	<i>Effective from 1-6-1960.</i>		
16	Dainik Vishwamitra, Bombay	Baller— Rs. 65—5—90. Pressman— Rs. 90—3—120. Compositor— Rs. 95—5—120. Lino Operator— Rs. 135—10—185.	..
		<i>Effective from 13-6-1961.</i>	<i>Effective from 13-6-1961.</i>
17	D. S. Sawant and Sons, Bombay.	Skilled— Rs. 70—4—110—8—150. Semi-skilled— Rs. 45—3—75. Unskilled— Rs. 30—2—50—3—65.	Rs. 35 per month at the Cost of Living Index at 420, and increase or decrease by Re. 1 for variation of 10 points.
18	The Hanuman Ptg. Press, Bombay.	Treadlemen— Rs. 75 per month.	..
		<i>Effective from 1-1-1961.</i>	
19	The Superior Stationery Mart Ltd., Bombay.	Compositor, Cylinder Operator— Rs. 100—5—160—E.B.—6—196. Treadleman, Binder— Rs. 95—4—115—5—140—E.B.—6—188. Baller, Peons— Rs. 70—2—102. Asstt. Binder or Binding Boys— Rs. 85—3—118. Drivers— Rs. 100—4—144.	..
21	The Bombay Vaibhav Press, Bombay.	Category Compositors, Treadlmen, Pressmen, Binders. Ballers	<i>Effective from 1-9-1961.</i> Annual Increments Rs. 3-50 p. m. Rs. 2-50 p. m.
		<i>Effective from 1-7-1961.</i>	
22	Asian Printers Pvt. Ltd., Bombay.	Compositor and Distributor, Auto-Machineman— Rs. 70—4—90—5—120—E.B.—6—150. Proof Puller— Rs. 40—2—52—3—70. Baller, Helper, Peon— Rs. 30—2—60. Hand Feeder— Rs. 45—3—75. Cutter, Stitcher and Folder— Rs. 55—4—95—E.B.—5—115. Treadle Pressmen— Rs. 65—4—105—E.B.—5—130. Ad-hoc increments to workers who were in employment on 1-7-61 and who continue to be in employment on the date of settlement will be given as under :— Total wage Increment Up to Rs. 75 .. Rs. 10 p. m. Rs. 76 to Rs. 95 .. Rs. 15 p. m. Exceeding Rs. 95 .. Rs. 20 p. m.	Rs. 44 p. m.
23	The Commercial Stationery and Printing Mart), Bombay	Composing and Binding Foreman— Rs. 100—7½—175—E.B.—10—250. Mazdoor— Rs. 30—2—60. Carpenter— Rs. 50—3—90—5—100. Proof Reader— Rs. 60—5—120—6—162. Special Grade (for K. B. Plan)— Rs. 60—5—120—E.B.—6—150. Special Grade (for Balkrishna Godekar)— Rs. 60—5—100.	Wages On first Rs. 80 .. On balance ..
			D. A. Rs. 42-50 p. m. Re. 0-44 p. m.

(1)	(2)	(3)	(4)
24 The Mehra Printers. Bombay	..	<i>Effective from 1-9-1961.</i>	<i>Effective from 1-9-1961.</i>
		For Workmen of the Press— Skilled 'A'— Rs. 70—10—220. Skilled 'B'— Rs. 60—8—180. Skilled 'C'— Rs. 50—6—140. Skilled 'D'— Rs. 45—5—120. Semi-skilled 'A'— Rs. 40—4—100. Semi-skilled 'B'— Rs. 35—3—80. Unskilled— Rs. 30—2—60.	Rs. 45 per month.
		Clerical and Subordinate Staff— Cashier, Accountant, Secretary— Rs. 100—10—220. Storekeeper— Rs. 80—6—170. Clerks and Typist— Rs. 70—5—150. Drivers— Rs. 60—5—135. Watchmen— Rs. 40—4—100. Peons— Rs. 35—3—65. Sweeper— Rs. 30—2—60. Asstt. Clerk— Rs. 65—5—140.	
25 M/s. D.S. Sawant and Sons, Bombay.			<i>Effective from 1-7-1961.</i>
		Compositor— Rs. 70—4—90—5—120—E.B.—6—150. Cylinder Pressman— Rs. 70—4—90—5—120—E.B.—6—190. Threadle Pressman— Rs. 65—4—105—E.B.—5—130. Binder, Cutter, Stitcher, Ruling Machine- man— Rs. 60—4—100—E.B.—5—125.	Rs. 30 at the Cost of Living Index at 420 and increase or decrease by Re. 1 for every 10 points rise or fall in Index Figure.
27 Unity Printing Press, Bombay.	..	Foreman— Rs. 100—5—150—7—185. Compositor— Rs. 95—5—150. Pressman— Rs. 95—4—143. Binder— Rs. 90—4—130. Asstt. Binder— Rs. 80—2—100. Boys— Rs. 65—2—81.	..
30 M/s. Amar Printers, Bombay.	..	<i>Effective from 1-5-1963.</i>	
		Compositor— Rs. 60—3—90—E.B.—5—120. Distributors— Rs. 45—2—50—60—E.B.—3—75. Cylinder Pressman— Rs. 60—3—90—E.B.—5—120. Platen Pressman— Rs. 55—3—85—E.B.—4—105. Binder— Rs. 60—3—90—E.B.—4—110. Cutter— Rs. 60—3—90—E.B.—5—120. Ballers, Helpers, Binding Boys— Rs. 30—2—40—2—50—60.	

(1)	(2)	(3)	(4)																
31	New Era Printing Press, Bombay.	..	From 21-9-62 (i.e., date of reference) to 11-6-63 (i.e., date of closure) Rs. 10 per month additional D. A.																
32	The R. M. D. C. Press, Bombay.	..	<i>Grade 'A'—</i> Mukadam Class I— Lino Operator Class I— Rs. 200—15—380. <i>Grade 'B'—</i> Mukadam Class II— Punch makers— Rs. 180—10—330. Automatic Cylinder Press man Class I— Lino Operators Class II— Asstt. Offset Printers, Imposer— Rs. 180—10—330. <i>Grade 'C'—</i> Automatic Cylinder Pressman Class II— Carton Gluing Machine Operator Class I— Lino Operator Class III— Rs. 150—8—230—10—300. <i>Grade 'D'—</i> Automatic Cylinder Machine Operator Class III, Punching Machineman, Varni- shing Machine Operator, Gluing Machine Operator Class II, Head Paster, Alihle Pressingman, Platen Pressman, Lable Cutter, Compositor, Proof Reader, Car- penter, Electrician— Rs. 125—7—195—8—235. <i>Grade 'E'—</i> Punching Machine Feeder Class I, Binder, Ordinary Cutter, Distributor, Copy-hold- er— Rs. 105—5—150—6—190. <i>Grade 'E'—</i> Cylinder Machine Feeder, Platen Feeder, Varnishing Machine Feeder- man, Punching Machine Feeder Class II, Offset Feeder, Stitching, Folding, Perfora- ting, Binding Machine Operators, Machine Feeder, Asstt. Cutter, Broad gluing machine operator, Paster, Proof Puller, Lino Ballers, Head Coolie— Rs. 95—4—135—5—160. <i>Grade 'G'—</i> Watchman, Packers, Sorters, Counters, Peons (Office), Mali— Rs. 90—3—120—5—145. <i>Grade 'H'—</i> Ballers, Helpers, Mazdoors or Coolies— Rs. 85—3—115—5—140.																
33	The Bright Mfg. Co., Bombay.	..	Asstt. O. S. Printer— Rs. 150-00. O/S. Feeder— Rs. 119-00. Asstt. L. P. Printer, Cutter— Rs. 110-00. Varnisher— Rs. 115-00. Asstt. Varnisher— Rs. 84-00. Box Puncher— Rs. 105-00. Corper Puncher— Rs. 90-00. M/c. Baller Special— Rs. 75-00. M/c Baller, M/c. Baller— Rs. 70-00. Baller— Rs. 65-00. The workmen shall be classified into categories Unskilled, Semi-skilled and Skilled in terms of the provisions of M. W. Act, and they shall be given annual increment as below on 1-12-1963 and on 1-12-1964:— <table> <tr> <td></td><td></td><td></td><td>Rs.</td></tr> <tr> <td>Unskilled</td><td>..</td><td>..</td><td>3</td></tr> <tr> <td>Semi-skilled</td><td>..</td><td>..</td><td>4</td></tr> <tr> <td>Skilled</td><td>..</td><td>..</td><td>5</td></tr> </table>				Rs.	Unskilled	..	..	3	Semi-skilled	..	..	4	Skilled	..	..	5
			Rs.																
Unskilled	..	..	3																
Semi-skilled	..	..	4																
Skilled	..	..	5																

(1)	(2)	(3)	(4)
34	Premier Offset Works, Bombay.	..	Basic Pay D. A. Rs. (1) Up to Rs. 100 48 (2) Rs. 101 to Rs. 175 55 (3) Rs. 176 and over 65
35	The Rashtravaibhav Press, Bombay	Compositors— (a) Rs. 110—5—140. (b) Rs. 80—5—115. (c) Rs. 60—4—80—E.B.—5—115. Cylinder Pressman— (a) Rs. 90—5—150. (b) Rs. 70—5—130. Treadleman— Rs. 55—3—70—E.B.—5—115. Galley Pressman— Rs. 40—3—84. Binders— (a) Rs. 60—4—112. (b) Rs. 55—3—94. Binder Boys— Rs. 35—2—71. Ballers— Rs. 30—2—66.	Rs. 50 per month with effect from 1-10-61. This rate of Rs. 50 will be linked with Consumer Price Index Group 451—500 and there will be a rise or fall of Rs. 1.25 n.p. per month in this rate for the rise or fall of every 10 points in the said Consumer Price Index Group.
36	The Metro Printing and Litho Works, Bombay.	<i>Effective from 1st June 1963</i> Skilled 'A'— Rs. 70—10—220. Skilled 'B'— Rs. 60—8—180. Skilled 'C'— Rs. 50—6—140. Skilled 'D'— Rs. 45—5—120. Semi-skilled 'A'— Rs. 40—4—100. Semi-skilled 'B'— Rs. 35—3—80. Unskilled— Rs. 30—2—60.	
37	M/s. Ramkrishna Press, Bombay.	<i>Printing In existing from 1st July 1956</i> Head Compositor— Rs. 100—7½—175—E.B.—10—225. Compositor, Cylinder, Pressman and Cutter— Rs. 60—5—120—E.B.—6—150. Distributors— Rs. 45—3—60. Proof Puller— Rs. 40—2—60—3—75. Head Pressman and Head Binder— Rs. 100—7½—175. Treadle Pressman, Binder, Folding Machineman— Rs. 55—4—95—E.B.—6—125. Baller, Binding Boy, Peon and Watchman— Rs. 30—2—60. Foundry Foreman— Rs. 150—10—250. Type Caster— Rs. 60—5—120. Type Cutter— Rs. 45—3—75. Type Dresser— Rs. 35—3—65.	<i>Effective from 1-6-1963</i> Rs. 50 per month.
38	The Karnodaya Litho Press, Bombay.	<i>Effective from 1-1-1963</i> Artist and Off-set Printer— Rs. 100—7.50—175—E.B.—10—275. Off-set Plate Maker, Transport Printer, Flat- bed Printer and Electrician, Copy Paster— Rs. 75—5—125—EB—7.50—200. Off-set plate making Assistant, Transferring Assistant, Plate Grinder, and Flatbed Feed- er, Off-set Feeder, and Varnisher— Rs. 45—3—75—EB—5—100. Mukadam of Stone Grinders— Rs. 40—3—70—4—90.	<i>Effective from 1-1-1963</i> Rs. 55 per month. It is further agreed that arrears of D. A. payable shall be made on or before 31st December 1964.

(1)	(2)	(3)	(4)	
38	The Karnodaya Litho Press, Bombay—cont.	Stone Grinders and Head Cartman— Rs. 35—2—55—3—85. Machine Mechanic— Rs. 125—10—225. Baller— Rs. 30—2—60—3—75. Box puncher (Treadle) Scaring and Binding Machineman— Rs. 55—4—95—EB—5—120. Cutter— Rs. 60—5—120—EB—6—150. Helper, Watchman and Sweeper— Rs. 30—2—60.		
39	The Oxford University Press, Bombay.	Class II Clerical— (a) Rs. 100—8—140—10—180—EB—12— 240. (b) Rs. 150—10—180—15—255. (c) Rs. 200—15—320—20—460.	Basic 1—100 75 101—200 37½ 201 and above 18½	
			D. A. at cost of living index fig. 340 Per cent 5 5 5	
40	The Leader Press Pvt. Ltd., Bombay.	Consolidated Wages Grade —I Cleaner, Baller, Sweeper, Binding Boy— Rs. 100—3—130—5—155. Grade II Peon, Mali, Watchman, Plate Grinder— Rs. 105—3—135—5—160. Grade III— Packer, Sorters, Counters, Proof Puller, and Paster, Rollermaker, Metal Caster, Asstt. Binder, Driver (Scooter)— Rs. 110—3—140—5—165. Grade IV— Asstt. Machineman, Varnishing, Punching, Ruling, Folding, Offset Feeder, Feeder, Asstt. Printer, Copy holder, Distributor, Metal Storeman— Rs. 120—4—160—5—185. Grade V— Binder, Imposer, Carpenter, Driver, Ruling Machineman, Folding Machineman, Press- man, (Hand feeder)— Rs. 130—7—200—8—240. Grade VI— Cutter, Machineman, Varnishing, Punching, Pressman, Monocaster, Transfer Printer, Proof Reader, Fireman (2nd Class), Compositor— Rs. 140—7—210—8—250. Grade VII— Machineman, Compositor 'A', All language Copy Paster, Toucher Scorer, Punch Maker, Varnisher, Mono Operators (B)— Rs. 160—8—240—10—290. Grade VIII— Mono Operators, A Letter Press Machine- man, A Class Proof Reader all language, Electrician (certificate), Offset Printer 'B' Class— Rs. 190—10—340.		
41	M/s. Parksons Bombay.	Printer, ..	1-7-64 to 31-12-64.. Rs. 55 p.m. 1-1-65 to 1-7-65 .. Rs. 60 p.m. 1-7-65 onwards .. At the rate of 50 per cent of Cotton Tex- tile if the Com- pany's D. A. is lower.	
42	M/s. V. Prabha and Co. Pvt. Ltd., Bombay.	(1) Compositor— Rs. 60—5—150. (2) Distributor— Rs. 40—3—55—4—75. (3) Platen Pressman (Automatic)— Rs. 75—5—150. (4) Treadle Pressman— Rs. 55—4—75—5—125. (5) Binder— Rs. 55—4—75—5—125. (Extra Allowance of Rs. 10 to Cutter).	For 1-8-63 to 31-12-63 .. Rs. 40 p.m. For 1-1-64 to 31-12-64 .. Rs. 45 p.m. For 1-1-65 onwards .. Rs. 55 p.m.	

(1)	(2)	(3)	(4)
42	M/s. V. Prabha and Co. Pvt. Ltd., Bombay—cont.	(6) Asstt. Binder— Rs. 45—5—75. (7) Binding Boy/Helper— Rs. 30—2—60. (8) Peon— Rs. 30—2—60. (9) Cartmen— Rs. 45—3—75. (10) Clerk/Salesman— Rs. 75—5—150.	
43	M/s. Philpress Printers, Bombay.	<i>Effective from 1-5-1964</i> Grade I— Line Baller, Binding Boy, Sweeper— Rs. 25—3—115—5—140. Grade II— Lino Haller, Office Peon, Watchman— Rs. 90—3—120—5—145. Grade III— Packer, Distributor— Rs. 95—3—125—5—150. Grade IV— Binder 'B', Treadle Pressman, Feeder— Rs. 100—4—140—5—165. Grade V— Binder A, Cutter— Rs. 120—5—160—6—200. Grade VI— Compositor— Rs. 130—6—190—7—225. Grade VII— Pressman— Rs. 140—7—210—8—250. Grade VIII— Lino Operator— Rs. 150—8—230—10—280. Grade IX— Foreman— Rs. 170—10—280. Special consolidated wages to Lino Operator— Rs. 200—8—240—10—300.	..
45	The New Era Offset Printers, Bombay.	<i>Effective from 1-10-1964</i> Unskilled— Ballers— Rs. 45—5—95. Semi-skilled 'B'— Peon and Watchman— Rs. 60—7-50—135. Semi-skilled A— Asstt. Feeder, Cutter, Grinder, Sorter— Rs. 75—10—175. Skilled 'B'— Feeder, Asstt. Printer, Head Sorter Clerk— Rs. 100—20—300. Skilled 'A'— Cutter— Rs. 150—25—400. Highly-skilled— Printer— Rs. 250—40—650.	Rs. 110 p.m. to all workers.
46	Eve's Weekly Pvt. Ltd., Bombay.	Peons— Rs. 85—3—115—E.B.—5—130.	..
47	The Dhoot Papeshwar Prakashan Pvt. Ltd., Bombay.	..	Ad-hoc increase of Rs. 4 p.m. to every worker with effect from 1-4-1965.
48	The Ravi Udaya Vijaya Photo-Litho Offset Works, Bombay.	..	From 1-1-64 to 31-12-64 Rs. 40 per month. From 1-1-65 to 1-7-65 ..Rs. 50 per month. From 1-7-65 onwards..Rs. 55 per month.
49	The Wagle Process Studio and Press Pvt. Ltd., Bombay.	..	Rs. 55 p.m. and for increase of every 10 points in Cost of Living Index Figure 441—450 by Rs. 2. <i>Effective from 1-4-1964</i>
52	Sudama Art Printery, Bombay	..	Rs. 45 p.m. to the workers who have completed one year of service on the day of signing the Settlement.

(1)	(2)	(3)	(4)
53	M/s. Laxmi Offset and Printing Works, Bombay.	..	At the Cost of Living Index Figure 421--430. D. A. is Rs. 40 and with every 10 points variation (increase or decrease) Rs. 2.
55	Jagdishwar Printing Press, Bombay.	..	From 1-1-65 to 30-6-65—Rs. 50 per month. From 1-7-65 to 31-12-65—Rs. 55 per month. From 1-1-66 to increase as per M. W. Act As per living index 391—400 Rs. 30 p. m. and variation of 10 points Rs. 2.
56	The Karnatak Ptg. Press, Bombay.	Lowest Category— Rs. 30 + 5 p. m. Lowest Category— Re. 0.10 nP. increase for daily-rated workers in their wages.	
57	Nalini Printery, Bombay.	.. Foreman— Rs. 175—10—275 Head Compositor— Rs. 100—7.50—175—E.B.—10—225. Compositor— Rs. 60—5—120—E.B.—6—150. Cylinder Pressman, Cutter— Rs. 60—5—120—E.B.—6—150. Treadle Pressman, Binder— Rs. 55—5—95—E.B.—6—150. Asstt. Pressman, Litho Press Feeder, Asstt. Binder— Rs. 45—3—75. Baller, Helper— Rs. 30—2—60. Watchman— Rs. 35—2—65. Apprentices who have not completed 2 years as Baller or Helper— As per M. W. Act.	From 1-7-65, Rs. 55 p. m.
58	Uniry Printing Press, Bombay	Highly skilled Supervisors— Rs. 195 p. m. Skilled: Pressman, Compositor, Binder— Rs. 169 p. m. Semi-skilled: Asstt. Binders— Rs. 124 p. m. Unskilled: Boys, Watchman— Rs. 108 p. m.	
59	M/s. Sirur Ptg. Press, Bombay	Compositor— Rs. 60—5—120—E.B.—6—150. Distributor— Rs. 45—3—60. Treadle Pressman— Rs. 50—4—70—E.B.—5—120—6—150. Automatic Cylinder Press— Rs. 80—5—100—E.B.—6—180. Ordinary Cylinder Pressman— Rs. 80—5—100—E.B.—6—160. Cutter, Binder— Rs. 50—5—90—E.B.—6—150. Helper— Rs. 45—4—70. Lino Operator— Rs. 125—8—205—E.B.—10—305. Lino Haller— Rs. 50—4—70—5—110.	D. A. at flat rate of Rs. 60 p. m.
60	M/s. D. S. Sawant and Sons., Bombay.	Unskilled— Rs. 40—3—55—4—75—5—90. Semi-skilled— Rs. 50—4—70—5—100. Skilled 'A'— Rs. 80—5—100—7—170—10—200. Skilled 'B'— Rs. 90—6—120—6—150—10—250.	D. A. should be fixed at Rs. 40 a month at the Living Index cost of (411—420). It shall vary at Re. 1 p. m. for every 10 points variation in the Cost of Living Index Figure.
62	Premier Offset Works, Bombay	..	Every workman shall be paid D. A. with effect from 1st Jan. 1967 at the rate of Rs. 100 per month. The said D. A. is in addition to only the basic wages in the time-scales as provided but inclusive of the benefit or increase, if any, given or due under the M. W. Act.

(1)	(2)	(3)	(4)
62 Premier Offset Works, Bombay —cont.			The above rate of D. A. shall be deemed to be fixed as at Consumer Price Index Figure 662. For rise of every 10 points in the Index Figure every workman shall be paid an additional D. A. of Rs. 2 per month and for the fall of every 10 points in the Index Figure there shall be a reduction in the amount of D. A. at the rate of Rs. 2 per month.
63 M/s. New Manohar Press, Bombay.	<i>Effective from 1st 1-1-1967.</i>		<i>Effective from 1-1-1967.</i>
	Unskilled— Rs. 30—1.25—42.50—E.B.—1.75—60. Semi-skilled— Rs. 45—2—65—E.B.—3.75—95. Skilled— Rs. 55—3.25—87.50—E.B.—3.75—125. Highly skilled— Rs. 65—4—105—E.B.—5—155.		Workmen shall be paid D. A. equal to 6 per cent of the revised Cotton textile rate. No workman would draw less than his earning prior to 1st January 1967.
65 The Bombay Printers Ltd., Bombay.			<i>Effective from 1-6-1966.</i>
			Dearness allowance shall have to be granted to them as soon as the Cost of Living Index moved into the next bracket, viz., 631—640, at the rate of Rs. 5 p. m. for every 10 points rise.
66 The Chitrashala Press, Poona.	.. Clerk— Rs. 46—3—85—4—125—5—130.		
68 M/s. Chitrashala Press, Poona	<i>Effect from 1-5-1964.</i> 13½ per cent increase in their respective wage for the month of December 1964. From 1-1-1965 wages shall be paid not less than those prescribed under the M. W. Act, 1948 subject to minimum of Rs. 71 for unskilled.		
70 The Kirloskar Brothers Ltd., Kirloskarwadi.	<i>Effective from 1-11-1966.</i> (a) Workers— Grade I— Rs. 30—1—35—2—45. Grade II— Rs. 40—1.50—47.50—2.50—60. Grade III— Rs. 50—2—60—3—75. Grade IV— Rs. 60—2.50—72.50—3.50—90. Grade V— Rs. 75—3.50—92.50—4.50—115. Grade VI— Rs. 95—4.50—117.50—5.50—145. Grade VII— Rs. 120—5.50—147.50—6.50—180. (b) Clerical Staff— Grade I— Rs. 50—3—74—4—110. Grade II— Rs. 70—5—110—6—164. Grade III— Rs. 90—6—132—7—174—8—206. Grade IV— Rs. 110—8—190—9—253.		
76 The Ajanta Press Aurangabad.	<i>Effective from 1-11-1962.</i> General worker (Unskilled)— Rs. 25—2—45. Compositor, Machineman (Treadle)— Rs. 45—3—60—5—85. Foreman (Compositor)— Rs. 65—5—90. Binder, Machineman (Cylinder)— Rs. 50—5—100. Block Maker— Rs. 100—5—180. Asstt. Block Maker (Etcher)— Rs. 40—3—70.		Rs. 30 per month.

(1)	(2)	(3)	(4)
76 The Ajanta Press, Aurangabad.—cont.	Proof Reader (Full time)— Rs. 65—5—100. Clerks—1st Grade— Rs. 60—5—85. Clerks—2nd Grade— Rs. 45—3—60. Clerks—3rd Grade—Peon, Watchmen— Rs. 25—2—45. Piece-rate— The Compositor working on piece-rate basis will be paid Rs. 1.50 nP. for 1,000 ems. This piece rate is a consolidated piece rate i.e., inclusive of D. A. One thousand ems. are equal to 91 columns lines and one line is equal to 11 ems. measure. The work includes composing, correction and distribution. Apprentices— Rs. 1.25 nP. per day (but no Dearness Allowance) for the first 3 months and 60 per cent of basic wages and Dearness Allowance for the next 3 months of the category in which he works.		
77 Diwa Printers and Stationers, Bombay.	Effective from 1-8-1959. Treadleman— Rs. 55—4—71—5—96—E.B.—6—126. Compositor— Rs. 60—4—100—E.B.—5—140. Binder— Rs. 55—4—70—5—105—E.B.—6—126. Binding Asstt.— Rs. 40—3—75. Baller Boy— Rs. 30—2—60.	Ra. 35 per month.	
78 Examiner Press, Bombay.	Effective from 1-7-1959. Foreman (Printery Section)— Rs. 175—10—225—E.B.—10—275 (for present incumbent only). Foreman (composing Deptt.)— Rs. 175—10—225. Asstt. Foreman (Composing Deptt.)— Rs. 175—10—225 (for present incumbent only). Foreman-cum-Machanic (Mono Deptt.)— Rs. 125—10—225—E.B.—15—300. (for present incumbent only). Mono Operator— Rs. 75—5—120—6—150—E.B.—7½—225. Proof Reader No. 1— Rs. 75—5—100—E.B.—7—170. Proof Reader No. 2— Rs. 75—5—100—E.B.—5—150. Ledger Binder— Rs. 75—5—100—E.B.—6—130. Mono Caster— Rs. 75—5—100—E.B.—5—120. Compo itor— Rs. 60—4—120—E.B.—5—150. Pressman (Cylinder and Automatic)— Rs. 60—4—100—E.B.—5—150. Cutter— Rs. 60—3—90—E.B.—5—120. Copy Holder— Rs. 60—5—75. Treadleman— Rs. 50—4—90—E.B.—5—120. Binder— Rs. 50—3—74—E.B.—75—5—100. Imposer (Semi-skilled) Lead Caster— Rs. 45—3—75. Distributor— Rs. 45—3—60. Proof Puller— Rs. 40—2—70. Baller— Rs. 30—2—60.		

(1)	(2)	(3)	(4)
79	Associated Advertisers and Printers, Bombay.	<i>Effective from 1-4-1959</i> Foreman, Head Reader— Rs. 150—10—250. Asstt. Foreman— Rs. 127—7—160—8—200. Linotype Operator— Rs. 125—10—225—E.B.—12½—300. Head Printer— Rs. 125—7—160—8—200. Monotype Key-Board Operator— Rs. 75—7—110—8—150—E.B.—10—220. Proof Reader, Godown-keeper— Rs. 75—5—100—7—135—E.B.—8—175. Compositor, Monotype Caster, Cylinder Pressman, Imposer, Cutter— Rs. 60—5—120—E.B.—6—150. Sewing Machineman, Driver— Rs. 60—5—120.	<i>Effective from 1-7-1959</i> Basic wage D. A. Up to and inclusive of basic wage of Rs. 100 Rs. 50 p.m. Between a basic wage of Rs. 101 and Rs. 150. Rs. 50 plus 30 per cent above Rs. 100. Between a basic wage of Rs. 151 and Rs. 200. Rs. 65 plus 25 per cent of the basic wage above Rs. 150. Between a basic wage of Rs. 200 and Rs. 400. Rs. 77.50 plus 20 per cent of basic wages above Rs. 200.
83	Competition Press	Head Compositor, Head Binder— Rs. 145—6—175—E.B.—7.50—205. Compositors, Automatic Pressmen, Binder and Cutter— Rs. 95—4—115—E.B.—5—140—E.B.—5—175. Treadle Pressmen— Rs. 90—3—105—E.B.—4—125—E.B.—5—155. Asstt. Binder— Rs. 90—4—130. Peons— Rs. 75—3—90—E.B.—4—130. Binding Boys— Rs. 75—3—105.	..
84	City Stationery Stores Bombay.	Consolidated wage-scales were fixed in respect of 7 workers as below for a month of 26 working days :— One worker— Rs. 90—4—110. Five workers— Rs. 65—2—75. One worker— Rs. 90 per month. Apprentices— Rs. 40 for 1st six months. Rs. 55 for next six months.	..
85	Nirnaya sagar Press and Jawaji Dadaji Type Foundry, Bombay.	<i>Effective from 1-1-1960</i> Senior Shastri, Foreman (Maintenance)— Rs. 150—10—250. Head Clerk— Rs. 150—7.50—225. Foreman (Composing, Machine, Binding, Folding, Type Casting, Finising), Mechanic, (Machine Maintenance). Rs. 100—7—170. Accounts Clerk, Timekeeper— Rs. 85—5—120—6—180. Jr. Shastri— Rs. 75—5—100—6—160. Matrix Fitter (Type Casting)— Rs. 75—5—100—6—130. Compositor, Cylinder Pressman, Cutter— Rs. 60—5—120—E.B.—6—150. Clerk— Rs. 60—5—120—6—150. Type Caster, Karan Maker, Carpenter, Fitter— Rs. 60—5—110. Treadle Pressman— Rs. 55—4—75—E.B.—5—120. Binder (Ledger Binder), Sewingman— Rs. 55—4—75—5—100. Type Cutter, Type Binder, Packer— Rs. 45—3—60—4—80. Counter, Asstt. Binder— Rs. 45—3—75. Proof Puller, Hand Folder, Type Dresser, Asstt. Fitter— Rs. 40—3—70. Watchman— Rs. 35—2—55—3—70. Baller, Helper, Jet Braker, Peon, Sweeper— Rs. 30—2—60.	..

(1)	(2)	(3)	(4)
87	M/s. Laxmi Offset and Printing Works, Bombay.	<i>Effective from 1-10-1960</i> Printing Foreman— Rs. 250—15—400. Accountant— Rs. 150—10—250—E.B.—15—325. Artist— Rs. 125—10—225—E.B.—15—500. Cashier— Rs. 125—7½—200—E.B.—10—250. Proof Printer, Offset Plate Maker, Offset Printer— Rs. 100—7½—175—E.B.—10—275. Purchaser— Rs. 100—7½—175—E.B.—10—225. Asstt. Offset Printer Clerk— Rs. 75—5—100—7—135—E.B.—8—175. Compositor, Cylinder Pressman, Cutter— Rs. 60—5—120—E.B.—6—150. Treadle Pressman, Binder— Rs. 55—5—75—5—100—E.B.—6—130. Asstt. Transfer Printer, Packer— Rs. 45—3—75—E.B.—5—100. Plate Grinder, Offset Feeder, Varnishing Machineman— Rs. 45—3—75—5—100. Asstt. Binder— Rs. 45—3—75. Baller, Helper, Peon, Watchman— Rs. 30—2—60.	<i>Effective from 1-10-1960</i> Rs. 40 per month. ..
88	Arun Corporation, Bombay.	<i>Effective from 1-10-1960</i> Offset Plate Maker, Offset Printer— Rs. 100—7½—175—E.B.—10—275. Copy Paster— Rs. 75—5—125—E.B.—7½—200. Clerk— Rs. 65—5—85—6—115—7—150—E.B.—8—190. Cutter— Rs. 60—5—100—E.B.—6—130. Plate Grinder, Offset Feeder— Rs. 45—3—75—5—100. Asstt. Transfer Printer, Varnishing Machineman— Rs. 45—3—75—E.B.—5—100. Baller— Rs. 30—2—80. Helper, Peon, Watchman, Sweeper— Rs. 30—2—60.	<i>Effective from 1-10-1960</i> Rs. 40 per month.
89	Shri Sidh Litho Works, Bombay.	..	<i>Effective from 1-8-1960</i> Rs. 40 per month.
90	The Popular Fine Art Litho Works.	<i>Effective from 1-1-1961</i> Offset Plate Maker, Offset Printer, Camera Operator— Rs. 100—7½—175—E.B.—10—275. Copy Paster— Rs. 75—5—125—E.B.—7½—200. Cutter— Rs. 60—5—120—E.B.—6—150. Punching Machineman (Cartoons), Scoring Machineman— Rs. 55—4—95—E.B.—5—120. Asstt. Copy Paster, Asstt. Plate Maker, Plate Grainer, Counter Offset Feeder, Varnishing Machineman, Powdering Machineman— Rs. 45—3—75—5—100. Checker, Cornering Machineman— Rs. 45—3—75—E.B.—5—100. Punching Machineman (Playing Cards)— Rs. 45—3—75—E.B.—5—100. Watchman— Rs. 35—2—55—3—70. Baller, Peons, Sweeper— Rs. 30—2—60.	..

(1)	(2)	(3)	(4)
91	Premier Offset, Litho Works Bombay	Effective from 1-1-1961	Effective from 1-1-1961
	Artist—		Rs.
	Rs. 125—10—215—E.B.—10—295—E.B.—	Upto Rs. 60	42.50
	20—355.	Rs. 61 to Rs. 70	43.50
	Transfer Foreman—	Rs. 71 to Rs. 100	49.50
	Rs. 175—10—300.	Rs. 101 to Rs. 175	52.50
	Operator—	Rs. 176 and above	62.50
	Rs. 125—7½—170—10—300.		
	Plate Printer—		
	Rs. 125—10—225.		
	Offset Printer, Flat Bed Printer—		
	Rs. 105—7½—150—10—280—E.B.—20—		
	350.		
	Head Binder—		
	Rs. 85—5—140—7½—185.		
	Transfer Printer—		
	Rs. 75—5—125—7½—155.		
	Asstt. Operator—		
	Rs. 75—5—125.		
	Cutter—		
	Rs. 70—5—125—7½—140.		
	Scorer, Embosser—		
	Rs. 60—4—100—5—125.		
	Toucher and Cleaner—		
	Rs. 45—5—80—10—130.		
	Grainer, Flat Bed Feeder, Varnisher, Varnish		
	Feeder—		
	Rs. 45—5—100.		
	Ballers, Binding Boy, Offset Boy, Litho Boy,		
	Peon—		
	Rs. 32—2—70.		
92	Sindwad Printing Press, ..	The management agreed to give <i>ad hoc</i>	..
	Bombay	increase from 1-1-1961 : as below :—	
		To five workers—	
		Rs. 5 per month each.	
		To one worker—	
		Rs. 6.25 per month.	
		To one worker—	
		Rs. 8.25 per month.	
		To two workers—	
		Rs. 17.00 per month each.	
		To one worker—	
		Rs. 25.00 per month.	
93	Jagdishwar Printing Press, ..	Effective from 1-1-1961	Effective from 1-4-1961
	Bombay		
	Compositors—		Rs. 40 per month.
	Rs. 60—5—100.		
	Distributors—		
	Rs. 45—3—75.		
94	Lipika Press,		Effective from 1-12-1960
	Bombay		
	Cylinder Pressmen—		Rs. 40 per month.
	Rs. 60—5—95—E.B.—6—125.		Or Re. 1.50 nP. per day.
	Compositor—		
	Rs. 60—4—80—E.B.—5—125.		
	Treadleman—		
	Rs. 55—4—75—E.B.—5—120.		
	Ballers—		
	Rs. 30—2—60.		
	Effective from 1-4-1961		
	Drivers—		
	Rs. 60—5—80.		
	Watchmen—		
	Rs. 35—2—45.		
95	Bakul Press,	Effect from 1-7-1961	
	Bombay		
	The workers who have got to their credit		..
	one years' continuous service will be given		
	increments for a period of 5 years as below		
	in their existing wages :—		
	Higher Grade Employee—		
	Rs. 5 per month.		
	Ballers, Helpers Boys, etc., doing unskilled		
	work—		
	Rs. 3 per month.		

(1)	(2)	(3)	(4)
96	M/s. Parekh Litho Works, .. Bombay	..	Effective from 1-7-1961 Rs. 45 per month.
97	Star Printery	Effective from 1-4-1961 Consolidated Wages— Auto printers— Rs. 135—5—175—6—205. Compositor— Rs. 95—5—155—6—165. Treadle Pressman Cylinder Pressman— Rs. 95—5—135—6—165. Binder— Rs. 90—4—130—5—155. Packer— Rs. 75—3—105—5—130. Watchman— Rs. 70—3—103.	
99	Popular Press (Bombay) Pvt. Ltd., Bombay	..	It was agreed to pay D. A. according to the Award in Ref. (IT) Nos. 325 and 415 of 1958 subject to a minimum of Rs. 47 per month, the difference between Rs. 47 and the actual rate of D. A. payable under the Award being treated as an interim relief. If at any time in future the Cost of Living Index Figure rises above 470 the workmen shall be entitled to get D. A. at the rate mentioned in the Award.
100	Acme Printing and Cone Mfg. Co., Bombay	..	Effective from 1-1-1961 Revised Textile Scale.
101	Athenaeum Press, Bombay	Temporary workmen shall be paid consolidated wages of Rs. 75 per month.	Effective from 1-4-1961 For permanent employees. Rs. 50 per month. The management agreed to consider for rise in the above rate if and when the Consumer Price Index No. rises above 440.
102	Nirnayasagar Press and Jawaji Dadaji Type Foundry., Bombay	..	Effective from 1-1-1962 Rs. 40 per month.
103	Sanj Vartaman Press, Bombay	Effective from 1-1-1962 Lino Operator I— Rs. 230—10—300. Lino Operator II— Rs. 160—10—220. Compositor I— Rs. 120—5—150. Cylinder Pressmen 'A'— Rs. 80—5—150. Compositor II— Rs. 80—5—115. Proof Reader— Rs. 75—5—150. Compositor/Imposer— Rs. 60—5—130. Mukadam Binding— Rs. 60—5—100. Compositor III— Rs. 60—5—80. Folding Machineman— Rs. 60—4—80. Copy-Holder, Cylinder Pressman 'B' Interlaymen-cum-printer— Rs. 60-5-75. Metalor, Sterio Operator— Rs. 45—3—75. Roller Maker— Rs. 40—3—70. Proof Puller/Baller— Rs. 40—3—64. Lino Ballers— Rs. 40—2—64. Watchman— Rs. 35—3—65. Ballers, Peons— Rs. 30—3—66. Sweepers— Rs. 30—2—60.	Effective from 1-1-1962 The permanent workmen shall get increase of Rs. 10 per month as D. A.

(1)	(2)	(3)	(4)	
105	Bombay Fine Art Litho Offset Works, Bombay.	Head Artist, Head Offset Printer Head Binder— Not Fixed. Photo Litho Artist Gr. I, Camera Operator, Grade I— Rs. 175—10—225—15—300—EB—20—400. Offset Plate Maker Grade I— Rs. 150—10—200—12½—275—EB—15— 350. Offset Printer— Rs. 100—7½—175—EB—10—275—EB— 15—350. Photo Litho Artist Grade II, Camera Operator— Rs. 100—7½—174—EB—10—275. Copy Paster, Offset Plate Maker Gr. II, Trans- fer Printer or Hand Pressman— Rs. 75—5—125—EB—7½—185—EB—10— 225. Offset Printer (Trainee)— Rs. 75—7½—90—10—100. Cutter— Rs. 60—5—90—6—120—EB—6—150— EB—7½—165. Box Puncher— Rs. 60—5—90—6—120—EB—6—150. Carpenter— Rs. 60—5—110—EB—6—140. Driver— Rs. 60—5—90—6—120. Asstt. Artist— Rs. 60—5—110. Darkroom Asstt.— Rs. 45—3—75—5—100—EB—5—125. Offset Plate Making Asstt. Plate Grainer, Transferring Asstt. Offset feeder, Varnisher, Counter— Rs. 45—3—75—5—100. Packer— Rs. 45—3—75—EB—5—100. Label Puncher— Rs. 45—3—75. Stone Grinder— Rs. 35—2—65—3—80. Offset Baller, Mazdoor (Heavy), Watchman— Rs. 30—2—60—3—75. Helper Sweeper, Peon— Rs. 30—2—60.		
106	Shri Raghunath Litho Works, Bombay.	Mechanic— Rs. 125—10—225. Copy Paster, Transfer Printer or Hand Press- man, Proof Printer, Plathod Printer— Rs. 75—5—110—6—140—EB—7—175. Cutter— Rs. 60—5—120—EB—6—150. Varnisher— Rs. 45—3—75—5—100. Plathod Feeder, Label Puncher— Rs. 45—3—75. Stone Grinder, Delivery Cooly— Rs. 35—2—65. Baller, Peon— Rs. 30—2—60.		
107	Indian Express Newspapers, (Bombay), Ltd., Bombay.	..	<i>Effective from 1-7-1962.</i> Basic salary slab D. A. Rs. 1 to Rs. 100 .. Rs. 55 Rs. 101 and above.. Rs. 55 on first, Rs. 100 and 40 per cent on the balance.	
108	Western Indian Art Litho Works, Bombay.	Offset Plate Maker Grade I— Rs. 150—10—200—12½—275—EB—15— 350. Offset Printer— Rs. 100—7½—175—EB—10—275—EB—15— 350.		

(1)	(2)	(3)	(4)											
108	Western Indian Art Litho Works Bombay—(cont.)	Offset Plate Maker Grade II— Rs. 75—5—125—EB—7½—185—EB—10—285. Transfer Printer or Hand Pressman, Copy Paster— Rs. 75—5—125—EB—7½—185—EB—10—225. Offset Printer (Trainee)— Rs. 75—7½—90—10—100. Cutter— Rs. 60—5—90—6—120—EB—6—150—EB—7½—180. Driver— Rs. 60—5—90—6—120. Varnisher, Offset Plate making Asstt. Offset feeder, Transferring Asstt.— Rs. 45—3—75—5—100. Packer— Rs. 45—3—75—EB—5—100. Label Puncher— Rs. 45—3—75. Offset Baller— Rs. 30—2—60—3—75. Helper— Rs. 30—2—60.												
109	Popular Press Bombay (Pvt.) Ltd., Bombay.	..	Workmen shall be paid D. A. according to the Award in Ref. (IT) Nos. 325 and 414 of 1958 subject to the minimum of Rs. 52 per month, the difference between Rs. 52 and the actual rate of D. A. payable under the Award being treated as an interim relief. If at any time in future the cost of living Index rises above 520, the workmen shall be entitled to get D. A. at the rate mentioned in the Award.											
110	Associated Advertisers and Printers, Bombay.	Head Reader, Foreman (Composing Binding)— Rs. 150—10—250. Head Printer, Asstt. Foreman— Rs. 125—7—160—8—200. Linotype Operator— Rs. 125—10—225—EB—12½—300. Monotype Key-Board Operator— Rs. 75—7—110—8—150—EB—10—220. Proof Reader, Godown Keeper— Rs. 75—5—100—7—135—EB—8—175. Compositor, Monotype Caster, Cylinder Pressman, Imposer, Cutter Rs. 60—5—120—EB—6—150. Driver— Rs. 60—5—120. Copy Holder Rs. 60—4—100. Treadle or Paten Pressmen, Binding (including sewing and folding) Machineman— Rs. 55—4—75—5—100—EB—6—130. Distributor, Metal Caster, Roller, Caster, Letter Press Feeder Asstt. Binder— Rs. 45—3—75. Proof Puller, Lino Type Baller— Rs. 40—3—70. Cooly, Watchman— Rs. 35—2—65. Baller, Helper, Peon, Sweeper— Rs. 30—2—60.	Effective from 1-4-1962	<table><tr><th>Basic wages</th><th>D. A.</th></tr><tr><td>(a) Up to and inclusive of a basic wage of Rs. 100 or less.</td><td>Rs. 60 p.m.</td></tr><tr><td>(b) Between basic wage of Rs. 101 and Rs. 150.</td><td>Rs. 60 30 per cent of basic wage above Rs. 100.</td></tr><tr><td>(c) Between Rs. 151 and Rs. 200.</td><td>Rs. 75 plus 25 per cent of the basic wage above Rs. 150.</td></tr><tr><td>(d) Between Rs. 201 and Rs. 400.</td><td>Rs. 87.50 plus 20 per cent of basic wage above Rs. 200.</td></tr></table>	Basic wages	D. A.	(a) Up to and inclusive of a basic wage of Rs. 100 or less.	Rs. 60 p.m.	(b) Between basic wage of Rs. 101 and Rs. 150.	Rs. 60 30 per cent of basic wage above Rs. 100.	(c) Between Rs. 151 and Rs. 200.	Rs. 75 plus 25 per cent of the basic wage above Rs. 150.	(d) Between Rs. 201 and Rs. 400.	Rs. 87.50 plus 20 per cent of basic wage above Rs. 200.
Basic wages	D. A.													
(a) Up to and inclusive of a basic wage of Rs. 100 or less.	Rs. 60 p.m.													
(b) Between basic wage of Rs. 101 and Rs. 150.	Rs. 60 30 per cent of basic wage above Rs. 100.													
(c) Between Rs. 151 and Rs. 200.	Rs. 75 plus 25 per cent of the basic wage above Rs. 150.													
(d) Between Rs. 201 and Rs. 400.	Rs. 87.50 plus 20 per cent of basic wage above Rs. 200.													
112	Kaiser-I-Hind Pvt. Ltd. Bombay.	..	Ad-hoc increments for 3 years beginning from 1-1-63 on the following basis— <table><tr><th>Category</th><th>Rate of annual increment</th></tr><tr><td>Lino-operators, Mono-operators.</td><td>Rs. 10 p. m.</td></tr><tr><td>Compositors, Pressmen, Mono Casters, Treadlemen, Binders and Folders.</td><td>Rs. 5 p. m.</td></tr><tr><td>Ballers, Peons</td><td>Rs. 3 p. m.</td></tr></table>	Category	Rate of annual increment	Lino-operators, Mono-operators.	Rs. 10 p. m.	Compositors, Pressmen, Mono Casters, Treadlemen, Binders and Folders.	Rs. 5 p. m.	Ballers, Peons	Rs. 3 p. m.			
Category	Rate of annual increment													
Lino-operators, Mono-operators.	Rs. 10 p. m.													
Compositors, Pressmen, Mono Casters, Treadlemen, Binders and Folders.	Rs. 5 p. m.													
Ballers, Peons	Rs. 3 p. m.													
			Rs. 55 per month at the Cost of Living Index between 440—450. An increase or decrease of Rs. 3 p. m. for rise or fall in the Index Figure by 10 points beyond the Index Figure 450.											

(1)	(2)	(3)	(4)
113	M/s. Wagle Process Studio and Press Pvt. Ltd., Bombay.	<i>Effective from 1-7-1962.</i> Binding Boy, Peon, Mazdoor, Sweeper, Ballers— Rs. 30—2—44—3—65. Folding and Stitching Machineman Roller Caster, Distributor— Rs. 40—3—64—4—80. Cutter and Binder— Rs. 65—5—110—6—140. Pressman I— Rs. 90—5—115—7—150—E.B.—10—200. Pressman II— Rs. 65—4—85—5—110—E.B.—12½—300. Lino Operator— Rs. 125—10—225—E.B.—12½—300. Compositor— Rs. 80—5—110—6—140—E.B.—7—154. Lino Baller— Rs. 30—2—40—3—70. Proof Puller— Rs. 45—2—55—E.B.—3—70. Studio— Colour Etcher— Rs. 150—10—300. Rs. 110—8—150—E.B.—10—180. Halftone Etcher— Rs. 100—5—120—E.B.—7—50—157.50. Rs. 60—5—120. Etcher (line etcher) and Printer— Rs. 80—5—100—E.B.—8—156. Rs. 50—4—90. Camera Operator— Rs. 100—7½—145—10—195. Rs. 55—4—95. Caster and Router— Rs. 75—5—100—6—124. Carpenter— Rs. 60—4—80—5—100. Matrixmen, Hand Proofman— Rs. 45—2—55—E.B.—3—70. Electrician— Rs. 70—5—100—7½—175. Driver— Rs. 70—5—100—7—135. Ballers, Peons, Sweepers— Rs. 30—2—44—3—65.	<i>Effective from 1-10-62.</i> Rs. 50 per month.
114	The Ravi Udaya Vijay Photo Litho Offset works. Pvt. Ltd., Bombay.	<i>Effective from 1-1-1963.</i> Offset Printer, Camera Operator— Rs. 100—7½—175—E.B.—10—275. Mechanic— Rs. 100—7½—175—E.B.—10—225. Copy Paster, Proof Printer, Transfer Printer or Hand Pressman, Flat bed printer— Rs. 75—5—125—E.B.—7½—200. Clerk— Rs. 60—5—110—6—140—E.B.—7—175. Cutter— Rs. 60—5—120—E.B.—6—150. Offset Feeder, Varnisher, Packer— Rs. 45—3—75—E.B.—5—100. Asstt. Copy Paster, Asstt. Transfer Printer, Asstt. Hand Presser, Plate Grainer, Flat Bed Feeder, Counter, Label Puncher— Rs. 45—3—75. Stone Grinder— Rs. 35—2—55—3—70. Baller, Helper— Rs. 30—2—60.	
115	Max Design and Process Works Pvt. Ltd.	<i>Effective from 1-4-1963.</i> Mali— Rs. 40—2—50—3—65.	

(1)	(2)	(3)	(4)																		
116	Bennett, Coleman and Co., Ltd., Bombay.	The following scales awarded by Shri S. T. Desai shall be modified as below— <table><thead><tr><th>Scales awarded by Shri S. T. Desai</th><th>Modified Scales</th></tr><tr><th>Rs.</th><th>Rs.</th></tr></thead><tbody><tr><td>45—2—61—E.B.—3—75</td><td>45—2—55—3—61—E.B.—3—76.</td></tr><tr><td>45—2—61—E.B.—2—77</td><td>45—2—53—3—59—E.B.—3—80.</td></tr><tr><td>60—2—80 (Naiks, Sub-Havildars).</td><td>60—3—81.</td></tr><tr><td>70—2—90 (Havildars).</td><td>70—3—91.</td></tr><tr><td>200—10—300—E.B.—15—375 (Sr. Clerk).</td><td>200—10—260—12½—285—E.B.—15—375.</td></tr><tr><td>Colour Proofers in the Process Deptt.</td><td>45—4—65—E.B.—5—100.</td></tr><tr><td>Keyman (Hand folding Section)— Rs. 60—3—96.</td><td></td></tr></tbody></table>	Scales awarded by Shri S. T. Desai	Modified Scales	Rs.	Rs.	45—2—61—E.B.—3—75	45—2—55—3—61—E.B.—3—76.	45—2—61—E.B.—2—77	45—2—53—3—59—E.B.—3—80.	60—2—80 (Naiks, Sub-Havildars).	60—3—81.	70—2—90 (Havildars).	70—3—91.	200—10—300—E.B.—15—375 (Sr. Clerk).	200—10—260—12½—285—E.B.—15—375.	Colour Proofers in the Process Deptt.	45—4—65—E.B.—5—100.	Keyman (Hand folding Section)— Rs. 60—3—96.		All employees of the company who were drawing a basic salary below Rs. 200 p. m. on 1-8-62 will get by way of additional D. A. (inclusive of interim relief) an amount of Rs. 12 or the amount of D. A.
Scales awarded by Shri S. T. Desai	Modified Scales																				
Rs.	Rs.																				
45—2—61—E.B.—3—75	45—2—55—3—61—E.B.—3—76.																				
45—2—61—E.B.—2—77	45—2—53—3—59—E.B.—3—80.																				
60—2—80 (Naiks, Sub-Havildars).	60—3—81.																				
70—2—90 (Havildars).	70—3—91.																				
200—10—300—E.B.—15—375 (Sr. Clerk).	200—10—260—12½—285—E.B.—15—375.																				
Colour Proofers in the Process Deptt.	45—4—65—E.B.—5—100.																				
Keyman (Hand folding Section)— Rs. 60—3—96.																					
117	Mouj Printing Bureau, Bombay.	..	<i>Effective from 1-4-1963.</i> Rs. 60 per month.																		
118	Hind Printing Work Bombay.	General Clerk— Rs. 80—5—120—E.B.—5—150. Proof Reader— Rs. 75—5—170. Compositor, Cylinder Pressman— Rs. 60—5—120—E.B.—5—150. Treadle Pressman or Platen Pressman— Rs. 55—4—75—5—100—E.B.—5—130. Binder Cutter, Foundryman, General Works— Rs. 55—4—75—5—100—E.B.—5—125. Cooly, Handcartman— Rs. 40—2—70. Baller, Peon— Rs. 30—2—60.	50 per cent of the rate of D. A. paid to Bombay Cotton Textile workers with minimum of Rs. 50 p. m.																		
119	Hind Printing Works Bombay.	Proof Reader— Rs. 75—5—170. Compositor, Cylinder Pressman— Rs. 60—5—120—E.B.—5—150. General Clerk— Rs. 60—5—100—E.B.—5—150. Treadle Press or Platen Pressmen— Rs. 55—4—75—5—100—E.B.—5—130. Binder Cutter, Foundryman, General Work— Rs. 55—4—75—5—100—E.B.—5—125. Cooly and Head Cartman— Rs. 40—2—70. Baller, Peon— Rs. 30—2—60.	At the rate of 50 per cent of the Cotton Textile workers with minimum of Rs. 50 per month.																		
121	Satyawadi Press, Kolhapur	<i>Effective from 1-6-1959.</i> Consolidated wages— Head Compositor— Rs. 75—4—115. Compositor, Pressman— Rs. 70—3—100. Peon— Rs. 45—2—55.	..																		
122	Shri Chatrapati Press, Kolhapur.	<i>Effective from 1-1-1960.</i> Consolidated wages— Head Compositor— Rs. 75—4—115. Compositor, Pressman— Rs. 70—5—100. Other full time workmen of the press— Rs. 45—2—65.	..																		

(1)	(2)	(3)	(4)	
123	D. Nyayasindhu Printers Pvt. Ltd.	From 1-4-1960 <i>ad-hoc</i> increase as mentioned below will be given—	..	
	Designations	No. of Existing posts wage Ad-hoc increase Total Consolidated wages		
		Rs. Rs. Rs.		
	Clerk	1 95-00 } +15-00 }	7 117	
	Supervisor	1 77-00 } +15-00 }	13 105	
	Storekeeper	1 70-00	8 78	
	Timekeeper	1 57-00	6 65	
	Peon	1 40-00	8 48	
	Proof Corrector	1 65-00	8 73	
	Compositor	2 62-00	6 68	
	Do.	3 67-00	6 73	
	Do.	1 68-00	6 74	
	Do.	1 70-00	8 78	
	Binder	1 68-00	6 74	
	Do.	1 74-00	8 82	
	Do.	1 65-00	6 71	
	Do.	1 65-00	5 70	
	Printer	1 86-00	8 94	
		1 74-00	6 80	
		1 70-00	6 76	
		1 68-00	6 74	
		1 65-00	6 71	
		1 61-00	6 67	
		1 60-00	6 66	
	Helper	1 52-00	8 60	
		1 42-00	8 50	
		4 40-00	8 48	
		1 35-00	10 45	
		1 1-50	.. 39	
	Unskilled	1 (p. d.) 1-50 (p. d.)	.. 39	
124	Jeevan Mudranalaya, Poona	Compositors— Rs. 75—2—87—3—120. <i>Note.</i> —The workers on time-rated scale should give minimum work of "130 lines of 22 em length of Marathi Mono 18 points type". <i>Note.</i> —Compositors shall be given option to accept wages on piece-rate basis shall be allowed to have direct negotiations and contract with the management for rates of piece-wages.	..	
125	Nyayasindhu Printers Pvt. Ltd., Ahmednagar.	From 1-4-1962 <i>ad-hoc</i> increase as mentioned below will be given—	..	
	Designations	No. of posts Wages as on 31-3-62 Increase Total wages as on 1-4-62		
		Rs. Rs. Rs.		
	Clerk	1 121-00	5	126
	Supervisor	1 125-00	12	137
	Asstt. Clerk	1 68-00	2	70
	Composing Dept.—			
	Skilled	1 77-00	4	81
	Do.	1 76-00	4	80
	Do.	1 70-00	4	74
	Unskilled	1 48-00	7	55

(1)	(2)	(3)	(4)
125	Nyayasindhu Printers Pvt. Ltd., Ahmednagar— <i>contd.</i>	Designations No. of posts Wages as on 31-3-62 Increase Total wages as on 1-4-62	..
	Printing Sec.—	Rs. Rs. Rs.	
	Foreman .. 1	100-00 15 115	
	Skilled .. 1	83-00 4 87	
	Do. .. 1	79-00 4 83	
	Do. .. 1	77-00 4 81	
	Do. .. 1	74-00 4 78	
	Do. .. 1	73-00 4 77	
	Do. .. 1	69-00 4 73	
	Do. .. 1	68-00 .. 68	
	Do. .. 1	65-00 8 73	
	Do. .. 1	65-00 4 69	
	Do. .. 1	62-00 2 64	
	Unskilled .. 2	52-00 3 55	
		1-50 6 45	
		(p. d.)	
	Apprentices .. 2	25-00 14 39	
	Binding Deptt.—		
	Asstt. Foreman .. 1	88-00 10 98	
	Skilled .. 1	79-00 4 83	
		74-00 4 78	
		73-00 4 77	
		63-00 4 67	
	Unskilled .. 3	52-00 3 55	
		1-50 6 45	
		(p. d.)	
127	Printing Presses in Nagpur ..	With effect from 15th August 1955 all printing presses in Nagpur will give increase in wages as below— Workers drawing basic wages up to Rs. 35 per month.—Rs. 1. Workers drawing basic wages between Rs. 36 and Rs. 55 per month.—Rs. 2. Workers drawing basic wages of Rs. 56 and above per month.—Rs. 3.	..

A STATEMENT SHOWING PARTICULARS OF VARIOUS KINDS OF LEAVE GRANTED IN
THE "PRINTING PRESSES" INDUSTRY

Serial No. In Index (1)	Name of concern (2)	Privilege leave (days) (3)	Sick leave (days) (4)	Leave without pay (days) (5)	Casual leave (days) (6)	Festival holidays (days) (7)
1	The Popular Press (Bombay), Pvt. Ltd., Bombay.	1 day for every 14 days' worked. (Accumulation 63 days).	..	..	5	14
2	The Premier Offset Work, .. Bombay.	25	..	..	..	..
4	M/s. Leader's Press Pvt. Ltd. Bombay.	As per Factories Act ..	7	..	7	11
5	The Nalini Printer ..	One day for every 14 days' of actual work. (Accumulation 42 days).	..	..	..	14
6	The Gujarati Type Foundry	As per Factories Act ..	As per E. S. Scheme	..	5	4
9	M/s. Victory Printing Press	..	..	..	2	..
10	Ramkrishna Printing Press	As per Settlement dated 28-1-1957.	..	..	..	7
11	The Bombay Samacher Pvt. Ltd.	30 Earned leave includes casual leave also.	7	..	..	11

(1)	(2)	(3)	(4)	(5)	(6)	(7)
16	Dainik Vishwamitra, Bombay.	30 (Accumulation 90 days).	..	..	..	12
17	M/s. D. S. Sawant and Sons, Bombay.	..	..	..	7	..
18	The Hanuman Printing Press, Bombay.	..	5	..	..	..
20	M/s. Khanvilkar Litho Press, Bombay.	..	..	..	..	6
24	The Mehra Printers, Bombay.	..	..	..	6	..
27	Unity Printing Press, Bombay.	..	..	..	3	..
36	The Metro Printing and Litho Works, Bombay.	..	..	..	7	8½
38	The Karnodaya. Litho Press, Bombay.	..	..	..	5	..
40	Leaders Press Pvt. Ltd., Bombay.	As per Factories Act .. (Accumulation 36 days).	..	..	..	11
42	M/s. V. Prabha and Co. Pvt. Ltd.	One day for 14 days worked (Accumulation 42 days).	..	..	7	..
51	M/s. Unity Printing Press	3 (half pay) Permanent	..	..	..	..
56	The Karnatak Printing Press, Bombay. . .	.. ..	..	..	5	..
61	The Kwaliti Printers, Bombay.	As per Factories Act ..	As per E. S. I. Scheme.	..	7	..
63	M/s. New Manohar Press, Bombay.	For working for 240 days or more in a year. 1 day for every 17 days of work. (Accumulation 35 days).	Existing entitlements. As per E. S. I. Scheme.	..	6	..
65	The Bombay Printers Ltd., Bombay.	As per Factories Act ..	..	..	7	10
67	Kirloskar Bros. Ltd. (Ptg. Press at Poona).	.. 21	..	..	7	..
69	Loksanghaha Works, Poona	.. ..	..	..	4	..
76	The Ajanta Press, Aurangabad ..	As per Factories Act.	7 (Accumulation 21 days).	..	7	..
77	Diwa Printers and Stationers Bombay	.. ..	4	..	3	14
79	Associated Advertisers and Printers, Bombay.	25	..	..	..	11
80	Asia Publishing House, Bombay.	..	..	..	7 Includes Sick leave also.	..
81	Shri Venkateshwar Press, Bombay.	..	..	..	4	10
84	City Stationery Stores, Bombay.	As per Factories Act ..	..	15 (Accumulation up to 30 days).	..	..
87	M/s. Laxmi Offset and Printing Works, Bombay.	One day for every 14 days of actual work. (Accumulation 45 days).	..	..	..	..
88	Arun Corporation, Bombay.	One day for every 14 days of actual work. (Accumulation of 45 days). This includes casual leave also.	..	..	..	..
90	The Popular Fine Art Litho Works, Bombay.	One day for every 14 days of actual work. (Accumulation 45 days).	..	..	..	11
91	Premier Offset Litho Works, Bombay.	28	..	..	..	..

(1)	(2)	(3)	(4)	(5)	(6)	(7)
95	Bakul Press, Bombay	.. As per Factories Act ..	..	..	..	7
97	Star Printery	.. ..	..	..	4	..
101	Athenaeum Press	.. Existing rate to continue (Accumulation 45 days).	7 (Accumulation up- to 14 days).	..	10	..
102	Nirmayasagar Press and Jawaji Dadaji Foundry, Bombay.	Type 1 day for every 14 days of actual work. (Accumulation up to 45 days). This includes casual leave also.	..	..	..	..
103	Sanj Vartaman Press, Bombay.	.. One day for every 9 days of work. (Accumulation 60 days).	..	..	..	11
105	Bombay Fine Art Litho Offset Works, Bombay.	One day for every 10 days of actual work.	..	..	..	11
106	Shri Raghunath Litho Works, Bombay.	One day for every 14 days of actual works. (Accumulation 42 days). This includes sick and casual leave.	..	..	..	12
108	Western India Art Litho Works, Bombay.	One day for every 10 days of actual work. (Accumulation 60 days). This includes sick and casual leave.	..	..	..	16
110	Associatee Advertisers and Printers, Bombay.	25 This includes casual leave also.	..	..	..	11
111	R. M. D. C. Press, Bombay.	On first 240 days of actual work. as per Factories Act and thereafter at the rate of 1 day for every 10 days of actual work. (Accumulation 56 days).	..	..	..	..
112	Kaiser-I-Hind Pvt. Ltd, Bombay.	20 (Accumulation 60 days).	7 (Accumulation 21 days).	..	7	..
113	M/s. Wagle Process Studio and Press Pvt. Ltd, Bombay.	30	7	..	4	4
114	The Ravi Uday Vijay Photo Litho Offset Works, Bombay.	One day for every 14 days of actual work. (Accumulation for 42 days). This includes casual leave also.	..	..	..	11
117	Monuj Printing Bureau, Bombay.	..	..	..	7	..
120	The New Era Offset Printers, Bombay.	..	..	..	7	..
121	Satyawadi Press, Kolhapur	..	..	..	..	5
122	Shri Chatrapati Press, Kolhapur.	..	..	..	..	5
123	Nyayasindhu Printing Press, Ahmednagar.	15 (Accumulation 30 days).	7 (Accumulation 14 days).	..	7	6
124	Jeevan Mudranalaya, Poona	..	4 (Accumulation 12 days).	..	4	..
125	Nyayasindhu Printing Press, Ahmednagar.	20 (Accumulation 60 days). For those drawing Rs. 125 p.m. and above.	10 (Accumulation 30 days).	..	10 For those drawing pay of Rs. 125 p.m. and above.	..
126	Nyayasindhu Printers Ltd.	20	10	..	12	6
128	Rajastan Printing and Litho Works.	..	..	..	..	5
129	Gajanan Printing Press	..	..	..	..	22

**STATEMENT SHOWING THE NAMES OF THE CONCERNS AND
THE DETAILS OF THE GRATUITY SCHEMES IN THE
“PRINTING PRESSES” INDUSTRY**

STATEMENT SHOWING THE NAMES OF THE CONCERNS AND THE DETAILS

Name of concern and Sr. number in the list (1)	Death or disability (Physical or mental) while in employment (2)	Gratuity payable on (in terms of number of On termination of service after—		
		5 Years	10 Years	15 Years
		(3a)	(3b)	(3c)
3. G. Claridge and Co. Ltd.	..	The present gratuity scheme		
6. Gujrati Type Foundry, Bombay ..	½ months Basic Wage	..	..	..
11. Bombay Samachar Pvt. Ltd. ..	1 month's basic salary	On completion of—	Quantum basic salary—	
		5 years	4 months.	
		7 years	5 months.	
		8 years	6 months.	
		9 years	7 months.	
		10 years	1 month per year of service.	
12. The New Jack Printing Works Ltd.	½ months salary	On completion of—	Quantum Basic Salary—	
		5 years	2 months.	
		7 years	2½ months.	
		8 years	3 months.	
		9 years	3½ months.	
		10 years	½ month per year of service.	
19. The Superior Stationery Mart Ltd., Bombay.	7 days salary	..	4 days salary ..	..
26. M/s. D. S. Sawant and Sons ..	1/3rd months basic wage.	..	2/9 months basic wage.	1/3rd months basic wage.
36. The Metro Printing and Litho Works, Bombay.	15 days basic wage	..	..	..
38. The Karuodaya Litho Press, Bombay	7 days basic wage	..	..	..
40. The Leaders Press, Pvt. Ltd., Bombay.	15 days basic wages	15 days basic wages per year of service.. ..		
42. M/s. V. Prabha and Co. Pvt. Ltd., Bombay.	½ months basic wages	On completion of—	Quantum basic salary—	
		5 years	2 months.	
		7 years	2½ months.	
		8 years	3 months.	
		9 years	3½ months.	
		10 years	½ month per year of service.	
43. M/s. Philpress Printers, Bombay ..	15 days basic wages ..	15 days basic wages per year after one year's service		
46. Eve's Weekly Pvt., Ltd.	10 days basic wage	..	..	..
49. The Wagle Process Studio and Press, Pvt. Ltd., Bombay.	½ months basic wage	..	..	..
51. Unity Printing Press, Bombay ..	10 days wages	10 days wages per year of service after 8 years of service ..		
54. M/s. Ramakadun (Pvt.)	15 days wages	15 days wage per year of service		
56. The Karnataka Printing Press, Bombay.	15 days wages	..	..	..
57. Nalini Printery, Bombay	15 days wages	..	..	..
59. M/s. Sirur Printing Press, Bombay..	12 days wages	..	..	12 days wages ..
61. Kwaliti Printers, Bombay	½ months wages	1 week	2 weeks	.. ..

OF THE GRATUITY SCHEMES IN THE "PRINTING PRESS" INDUSTRY

days/months/weeks basic wages)						Maximum Gratuity payable
On esignation from service after—			On voluntary retirement after—			
5 Years	10 Years	15 Years	5 Years	10 Years	15 Years	
(4a)	(4b)	(4c)	(5a)	(5b)	(5c)	
						(6)
to continue.						
..	..	$\frac{1}{2}$ months basic wage.	..	..	..	10 months.
1 month basic salary per year after 12 years service			1 month basic salary per year after 12 years service			..
..	..	7 $\frac{1}{2}$ months	..	..	7 $\frac{1}{2}$ months	.. 7 $\frac{1}{2}$ months.
..	..	7 days salary	..	..	7 days salary	.. 7 $\frac{1}{2}$ months.
..	..	$\frac{1}{2}$ day's basic wage.	..	..	$\frac{1}{2}$ months basic wage.	8 months.
..	..	15 days basic wage.	..	..	15 days basic wage.	..
7 days basic wages per year after 20 years of service			7 days basic wages per year after 20 years of service			..
15 days basic wages per year after 2 years of service			15 days basic wages per year after 12 years of service			.. 12 months.
..	..	$\frac{1}{2}$ months basic wages.	$\frac{1}{2}$ months basic wage	..	..	7 $\frac{1}{2}$ months basic wages.
..	..	15 days basic wage.	..	..	15 days basic wage.	12 months.
..	..	10 days basic wage.	..	..	10 days basic wage.	10 months.
..	..	$\frac{1}{2}$ months basic wage.	$\frac{1}{2}$ months basic wage per year of service on account of superannuation.			7 $\frac{1}{2}$ months basic wage.
10 days wages per year of service after 8 years of service		..	..	..	..	5 months wages.
..	..	..	..	..	..	12 months.
..	..	..	15 days wages per year of service			.. 10 months.
..	..	..	15 days wages per year of service			.. 10 months.
..	..	..	12 days wages per year of service			.. 7 $\frac{1}{2}$ months.
$\frac{1}{2}$ months wages per year of service after 10 years		..	$\frac{1}{2}$ months wages per year of service after 10 years			.. 15 months.

	(1)	(2)	3 (a)	3 (b)	3 (c)
66.	The Chitrashala Press, Poona ..	$\frac{1}{2}$ months wages ..	..	10 days wages	$\frac{1}{2}$ months wages.
69.	Loksangraha Work, Poona ..	15 days wages ..	..	..	..
71.	The Aryabhushan Press, Poona ..	15 days wages ..	..	15 days wages	..
79.	Associated Advertisers and Printers..	15 days wages ..	..	..	..
83.	Competition Press, Bombay ..	$\frac{1}{2}$ months ..	$\frac{1}{2}$ months	..	..
89.	Shri Sidh Litho Works, Bombay ..	$\frac{1}{2}$ months ..	..	..	..
94.	Lipika Press, Bombay ..	..	The existing scheme		
101.	The Athenaeum Press, Bombay ..	The existing scheme of gratuity as per the terms of settlement			
103.	Sangh Vartaman Press, Bombay ..	$\frac{1}{2}$ months ..	..	..	..
105.	Bombay Fine Art Offset and Litho Works, Bombay.	$\frac{1}{2}$ months ..	On completion of—	Quantum basic salary—	
			5 years ..	2 months.	
			7 years ..	2½ months.	
			8 years ..	3 months.	
			9 years ..	3½ months.	
			10 years ..	½ months per year of service.	
106.	Shri Raghunath Litho Works, Bombay.	..	The existing scheme of gratuity as stipulated in		
108.	Western India Art Litho Works, Bombay.	$\frac{1}{2}$ months basic wage ..	On completion of—	Quantum basic salary—	
			5 years	2 months.	
			7 years	2½ months.	
			8 years	3 months.	
			9 years	3½ months.	
			10 years	½ months per year of service.	
110.	Associated Advertisers and Printers, Bombay.	$\frac{1}{2}$ months basic wage ..	..	..	..
112.	Kaiser-I-Hind Private Ltd., Bombay.	$\frac{1}{2}$ months basic wage.	$\frac{1}{2}$ months basic wage or salary per year of service ..		
118.	Hind Printing Works, Bombay ..	The scheme of gratuity as awarded by the Honourable Labour Appellate Tribunal shall be increased to 7½ months' basic wages as maximum gratuity available.			
120.	The New Era Offset Printers, Bombay.	15 days Consolidated Wages.	5 days wages per year of service if no retrenchment compensation is payable.		

(4a)	(4b)	(4c)	(5a)	(5b)	(5c)	(6)
..	10 days wages	½ month wages	..	10 days wages	½ months	.. 17½ months.
15 days per year of service	..	..	15 days per year of service	..	..	.. 12 months.
..	15 days	..	..	15 days	..	.. 12 months.
..	..	..	15 days wages per year of service after completion of 58 years of age.			..
..	½ month	..	..	..	½ month	.. 12 months.
..	..	..	½ months wages per year of service after completion of 60 years of age.			10 months.
of gratuity to continue.						..
in appeal (Bom.) No. 251 of 1956 before the Labour Appellate Tribunal with the modification that the age of retirement is made 60 years.						
..	..	½ month	..	..	½ months	.. ..
..	..	½ month	..	½ month wages per year of service after completion of 60 years of age.		7½ months.
Settlement of 21-11-1956 to continue.						
..	..	½ month	½ month wages per year of service after completion of 60 years of age.			7½ months.
5 months basic wages after 15 years of service ½ month wages per year of service after completion of 58 years of age. ..						
..	½ month wage	..	..	½ month wage	..	..
of India at Bombay in Appeal (Bom.) No. 36 of 1956 shall be continued but the limit of 6 months' basic wages as provided therein						
..	..	½ month	..	..	½ month or on attaining the age of 60 years.	15 months

LOCAL AUTHORITIES

In this industry the Committee adopted the same definition which was adopted by the previous Norms' Committee. The definition is as follows :—

“Municipal Corporations, Municipalities, Local Boards or other authority legally entitled to, or entrusted by the Government with the control or management of a municipal or local fund”.

During the relevant period the Committee scrutinized and examined 162 Awards and 34 Settlements/Agreements. The division-wise break-up of these Awards and Settlements/Agreements is as follows :—

<i>Division</i>	<i>Awards</i>	<i>Settlements/Agreements</i>
Bombay	59	14
Poona	87	13
Nagpur	11	7
Aurangabad ..	5	..
Total ..	162	34

The list of the Awards and Settlements/Agreements examined are given below :—

Serial No.	Name of Concern	Reference
(1)	(2)	(3)
AWARDS		
Bombay Division		<i>Date and page No. of M. G. G./ B. G. G., Part I-L.</i>
1	Municipal Corporation of Greater Bombay	5-2-59, (550—579).
2	The Taloda Municipality, Taloda, District Dhulia	2-7-59, (2836—2839).
3	The Municipal Borough, Jalgaon	16-7-59, (3137—3144).
4	The Panvel Municipality, Panvel	6-8-59, (3489—3493).
5	The Municipal Corporation of Greater Bombay (Fire Brigade Service)	3-12-59, (5279—5291).
6	The Malegaon Borough Municipality	21-4-60, (1479—1482).
7	Borough Municipality, Bhusawal	6-7-60 (Unpublished).
8	The Municipal Corporation of Greater Bombay	21-7-60, (854—855).
9	The Borough Municipality, Chalisgaon	17-10-60, (2870—2873).
10	Grampanchayat, Varangaon (E. K.)	22-10-60 (Unpublished).
11	Grampanchayat Committee, Hingone (E. K.)	24-10-60 (Unpublished).
12	Grampanchayat Committee, Nhavi	10-11-60, (1946—1950).
13	Grampanchayat Committee, Shendurni	24-11-60, (2945—2948).
14	The Yeola Municipality	19-1-61, (225—236).
15	Nandgaon Municipality, Nandgaon	16-2-61, (483—485).
16	Bhiwandi Nizampur Municipality, Bhiwandi	11-1-62, (106—112).
17	Bombay Municipal Corporation, Bombay	25-4-62 (Unpublished).
18	Bombay Municipal Corporation, Bombay	16-8-62, (3391—3393).
19	Akkalkuwa Grampanchayat, District Dhulia	10-1-63, (107—111).
20	Grampanchayat, Asoda, District Jalgaon	31-1-63, (393—396).
21	The Grampanchayat, Naserabad, Jalgaon	7-2-63, (468—471).
22	Bombay Municipal Corporation, Bombay	21-2-63, (626—628).
23	Grampanchayat, Betawad, District Jalgaon	21-3-63, (1056—1058).
24	The Grampanchayat, Pimpalgaon, Taluka Pachora	2-5-63, (1549—1551).

(1)	(2)	(3)
Bombay Division—cont.		
25	Grampanchayat, Sinclad, District Jalgaon	2-5-63, (1552—1554).
26	Varangaon Grampanchayat, Varangaon	30-9-63 (Unpublished).
27	Grampanchayat Committee, Varkhedi, District Jalgaon	28-11-63 (Unpublished).
28	Grampanchayat Committee, Bamnod, District Jalgaon	5-3-64, (775—780).
29	Grampanchayat Committee, Kalamsare, District Jalgaon	19-3-64, (954—958).
30	Grampanchayat Committee, Waradsim, District Jalgaon	19-3-64, (969—974).
31	Municipal Borough, Jalgaon	7-5-64, (1697—1701).
32	Grampanchayat, Bodwad, District Jalgaon	28-5-64, (1929—1936).
33	The Group Grampanchayat Committee, Adawad, District Jalgaon	28-5-64, (1945—)
34	The Yawal Municipality, Yawal, District Jalgaon	27-8-64, (2923—2928).
35	Group Grampanchayat Committee, Fatlepur, District Jalgaon	17-9-64, (3198—3201).
36	The Grampanchayat Committee, Lohare, District Jalgaon	1-10-64, (3377—3381).
37	Grampanchayat Committee, Prakashe, District Dhulia	12-11-64, (3849—3852).
38	Grampanchayat Committee, Neri Budruk, District Jalgaon	12-11-64, (3870—3873).
39	The Raver Municipality, Raver	14-1-65, (103—)
40	The Chopda Municipality, Chopda, District Jalgaon	28-1-65, (251—)
41	The Bombay Municipal Corporation, Bombay	18-2-65, (614).
42	The Bhiwandi Nizampur Municipality	11-3-65, (810—818).
43	Grampanchayat Committee, Chunchale	17-6-65, (2092—2094).
44	The Grampanchayat Committee, Sindkheda, District Dhulia	9-9-65, (3088—3091).
45	Borough Municipality, Bhusawal	7-10-65, (3521—)
46	The Grampanchayat Committee, Khirdi Budruk, Jalgaon	6-1-66, (57—59)
47	The Alibag Municipality, Alibag, District Kolaba	13-1-66, (147—151)
48	The Borough Municipality, Bhusawal	13-1-66, (152—154)
49	The Dondaicha Varwada Municipality, District Dhulia	24-2-66, (646).
50	Borough Municipality, Bhusawal	21-4-66, (1316—)
51	Borough Municipality, Chalisgaon	19-5-66, (1536).
52	Shirol Grampanchayat, Shirol	19-5-66, (1556).
53	Grampanchayat Committee, Atraval, Jalgaon	27-10-66, (3407).
54	Parola Municipality, Parola	16-3-67, (1127—)
55	Rajapur Municipality, Rajapur, District Ratnagiri	13-4-67, (1662—1665)
56	Bombay Municipal Corporation, Bombay	1-6-67, (2369—2370).
57	Satna Nagarparishad, Satna, District Nasik	1-6-67, (2371—2374).
58	Faizpur Municipal Council, Faizpur, District Jalgaon	27-7-67, (2929—2930).
59	The Savda Municipal Council, Savda, District Jalgaon	27-7-67, (3069—3071).
Poona Division		
60	The Sangli City Municipality, Poona	19-2-59, (708—713).
61	The Poona City Municipal Corporation, Poona	9-4-59, (1672—1681).
62	Kolhapur Borough Municipality, Poona	17-9-59, (4101—4108).
63	Phaltan Municipality, Phaltan	12-11-59, (4946—4964).
64	The Shrirampur Municipality, Poona	10-12-59, (5380—5383).

(1)	(2)	(3)
Poona Division—cont.		
65	Ichalkaranji Borough Municipality	18-2-60, (673—675.)
66	The Jejuri Municipality, Jejuri	19-5-60, (96—98.)
67	The Bhore Municipality, Bhore	10-6-60 (Unpublished.)
68	Mahabaleshwar Municipality	7-7-60, (732—733.)
69	The District Local Board, Sholapur	14-7-60, (766—771.)
70	Sangli City Municipality, Sangli	28-7-60, (856—861.)
71	Sangli City Municipality, Sangli	4-8-60, (933—935.)
72	The Wai Municipality, Wai	11-8-60 (Unpublished.)
73	The Ahmednagar District Local Board	1-9-60, (1242—1244.)
74	Sangli City Municipality, Sangli	6-9-60 (Unpublished.)
75	Sangli City Municipality, Sangli	22-12-60, (3270—3278.)
76	Ichalkaranji Borough Municipality	28-12-60, (3379—3380.)
77	Baramati Municipality, Baramati	29-12-60, (3340—3342.)
78	Grampanchayat Committee, Kanalde, Poona	5-1-61, (77—81.)
79	Grampanchayat, Chinawal, Poona	12-1-61, (112—115.)
80	Grampanchayat, Bhalod, Poona	12-1-61, (116—119.)
81	Sangli City Municipality, Sangli	2-2-61, (343—348.)
82	Sangli City Municipality	6-2-61 (Unpublished.)
83	The Satara City Borough Municipality, Satara	9-3-61, (611—620.)
84	The Borough Municipality, Ahmednagar	11-5-61, (1072—1078.)
85	The Satara City Borough Municipality, Satara	29-6-61, (1464—1466.)
86	Talegaon Dabhade Municipality, Talegaon	29-6-61, (1467—1475.)
87	The Satara Suburban Municipality	6-7-61, (1577—1581.)
88	The Shirur Municipality	6-7-61, (1882—1890.)
89	Wai Municipality, Wai	14-8-61 (Unpublished.)
90	The District Local Board, South Satara, Sangli	16-11-61, (3003—3005.)
91	Jayshingpur Municipality, District Kolhapur	1-2-62, (547—553.)
92	The City Municipality, Miraj	22-3-62, (1264—1274.)
93	The Sangli City Municipality, Sangli	26-4-62, (1672—1674.)
94	Akkalkot Municipality, Akkalkot	28-6-62, (2638—2650.)
95	Ichalkaranji Borough Municipality	9-8-62, (3025—3028.)
96	The Lonawala Municipal Borough	6-9-62, (3686—3689.)
97	The Pandharpur Borough Municipality	13-9-62, (3826—3835.)
98	The District Local Board, Ahmednagar	25-10-62, (4217—4221.)
99	The City Municipality, Miraj	7-3-63, (751—754.)
100	Ichalkaranji Municipality	2-5-63, (1555—1556.)
101	Poona Municipal Corporation, Poona	2-5-63, (1576—1601.)
102	Bhore Town Municipality, Bhore, District Poona	27-6-63 (Unpublished.)
103	The Tasgaon Municipality, District Sangli	15-8-63, (2737—2738.)
104	Miraj City Municipality, Miraj	28-8-63 (Unpublished.)
105	The Varangaon Grampanchayat, Talegaon	24-10-63, (3381—3393.)

(1)	(2)	(3)
Poona Division—cont.		
106	The Jaysingpur Municipality	24-10-63, (3394—3405.)
107	Uran Islampur Municipality, Islampur	6-2-64, (390—393.)
108	The District Local Board (Zilla Parishad) Sholapur	6-2-64, (409—410.)
109	Pandharpur Municipality, Pandharpur	27-2-64, (670—682.)
110	Mangalwedha Municipality, Mangalwedha	29-3-64, (959—961.)
111	Lonand Village Panchayat, District Satara	26-3-64, (1087—1096.)
112	Sangli City Municipality, Sangli	14-5-64, (1751—1759.)
113	The Vadgaon Nimbalkar Grampanchayat, Vadgaon Nimbalkar, District Poona	29-10-64, (3706—3709.)
114	Loni-Kalbhor Grampanchayat, District Poona	29-10-64, (3722—3729.)
115	The Sangli City Municipality, Sangli	5-11-64, (3805—3812.)
116	Malkapur Municipality, District Kolhapur	17-12-64, (4325—4327.)
117	The Murgud Municipality, District Kolhapur	25-2-65, (689—691.)
118	The City Municipality, Miraj	4-3-65, (740—742.)
119	The Kopargaon Municipality, Kopargaon	13-5-65, (1753—1755.)
120	Vita Municipality, District Sangli	17-6-65, (2120—2123.)
121	The Bhore Municipality, Bhore	15-7-65, (2485—2486.)
122	The Kurudwadi Municipality	11-10-65, (3583.)
123	The Junnar Municipality, Junnar	16-12-65, (4403.)
124	The Kagal Municipality, Kagal, District Kolhapur	13-1-66, (155—157.)
125	The Kopargaon Municipality	17-3-66, (835.)
126	The Tasgaon Municipality, District Sangli	24-6-66, (860.)
127	Tasgaon Municipality	24-3-66, (884.)
128	Vita Municipality, District Sangli	30-6-66, (3407.)
129	The Walki Grampanchayat, Walki, Ahmednagar	1-12-66, (4056.)
130	The Wai Municipality, Wai	19-1-67, (331—334.)
131	The Saswad Municipality, District Poona	19-1-67, (335—338.)
132	Uran-Islampur Municipality, District Sangli	9-2-67, (487—492.)
133	Sangamner Municipality, Sangamner	2-3-67, (903—904.)
134	Karanji Grampanchayat, District Poona	9-3-67, (1016—1019.)
135	Grampanchayat Samvatsar, District Ahmednagar	9-3-67, (1042—1046.)
136	Madhe-Vadgaon Grampanchayat, District Ahmednagar	16-3-67, (1134—1137.)
137	Alandi Municipality, Alandi	23-3-67, (1180—1185.)
138	Pandare Grampanchayat, District Poona	13-4-67, (1461—1467.)
139	Sangli Municipality, Sangli	13-4-67, (1648—1651.)
140	Kadus Grampanchayat, District Poona	13-4-67, (1682—1684.)
141	Grampanchayat, Shirdi, District Ahmednagar	27-4-67, (1900—1901.)
142	Miraj Municipality, District Sangli	18-5-67, (2150—2153.)
143	Loni-Deskar Grampanchayat, District Poona	18-5-67, (2173—2175.)
144	Loni-Bhapkar Grampanchayat, District Poona	25-5-67, (2247—2249.)
145	Malegaon B. K. Grampanchayat, District Poona	8-6-67, (2441—2443.)
146	Kedgaon Grampanchayat, District Poona	8-6-67, (2450—2452.)

(1)	(2)	(3)
Nagpur Division		
147	Municipal Committee, Wardha	19-2-59, (802—814.)
148	Municipal Committee, Yeotmal	16-4-59, (1858—1861.)
149	Nagpur Improvement Trust, Nagpur	12-5-60, (32—35.)
150	The Corporation of City of Nagpur Through its Municipal Commissioner	23-3-61, (778—779.)
151	Municipal Committee, Yeotmal	22-2-62, (1000—1001.)
152	Municipal Committee, Chanda	31-5-62, (2181—2183.)
153	Corporation of the City of Nagpur	27-12-62, (5396—5398.)
154	Nagpur Improvement Trust, Nagpur	26-1-63, (346—353.)
155	Corporation of Nagpur City, Nagpur	7-2-63, (538—539.)
156	Municipal Committee, Kamptee	7-11-63, (3724—3725.)
157	Kotul Grampanchayat, Kotul, Dist. Akola	8-12-60, (3084—3088.)
Aurangabad Division		
158	The Jalna City Municipality .. .. .	.. .. .
159	The City Municipality, Latur	19-10-61, (2592—2595.)
160	The City Municipality, Nanded	1-3-62, (1016—1019.)
161	The City Municipality, Mominabad (Ambajibai)	19-4-62, (1621—1626.)
162	The City Municipality, Bhir	10-5-62, (1851—1853.)
SETTLEMENTS/AGREEMENTS		
Bombay Division		<i>Date of Settlements/Agreements and Section of I. D. Act, 1947.</i>
163	Nasik District Local Board, Nasik	20-10-61, 12 (3).
164	The Bombay Municipal Corporation, Bombay	25-4-62, 12 (3).
165	Municipal Corporation, Greater Bombay	21-5-62, 2 (P).
166	Greater Bombay Municipal Corporation	12-10-62, 2 (P).
167	Borough Municipality, Chalisgaon	9-1-63, 2 (P).
168	Borough Municipality, Bhusawal	11-3-63, 12 (3).
169	Malegaon Borough Municipality, Malegaon	16-3-63, 12 (3).
170	Bombay Municipal Corporation, Bombay	20-4-63, 12 (3).
171	Grampanchayat Committee, Lasur, Jalgaon	24-7-63, 22 (1), 12 (3).
172	Chopda Municipality, Chopda, Jalgaon	14-9-63, 12 (3).
173	Taloda Municipality, Taloda, Dhulia	14-9-63, 12 (3).
174	Nasik District Local Board, Nasik	20-10-63, 12 (3).
175	Bombay Municipal Corporation, Bombay	23-10-63, 12 (3).
176	Savda Municipality, District Jalgaon	13-11-63, 12 (3).
Poona Division		
177	Sholapur Municipal Borough, Sholapur	7-10-60, 12 (3).
178	Kolhapur Municipal Borough, Kolhapur.	4-4-61, 12 (3).
179	District Local Board, Poona	28-4-61, 12 (3).
180	District Local Board, Kolhapur	31-10-61, 12 (3).
181	Sholapur Municipal Borough, Sholapur	4-4-62, 2 (P).
182	The City Municipality, Miraj	9-8-62, 10 (i) (d).

(1)	(2)	(3)
Poona Division—cont.		
183	City Municipality, Miraj	9-8-62, 12 (3).
184	Kolhapur Municipal Borough, Kolhapur	5-5-63, 12 (3).
185	Inchalkaranji Municipal Borough	21-8-63, 12 (3).
186	Grampanchayat Manchar, District Poona	11-12-63, 12 (3).
187	Kendur Grampanchayat, District Poona	19-12-63, 12 (3).
188	Nira Grampanchayat, District Poona	19-12-63, 12 (3).
189	Grampanchayat Pimpalgaon, Pissa, District Ahmednagar.. .. .	31-12-63, 12 (3).
Nagpur Division		
190	Municipal Committee, Kamptee	6-4-56, C. P. & B. I. D. S. Act.
191	Municipal Committee, Warora	8-7-58, C. P. & B. I. D. S. Act.
192	Municipal Committee, Chanda	8-7-58, C. P. & B. I. D. S. Act.
193	The Municipal Committee, Yeotmal	16-4-59, C. P. & B. I. D. S. Act.
194	The Corporation of the City of Nagpur	27-12-62, C. P. & B. I. D. S. Act.
195	City of Nagpur Corporation	7-2-63, C. P. & B. I. D. S. Act.
196	Malkapur Municipality, Malkapur	18-12-63, 12 (3).

WAGES AND DEARNESS ALLOWANCE

It may be mentioned here that this industry is a scheduled industry under the Minimum Wages Act, 1948. The basic minimum rates of wages have been fixed under Government Notification, I. & L. Deptt., No. MWA-1762-LAB-III, dated 14th August 1965 in the Bombay and Hyderabad areas, and *vide* Government Notification, I. & L. Deptt. No. MWA-1762-(i)-LAB-III, dated 14th August 1965 and *vide* Government Notification, I. & L. Deptt., No. MWA-1762-(i)-LAB-III, dated 24th December 1965, in the Vidarbha Region.

The question of wages and dearness allowance was involved in 143 cases. Out of these, 13 cases dealt with dearness allowance only ; wages were revised in 73 cases ; both dearness allowance and revision of wages were considered in 55 cases and *ad-hoc* increase and increments were granted in one case each.

Adjustment of Wages :

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

(1) Where the worker gets less than the minimum of the scale revised for his category, he is paid the minimum of the scale.

(2) If he gets more than the minimum of the revised scale but not a stage in the revised scale, it shall be stepped up to the next higher stage in the scale.

(3) No workman is adversely affected due to the adjustment in the revised wages scales.

Increments :

In 8 cases (Sr. Nos. 46, 112, 115, 117, 131, 134, 136 and 139) increments are granted as under :—

- | | | | |
|-------------------------|---------|--|--------------------------|
| (1) For 3 years service | .. .. . | 1 increment. | |
| | | 2 cases (Sr. Nos. 117 and 139). | |
| (2) For 3 years service | .. .. . | increment. | |
| up to 3 maximum | .. .. . | 5 cases. | |
| | | (Sr. Nos. 112, 115, 131, 134 and 136). | |
| (3) For 3 to 6 years | .. .. . | 1 increment | } One case (Sr. No. 46). |
| 7 to 10 years | .. .. . | 2 increments | |
| Above 10 years | .. .. . | 3 increments | |

LEAVE

There were 53 cases in which various kinds of leave were considered. A list showing the names of these 53 cases and the various types of leave granted therein is attached.

In the Grampanchayats various kinds of leave are granted in accordance with Rule 8 of the "Bombay Village Panchayats Servants (Conditions of Service) Rules, 1960" framed under Section 176 (i) of the "Village Panchayats Act," Rule 8 provides as follows :—

" Leave of Panchayat Servants—

The leave of Panchayat Servants shall be regulated according to the Revised Leave Rules, 1935 printed in Appendix XVI-A of the Bombay Civil Services Rules, 1959, and they shall be deemed to have the status of Class IV Servants for this purpose. They may also be granted casual leave on the same terms and to the same extent as admissible to class IV servants. All kinds of leave shall be granted by the Sarpanch. Leave other than casual leave granted to any Panchayat Servant shall be recorded in the Service Book of the Panchayat Servants maintained by the Panchayat "

Privilege Leave :

There were 34 cases wherein the question of privilege leave was dealt with. The leave was allowed at the following rates :—

7 days in a year	..	..	..	..	..	..	..	1 case.
21 days in a year	..	..	..	..	..	..	..	2 cases.
30 days in a year	..	..	..	..	..	..	..	3 cases.
As per Rule 8 of the Bombay Village Panchayats Servants (Conditions of Service) Rules, 1966.								16 cases.
As per B. C. S. Rules	..	..	..	..	..	..	..	12 cases.

In one case (Sr. No. 20) accumulation of this leave is allowed up to 42 days ; in another case (Sr.No. 178) it is 90 days.

Sick Leave :

There were 34 cases in which sick leave has been granted. The leave was allowed at the following rates :—

5 days in a year	..	..	..	..	..	..	..	1 case.
8 days in a year	..	..	..	..	..	..	..	1 case.
10 days with full pay or 20 days with half pay	..	..	..	..	..	..	..	1 case.
As per Bombay Civil Services Rules	..	..	..	..	..	..	..	11 cases.
15 days in a year	..	..	..	..	..	..	..	3 cases.
As per Rule 8 of the Bombay Village Panchayats Servants' (Conditions of Service) Rule, 1960.								17 cases.

Accumulation of this leave was allowed up to 20 days in Grampanchayat Committee, Asoda (Sr.No. 20) and for 45 days in Gram Panchayat, Pimpalgaon (Sr. No. 189), in the case of Shirur Municipality (Sr. No. 88), this leave was granted at the rate of 10 days with full pay with permission to accumulate it up to 30 days or 20 days with half pay with permission to accumulate it up to 60 days.

Maternity Leave :

There were 33 cases in which the maternity leave was allowed at the following rates :—

1 month	..	..	..	..	..	..	..	1 case.
42 days	..	..	..	..	..	..	..	1 case.
6 weeks	..	..	..	..	..	..	..	2 cases.
60 days	..	..	..	..	..	..	..	1 case.
As per Bombay Civil Services Rules	..	..	..	..	..	..	..	11 cases.
As per Rule 8 of the Bombay Village Panchayats Servants (Conditions of Service) Rule, 1960.								17 cases.

Casual Leave :

There were 33 cases wherein the question of casual leave was dealt with. The leave was allowed at the following rates :—

In 18 cases (Sr. Nos. 28, 29, 30, 32, 33, 36, 38, 43, 52, 53, 57, 111, 118, 120, 134, 135, 136, 157, it is as per Rule 8 of the Bombay Village Panchayats Servants (Conditions of Service) Rules, 1960.

In 5 cases (Sr. Nos. 27, 113, 135, 171 & 189) 15 days casual leave in a year was allowed and in one case (Sr. No. 20) 5 days was allowed.

In 9 cases (Sr. Nos. 23, 78, 79, 80, 94, 179, 180, 187, 188) it is in accordance with the Bombay Civil Services Rules.

Festival Holidays :

There were 19 cases in which festival holidays were given as under :—

Festival holidays			Number of cases
4			7
5	..	..	3
6	..	..	3
10	..	..	1
14	..	..	1
15	..	..	4

ALLOWANCES**House Rent Allowance :**

In 43 cases it was noticed that the House Rent Allowance was paid to the scavengers, sweepers safai Mazdoors in the Conservancy Departments. This allowance is paid as follows: —

Serial No. (1)	Category (2)	Amount (3)
24, 25.. ..	Head of the family	Rs. 1 p.m.
	Other members of the family in the employment ..	Rs. 0.50 p.m.
21, 23, 32, 33, 44, 46, 52, 80, 162.	Head of the family	Rs. 2 p.m.
	Other members of the family in the employment ..	Rs. 1 p.m.
2, 4, 14, 42, 63, 81, 88, 94, 99, 120.	Head of the family	Rs. 4 p.m.
	Other members in the employment	Rs. 2 p.m.
	Employee who is alone in employment	Rs. 4 p.m.
45	<i>When provided with municipal land—</i>	
	Head of the family	Rs. 4.50 p.m.
	Other members in the employment	Rs. 2.50 p.m.
	<i>When not provided with municipal land—</i>	
	Head of the family	Rs. 5 p.m.
	Other members in the employment	Rs. 2.50 p.m.
31, 160	Head of the family	Rs. 5 p.m.
	Other members in the employment	Rs. 2.50 p.m.
130	Head of the family	Rs. 5.00 p.m.
	Other members in the employment	Rs. 3.00 p.m.
118	Head of the family	Rs. 6.25 p.m.
	Other members in the employment	Rs. 2.00 p.m.
19, 20, 28, 29 ..	Scavenger	Rs. 1 p.m.
13, 110, 129, 135, 136, 157, 192.	Do.	Rs. 2 p.m.
87, 95, 167	Do.	Rs. 5 p.m.
14	Employees other than scavengers and conservancy staff	Rs. 7 p.m.
150	Those whose salary is between Rs. 40 and up to Rs. 100 and not more than that.	Rs. 7 p.m.
57	All employees	Rs. 5 per cent of the total pay.

Washing Allowance :

In 31 cases Washing allowance was paid as indicated below :—

Serial No.	To whom paid	Rate per month
55, 113, 134, 135, 139, 145.	Those supplied with uniforms	Rs. 2.
55, 144, 146 ..	Those supplied with uniforms	Rs. 1-50.
3, 20, 35, 36, 38, 43, 46, 114, 129, 141, 171, 172, 176.	Those supplied with uniforms (Scavengers Sr. No. 20)	Re. 1-00.
28, 30, 33, 78, 80, 110	Do. ..	Re. 0-50.
27, 29, 167	Safai Kamgar, Lightmen, Peon, Peons working in Octroi Department.	Re. 0-50.

Unclean Allowance :

In 52 cases unclean allowance was paid as indicated below :—

Serial No. of the concerns	Rate per month
14, 33, 57, 88, 94, 106, 122, 137, 159, 161, 172, 173.. .. .	12 in all .. Rs. 3 per month.
2, 19, 20, 23, 24, 25, 27, 28, 29, 30, 32, 36, 37, 38, 43, 46, 52, 53, 55, 87, 110, 111, 113, 114, 129, 135, 136, 140, 143, 157, 167, 171, 172, 188.	34 in all .. Rs. 2 per month.
145 and 146	2 in all .. Rs. 1-50 per month.
11, 35, 94, 187	4 in all .. Re. 1 per month.

The Barve Committee had recommended Unclean Allowance to all scavengers at the following rates :—

Bombay City	Rs. 7 per month.
Poona Municipality	Rs. 5 per month.
Borough and District Municipalities	Rs. 3 per month.
Notified Area Committee and Gram Panchayat	Rs. 2 per month.

Cycle Allowance :

In 11 cases Cycle allowance was paid as indicated below :—

Serial No.	Category	Rate per month
65	Collection clerk in Tax Department	Rs. 4
82	Outdoor workers in Jamabandhi Department	Rs. 4
87	(1) Secretary, Ayurvedic Doctor, Octroi Inspector	Rs. 10
	(2) Vasuli Clerk	Rs. 7
	(3) Dresser, Office Peon	Rs. 5
101	Outdoor Staff (Cycle allowance)	Rs. 5
	Outdoor Staff (Motor allowance)	Rs. 6
130	Those already drawing Rs. 4 per month or Rs. 3 per month.. .. .	Rs. 5
153	Sanitary Police	Rs. 6
163	Road Clerk	Rs. 12-50
173	Sanitary Mukadam	Rs. 3
174	Road Clerk	Rs. 10-50
185	Peons in Tax Department, Shop Department and Food Adulteration Department.	Rs. 4
194	Outdoor Staff	Rs. 6

The Pandharpur Municipality (Serial No. 109), an advance of Rs. 240 whenever demanded for purchasing bicycle is given to those who are in receipt of cycle allowance.

Hill Station Allowance :

In the Mahabaleshwar Municipality (Serial No. 68), all the workers are paid this allowance at the rate of one fifth of their basic salary from 1-4-1960.

In the Lonavala Municipality this allowance is paid at the following rates :—

Basic Wage						Allowance per month
Rs. 1 to 50	..	..	..	..	..	Rs. 5.
Rs. 51 to 100	..	..	..	..	..	Rs. 10.
Rs. 101 to 250	..	..	..	..	..	Rs. 25.
Rs. 251 to 350	..	..	..	..	..	Rs. 35.

Daily Allowance to Road Roller Driver :

In the District Local Board, Ahmednagar (Serial No. 98), with effect from 1st April 1962 the Road Roller Drivers are paid daily allowance of Re. 0.75 per day for the days they are away from head quarters.

Allowance to Radio Operator and Librarian :

In the Ichalkaranji Municipal Borough (Serial No. 185), the Radio Operator and Librarian are paid Rs. 10 per month more as allowance with effect from 1st July 1962.

Duty Allowance During Pandharpur Fair :

In the Pandharpur Municipality (Serial No. 109) Extra Duty Allowance is paid to the staff engaged in the fair as under :—

(A) Sanitation supervisory staff 42 including dispensary ward-boy, Pressman, Lamp Lighters, Mali, P. W. D. Bigaris & Peon. 5 Naka Inspectors.	75 per cent of the basic pay per fair.
(B) Staff of 25 employees, Dispensary, Maternity home, Hospital watchmen. Octroi Staff of 72 and 6 appointed for temporary Karkamba Naka 29 from office for supervision Duty of Tax Collection 200 Safai Kamgars	65 per cent of the basic pay per fair.
(C) In addition of the above staff appointed for supervision of Tax Collection from various schools and grain shops.	The existing duty allowance granted is increased by Re. 0.50 per day.

Officiating Allowance :

In the Sangli City Municipality (Serial Nos. 37 and 75), and the City Municipality, Miraj (Serial No. 92), whenever a workman work in a higher category for a period of 15 days or more, he is paid difference between his basic salary and the starting salary of the higher grade. If the basic salary is higher he is paid his substantive salary *plus* one stage in a higher grade.

In the Kopergaon Municipality (Serial No. 119), officiating allowance is paid in accordance with the provisions of the Bombay Civil Services Rules.

Conveyance Allowance :

In the Municipal Corporation of Greater Bombay (Serial No. 1), the conveyance allowance is paid as under :—

Town Duty Department—

Supervising Inspector, Dahisar	..	..	..	..	..	Rs. 30 per month.
Supervising Inspector, Mulund	..	..	..	..	..	Rs. 30 per month.

Licence Department—

Senior Inspectors, E. F. & G. Ward	..	..	..	..	..	Rs. 20 per month.
Junior Inspectors, 'E' Ward	..	..	..	..	..	Rs. 20 per month.

Conservancy Branch—

Senior Overseers	..	..	..	..	..	Rs. 15 per month.
Supervisors I & II	..	..	..	..	..	Rs. 25 per month.

In Satana Municipal Council, Satana (Serial No. 57), Shop Inspector, Octroi Inspector, Sanitary Inspector, Mistry and Collection Clerk are paid Rs. 10 per month as conveyance allowance. If they keep Motor Cycle they are paid Rs. 80 per month.

RETIREMENT AGE

The retirement age has been fixed as 58 in the Municipal Corporation of Greater Bombay (Serial No. 1), Rajapur Municipality (Serial No. 55), Sangli City Municipality (Serial No. 93), Grampanchayat, Shirdi (Serial No. 140), Murgud Municipality (Serial No. 11).

PERMANENCY

In 43 cases the question of permanency was dealt with. Generally, workers are made permanent subject to the availability of a clear vacancy in a permanent post. In 9 cases (Serial Nos. 4, 42, 87, 88, 122, 124, 140, 189, 196) workers who have put in 6 months' continuous service are considered for permanency. In 33 cases (Serial Nos. 11, 12, 19, 23, 25, 27, 28, 29, 30, 32, 33, 35, 36, 38, 40, 43, 52, 53, 55, 72, 79, 80, 111, 129, 133, 135, 136, 137, 138, 157, 161 and 171) those who have put in one Year's continuous service are considered. In 2 cases (Serial Nos. 69 and 193) those who have put in two years continuous service are considered.

PROVIDENT FUND

The Provident Fund Scheme was noticed in 33 cases. Of these, in 18 cases, (Serial Nos. 28, 29, 30, 33, 35, 36, 37, 38, 43, 46, 53, 111, 114, 134, 135, 136, 157, 189) it was in accordance with the Maharashtra Village Panchayat (Employees) Provident Fund Rules, 1961. According to Rule 5 subscription to the fund shall be compulsory for all employees except "inferior servants" who are appointed permanently or on probation in the permanent posts. Inferior servant means an employee drawing a salary of less than Rs. 20 per month but does not include a clerk. The amount of a subscriber's subscription to the Fund shall be at a uniform rate of 1/16 of the employees' total monthly pay including officiating pay, personal pay or special pay, if any but less including any other allowances and shall be computed in whole rupees. Panchayat shall contribute to the fund a sum equal to the subscription of the subscriber concerned. The amount of subscription realized from each subscriber and the contributions made by the panchayat shall be deposited in the Postal Savings Bank Account to be opened in the name of the Sarpanch, on behalf of each such subscriber, such remittances being made as far as possible before the 4th day of each month in order to secure interest for the month of deposit.

In 7 cases contributed provident fund scheme existed. The rates of contribution of both the employers and employees are as under :—

Serial No.	Rate
49	8 per cent of basic wage.
57	10 per cent of basic wage.
58	Re. 0.08 in a rupee on basic wage <i>plus</i> dearness allowance.
59	Do.
113	8½ per cent of basic wage.
117	Re. 0.06 in a rupee of salary.
196	6 per cent of basic wage.

In 4 cases (Serial Nos. 2, 27, 69 and 80) the scheme is in existence for permanent employees only and in 4 cases (Serial Nos. 15, 86, 88 and 120) it is stated that the present practice will continue.

UNIFORMS

In 10 cases (Serial Nos. 2, 33, 66, 108, 110, 114, 129, 147, 151 and 173) male and female employees like sweepers scavengers, peons, etc., are provided with one set of uniform consisting of a half pant and a half shirt or a sari and a blouse as the case may be.

In 56 cases (Serial Nos. 4, 11, 12, 13, 19, 20, 23, 25, 27, 28, 29, 30, 36, 37, 38, 43, 46, 52, 55, 63, 67, 78, 79, 80, 87, 88, 94, 105, 108, 109, 111, 113, 115, 122, 124, 134, 135, 136, 139, 145, 147, 151, 153, 159, 160, 161, 162, 167, 171, 172, 176, 177, 180, 189, 191 and 196) two sets as mentioned above are given.

SUPPLY OF KAMBLIS

In 4 cases (Serial Nos. 147, 162, 172 and 191) Kamblis were given to sweepers after every two years.

SUPPLY OF SOAP

In 18 cases (Serial Nos. 2, 23, 24, 27, 43, 44, 46, 57, 71, 78, 79, 80, 120, 124, 135, 157, 171 and 185) workers in the Sanitary Department are provided with one cake of soap every month.

GRATUITY

Gratuity Schemes were noticed in 11 cases. A Statement showing the names of the concerns and other details is attached.

MEDICAL AID

In 5 cases (Serial Nos. 55, 87, 124, 190 and 193) employees were given free medical aid from Municipal Dispensaries.

FREE MONTESSORY EDUCATION

The Ichalkaranji Municipal Borough (Serial No. 185) agreed to give the children of the employees free Montessori education.

STATEMENT SHOWING THE NAMES OF THE CONCERNS AND WAGES AND DEARNESS ALLOWANCE GRANTED IN THE "LOCAL AUTHORITIES" INDUSTRY

Serial No.	Name of Concern	Wages	Dearness Allowance
(1)	(2)	(3)	(4)
1	The Municipal Corporation of Greater Bombay, Bombay.	(1) Chief Supervising Inspector— Rs. 300—20—400. (2) Sub-Inspector— Rs. 65—5—100—6—148—8—180. (3) Asstt. Supervisors— Rs. 60—5—120. (4) Rent Collector— Rs. 65—5—100—6—148—8—180. (5) Estimators— Rs. 140—10—230—E.B.—15—275. (6) Qualified Overseer— Rs. 125—10—175—15—220—E.B.—20—280. (7) Drainage Asstt.— Rs. 65—5—10—6—150. (8) Senior Overseers— Rs. 140—10—260. (9) Junior Overseers (Graduate and Matric)— Rs. 75—5—100—8—180—E.B.—10—240. (10) Jr. Overseers (Non-Matriculate)— Rs. 65—5—100—6—148—8—180. (11) Dog Catching Inspector— Rs. 60—5—120. (12) Disinfecting Sub-Inspector— Rs. 60—5—120. (13) Sanitary Inspector— Rs. 100—8—180—10—250. (Special Pay of Rs. 20). (14) Medical Asstt. In Charge of Sec. and Insulator— Rs. 240—15—300—20—340—E.B.—20—400. (15) Medical Inspector— Rs. 350—25—475—E.B.—25—500—30—560. (16) Medical Officer (Maternity Hospital) Asstt. Medical Officer (School), Medical Officer In-Charge of dispensary— Rs. 280—20—300—25—425—E.B.—25—500.	..
2	The Taloda Municipality, Taloda (Poona).	<i>Effective from 1-1-1958.</i> Scavengers, Sweepers, Peon, Watchman, Kondawada Keeper, and Lamp-Lighter— Rs. 20—1—25.	Rs. 40 per month.
3	The Municipal Borough, Jalgaon.	(1) Oilman, Valveman, Mazdoor (Garden)— Rs. 25—1—35. (2) Lineman, Peons Rs. 30—1—40. (3) Fireman— Rs. 35—1—45. (4) Pipe Fitters— Rs. 35—1—50. (5) Head Valveman, Fitter, Water Regulator— Rs. 40—2—58. (6) Head Fireman— Rs. 45—3—60. (7) Pound Keeper Clerk— Rs. 45—3—75. (8) Muster Clerk, Telephone Clerk, Dressers (Allopathy and Ayurved)— Rs. 46—3—85.	

(1)	(2)	(3)	(4)
3	The Municipal Borough, Jalgaon—cont.	(9) Collection Clerk, Office Clerk (Non-matric)— Rs. 46—3—85—E.B.—4—125—5—130. (10) Road Roller Driver, Motor Driver, Wireman— Rs. 55—3—85. (11) Compounder (Allopathy and Ayurved)— Rs. 55—3—85—4—105. (12) Water Inspector— Rs. 55—3—85—E.B.—5—110. (Rs. 7 Cycle Allowance). (13) Collection Clerk, Office Clerk (Matric and Above)— Rs. 55—3—85—E.B.—4—125—5—130. (14) Asstt. Mechanical Engineer— Rs. 60—4—80—5—100.	
4	Panvel Municipality, Panvel	<i>Effective from 1-4-1959.</i>	
		(1) Peons, Sweepers, Scavengers— Rs. 30—1—35. (2) Mukadams— Rs. 35—1—45. (3) Naka Karkun (Qualified) 'A'— Rs. 40—2—60—E.B.—2—70. (4) Naka Karkun (Non-Qualified) 'B'— Rs. 35—2—55—E.B.—2—65.	
5	The Municipal Corporation of Greater B o m b a y (Fire Brigade).	(1) Mochies— Rs. 55—3—70—E.B.—4—90. (2) Carpenters— Rs. 60—3—78—E.B.—4—90. (3) Fitters— Rs. 85—4—105—E.B.—5—130. (4) Fireman— Rs. 60—3—78—E.B.—4—90—E.B.—5—100. (5) Tindals— Rs. 85—5—115. (6) Motor Drivers— Rs. 85—110—E.B.—5—130. (7) Sub-Officers (Non-Qualified)— Rs. 125—8—165—E.B.—10—185. (8) Sub-Officers (Qualified)— Rs. 140—8—180—E.B.—10—220. (9) Motor Mechanic— Rs. 160—10—250.	
9	The Borough Municipality, Chalisgaon.	<i>Effective from 1-10-1959.</i>	
		(1) Mukadams— Rs. 35—1—50. (2) Peons— Rs. 30—1—40. (3) Sweepers— Rs. 30—1—35. (4) Motor Drivers— Rs. 45—3—75. (5) Two Female workers working in Maternity Home Total Salary Rs. 35 per month.	
10	The Gram Panchayat, Varan- gaon.	<i>Effective from 22-10-1960.</i>	
		(1) Sweepers, Gutter Cleaner, Scavengers, Lamp-Lighter, Sepoy— Rs. 25—1—35. (2) Naka Karkun— Rs. 30—1—40. (3) Engine Driver— Rs. 35—1—45.	
11	Gram Panchayat Committee, Hingone (East Khandesh).	<i>Effective from 1-11-1960.</i>	<i>Effective from 1-1-1960.</i> Rs. 40 per month to peon and Safai Kamgar
		(1) Peon— Rs. 16—1—25. (2) Safai Kamgar— Rs. 15—1—25.	

(1)	(2)	(3)	(4)
12 The Gram Panchayat Committee, Nhavi.	Effective from 1-12-1960.		
	(1) Clerks— Rs. 35—2—65.		Rs. 40 per month as to all the workers.
	(2) Peon— Rs. 16—1—25 (Rs. 5 Night Allowance).		
	(3) Lamp-lighters— Total Salary of Rs. 30 p. m.		
	(4) Part time Peon and Lamp-lighter— Total Salary Rs. 45.		
	(5) Engine Drivers— Total Salary Rs. 45.		
	(6) Watchman— Rs. 20—1—30.		
	(7) Sweepers (Male)— Rs. 15—1—25.		
	(8) Sweepers (Female)— Total salary of Rs. 30 p. m.		
13 The Gram Panchayat Committee, Shendurni.	Effective from 1-10-1960.		
	Increase in the basic salary of—		..
	(1) Full time Safai Kamgar— Rs. 10 per month		
	(2) Part time Safai Kamgar— Rs. 5 per month		
14 The Yeola Municipality, Poona	Effective from 1-5-1969.		
	(1) Accountant— Rs. 100—8—140—10—170—E.B.—10—200.		Dearness Allowance payable at the rate of Dearness Allowance payable to Maharashtra State Government employees from 1-5-1960.
	(2) Head Clerk— Rs. 70—5—100—E.B.—8—140.		
	(3) Collection Superintendent— Rs. 60—4—100—E.B.—5—125.		
	(4) Asstt. Collection Superintendent— Rs. 50—3—65—E.B.—4—96.		
	(5) Clerk Office— Rs. 45—3—84—E.B.—4—104 (Matriculate to start on Rs. 51).		
	Clerks Out-door— Rs. 40—3—70—E.B.—4—90 (Matriculate to start on Rs. 46).		
	(6) Mukadam, Watchman— Rs. 30—1—35—2—45.		
	(7) Phenylman, Rat-trap-keepers, Lamp-Lighter— Rs. 25—1—36—2—40.		
	(8) Jamadar— Rs. 30—1—41—2—45.		
	(9) Mistry— Rs. 55—3—85—E.B.—4—93.		
	(10) Driver— Rs. 46—2—60—E.B.—3—75.		
	(11) Fitter— Rs. 40—3—61—E.B.—4—85.		
	(12) Compounder— Rs. 55—3—85—E.B.—4—105.		
	(13) Cleaner— Rs. 35—1—45.		
	(14) Sweepers and Scavengers— Rs. 25—1—35.		
	(15) Shop Inspectors— Rs. 80—4—120—E.B.—5—150.		
	(16) Sanitary Inspector— Rs. 70—5—100—E.B.—7—135.		
	(17) Store-keeper— Rs. 45—3—84—E.B.—4—104.		
	(18) Nurse— Rs. 70—5—100.		
16 The Bhiwandi Nizampur Municipality, Bhiwandi.	Effective from 1-7-1961.		
	(1) Peon, Ward-boys, Watchmen, Cleaners— Rs. 30—1—40.		
	(2) Fireman, Asstt. Plumbers— Rs. 30—2—50.		
	(3) Asstt. Sanitary Inspector (Non-Qualified) Light Inspector, Road Mukadam— Rs. 35—3—71—4—95.		
	(4) Mali— Rs. 35—1—45—2—65.		

(1)	(2)	(3)	(4)
16	The Bhiwandi Nizampur Municipality, Bhiwandi.— <i>contd.</i>	(5) Commi. Clerks, Nakedars, (Non-qualified)— Rs. 35—4—95. (6) Cashier— Rs. 46—3—85—E.B.—4—125—5—130. (7) Mistry— Rs. 50—5—100. (8) Plumber— Rs. 55—3—85—5—100. (9) Roller Driver, Motor Driver— Rs. 60—5—100. (10) Nakedar (Qualified)— Rs. 55—4—95—E.B.—5—120. (11) Asstt. Octroi Inspector— Rs. 65—4—85—E.B.—5—140. (12) Sanitary Inspector— Rs. 70—5—120. (13) Sub-Inspectors, Head Clerk, Octroi Inspectors— Rs. 75—5—140—E.B.—7—168. (14) Fire Brigade Inspector— Rs. 75—5—170. (15) Internal Auditor— Rs. 85—5—150—E.B.—10—200. (16) Secretary or Chief Officer— Rs. 160—10—200—E.B.—10—240.	
17	The Bombay Municipal Corporation, Bombay.	<i>Effective from 1-7-1961.</i> (Veterinary Staff)— (1) Veterinary Asstt.— Rs. 180—15—300. (2) Veterinary Inspector— Rs. 250—20—350—E.B.—25—450. (3) Sr. Asstt. (Bandra Slaughter House)— Rs. 400—20—500—30—560. (4) Asstt. Superintendent (Garden)— Rs. 380—20—500—30—560. (5) Sr. Veterinary Inspector— Rs. 320—20—560. (6) Zoo Asstt. Victoria Garden— Rs. 380—20—500—30—560. (Special Pay of Rs. 10 in addition).	
18	Bombay Municipal Corporation, Bombay.	<i>Effective from 1-4-1962.</i> (1) Student Nurse— Rs. 40—5—50. (2) Ward Assistant— Rs. 65—5—150. (3) Maternity Home Nurses— Rs. 100—5—150—6—180. (4) Staff Nurse— Rs. 100—8—140—10—240. (5) Sisters— Rs. 140—10—280. (6) Public Health Nurses— Rs. 140—10—280. (7) Asstt. Matron (Jr.)— Rs. 220—10—270—12—330. (8) Asstt. Matron (Sr.) Sister Tutor— Rs. 260—15—320—16—400. (9) Matron I. (Hospitals with training centres or hospitals with beds over 500)— Rs. 370—25—470—30—560. (10) Matron II. (For Hospital with beds 200 and up to 500)— Rs. 320—20—400—25—500. (11) Matron III— To be brought on par with Matron II.	
19	The Akalkuwa Gram Panchayat, District Dhulia.	(1) Octroi Inspector— Rs. 40—2—60. (2) Sepoy— Rs. 30—1—40 per (3) Sweeper-cum-Scavenger— Rs. 25—1—35. (4) Lamp-Lighter— Rs. 1-8-0 per day. (5) Naka Karkun— Rs. 2-8-0 per day.	

(1)	(2)	(3)	(4)
20	The Gram Panchayat Committee, Asoda.	<i>Effective from 1-4-1963.</i> (1) Female Safai Kamgar— Rs. 20 p. m. (2) Male Sweepers and Scavengers— Rs. 15—1—25.	(1) Female Safai Kamgar— Rs. 30 p. m. (2) Male Sweepers and Scavengers— Rs. 40 per month.
21	The Gram Panchayat, Naseerabad.	(1) Clerks (including Vasuli Clerk)— Rs. 35—2—55. (2) Peons, Cartman, Sweepers, Scavengers, Gutter Cleaner— Rs. 20—1—30. (3) Sanitary Mukadam, Engine-cum-pump Driver— Rs. 25—1—35.	Not less than Rs. 40 per month. But those who are getting more than that shall continue to get the same.
22	Gram Panchayat, Betawad	<i>Effective from 1-4-1963.</i> (1) Peons— Rs. 16—1—25. (2) Sweepers, Scavengers and Lamp-Lighters— Rs. 15—1—25.	<i>Effective from 1-4-1963</i> Rs. 40 per month.
25	Gram Panchayat, Sindad ..	<i>Effective from 1-12-1962.</i> (1) Peon— Rs. 16—1—25. (2) Sweepers, Scavengers— Rs. 15—1—25. (3) Salesman— Rs. 20—1—30. (4) Watchman— Rs. 45 in all.	Rs. 40 per month.
26	The Varangaon Gram Panchayat.	..	<i>From 1-1-1963</i> Rs. 40 per month should be paid to Naka clerk, Engine driver, Lamp-Lighters, Sweepers and Scavengers.
27	Gram Panchayat Committee, Varkhedi.	<i>Effective from 1-7-1962</i> (1) Peon, Lightman— Rs. 16-1-25. (2) Safai Kamgar— Rs. 15—1—25.	
28	Gram Panchayat Committee, Bamnod, District Jalgaon.	<i>Effective from 1-4-1964</i> (i) Clerk— Rs. 35—2—55. (ii) Peon— Rs. 16—1—26. (iii) Cartman— Rs. 15-1-25. (iv) Scavenger, Sweeper and Gutter-cleaner— Rs. 15—1—25.	<i>From 1-4-1964</i> Rs. 40 per month.
29	Gram Panchayat Committee, Kalamsare, District Jalgaon.	(i) Safai Kamgars — Rs. 15—1—25. (ii) Thengewalas— Rs. 15—1—25. Thengewalas shall be paid at the said rate for the period for which they are employed during the season only.	Rs. 40 per month. Rs. 40 per month.
30	Gram Panchayat Committee, Waradsim, District Jalgaon.	(i) Clerk— Rs. 35—2—55. (ii) Peon, Safai Kamgar and Thengewala— Rs. 15—1—25.	Rs. 40 per month. Rs. 40 per month.
32	The Grampanchayat, Bodwad, District Jalgaon.	<i>Effective from 1-4-1964</i> (i) Office Clerk, Octroi Clerk and Mukadam— Rs. 50—3—80. (ii) Peon — Rs. 30—1—40. (iii) Safai Kamgar and Gadi Kamgar— Rs. 20—1—30. (iv) Lamp-Lighter— Rs. 15-1-25. In a case a lamp-lighter is required to perform any of the duties of a peon, he shall be paid pay and Dearness Allowance prescribed for the peon.	Rs. 45 per month. Rs. 45 per month. Rs. 40 per month. Rs. 35 per month.

(1)	(2)	(3)	(4)
33	The Group Grampanchayat Committee, Adavad.	<i>Effective from 1-1-1964</i> (i) Clerk — Rs. 35—2—55. (ii) Peon and Safai Kamgar — Rs. 20—1—30. (iii) Watchman— Rs. 50 (Consolidated).	Rs. 50 per month. .. Rs. 45 per month.
34	The Yawal Municipality, Yawal.	<i>Effective from 1-4-1964</i> (i) Naka clerks— Rs. 40—3—64—EB—4—72. (Matriculate to start on Rs. 46.). (ii) Wardboy, Naka peons, Divabatti Kamgar, Scavengers, Gutter Cleaners, Sweepers, Tractor Kamgars and Watchman— Rs. 25—1—35. (iii) Dresser and Dai— Rs. 25—1—40. (iv) Tractor Driver— Rs. 50—3—80. (v) Mukadam— Rs. 30—2—50.	
35	The Group Grampanchayat Committee, Fatepur, District Jalgaon.	(i) Peon— Rs. 20—1—30. (ii) Sweepers, Scavengers and Gutter Cleaners— Rs. 16—1—25. (iii) Clerk— Rs. 35—1—55.	Rs. 45 per month. Rs. 45 per month. .. Rs. 45 per month.
36	Grampanchayat Committee, Lohare, District Jalgaon.	<i>Effective from 1-4-1964</i> Peons, Safai Kamgar (Full time)— Rs. 15—1—25.	.. Rs. 30 per month.
37	Grampanchayat Committee, Prakashe, District Dhulia.	<i>Effective from 1-8-1964</i> (i) Maila Kamgar, Gutter Kamgar, Kachra-Cart Kamgar, Office Peon, Lamp-Lighter, Sanitary Mukadam— Rs. 16—1—30. (ii) Sweepers— Rs. 15—1—25.	Rs. 40 per month. .. Rs. 40 per month.
38	Gram panchayat Committee, Neri Budruk, District Dhulia.	<i>Effective from 1-7-1964</i> Peon, Safai Kamgar— Rs. 15—1—25.	.. Rs. 40 per month.
39	The Raver Municipality, Raver, Jalgaon.	(1) Head clerk, Accountant— Rs. 70—4—110—5—125. (2) Cashier, Mistry, Recovery clerk, Municipal Clerk, Electrical Department Clerk and Accountant— Rs. 55—3—85—4—105. (3) Peon— Rs. 25—1—40. (4) Compounder— Rs. 55—3—85.	
40	The Chopda Municipality ..	(1) Scavengers, Gutter Cleaner, Sweeper, Cartmen, others in Sanitary Department— Rs. 25—1—35. (2) Mukadam— Rs. 30—1—35—2—45. (3) Cleaner— Rs. 35—1—45. (4) Motor and Tractor Drivers— Rs. 46—2—60 EB—3—75. (5) Naka Clerks Rs. 40—3—70—EB—4—90. (Matriculate to start on Rs. 46).	
41	The Bombay Municipality ..	..	From 1-1-1964 increase of Rs. 8 to a workman drawing basic Rs. 500.
42	The Bhiwandi Nizampur Municipality.	<i>Effective from 1-1-1965</i> (1) Scavengers, Sweepers— Rs. 30—1—40—2—50. (2) Mukadam— Rs. 35—1—40—2—60.	
43	The Grampanchayat Committee, Chunchale.	<i>Effective from 1-4-1965</i> (2) Peons, Safai Kamgar Crop-protection Watchman— Rs. 15—1—25.	Rs. 40 per month.

(1)	(2)	(3)	(4)
47	The Alibag Municipality ..	(1) Sweepers, Bhangis, Peons, Watchman— Rs. 25—1.50—45. (2) Clerks— Rs. (As per Government Scale). (3) Naka Karkun— Rs. 35—2.50—70.	
49	The Dondaicha Varwada Municipality.	(1) Sanitary Inspector— Rs. 90—5—100—E.B.—8—160—10—200. (2) Municipal P. W. D. Mistry— Rs. 60—5—100—E.B.—8—140.	
50	The Borough Municipality, Bhusawal.	..	As per the State Government time to time.
51	Borough Municipality, Chalisgaon.	(1) Sanitary Inspector— Rs. 70—5—120—E.B.—6—144—E.B.—7—158. (2) Accounts Clerk, Cashier, Typist (Matric)— Rs. 55—4—95—5—140—E.B.—10—150. (3) Compounder (Allopathy)— Rs. 55—3—85—E.B.—4—125—5—150. (4) Motor Driver— Rs. 50—3—65—5—75—E.B.—5—120. (5) Naka Clerk, Matric— Rs. 46—3—85—E.B.—4—109. (6) Naka Clerk (Non-Matric)— Rs. 40—3—70—E.B.—3—85—E.B.—4—109. (7) Mukadam— Rs. 40—3—70—E.B.—5—75. (8) Office Naik— Rs. 40—2—58—E.B.—3—64. (9) Dai— Rs. 36—2—50—E.B.—2½—55. (10) Ward-boy— Rs. 36—1—45—E.B.—1½—55. (11) Motor Cleaner and Peons— Rs. 30—1—40—E.B.—1½—55. (12) Sweepers, Bhangis— Rs. 30—1—40—E.B.—1½—46.	
54	Parola Municipality, Parola..	<i>Effective from 1-6-1965</i> Octroi Clerk— Rs. 50—2—70. (Qualified or unqualified).	
55	Rajapur Municipality, Rajapur, District Ratnagiri.	(1) Secretary— Rs. 100—8—140—E.B.—10—220. (2) Head Clerk-cum-Accountant— Rs. 80—5—130—E.B.—8—170. (3) Sanitary Inspector— Rs. 70—5—110—E.B.—8—150. (4) Nurse (Qualified)— Rs. 70—3—85—E.B.—4—105—5—120. (5) Midwife— Rs. 65—3—80—E.B.—4—100. (Free quarters). (6) English Clerk, Collection Clerk, and Octroi Inspector— Rs. 60—5—110—E.B.—6—140. (7) Marathi Clerk— Rs. 46—3—85—E.B.—5—100. (8) Mistry— Rs. 50—3—80—E.B.—4—120. *(9) Compounder-cum-Clerk (unqualified)— Rs. 46—3—85 (Free quarters or House Allowance at Rs. 6 per month). (10) Naka Clerks (Both permanent and eight monthly)— Rs. 40—2—46—E.B.—3—85. (11) Dispensary and Maternity Home Clerk— Rs. 40—3—70. (12) Tractor Driver— Rs. 35—3—80. (13) Fitter, Sanitary Mukadam— Rs. 35—1—50. (14) Peons of all categories (Both permanent and eight monthly), sweepers (Road), Bhangis (Wet Sweepers), Tractor Cleaner, Line-man and Dresser— Rs. 30—½—35—1—40. (15) Ayah (Part-Time)— Fixed pay of Rs. 50.	

*The increment in the post is entitled to the said scale if he is having the qualification mentioned in the Commissioner's order.

(1)	(2)	(3)	(4)
57	Satana Municipal Council, Satana, district Nasik.	(i) Head Clerk, Accountant— Rs. 100—10—200—15—260. (ii) Mistry— Rs. 85—5—100—8—140—10—200—15— 245. (iii) Shop Inspector, Sanitary Inspector, Octroi Inspector— Rs. 100—8—140—10—200—15—245. (iv) English Clerk, Typist, Despatch Clerk, Saraf Clerk— (a) Trained L. S. G. D.— Rs. 80—5—100—8—140—10—240. (b) Matriculate or S. S. C.— Rs. 55—5—100—8—140—10—220. (v) Record-keeper, Librarian, Drivers— Rs. 55—5—100—8—140—10—220. (vi) Collection Clerk— Rs. 60—5—100—8—140—10—220. (vii) Naka Clerk— Rs. 55—2—85—5—100—8—180—10—200. (viii) Sanitary Mukadam— Rs. 45—3—85—5—120—7—145. (ix) Sweepers, Scavengers, Bhangis— Rs. 40—2—60—3—75—5—125. (x) Office peon, Librarian Peon, Shop Inspec- tor Peon, Lamp-Lighter Peon, Naka Peon— Rs. 40—2—60—3—75—5—125.	As per Government Rules. Increase in Dearness Allowance as per Government order.
60	The Sangli City Municipality, Sangli.	<i>Effective from 1-8-1958</i> (1) Foreman— Rs. 60—4—100—E.B.—4—120. (2) Jr. Driver, Switch Board Operator— Rs. 55—3—100. (3) Sr. Driver— Rs. 60—4—120. (4) Sr. Lineman— Rs. 55—3—100. (5) Jr. Lineman, Oilman— Rs. 40—2—70. (6) Oil Coolies, Watchman, Lohar, Coolie. Peon, Mali— Rs. 35—2—65.	
61	Municipal Corporation, Poona City, Poona.	<i>Effective from 1-8-1958</i> <i>Press Section—</i> (1) Composing Foreman— Rs. 80—6—116—8—140. (2) Asstt. Composing Foreman— Rs. 55—4—95—5—115. (3) Compositors— Rs. 46—3—85—5—100. (4) Machineman and Tradleman— Rs. 50—3—80—5—90 (Pressman). (5) Binding Foreman— Rs. 55—3—85. (6) Senior Binders— Rs. 44—2—70. (7) Junior Binders— Rs. 35—2—55. (8) No. Checkers— Rs. 46—3—85—5—100. (9) Ballers— Rs. 35—1—40—2—50 (10) Oilman (Pumping Section)— Rs. 44—2—60. (11) Paniwalla (Water Supply Department)— Rs. 40—1—50. (12) Masons, Carpenters, Road Roller Drivers— Grade 'A'— Rs. 55—4—95. Grade 'B'— Rs. 35—3—85. Grade 'C'— Rs. 45—3—75. (13) Road Roller Drivers— Rs. 65—4—85—5—100. (14) Fitters (Pipelaying Department)— Rs. 55—3—85. (15) Fireman, Blacksmith (Development Engi- neering Department)— Rs. 44—2—60.	

(1)	(2)	(3)	(4)
<i>Effective from 1-6-1959.</i>			
62 The Kolhapur Borough Municipality, Kolhapur.	(1) Mali— Rs. 35—1—45 (2) Coolie and Keyman— Rs. 2 per day.	..	
64 The Shrirampur Municipality	(1) Lady Water Supplier— Rs. 15— $\frac{1}{2}$ —25. (2) Sweepers, Scavenger, Slaughter House Cleaner, Lamp-Lighter— Rs. 25— $\frac{1}{2}$ —30. (3) Night Watchman, Mukadam— Rs. 30— $\frac{1}{2}$ —35. (4) Dresser— Rs. 30—1—35. (5) Peons, Vasuli Peon, Dispensary Peon— Rs. 30—1—40. (6) Mulki Naik— Rs. 35—1—45. (7) Market Vasuli Clerk— Rs. 35—2 $\frac{1}{2}$ —70. (8) Pot Naka Clerk— Rs. 40—2—60. (9) Librarian— Rs. 40—2—80. (10) Vasuli Clerk, Naka Clerk— Rs. 45—3—64. (11) Asstt. Naka Inspector— Rs. 46—3—85—4—105. (12) Motor Drivers— Rs. 50—2—80. (13) Naka Inspector— Rs. 55—3—75—4—125—5—150. (14) Clerk, Ward Inspector, Record keeper— cum—typist, Compounder— Rs. 55—3—85—4—125—5—130. (15) Accountant— Rs. 60—3—75—5—130. (16) Shop Inspector— Rs. 70—3—100—5—120—7 $\frac{1}{2}$ —150. (17) Sanitary Inspector— Rs. 75—5—120—7 $\frac{1}{2}$ —150. (18) Overseers— Rs. 80—5—100—7 $\frac{1}{2}$ —130—10—150.	..	
65 Ichalkaranji Borough Municipality, Ichalkaranji.	(1) Class IV Staff— Rs. 35—1—40. (2) Lady Teacher— Rs. 36—1—46. (3) Inspector (Ward)— Rs. 40—3—70. (4) All Mukadams— Rs. 40—2—60. (5) Shop Inspector— Rs. 35—5—150—E.B.—5—180. (6) Clerks— Rs. 46—3—85—E.B.—5—115. (7) Drivers— Rs. 50—3—74. (8) Checkers, Mistry— Rs. 50—3—80—E.B.—5—120. (9) Mechanics— Rs. 55—3—85. (10) Typist— Rs. 55—3—85—4—125—5—130. (11) Store-keeper— Rs. 55—3—100—E.B.—5—120. (12) Octroi Inspector, Tax Inspector, Second Clerk— Rs. 60—4—100—E.B.—5—130. (13) Sanitary and Food Inspector— Rs. 70—10/2—120. (14) Accountant— Rs. 92—8—140—E.B.—10—180. (15) Overseers— Rs. 100—5—140—E. B.—8—180—10—200. (16) Head Clerks— Rs. 100—8—140—E.B.—10—200. (17) Internal Auditor— Rs. 100—8—140—E. B.—10—200—15—245.	..	

(1)	(2)	(3)	(4)
69	The District Local Board, Sholapur.	<i>Effective from 1-2-1960.</i> Mile Coolie (both Permanent and Temporary)— Rs. 30 $\frac{1}{4}$ —35.	Effective from 1-2-1960 ; D. A. is Rs. 35- per month to all mile coolie.
		<i>Effective from 1-1-1959.</i>	
72	The Wai Municipality, Wai..	(1) Dispensary Clerk— Rs. 35—2—55.	
		<i>Effective from 1-4-1960.</i>	
73	The Ahmednagar District Local Board, Poona.	(1) Vaidya in Ayurvedic Dispensary— Rs. 80—5—100—E.B.—6—160—E.B.—8— 240.	..
		<i>Effective from 1-5-1960.</i>	
74	Sangli City Municipality, Sangli.	Meter Reader-cum-Bill Clerk— Rs. 50—3—80—5—100.	..
75	Sangli City Municipality, Sangli.	Octroi Department— (1) Non-Matriculate— Rs. 45—2—65—3—80. (2) Matriculate— Rs. 51—2—69—3—87. (3) Peon— Rs. 30—1—40. Mechanical Department— (4) Mechanic-cum-Driver— Rs. 60—4—100—E.B.—5—120. (5) Motor Driver— Rs. 50—3—74—E.B.—4—82. (6) Tractor Driver— Rs. 55—3—79—E.B.—4—87. (7) Cleaner— Rs. 30—1—40. (8) Carpenter— Rs. 40—2—60—3—69. (9) Carpenter Helper— Rs. 30—1—40. Water Works Department — (10) Pump Operator, Wireman Class II— Rs. 50—3—74—E.B.—4—82. (11) Pipe Fitter— Rs. 45—2—73—E.B.—3—85. (12) Office Mali and Watchman— Rs. 35—1—45. (13) Valveman— Rs. 35—1—40—2—46. (14) Pipe Inspector— Rs. 50—3—74—4—102. Establishments and Other Branches— (15) Jamadars— Rs. 40—1—45—2—51. (16) Rat Campaign, Anti-malaria Men and Orderlies— Rs. 30—1—40. (17) Mukadams— Rs. 40—1—45—2—51.	..
77	Baramati Municipality, Poona	(1) Naka Clerk— Rs. 37—1—45. (2) Naka Peon— Rs. 15—1—20.	..
78	The Gram Panchayat Com- mittee, Kanaide, Poona.	<i>Effective from 1-8-1960.</i> (1) Peon— Rs. 16—1—25. (2) Sweepers, Scavengers— Rs. 15—1—25.	<i>Effective from 1-3-1960:</i> Rs. 40 per month.

(1)	(2)	(3)	(4)
79	Grampanchayat, Chinawal	(1) Male Sweepers, Scavengers and Gutter Cleaner— Rs. 15—1—25. (2) Peons— Rs. 16—1—25.	Rs. 40 per month.
80	Grampanchayat, Bhalod, Poona.	(1) Peon— Total Salary Rs. 40 p.m. (2) Lamp-lighter-cum-Peon— Total Salary Rs. 50 p. m. (3) Sweepers and Scavengers— Total Salary Rs. 30 p. m.	..
81	The Sangli City Municipality	Sweepers, Scavengers, Gutter Mazdoor, Dumping Mazdoor, Refuseman— Rs. 35—1—45.	
83	The Satara City Borough Municipality.	<i>Effective from 1-11-1960.</i> (1) Kamathi— Rs. 25—1—35. (2) Mali, Sweeper, Bhangi, Sanitary Kamgar, Road Kamgar, Cleaner, Peon, Watchman, Chawkidar, Pathakari, Ward Boy, Maid Servant, Lamp-Lighter, Patri, Bungalow, Bungalow Keeper— Rs. 30—1—40. (3) Peon-cum-Driver— Rs. 30—1—40 + Allowance of Rs. 10. (4) Sanitary Mukadam, Road Mukadam, Naik— Rs. 35—1—45. (5) Trained Driver— Rs. 40—1—50—2—60. (6) Naka Clerk— Rs. 41—1—47—2—60. (7) Refuse Motor Driver, Fire Brigade Driver, Road Truck Driver— Rs. 40—2—60—3—69. (8) Night Soil Motor Driver— Rs. 46—2—60—3—75. (9) Midwife— Rs. 50—5—75. (10) Road Roller Driver— Rs. 55—3—85. (11) Lady Doctor— Rs. 100—10—220. (12) Wireman— Rs. 65 p. m.	..
84	The Borough Municipality, Ahmednagar.	(1) Mazdoor— Rs. 30—1—40.	..
85	The Satara City Borough Municipality, Satara.	(1) Secretary— Rs. 110—5—150—E.B.—8—230. (2) Octroi Inspector— Rs. 52—3—85—4—125—E.B.—5—130. (3) Unqualified Clerk— Rs. 46—3—85—4—125—E.B.—5—130.	..
86	Talegaon Dabhade Municipality, Talegaon.	(1) Sweeper— Rs. 20—1—30. (2) Oilman— Rs. 20—1—30—2—36. (3) Aya— Rs. 20—2—30. (4) Dresser, Peon, Watchman— Rs. 20—2—36. (5) Scavenger— Rs. 25—1—35. (6) Engine Driver— Rs. 40—2—50—3—62. (7) Plumber, Fitter— Rs. 40—2—60. (8) Nurse, Compounder— Rs. 50—2—60—3—75—5—80. (9) Octroi Inspector— Rs. 50—3—65—4—85. (10) General Clerk— Rs. 50—3—80. (11) Recovery Clerk, Naka Clerk— Rs. 45—2—65—3—71. (12) Sanitary Inspector— Rs. 55—2—95. (13) Accountant— Rs. 60—3—90—5—100.	..

(1)	(2)	(3)	(4)
87	Satara Suburban Municipality	<i>Effective from 1-10-1958.</i>	<i>From 1-10-1958.</i>
	(1) Gardener— Rs. 30—1—40.		(1) Rs. 45.
	(2) Sweeper, Scavenger, Peon— Rs. 25—1—35.		(2) Rs. 45.
	(3) Octroi Clerk— Rs. 45—2—75—E.B.—3—105.		(3) Rs. 45.
	(4) Vasuli Clerk— Rs. 50—3—80—E.B.—5—130.		(4) Rs. 50.
	(5) Octroi Inspector— Rs. 75—3—105—E.B.—5—150.		(5) Rs. 50.
88	The Shirur Municipality, Poona.	<i>Effective from 1-5-1959.</i>	
	(1) Secretary— Rs. 70—6—100—8—132.		
	(2) Clerks (Except Naka Clerk)— Rs. 46—3—85 (Matriculate to start on Rs. 55).		
	(3) Asstt. Fitter— Rs. 35—2—55.		
	(4) Naka Clerk, Sanitary Mukadam— Rs. 40—1—50.		
	(5) Peon, Road Mazdoors, Oilman, Road Rat Destroyer, Maid Servants— Rs. 25—1—35.		
	(6) Sweeper, Scavenger (Male and Female)— Rs. 20—1—30.		
	(7) Nurse (Diploma Holder)— Rs. 50—3—65—5—80.		
89	Wai Municipality, Wai ..	..	Higher Dearness Allowance shall be paid as from 1-4-1958.
91	Jaysingpur Municipality, Kolhapur.	<i>Effective from 1-8-1961.</i>	
	(1) Octroi and Other Peon, Watchman, Sweeper, Scavenger, Valveman, Mali— Rs. 25—1—35.	..	
	(2) Sanitary Mukadam— Rs. 30—1—35—2—45.		
	(3) Motor Driver— Rs. 35—3—56.		
	(4) Tractor Driver, Fitter— Rs. 40—3—70.		
	(5) Octroi Clerk (Non-Matric)— Rs. 40—3—64—E.B.—4—72 (Matric to start on Rs. 46).		
	(6) Fire Fighter, Driver— Rs. 50—3—80.		
	(7) Water Engine Driver— Rs. 60—2—80.		
92	The City Municipality, Miraj	<i>Effective from 1-4-1961.</i>	
	(1) Octroi Clerk (Non-Matric)— Rs. 40—2—60—3—75.	..	
	(2) Octroi Clerk (Matric)— Rs. 45—2—65—3—80.		
	(3) Tax Clerk— Rs. 46—3—85.		
	(4) Peon, in Tax, Octroi and Establishment Deptt.— Rs. 30—1—40.		
94	Akalkot Municipality, Akalkot	Shop Inspector— Rs. 70—3—100—E.B.—5—125.	<i>Effective from 1-1-1961.</i> Additional D. A. of Rs. 2 per month.
97	The Pandharpur Borough Municipality.	..	From 1-4-1962 an additional D. A. of Rs. 5 per month to the workers whose basic salary is less than Rs. 50 per month.
101	The Poona Municipal Cor- poration, Poona.	<i>Effective from 1-1-1962</i>	<i>Effective from 1-1-1962</i>
	(1-A) Warrant Recovery Clerk— Fixed pay of Rs. 40 p.m. plus 3 per cent Commission on actually recovered amount.		Basic wages D. A. Rs. Rs.
	(1) Insect Collector— Rs. 75—2—103—3—115.		(a) Rs. 149 and less .. 15
	(2) Tracers— Rs. 80—4—120—5—155.		(b) Rs. 150 and more .. 30

(1)	(2)	(3)	(4)
101	The Poona Municipal Corporation, Poona— <i>Cont.</i>	Dai— Rs. 85—5—130. (4) Supervisor (Insect Control)— Rs. 85—3—100—4—140. (5) Lower Division Clerk— Rs. 91—3—130—5—140. (6) Asstt. Operator (Telephone), Small-Pox Doctor, Jr. Head Clerk, Clerk and Stores-keeper, Job Card Clerk (Audit), Receiving Cashier, Octroi Clerk, Birth and Death Recording Clerk, Section Inspector, Head Supervisor (Post), Peth Inspector, Steno-Typist, Vaccinator— Rs. 91—3—124—E.B.—4—140—5—180. (7) Operator (Water Works and Low Level Pumping Station)— Rs. 100—3—130—4—150. (8) Painter (Gardens)— Rs. 100—3—130—5—155. (9) Light Inspector, Batti Inspector— Rs. 100—3—136—4—140—5—145. (10) Compounders, Compounder-cum-Stores Clerk, Compounder-cum-Dresser, Dark-Room Assistant— Rs. 100—4—140—E.B.—5—180. (11) Head Animal-keeper, Aquarium Asstt., Engine Driver-cum-Mechanic, Mistry, Drainage Inspector— Rs. 105—3—120—5—130—E.B.—5—170. (12) Veterinary Stockman— Rs. 105—3—120—5—130—E.B.—5—180. (13) Head Operator (Telephone)— Rs. 105—5—145—10—225. (14) Asstt. Encroachment Inspector, Head Maintenance Surveyor, Maintenance Surveyor— Rs. 106—3—130—4—150—5—180. (15) Encroachment Inspector— Rs. 115—3—130—5—150—8—190. (16) Midwife— Rs. 120—5—155. (17) Vehicle Inspector, Fire Brigade Mechanic— Rs. 120—4—140—5—190. (18) Draughtsman, Chlorine Operator, Water Line Inspector, Drainage Inspector, Electrician, Head Inspector, (Lighting)— Rs. 120—4—148—5—168—E.B.—8—200. (19) Sanitary Inspector, Kondwada Inspector, Conservancy Inspector, Licence Inspector (Health), Jr. Sanitary Inspector, Checking Inspector, Veterinary Inspector.— Rs. 120—5—145—E.B.—8—185—E.B.—10—234. (20) Sr. Sanitary Inspector, Asstt. to M. O. H., Inspector (Food Sec.), Conservancy Superintendent— Rs. 120—8—200—E.B.—10—230—15—275. (21) Sr. Small-Pox Doctor, Sr. Compounders, Jr. Clerk (Audit with Depl. Examination), Sr. Grade Clerk, Sr. Crusher, Warrant-in-charge, Octroi Inspector, Sr. Vaccinator— Rs. 125—5—130—6—166—8—190. (22) Licence Inspector and Sky Sign Inspector— Rs. 125—5—160—6—190. (23) Nurse, Health Visitor, House-Liner keeper, Public Health Nurse— Rs. 125—5—170—E.B.—7—240. (24) Overseer (Building, Electrical, Drainage, Station, Water Works), Asstt. Water Supply Superintendent, Asstt. Drainage Superintendent, Asstt. Fire Brigade Superintendent, Assistant Workshop Superintendent— Rs. 125—5—145—10—245—15—290—20—330. (25) Stenographer— Rs. 135—10—255. (26) Chief Encroachment Inspector, Jr. Technician, Jr. Head Clerk, Store-keeper, Asstt. Accountant, Chief Licence Inspector, Sr. Shop Inspector— Rs. 160—10—210—15—225.	

(1)	(2)	(3)	(4)
101	The Poona Municipal Corporation, Poona—cont.	(27) Watch and Ward Inspector, Senior Audit Clerk— Rs. 160—10—240—15—255. (28) Senior Nurse— Rs. 165—5—185—10—255. (29) Sr. Head Clerk, Accountant, Asstt. Revenue and Test Auditor— Rs. 180—10—240—15—255. (30) Chief Inspector of Shops and Estts., Asstt. Internal Auditor, Laboratory Technician— Rs. 180—10—280. (30) Junior Auditor— Rs. 180—10—310. (32) Office Superintendent, Inspection Superintendent— Rs. 190—10—310. (33) Librarian— Rs. 300—10—400—15—415.	
102	Bhor Town Municipality, Bhor.	..	<i>Effective from 1-4-1961</i> Increase of Rs. 5 per month in Dearness Allowance to all the workers.
103	The Tasgaon Municipality, Tasgaon.	..	<i>Effective from 1-7-1962</i> As sanctioned by the Maharashtra Government
104	Miraj City Municipality, Miraj	..	<i>Effective from 1-1-1963</i> On the lines of Maharashtra Government employees, i.e. as follows :— Basic pay up to 100 .. Increase of Rs. 5 per month. Basic over 100 and up to 320 per month. Increase of Rs. 10 per month.
			<i>Effective from 1-6-1962</i>
105	Varangaon Gram Panchayat, Varangaon.	Office Clerk, Sanitary Supervisor— Rs. 36—2—60.	Rs. 40 per month from 1-12-1963 to Office Clerk, Library Clerk and Sanitary Supervisor.
107	Uran-Islampur Municipality, Islampur.	..	The rate of Dearness Allowance payable to the employees is raised by Rs. 5 per month to those drawing a monthly basic salary up to Rs. 100 and by Rs. 10 per month to those drawing monthly basic salary above Rs. 100.
109	The Pandharpur Municipality, Pandharpur.	(1) Office Superintendent— Rs. 70—5—100—10—130—15—160 (Matriculate). Office Superintendent— Rs. 100—6—130—10—170—15—200. (Graduate). Office Superintendent— Rs. 130—10—170—15—245 (M.A.). (2) Head Accountant— Rs. 70—5—100—10—130—15—160 (Matric). Head Accountant— Rs. 100—6—130—10—170—15—200 (B. Com.). (3) Shop Inspector (Graduate) Rs. 100—6—130—10—170—15—200. (M. A.) Rs. 130—10—170—15—245. (4) Fair Accountant— Rs. 70—5—100—10—130—15—160. (Matric) Rs. 100—6—130—170—15—200. (B. Com.) (5) Sub-Committee Clerk, Octroi Superintendent, Revision Officer and Vasuli Superintendent— Rs. 70—4—130—5—140.	..

(1)	(2)	(3)	(4)
109	The Pandharpur Municipality Pandharpur—cont.	(6) Shorthand Typist— Rs. 60—3—105—5—125 (Plus Rs. 25 Marathi Typing Allowance). (7) Store-keeper, Cashier, Provident Fund Clerk and Warrant Clerks— Rs. 60—3—105—5—115. (8) Accounts Clerk— Rs. 60—3—105—5—110. (9) Road Light Inspector— Rs. 60—3—105—5—140. (10) Construction Permitting Clerk and Checkers— Rs. 55—3—100—5—110. (11) Clerk—(A) Senior— Rs. 75—5—140. Clerk—(B) Junior— Rs. 55—3—85—4—125. (12) Store clerk, Despatch clerk, Record-keeper, Rly. Receipt Clerk, Octroi Office clerk, Wheel Tax Vasuli clerk, Minimum Wage Register clerk, Vasuli clerk, Clerk (C. M. Department) Clerk (M. D. Department), Case Writer, Vaccinator, Anti-Plague Measure clerk, Clerk (K. and G. Department), and clerk (P. W. D.), Sanitary clerk, Ward Inspector— Rs. 46—3—85—5—100. (13) Kadbe Oal Rent Vasuli Octroi Naka clerks, Central Check Naka Clerks, Bhaji Market Tax Vasuli Clerk— Rs. 46—3—73—4—85. (14) Chief Sanitary Inspector— Rs. 120—10—240. (15) Sanitary Inspector— Rs. 92—4—120—10—180. (16) Health Office Clerk and Birth and Death Register Clerk— Rs. 46—3—85—5—115. (17) Inspector (V. and A. M. Deptt.) Food Inspector— Rs. 92—4—120—10—180. (18) Fair Committee Clerk— Rs. 46—3—85—5—110. (19) Clerk (Ayurvedic)— Rs. 46—3—85. (20) Office Jamadar— Rs. 35—1—45—3—60. (21) Peons (Office), Account Peon and all Departments— Rs. 27—$\frac{1}{2}$—1—32—1—40. (22) Watchmen (All Departments)— Rs. 27—$\frac{1}{2}$—1—32—1—40. (23) Office Sweeper— Pay Rs. 20 plus D. A. Rs. 25 (24) Sweepers (Male and Female) and Others— Rs. 27—$\frac{1}{2}$—1—32—1—38. (25) Bhangi Boys— Rs. 20—1—27. (26) Head Printer— Rs. 46—3—85—5—100. (27) Pressman— Rs. 27—$\frac{1}{2}$—1—32—1—40. (28) Lamp Lighters— Rs. 27—$\frac{1}{2}$—1—32—1—40. (29) Fitter— Rs. 40—1—50—2—70. (30) Waterman— Rs. 27—$\frac{1}{2}$—1—32—1—40. (31) Mason— Rs. 46—3—73—4—85. (32) Mason Bigari (All)— Rs. 27—$\frac{1}{2}$—1—32—1—35. (33) Gutterwala, Lendki Nalla Cleaners— Rs. 27—$\frac{1}{2}$—1—32—1—38. (34) Mukadam all Department— Rs. 27—$\frac{1}{2}$—1—32—1—40. (35) Cartman, Bigari and Cook— Rs. 27—$\frac{1}{2}$—1—32—1—38. (36) Drivers— Rs. 55—3—85—5—115. (37) Motor Cleaner— Rs. 27—$\frac{1}{2}$—1—32—1—40.	

(1)	(2)	(4)	(4)
109	The Pandharpur Municipality, Pandharpur—cont.	(38) Ward Boy and Ward Ayya, Bhisti— Rs. 35—2—55—2½—60. (39) Dresser— Rs. 40—2—60—2½—65. (40) Dhobi— For Part-time work in Municipal Dispensary and Maternity Home—Pay Rs. 30 and Dearness Allowance Rs. 30. (41) Compounders— Rs. 46—3—73—4—85—5—100. (42) Female Dresser— Rs. 35—2—55—2½—60. (43) Compounder, Asstt. Compounder— Rs. 46—3—73—4—85. (44) Watchman (K. and G. Department)— Rs. 27—½—1—32—1—38. (45) Gardner, Asstt. Gardner— Rs. 27—½—1—32—1—40. (46) Mistry— Rs. 60—3—105—5—120. (47) Carpenter, Mason— Rs. 46—3—85—5—100.	
110	The Mangalwedha Municipality, Mangalwedha.	..	(i) Drawing Rs. 50 or less per month:— Rs. From 1-4-1961 to 30-6-1962. 45 From 1-7 1962 onwards .. 50 (ii) Drawing more than Rs. 50 .. 60
111	Lonand Village Panchayat, Lonand, District Satara.	Effective from 1-4-1964 (1) Naka Clerk— Rs. 35—2—55—3—70. (2) Naka Peon— Rs. 20—1—35. (3) Scavengers— Rs. 25—1—40. (4) Sweepers— Rs. 20—1—35. (5) Ayya— Rs. 15—1—30.	Rs. 45 per month. Rs. 40 per month. Rs. 40 per month. Rs. 40 per month. Rs. 40 per month.
112	The Sangli City Municipality, Sangli.	Effective from 1-9-1962 (1) Checking Clerk (Octroi) Matric— Rs. 51—2—69—3—87. (2) Goods and Parcel Entry Clerk (Non-matric)— Rs. 45—2—65—3—80. (3) Road Roller Driver (Steam)— Rs. 55—3—79—E.B.—4—87. (4) Road Roller Cleaner (Steam) and Male Coolies— Rs. 30—1—40.	
113	The Vadgaon Nimbalkar Grampanchayat, Vadgaon Nimbalkar.	(1) Peon, Sweepers and Scavengers— Rs. 50—1—55—2—65.	Rs. 30 per month.
114	The Loni-Kalbhori Grampanchayat, Loni-Kalbhori, District Poona.	Effective from 1-7-1964 Battiwale, Zaduware and Peons— Rs. 15—1—25.	Rs. 30 per month.
115	The Sangli City Municipality, Sangli.	Effective from 1-1-1964 Labourer in Water Works— Rs. 30—1—40.	
116	Malkapur Municipality, Malkapur, District Kolhapur.	Effective from 1-4-1962 (i) Secretary Rs. 80—4—120. (ii) Octroi Inspector (Non-matric). .. Rs. 50—2—66. (iii) Octroi Inspector (Matric). .. Rs. 50—2—70. (iv) Octroi Clerk Rs. 40—2—60. (v) Office Clerk Rs. 45—3—75. (vi) Mukadam Rs. 30—1—35. (vii) Office Peon Rs. 25—1—35. (viii) Sweeper (male) and Scavenger (male). .. Rs. 25—1—30. (ix) Sweeper (female) and Scavenger (female), Octroi, Peon. .. Rs. 20—1—30.	

(1)	(2)	(3)	(4)
117	The Murgud Municipality, Kolhapur.	<i>Effective from 1-1-1964</i> (1) Clerk— Rs. 56—3—77—5—92. (2) Peon— Rs. 35—1—42—2—48. (3) Mukadam— Rs. 50—2—64—3—73. (4) Paniwali, Mukadam— Rs. 47—2—61—3—70. (5) Octroi Inspector— Rs. 56—3—77—5—92. (6) Gadi Coolie— Rs. 46—1—53—2—59. (7) Zadu Kamgar— Rs. 39—1—46—2—52. (8) Bhangi— Rs. 39—1—46—2—52. (9) Temporary— Rs. 2.25 per day (consolidated).	<i>Effective from 1-1-1964.</i> Rs. 35 per month.
118	The City Municipality, Miraj	(1) Drivers Rs. 50—2.50—75. (2) Cleaners Rs. 35—1—45. (3) Sanitary Mukadam .. Rs. 45—1—55. (4) Octroi Checkers .. Rs. 50—3—80. (5) Dai, Aya, Ward Boy .. Rs. 35—1—45. (6) Scavengers Rs. 30—1—40.	
121	The Bhore Municipality, Bhore	<i>Effective from 1-4-1965</i> (1) Naka Karkun .. Rs. 35—3—65. (2) Naka Peon .. Rs. 27—1.50—42. (3) Watchman Water- man. .. Rs. 27—1.50—40. (4) Sweeper Rs. 22—1.50—37. (5) Scavengers .. Rs. 27—1.50—42. (6) Pani Pump Work- men. .. Rs. 27—1.50—40.	
122	The Kurudwadi Municipality	(1) Mukadam Rs. 25—$\frac{1}{2}$—35—1—40. (2) Zaduwalla, Gutter- walla, Motor Kachra Begari. .. Rs. 25—$\frac{1}{2}$—30—1—35. (3) Scavengers .. Rs. 25—$\frac{1}{2}$—30—1—35. (4) Peons Rs. 25—$\frac{1}{2}$—30—1—35. (5) Jakat Naka Karkun .. Rs. 45—1—55—2$\frac{1}{2}$—75. (6) Road Mazdoor .. Rs. 25—1—30.	
123	The Junnar Municipality ..	<i>Effective from 1-4-1964</i> (1) Sweepers, Female Sweepers, Scavengers, Coolies, Ayhas— Rs. 25—$\frac{1}{2}$—30. (2) Drivers— Rs. 40—1—50. <i>Effective from 1-11-1964</i> (1) Clerks Rs. 45—1—55—2—65. (2) Head Clerks/Account- Rs. 65—2$\frac{1}{2}$—80. tants. (3) Mukadams Rs. 40—1—50. (4) Octroi Inspectors .. Rs. 45—1—55—2—65. (5) Octroi Clerks .. Rs. 40—1—50. (6) Peons Rs. 25—$\frac{1}{2}$—30.	
124	The Kagal Municipality ..	(1) Secretary— Rs. 70—4—110. (2) Head Clerk— Rs. 55—3—85. (3) Octroi Inspector, Ward Inspector, Office Clerk— Rs. 45—2—65. (4) Octroi Clerk— Rs. 40—2—60. (5) Sanitary Mukadam, Fitter, Tractor Driver— Rs. 35—1—45. (6) Waterman, Octroi Mukadam, Chowkidar, Peon Rs. 30—1—40. (7) Sweeper, Scavenger— Rs. 25—1—35.	Increase of Rs. 10 per month from 1-4-1965.

(1)	(2)	(3)	(4)
125	The Kopergaon Municipality	(1) Sanitary Inspector Rs. 92—8—140. (2) Nurse— Rs. 80—5—100. (3) Naka Inspector— Rs. 55—3—85—E.B.—4—125—5—130. (4) Compounder— Rs. 55—3—85—E.B.—4—105. (5) Motor Driver— Rs. 50—2—30. (6) Mistry— Rs. 50—3—92. (7) Record keeper, Store-keeper, Office Clerk, Vasuli Clerk— Rs. 46—3—85—E.B.—4—105. (8) Naka Clerk, Market Clerk, Hospital Clerk— Rs. 45—3—87. (9) Conservancy Mukadam— Rs. 35—2—71. (10) Kondawada-keeper— Rs. 35—1—45—E.B.—2—65. (11) Motor Cleaner, Lamp-Lighter— Rs. 35—1—45. (12) Mali, Dresser, Ayha, Peon, Conservancy Staff— Rs. 30—1—40.	
126	The Tasgaon Municipality, Tasgaon.	(1) Secretary— Rs. 70—5—120—10—190. (2) Office Clerk, Octroi Inspector, Compounder— Rs. 45—4—85—5—120. (3) Octroi Clerk— Rs. 35—2—55—3—76. (4) Peon, Lamp-lighter, Scavenger, Cleaner, Watchman, Sweeper, Dresser— Rs. 25—1—40. (5) Mukadam— Rs. 35—2—65. (6) Motor Driver— Rs. 40—3—70. (7) Maternity Clerk— Rs. 40—3—75. A special Allowance of— Rs. 25 to Accounts Clerk.	
127	The Tasgaon Municipality ..	Zarewallas— Rs. 25—1—40	
128	Vita Municipality	Secretary— Rs. 70—5—120—10—190. Sanitary Inspector— Rs. 70—5—140. Head Clerk— Rs. 55—5—85—8—125. Assistant Clerk, Vasuli Clerk— Rs. 45—4—85—5—115. Mistry, Tax Inspector, Octroi Inspector— Rs. 45—4—85—5—105. Tractor Driver— Rs. 40—2—60. Naka Clerk— Rs. 35—2—55—3—76. Waterman— Rs. 35—2—55. Engine Driver— Rs. 30—2—50. Sweeper, Scavenger, Gutterman— Rs. 25—1—40.	
129	The Walki Gram Panchayat, Ahmednagar.	Peons, Lamp Lighters, Sweepers— Rs. 30—2—50.	Rs. 50 per month.
130	The Wai Municipality ..	(1) Secretary— Rs. 140—8—180—10—230. (2) Overseer— Rs. 100—5—150—10—200. (3) Head Clerk, Qualified Sanitary Inspector, Shop Inspector— Rs. 75—5—100—8—140.	

(1)	(2)	(3)	(4)
130 The Wai Municipality— <i>cont.</i>	(4) Senior Clerk— Rs. 65—4—35—5—110. (5) Collection Clerk— Rs. 65—4—85—5—105. (6) Octroi Inspector, Compounder— Rs. 55—4—75—5—100. (7) Jr. Clerk, Reg. and Vaccination Clerk, Assistant Inspector, Assistant Collection Clerk— Rs. 50—4—70—5—95. (8) Naka Clerk, Mukadam, Fee Collector, Motor Driver, Receipt Clerk— Rs. 35—2—45—2½—65. (9) Pound-keeper— Rs. 35—1½—50—2—60. (10) Peon, Market Sweeper, Mali, Road Sweepers, All Scavengers— Rs. 30—1½—45.		
131 Saswad Municipality, Saswad, District Poona.	(1) Sweeper, two Scavengers (Bhangi) and Mazdoor— Rs. 25—1—35. (2) Scavenger (Bhangi)— Rs. 35—1—40. (3) Mukadam— Rs. 40—1—50.		
132 The Uran-Islampur Municipality, Uran-Islampur.	<i>Effective from 1-7-1965.</i>		
	(1) Executive Officer— Rs. 100—7½—190. (2) Sanitary Inspector— Rs. 70—5—140. (3) Head Clerk— Rs. 55—5—85—8—125. (4) Octroi Inspector, Clerk (Office and Octroi) Compounder— Rs. 45—4—85—5—120. (5) Naka Karkun— Rs. 35—2—55—3—76. (6) Sanitary Mukadam— Rs. 35—2—65. (7) Peons (office), Naka Peons, Lamp-Lighter, Dai, Bhangi-Male, Bhangi-Female, Road Sweeper— Rs. 25—1—40. (8) Ward Boy— Rs. 20—1—30.		
134 Karanji Grampanchayat, Karanji, District Poona.	<i>Effective from 1-1-1967.</i>		
	(i) Clerk— Rs. 30—2—50. (ii) Peon, Sweeper— Rs. 20—1—30.	Rs. 30 per month. Rs. 30 per month.	
135 Grampanchayat Samvatsar, District Ahmednagar.	<i>Effective from 1-1-1967.</i>		
	(i) Sweeper, Peon, Watchman, Mapadi— Rs. 25—1—35. (ii) Clerk— Rs. 35—2—55.	Rs. 35 per month.	
136 Madhe Vadgaon Grampanchayat, Madhe Vadgaon, District Ahmednagar.	<i>Effective from 1-1-1967.</i>		
	(1) Peon-cum-Lamp-Lighter— Rs. 15—1—25.	Rs. 30 per month.	
137 Alandi Municipality, Alandi, District Poona.	<i>Effective from 1st January 1966.</i>		
	(i) Sanitary Inspector— Rs. 75—5—120—10—150. (ii) Clerk—(Matriculate)— Rs. 55—3—85. (iii) Compounder— Rs. 55—3—85—5—120. (iv) Store-keeper, Mukadam— Rs. 40—1—50. (v) Ayha Trained— Rs. 30—1—40. (vi) Lamp-Lighter— Rs. 28—1—40. (vii) Peon-Junior, Watchman, Mali, Aya-Un- trained, Scavengers (male), Scavengers (female), Sweeper (male), Sweepers (female)— Rs. 20—1—30.		

(1)	(2)	(3)	(4)
138	The Pandare Grampanchayat, Pandare, District Poona.	(i) Peon— Rs. 80 per month. (ii) Scavenger (male)— Rs. 75 per month. (iii) Scavenger (female)— Rs. 60 per month.	
139	Sangli Municipality, Sangli..	<i>Effective from 1-8-1964.</i> (i) Octroi Clerk (Matriculates or S. S. C. Passed)— Rs. 55—3—85—4—125—5—130. (ii) Octroi Clerks (other than the Matriculates or S. S. C. Passed)— Rs. 46—3—85—4—125—5—130. (iii) All peons of municipality except those of J. E. W. (including those of the Trust)— Rs. 35—2—65.	
140	Kadus Grampanchayat, Tal. Khed, District Poona.	<i>Effective from 1-1-1967.</i> (i) Peons— Rs. 60 per month. (ii) Part-time sweepers (Zaduwalla)— Rs. 35 per month.	
143	Loni Deskar Grampanchayat, Loni Deskar, Poona.	<i>With effect from 1st November 1966.</i> Zaduwalla, Bhangis, Peons and Bhattiwalas— Rs. 25—1—35.	Rs. 30 per month.
144	Loni-Bhapkar Grampanchayat, Loni-Bhapkar, District Poona.	<i>Effective from 1-11-1966.</i> (i) Peon— Rs. 35—2—45. (ii) Sweeper— Rs. 25—2—39.	Rs. 30 p. m.
145	Malegaon B. K. Grampanchayat, Malegaon, Poona.	<i>Effective from 1-11-1966.</i> (a) Clerk— Rs. 50—1—55—2—65. (b) Bhangi and Peon— Rs. 40—1—50—2—60. Zaduwallas (part time) Rs. 20 p. m. Zaduwallas Rs. 40—1—50—2—60.	Rs. 30 p. m. Rs. 15 p. m. Rs. 30 p. m.
146	Kedgaon Grampanchayat, Kedgaon, Poona.	<i>Effective from 1-11-1966.</i> (i) Peons— Rs. 35—2—45. (ii) Sweepers (Zaduwallas) Scavengers (Bhangis)— Rs. 25—2—39.	Rs. 30 p. m.
147	The Municipal Committee, Wardha.	<i>Effective from 21-10-1958.</i> (1) Male Sweepers— Rs. 21— $\frac{1}{2}$ —28. (2) Female Sweepers— Rs. 18— $\frac{1}{2}$ —26.	
148	Municipal Committee, Yeotmal (Nagpur).	Class IV servants— Rs. 20— $\frac{1}{2}$ —80.	
151	The Municipal Committee, Yeotmal (Nagpur).	Male and female employees— Rs. 19— $\frac{1}{2}$ —23.	
152	Municipal Committee, Chanda.	<i>Effective from 1-1-1961.</i> Male Sweeper— Rs. 25— $\frac{1}{2}$ —30. Female Sweeper— Rs. 20— $\frac{1}{2}$ —25.	<i>Effective from 1-1-1961</i> Rs. 45 per month.
155	Corporation of Nagpur City, Nagpur.	<i>Effective from 1-4-1962 (Workshop)</i> (1) Assistant Mechanics (Store Mohrir)— Rs. 50—4—80—2 $\frac{1}{2}$ —100 (plus all allowances). (2) Polacksmith— Rs. 50—3—80—EB—4—100 (plus all allowances). (3) Carpenter— Rs. 40—2—60—2 $\frac{1}{2}$ —80 (plus all allowances).	

(1)	(2)	(3)	(4)
155	Corporation of Nagpur City, Nagpur—cont.	(4) Mate— Rs. 30—1—40—1—50 (plus all allowances). (5) Mazdoor— Rs. 25—1—30 (plus all allowances). (6) Turner— Rs. 50—5—70—4—90—EB—3—120 (all allowances). (7) Spray Printer— Rs. 60—2½—80—4—100 (plus all allowances)	
156	Municipal Committee, Kamptee.	<i>Effective from 1-6-62.</i> Male Sweeper— Rs. 21—½—30. Female Sweeper— Rs. 18—½—23.	
157	Kotul Grampanchayat, Kotul, Dist. Akola.	<i>Effective from 1-1-1967.</i> Peon, Sweeper and Lamp-lighter— Rs. 25—1—35.	Rs. 35 p.m.
158	The Jalna City Municipality, Jalna.	<i>Effective from 10-1-1960.</i> Wages are paid as per the rates prevailing in the Aurangabad city Municipality i.e.— (1) Male—Rs. 26 p.m. (2) Female—Rs. 20 p.m.	
159	The City Municipality, Latur, Latur.	<i>Effective from 1-1-61</i> (1) Female Labourer, Sweeper, Mali— Rs. 18—1—20. (2) Male Labourer, Sweepers, Mali, Coolies— Rs. 21—1—26. (3) Cleaner— Rs. 22—1—27. (4) Peon, Watchman— Rs. 25—1—30. (5) Lineman, Oilmen— Rs. 25—3—40. (6) Dafedar— Rs. 30—1—35. (7) Jr. Operator— Rs. 30—2—46. (8) Bill Collector— Rs. 40—2—50. (9) Fitter— Rs. 40—3—55. (10) Head Operator— Rs. 50—3—65—5—75. (11) Clerk, Store-keeper— Rs. 55—3—85—110. (12) Driver (Engine)— Rs. 55—3—70. (13) Driver (Motor lorry)— Rs. 55—2—65. (14) Typist— Rs. 55—3—85—4—125—5—137. (15) Accountant 2nd Gr.— Rs. 60—5—130. (16) Municipal Inspector— Rs. 82—4—130. (17) Sub-Overseer— Rs. 90—5—140. (18) Accountant 1st Grade— Rs. 90—5—110—7½—140. (19) Foreman— Rs. 105—5—140. (20) Architectural Draftman— Rs. 140—6—218.	
161	The City Municipality Mominabad (Ambajogai),	<i>Effective from 1-6-42.</i> Mali (male, female) Labourer Scavengers— Rs. 20—1—25.	
162	The City Municipality, Bhir..	..	The Municipality should pay half the difference (in D. A. of Bombay and Hyderabad rate i. e. Rs. 40 and Rs. 15.44 for 3 months of January, February and March 1958.
163	Nasik District Local Board, Nasik.	(1) Mistries— Rs. 46—3—85—4—105. (2) Road Clerks— Rs. 40—2—60.	
164	The Bombay Municipal Corporation, Bombay.	(1) Zoo Assistant (Veterinary)— Rs. 380—20—500—30—560 plus Spl. pay of Rs. 10 p.m.	

(1)	(2)	(3)	(4)
<i>Effective from 1-6-60.</i>			
169 Malegaon Borough Municipality.	(1) Naka Clerk— Rs. 46—3—85—4—125—5—130. (2) Hamal and Watchman— Rs. 35—1—45—2—65.		
170 Bombay Municipal Corporation, Bombay.	<i>Effective from 1-7-60 to Laboratory staff.</i> (1) Asstt. Analysts— Rs. 280—20—300—25—425. (2) Asstt. Chemist Jr. Lab. Chemist— Rs. 200—15—260—20—360. (3) Asstt. Bacteriologist— Rs. 200—15—260—20—360. Special pay to the staff in the Municipal Laboratory in lieu of payment of 1/3 fees received for examination of samples etc.— (1) Asstt. Analyst— Rs. 50 p.m. (2) Asstt. Chemist and Bacteriologist— Rs. 35 p.m. (3) Jr. Lab. Chemist— Rs. 15 p.m.		
		<i>Effective from 1-4-63.</i>	<i>Effective from 1-4-1963</i>
171 Gram Panchayat Committee, Lasur.	(1) Clerk— Rs. 20—2—40. (2) Sepoy— Rs. 16—1—25. (3) Others— Rs. 15—1—25.		Rs. 40 p.m.
173 Taloda Municipality, Taloda	(1) Peons— Rs. 20—1—30. (2) Gutter cleaner, Sweepers— Rs. 22— $\frac{1}{2}$ —25. (3) Cartmen— Rs. 22— $\frac{1}{2}$ —30. (4) Scavengers, Cartmen— Rs. 25— $\frac{1}{2}$ —30. (5) Office Peon— Rs. 25—1—35. (6) Lamp-lighters— Rs. 26— $\frac{1}{2}$ —40. (7) Naka Clerks (Temp.)— Rs. 37—1—50. (8) Sanitary Mukdams— Rs. 35—1—50—EB—2—70. (9) Naka Clerks (permanent)— Rs. 40—1—50—EB—2—70. (10) Octroi Inspector, Demand Clerks— Rs. 46—3—85—4—101—C.A. Rs. 5 per month. (11) Jr. Clerks— Rs. 46—3—85—4—101. (12) Sr. Clerks— Rs. 46—3—85—EB—5—120. (13) Head Clerks— Rs. 60—5—100—EB—5—120. (14) Sanitary Inspector— Rs. 70—10/2—120—C.A. Rs. 5 per month. (15) Secretaries— Rs. 80—5—120—8—160.		
174 Nasik District Local Board, Nasik.	(1) Mistries (permanent)— Rs. 45—3—85—4—105 (after completion of 5 years, they must pass the examination, failure should not get the increment after Rs. 85). (2) Road Clerk— Rs. 40—2—60.		
176 Savda Municipality, Savda ..	<i>Effective from 1-5-62.</i> (1) Sweeper— Rs. 25—1—35. (2) Naka Clerk— Rs. 40—3/2—55 (matriculate to start Rs. 46.)		Rs. 45 p.m.
177 Sholapur Municipal Borough	..		The Municipality agrees to consider demand of 'merger of D.A. in basic pay' after Govt. gives the direction in this respect by Govt. Resolution.

(1)	(2)	(3)	(4)
178	Sholapur Municipal Borough	Effective from 1-3-57 all class III workmen shall be paid annual increment of 0-50 P.	
179	District Local Board, Poona..	Effective from 1-10-60. Male Mazdoor— Rs. 25— $\frac{1}{2}$ —35. Mukadam— Rs. 30— $\frac{1}{2}$ —40.	The present rate of D. A. shall be continued.
180	District Local Board, Kolhapur.	Effective from 1-1-61. (1) Male coolies— Rs. 20—1—30. (2) Mukadams— Rs. 30— $\frac{1}{2}$ —40. (3) Store watchmen— Rs. 25— $\frac{1}{2}$ —35. (4) Gardners— Rs. 25— $\frac{1}{2}$ —35.	Same as is paid to the permanent employee.
181	Sholapur Municipal Borough	Effective from 1-12-61. Section Municipal Quarry Category Daily wages (1) Skilled Rs. 3-50 (2) Semi-skilled Rs. 2-75 (3) Unskilled Rs. 2-00 (4) Child workers Re. 1-00	
186	Grampanchayat, Manchar, Dist. Poona.	Effective from 1-9-63. (1) Sweeper— Rs. 20—1—30. (2) Scavenger— Rs. 30—1—40. (3) Battiwala— Rs. 35—1—45. (4) Salesman— Rs. 40—1—50. (5) Peon, Male Coolie— Rs. 50—1—60.	Effective from 1-9-63 Rs. 15 p. m.
187	Kandur Grampanchayat, Dist. Poona.	Effective from 1-9-63. (1) Clerk— Rs. 45—1—55. (2) Peon— Rs. 40—1—45. (3) Sweeper— Rs. 15 (fixed).	Effective from 1-9-63. Rs. 15 p. m.
188	Nira Grampanchayat, Nira, Dist. Poona.	Effective from 1-9-63. (1) Clerk— Rs. 91—3—130. (2) Naka Clerk— Rs. 40—1—55. (3) Peon— Rs. 40—1—50. (4) Watchman— Rs. 50—1—75. (5) Male sweeper— Rs. 35 (fixed). (6) Female sweeper— Rs. 25 (fixed). (a) One post of male sweeper will get a special pay of Rs. 7 p. m. for removing the dead body. (b) One post of female sweeper will get special pay of Rs. 5 p. m. for removing night soil.	Effective from 1-9-63. Rs. 15 p. m. to all workmen. Rs. 7-50 p. m. to sweepers.
189	Grampanchayat, Pimpalgaon	On individual basis	

Grampanchayat Pimpalgaon, Pissa, district Ahmednagar

The following pay scales, dearness allowance and fixation of pay shall be made applicable.

Serial No. (1)	Name of the workmen (2)	Scale (3)	Fixation of pay on 1-1-1964 (4)	D. A. (5)	Total (6)
			Rs.	Rs.	Rs.
1	Shri S. P. Kole	Rs. 15-1-25	20	30	50
2	Shri D. B. Padale	Rs.	7	..	7
3	Smt. K. R. Padale	Rs. 10-1-20	15	15	30
4	Smt. V. N. Padale	Rs. 10-1-20	15	15	30
5	Smt. N. A. Padale	Rs. 10-1-20	..	10	20

(1)	(2)	(3)	(4)
190	Municipal Committee, Kamptee.	.. (1) Peons, Maid servant, Ayya, Chaukidar— Rs. 20— $\frac{1}{2}$ —30. (2) Asstt. Compounder, Dresser, Wardboy, Conservancy Jamadar— Rs. 30— $\frac{1}{2}$ —45. (3) Mohariar— Rs. 35— $\frac{1}{2}$ —50. (4) Head Jamadar, Asstt. Octroi Inspector, Head Moharir, Vaccinator, Midwife— Rs. 40—2—50. (5) Daftari (Clerk), Octroi Inspector, Com- pounder, Hospital Clerk— Rs. 45—2—61. (6) Typist, Cashier, Asstt. Accountant, Asstt. to Head Clerk, Tax Supdt., Asstt. Octroi Supdt., Draft- man— Rs. 50—3—75—5—80. (7) Head Clerk, Accountant, Tax Supdt., Octroi Supdt.— Rs. 60—3—75—5—100.	
191	Municipal Committee, Warora	<i>Effective from 1-1-58.</i> (1) Male— Rs. 20— $\frac{1}{2}$ —25. (2) Female— Rs. 16— $\frac{1}{2}$ —20.	<i>Effective from 1-9-57.</i> .. An increase of Rs. 7 p. m.
192	Municipal Committee, Chanda	<i>Effective from 1-2-58.</i> (1) Male— Rs. 20— $\frac{1}{2}$ —25. (2) Female— Rs. 18— $\frac{1}{2}$ —23.	.. Rs. 21 p. m. to sweeper.
194	Municipal Committee, Yeotmal.	Class IV servant— Rs. 20— $\frac{1}{2}$ —30.	
195	City of Nagpur Corporation ..	(1) Asstt. Mechanics Rs. 50—3—80—2 $\frac{1}{2}$ —100. (2) Black Smith— Rs. 50—3—80—E. B.—4—100. (3) Carpenter— Rs. 40—2—60—2 $\frac{1}{2}$ —80. (4) Store Moharir— Rs. 50—3—80—2 $\frac{1}{2}$ —100. (5) Mate— Rs. 30—1—40—1—50. (6) Mazdoor— Rs. 25—1—30. (7) Turner— Rs. 50—5—70—4—90—E. B.—3—120. (8) Spray printer— Rs. 60—2 $\frac{1}{2}$ —80—4—100.	
196	Malkapur Municipality ..		From 1-5-60 as per Maharashtra Government Servants.

**STATEMENT SHOWING THE NAMES OF THE CONCERNS AND THE VARIOUS TYPES OF LEAVE GRANTED
IN THE "LOCAL AUTHORITIES" INDUSTRY**

Serial No. in Index (1)	Name of concern (2)	Privilege Leave (days) (3)	Sick Leave (days) (4)	Maternity Leave (days) (5)	Casual Leave (days) (6)	Paid Holiday (days) (7)
4	The Panvel Municipality ..	..	..	..	..	6 (To Naka Peons and Naka Karkun)
7	The Borough Municipality, Bhusawal.	..	..	..	..	6
9	The Borough Municipality, Chalisgaon.	..	..	42 days ..	..	..
20	Grampanchayat Committee, Asoda.	21 (Accumulated 42 days).	5 (Accumulation 20 days).	As per B. C. S. R.	5	..
23	Gram Panchayat, Betwad, Dist. Jalgaon.			As per B. C. S. R.		

(1)	(2)	(3)	(4)	(5)	(6)	(7)
27	Gram panchayat Committee, Varkhedi.	30	..	..	15	..
28	Garm Panchayat Committee, Bamnod, District Jalgaon.	As provided by Rule 8 of the Bombay Village Panchayats Servants (Conditions of Service) Rules, 1960.	As Rule 8 of the Bombay Village Panchayats Servants (Conditions of Service) Rules, 1960.	..	As per Rule 8 of the Bombay Village Panchayat Servants (Conditions of Service) Rules, 1960.	..
29	Grampanchayat Committee, Bamnod, District Jalgaon.	Do.	Do.	..	Do.	..
30	Grampanchayat Committee, Waradsim.	Do.	Do.	..	Do.	..
32	The Grampanchayat, Bodwad, District Jalgaon.	Do.	Do.	..	Do.	..
33	The Group Panchayat Committee, Adavad.	Do.	Do.	..	Do.	..
34	The Yawal Municipality, Yawal.	..	..	..	..	..
35	Group Grampanchayat Committee, Fattepur.	As per B. C. S. R.	As per B. C. S. R.	..	15	..
36	The Grampanchayat Committee, Lohare.	As per Rule 8 of the Bombay Village Panchayats Servants (Conditions of Service) Rules, 1960.	As per Rule 8 of the Bombay Village Panchayats Servants (Conditions of Service) Rules, 1960.	..	As per Rule 8 of the Bombay Village Panchayats Servants (Conditions of Service) Rules, 1960.	..
38	Grampanchayat Committee, Neri Budruk.	Do.	Do.	As per Rule 8 of the Bombay Village Panchayats Servants (Conditions of Service) Rules, 1960.	Do.	..
43	The Gram Panchayat Committee, Chunchale.	As per Rule 8 of Bombay Village Panchayat Servants (Conditions of Service) Rules, 1960				
52	Shirol Grampanchayat ..	..	Do.	..	..	..
53	Gram Panchayat Committee, Atraval.	..	Do.	..	..	..
57	Satana Municipal Committee, Satana, District Nasik.	..	As per B. C. S. R.	..	..	14
69	The District Local Board, Sholapur.	As per B. C. S. R. for confirmed workers.	As per B. C. S. R. for confirmed workers.	..	..	4
78	Gram Panchayat Chinawat Kanalde.	..	As per B. C. S. R.	..	..	..
79	Gram Panchayat Committee,	..	As per B. C. S. R.	..	..	..
80	Gram Panchayat, Bhalod ..	..	As per B. C. S. R.	..	..	..
84	The Borough Municipality, Ahmednagar.	..	..	..	..	4
88	The Shirur Municipality ..	..	10 (full pay) (accumulation 30 days). 20 (half pay) (accumulation 60 days).	6 weeks ..	..	4 Octroi staff
94	Akkalkot Municipality, Akkalkot.	..	As per B. C. S. R.	..	..	..

(1)	(2)	(3)	(4)	(5)	(6)	(7)
109	Pandharpur Municipality ..	..	..	..	..	15 (half pay) for Sanitation Deptt.
111	Lonand Village Panchayat, Lonand.	As provided by Rule 8 of the Village Panchayats Servants (Conditions of Service) Rules, 1960.	As per Rule 8 of the Bombay Village Panchayats Servants (Conditions of Service) Rules, 1960.	..	As per Rule 8 of the Bombay Village Panchayats Servants (Conditions of Service) Rules, 1960.	..
112	Sangli City Municipality ..	..	..	..	..	4
113	Vadgaon Nimbalkar Gram-panchayat.	30	15	..	15	15
117	The Murgud Municipality ..	21	8	One month (15 days prior and 15 days after delivery).	15	..
118	The City Municipality, Miraj	..	..	..	..	5
120	The Gram panchayat Committee, Khirdi Bandruk.	As per Rule 8 of Bombay Village Panchayat Servants (Conditions of Service) Rules, 1960.				
134	Karanje Grampanchayat, .. Karanje.		Do.		Do.	
135	Grampanchayat, Samvatsar, Dist. Ahmednagar.		Do.		Do.	
136	Madhe Vadgaon Gram-panchayat, Tal. Shrigonda, Dist. Ahmednagar.		Do.		Do.	
147	The Municipal Committee, Wardha.	7	15 (Half pay)	6 weeks	..	1/2 day.
156	Municipal Committee, .. Kamptee.	..	..	2 days before confinement and 40 days after. 60 days.	..	(on independence day) ..
157	Kotul Grampanchayat, Kotul, Dist. Ahmednagar.	As per Rule 8 of Bombay Village Panchayat Servants (Condition of Service) Rules, 1960.				
167	Borough Municipality, Chalisgaon.	..	..	..	..	4 for Octroi staff.
168	Borough Municipality, Bhusawal.	..	..	..	..	6
169	Malegaon Municipality, Malegaon.	..	..	..	..	15
171	Grampanchayat Committee, Lasur.	..	..	..	15	..
172	Chopda Municipality, Chopda	..	..	..	..	5
176	Savda Municipality	..	..	..	..	5
178	Kolhapur Municipal Borough	..	..	As per B. C. S. B.	..	..
179	District Local Board, Poona		As per B. C. S. R.			
180	District Local Board, Kolhapur		As per B. C. S. R.			
185	Ichalkaranji Municipal .. Borough.	..	..	..	..	3 (full). for Octroi Dept.— 12 (half). for Sanitary Dept.—
187	Kendur Grampanchayat, Poona	..	As per B. C. S. R.			
188	Nira Grampanchayat, Nira, .. Poona.	..	As per B. C. S. R.			
189	Grampanchayat, Pimpalgaon	30 days accumulated 90 days.	15 days accumulated up to 45 days.	..	15	15 (half) for Sweepers—
196	Malkapur Municipality ..	..	..	..	..	Octroi and Sanitary Deptt. 10

STATEMENT SHOWING THE NAMES OF THE CONCERNS AND THE QUANTUM OF GRATUITY GRANTED IN THE "LOCAL AUTHORITIES" INDUSTRY

Gratuity payable on (in terms of number of days/months/weeks basic wages) Per year of service											
Name of the Concern and Sr. Number in the list	Death or Disability (Physical or mental) while in employment	On termination of service after—			On resignation from service after—			On voluntary retirement after—			Maximum Gratuity Payable
		5 years	10 years	15 years	5 years	10 years	15 years	5 years	10 years	15 years	
(1)	(2)	3 (a)	3 (b)	3 (c)	4 (a)	4 (b)	4 (c)	5 (a)	5 (b)	5 (c)	(6)
57. The Satana Municipal Council, Satana.	..	..	..	..	1 month's wages for each year of service.			1 month's wages for each year of service.			..
60. The Sangli City Municipality, Sangli.	½ month basic wage.	..	10 days wages.	1 month basic wage.	..	..	½ month basic wage.	..	..	½ month basic wage.	10 months
88. The Shirur Municipality.	It should follow Rule Nos. 163—168 and Byelaws of the Municipality as regards the gratuity.										
98. The District Local Board, Ahmednagar.	½ month pay.	..	..	..	..	..	½ month pay.	..	..	½ month pay.	..
112. Sangli City Municipality, Sangli.	The Municipality has framed pension rules including provision for gratuity.										
119. The Kopergaon Municipality.	1 month basic pay.	At the discretion of the Municipality.			1 month basic pay per each year of service.			1 month basic pay for each year of service.			..
156. Municipal Committee, Kamptee.	The Municipality has agreed to make the provision of gratuity in the Byelaws of Municipal Committee with effect from 1st April 1962.										
177. Sholapur Municipal Borough.	The gratuity is to be paid as per Award (IT) No. 67 of 1955 to all workers after framing the necessary rules within 3 months of the date of the Settlement.										
186. Grampanchayat, Manchar, Dist. Poona.	15 days wages for each year of service after 5 years service.	..	..	..	15 days wages for each year of service after 5 years service.			15 days wages for each year of service after 5 years service.			
187. Kendur Grampanchayat, Dist. Poona.	Do.	..	..	..		Do.	..		Do.	..	..
188. Nira Grampanchayat, Nira, Dist. Poona.	Do.	..	..	..		Do.	..		Do.	..	..

HOSPITAL INDUSTRY

The Committee has adopted the same definition for this industry which was adopted by the previous 'Norms' Committee. The definition is as follows :—

'Hospitals, Sanatoria, Nursing Homes, Maternity and Child Welfare Clinics and Veterinary Hospitals'.

The Committee examined 17 Awards and 26 Settlements/Agreements in respect of this industry during the relevant period. They dealt with a number of subjects principal among them being wages, dearness allowance and leave facilities. The other service conditions included uniforms, washing allowance, provision of quarters, provident fund, gratuity etc. The division-wise break up of these 17 Awards and 26 Settlements/Agreements is as follows :—

Division	Awards	Settlements/Agreements
Bombay	12	18
Poona	2	8
Nagpur	3	..
Aurangabad	..	..
Total ..	17	26

The following is the list of Awards and Settlements/Agreements examined :—

Serial No.	Name of the Concern	Reference
(1)	(2)	(3)
AWARDS		Date and Page of M. G. G., Part I-L
Bombay Division		
1	Sheth Gordhandas Ranchhodas Bhagat Maternity Home, Bombay	29-1-1959, (499—503.)
2	Shirodkar Clinic Pvt. Ltd., Bombay	11-6-1960, (391—397.)
3	P. C. Hospital, Amalner, Dist. Jalgaon	4-5-1961, (1056—1057.)
4	Sarvodaya Hospital, Bombay	1-6-1961, (1272—1273.)
5	Dr. Divekar's Hospital Charitable Trust, Bombay	16-8-1962, (3394—3396.)
6	Sheth C. R. Bhagat Hindu Maternity Hospital, Bombay	18-4-1963, (1371—1376.)
7	Dr. Balubhai Nanavati Hospital, Bombay	11-7-1963, (2363—2369.)
8	H. A. N. Dholkawala Maternity Hospital, Bombay	14-5-1964, (1795—1798.)
9	The Sarvodaya Hospital, Bombay	30-7-1964, (2585—2592.)
10	The Noor Hospital, Bombay	21-4-1966, (1334.)
11	The Bombay Hospital, Bombay	9-6-1966, (1821.)
12	Masina Hospital, Bombay	30-11-1967, (4950.)
Poona Division		
13	Talgaon General Hospital, Talgaon	12-1-1961, (116—119.)
14	The Borough Municipality, Ahmednagar and Balasaheb Deshpande Charitable Dispensary and Maternity Home, Ahmednagar.	13-9-1962, (3806—3811.)
Nagpur Division		
15	Medical College Hospital, Nagpur	5-9-1957, (3833—3836.)
16	Lady Hardinge Hospital, Akola	15-12-1960, (3247—3250.)
17	Shri Baidyanath Ayurved Bhawan, Nagpur	13-12-1962, (5191—5193.)
SETTLEMENTS		Date of Settlement and Section of the I. D. Act, 1947
Bombay Division		
18	Holy Family Hospital, Bombay	3-4-1959, Sec. 12(3).
19	Saifee Hospital and Nursing Home, Bombay	9-7-1959, Sec. 12(3).
20	Children's Orthopedic Hospital, Bombay	7-8-1959, Sec. 12(3).
21	H. A. N. Dholkawala Maternity Hospital, Bombay	8-8-1959, Sec. 12(3).
22	Adam's Wylie Memorial Hospital, Bombay	18-6-1960, Sec. 12(3).
23	H. A. N. Dholkawala Maternity Hospital, Bombay	18-7-1960, Sec. 12(3).
24	Masina Hospital, Bombay	27-8-1960, Sec. 12(3).
25	Noor Hospital, Bombay	10-9-1960, Sec. 12(3).
26	The Ramwadi Free Eye Hospital, Bombay	30-11-1960, Sec. 12(3).
27	B. D. Petit Parsee General Hospital, Bombay	28-3-1961, Sec. 12(3).
28	Ismalia General Hospital, Bombay	6-4-1961, Sec. 2(P).
29	Bombay Hospital, Bombay	13-5-1961, Sec. 12(3).
30	The Universal Health Institute, Bombay	7-8-1961, Sec. 12(3).
31	Habib Hospital and Rahimatbi Maternity Hospital, Bombay	7-1-1963, Sec. 12(3).

(1)	(2)	(3)
32	S. K. Patil Arogyadham, Bombay	11-1-1963, Sec. 2(P).
33	S. B. C. C. Hospital, Bombay	30-4-1963, Sec. 12(3).
34	The Ismalia Hospital, Bombay	14-9-1963, Sec. 12(3).
35	Saifee Hospital, Bombay	25-9-1963, Sec. 12(3).
Poona Division		
36	Ayurved Vidyalaya Sanstha, Ahmednagar	20-3-1959, Sec. 12(3).
37	N. M. Wadia Hospital, Poona	14-11-1959, Sec. 12(3).
38	Seth Tarachand Ramnath Charitable Ayurvedic Hospital, Poona	14-11-1959, Sec. 12(3).
39	T. B. Sanatorium, Arangaon	13-12-1960, Sec. 12(3).
40	K. E. M. Hospital, Poona	17-4-1961, Sec. 12(3).
41	Jehangir Nursing Home, Poona	19-1-1962, Sec. 12(3).
42	Bel-Air Sanatorium, Panchagani	7-1-1963, Sec. 12(3).
43	Ayurved Vidyalaya Sanstha, Ahmednagar	6-5-1963, Sec. 12(3).

WAGES AND DEARNESS ALLOWANCE

The question of wages and Dearness Allowance was dealt with in 39 cases ; Out of these only wages were decided in 6 cases only D. A. in 4 cases wages and D. A. together in 20 cases, *Ad-hoc* increase only in existing wages in 4 cases and *Ad-hoc* increase only in existing D. A. in 4 cases and *Ad-hoc* increase only in existing wages and Dearness Allowance in one case.

A statement showing wages, Dearness Allowance, increments etc. in 39 cases is attached herewith.

Wages :

The workmen employed in this industry have been divided into a number of categories. The first category includes female sweepers, scavengers, malis, peons and other unskilled workmen. The lowest basic wage scales for these workmen were Rs. 30—1—40 in Bombay Division. It was Rs. 24—1—40 in Poona Division Dearness Allowance was paid in addition to this. The second category includes Ward-boys, Ayahs and those who have to attend to the patients in person. They are classified as Unskilled workmen and paid almost the same wages. The Compounder, Cook and Nurses fall in the third category and their wages are ranging from Rs. 45 to Rs. 100 p. m. There are also Theatre Attendants, Laboratory Attendants whose pay range from Rs. 40 to Rs. 130 p. m. In all these cases separate dearness allowance is given. In cases where consolidated wages are fixed the lowest paid workman is fixed in the basic wages of Rs. 75 to Rs. 91 p. m. The Nurse and Ayah get Rs. 90 to Rs. 110. Compounders Rs. 77 p. m. and clerks Rs. 193 p. m. It was also noticed that there is no uniformity in wages awarded to the workmen in this industry.

Dearness Allowance:

In 28 cases dearness allowance was fixed ranging from Rs. 10 p. m. to Rs. 60 p. m. In 9 of these cases *ad-hoc* increase in existing dearness allowance have been awarded. However, dearness allowance fixed prior to the dispute cannot be ascertained from data before us.

In no case dearness allowance was linked with the Consumer Price Index Number.

Adjustment of Wages:

The adjustment in revised wage-scales with the existing one was done on the following lines :—

(a) Workers, whose existing wages are less than the minimum of the revised wage-scales shall be given the minimum of the revised scale.

(b) If his existing wage is more than the minimum of the revised scale but not a stage in the revised scale, it shall be stepped up to the next higher stage in the scale.

(c) No workman shall be adversely affected due to the adjustment in the revised wage-scales

Adjustment/Service Increments:

Service increments after adjustments were given in 2 cases as follows :—

Length of Service					Number of Increments
(a)	Less than 1 year	..	..	..	No increment.
(b)	1 to 3 years	..	..	..	1 increment.
(c)	3 to 7 years	..	..	..	Two increments.
(d)	Above 7 years	..	..	..	Three increments.

In one case two increments to Ayahs and Sweepers were given for 4 years or more of service.

Adjustment of Dearness Allowance with Free Food and Shelter:

In case of Masina Hospital (Serial No. 12) Bombay the Kitchen Staff was being given free food and shelter and was paid dearness allowance at Rs. 5 p. m. only. Those workmen who were not provided with free food and shelter were paid dearness allowance at the rate of Rs. 40 per month.

LEAVE FACILITIES**Privilege Leave :**

There were 26 cases in which privilege leave was granted. In 5 of these cases, different rates were given to different categories of employees. There was only one case in which privilege leave according to the Shops and Establishments Act has been agreed upon. In 5 cases leave was at the rate of 15 days per year. In 4 cases it was 20 days per year. In 3 cases it was 21 days per year. In one case each it was 25 and 28 days per year. In 11 cases the privilege leave was 30 days per year. The following table give particulars regarding privilege leave in the four divisions of the states:—

Division					15 days	20 days	21 days	25 days	28 days	30 days	As per Shops and Esstt. Act	Total
Bombay	..	..	..	..	2	1	1	..	1	9	1	15
Poona	..	..	..	..	3	3	2	1	..	2	..	11
Nagpur	..	..	..	..	..	..	..	..	..	..	..	..
Aurangabad	..	..	..	..	..	..	..	..	..	..	..	..
Total					5	4	3	1	1	11	1	26

Accumulation of Leave:

Accumulation of leave was allowed in 8 cases at twice the annual rate, in 5 cases it was three times, and in 3 cases it was 4 times the annual privilege leave. In the remaining cases period of accumulation was not mentioned at all.

Conditions—

The following were the conditions which governed the grant of privilege leave :—

- Privilege leave shall be granted after completion of 240 days' or more of service in a year.
- Applications for leave shall be made 15 days in advance except in cases of emergency.

Sick Leave:

There were 18 cases where sick leave was granted to the employees. In 6 cases sick leave was at the rate of 10 days per year. In 3 cases it was at the rate of 15 days per year. In 6 cases the quantum of leave was 7 days per year and in one case it was at the rate of 21 days per year. In 2 hospitals sick leave was granted as per State Government Rules. In the case of K. E. M. Hospital, Poona, sick leave was granted on full pay for the first 7 days and on half-pay for the next 7 days. It may be noted that the Employees' State Insurance Scheme is not applicable to this industry.

The following table gives division-wise particulars regarding sick leave :—

Division	7 days	10 days	15 days	21 days	As per Government Rules	Total
Bombay	3	3	1	1	2	10
Poona	3	3	2	..	..	8
Nagpur	..	..	..	..	..	..
Aurangabad	..	..	..	..	..	..
Total ..	6	6	3	1	2	18

Maternity Leave :

There were 8 cases where maternity leave has been granted. In 3 cases it was as per Maternity Benefits Act Ref. Maternity leave was also provided for 45 days, 8 weeks, for 3 weeks, for 3 months and as per Government rules in one case each.

The following table gives division-wise particulars regarding Maternity Leave :—

Division	45 days	8 weeks	3 weeks	3 months	As per Government Rules	As per Maternity Benefit Act	Total
Bombay	1	1	1	1	1	2	7
Poona	..	..	..	..	..	1	1
Nagpur	..	..	..	..	..	..	..
Aurangabad	..	..	..	..	..	..	..
Total ..	1	1	1	1	1	3	8

In Bel Air Sanatorium (Sr. No. 42), Panchgani extra rationed milk and codliver oil were agreed to be provided during sick leave period. In Sarvodaya Hospital, Bombay (Sr. No. 9) maternity leave could be granted up to 4 deliveries only in the whole period of service.

Casual Leave :

There were 23 cases in which casual leave ranging from 5 days to 20 days per year has been granted. Casual leave was given 5 days and 20 days per year in 2 cases. There were 8 cases in which it was given for 7 days in a year. In 7 cases 10 days per year, in 2 cases 12 days per year and in 4 cases 15 days per year were provided as casual leave.

The following table gives particulars regarding casual leave :—

Division	5 days	7 days	10 days	12 days	15 days	20 days	Total
Bombay	1	4	4	..	2	1	12
Poona	..	4	3	2	2	..	11
Nagpur	..	..	..	..	..	..	..
Aurangabad	..	..	..	..	..	..	..
Total ..	1	8	7	2	4	1	23

The following were the conditions which governed the grant of casual leave :—

- (a) As far as possible casual leave should be taken with previous permission of the management.
- (b) In 5 cases casual leave could not be taken for more than 3 days at a time while in 1 case it could not be taken for more than 2 days at a time.
- (c) In Saifee Hospital and Nursing Home (Sr. No. 19) Bombay 10 days of casual leave in a year also included public holidays.

Festival Holidays :

There were 8 cases where festival holidays were given ranging from 3 days to 6 days per year. In 4 cases it was fixed at 5 days, in 2 cases at 4 days and in one case each at 3 days and 6 days. However, in case of Wadia Hospital, Poona 3 holidays were fixed half holidays. Similarly in the Bel Air Sanatorium, Panchgani, 5 holidays were fixed half-holidays.

The following table gives particulars regarding paid holidays :—

Division						3 days	4 days	5 days	6 days	Total
Bombay	..	..	..	..	..	..	2	2	..	4
Poona	..	..	..	..	..	1	..	2	1	4
Nagpur	..	..	..	..	..	..	..	..	..	..
Total						1	2	4	1	8

In a majority of concerns 15th August and 26th January were common paid holidays (6 concerns) New year Day, Good Friday, Christmas, Holi and Diwali Day were awarded as holidays in 3 concerns each. In 2 concerns Ganesh Chaturthi was fixed as a paid holiday. Other holidays observed were 1st May, Gudi Padva, Gauri Day, Gokul Ashtami, Coconut Day, Dassera, Ramzan Id-Bakri-Id and Mohur-rum.

The following table gives distribution of concerns according to Festival Holidays :—

Festival Holidays								No. of Concerns
(1) 15th August	..	..	..	..	..	..	..	6
(2) 26th January	..	..	..	..	..	..	..	6
(3) New Year Day	..	..	..	..	..	..	..	3
(4) Good Friday	..	..	..	..	..	..	..	3
(5) Christmas	..	..	..	..	..	..	..	3
(6) Diwali	..	..	..	..	..	..	..	3
(7) Holi	..	..	..	..	..	..	..	3
(8) Ganesh Chaturthi	..	..	..	..	..	..	..	2
(9) Gudi Padva	..	..	..	..	..	..	..	1
(10) Gauri Day	..	..	..	..	..	..	..	1
(11) Ramzan-Id	..	..	..	..	..	..	..	1
(12) Bakri-Id	..	..	..	..	..	..	..	1
(13) Muharrum	..	..	..	..	..	..	..	1
(14) Gokul Ashtami	..	..	..	..	..	..	..	1
(15) Coconut Day	..	..	..	..	..	..	..	1
(16) Dassera	..	..	..	..	..	..	..	1
(17) 1st May	..	..	..	..	..	..	..	1

The following were some of the conditions which governed the grant of paid holidays :—

(a) In Ayurved Vidyalaya Samastha, Ahmednagar (Sr. No. 43) the workers working in hospitals and dispensary were given half holidays according to the convenience of the hospital, pro-rata compensatory holidays were, however, given if they were required to work on these days.

(b) In Seth Gordhandas Ranchoddas Bhagat Maternity Home, Bombay non-Hindu workmen were allowed to substitute holidays on Ganesh Chaturthi, Holi and Gauri Day by their own important festival days.

(c) In N. M. Wadia Hospital, Poona non-Christians could take alternate half holidays on Christmas Day or Good Friday if they so desired.

Weekly Offs :

Only 4 settlements incorporated provisions regarding weekly offs with other service conditions which were as follows :—

(a) In Lady Hardings Hospitals, Akola Fortnightly holidays were granted to every employee till the staff of the hospital was increased.

(b) In P. C. Hospital, Amalner weekly off was given to each employee by rotation.

(c) In Saifee Hospital and Nursing Home, Bombay one full day off was given in a week.

(d) In Adams Wylie Memorial Hospital, Bombay one day as weekly off was agreed to be given to all employees subject to change according to exigencies of work.

ALLOWANCES

Holidays and Weekly off Work Allowance :

There were three cases where these allowances have been granted. In one case, for working on a weekly off day a workman was required to be paid his wages for that day in addition to 50 per cent wages and a substitute weekly off. For working on a paid festival holidays, he would be entitled to be paid double his daily wage but no substitute holiday would be given. In the second case a workman who was called to work on a holiday was to be paid at double the normal rate. In the third case for working on a weekly off, it was agreed that the workman would be compensated as per the Bombay Shops and Establishments Act.

House Rent Allowance :

There were ten cases where house rent allowance has been given to workmen. It is given at different rates ranging from Rs. 3 to Rs. 7 per month. In 7 of these cases the condition for being entitled to house rent allowance is that the workmen are not provided with free accommodation.

The following table gives particulars regarding house rent allowance :—

Division				Rs. 3	Rs. 4	Rs. 5	Rs. 6	Rs. 7	Total
Bombay	..	..	..	..	2	1	4	1	8
Poona	..	..	..	1	..	1	..	..	2
Nagpur	..	..	..	..	..	..	..	..	..
Aurangabad	..	..	..	..	..	..	..	..	..
Total				1	2	2	4	1	10

Washing Allowance :

There was only one case where washing allowance was given and it was at the rate of Rs. 3 per month. However, in other cases the management arranged to get the uniforms washed once in a week.

T. B. Allowance :

In T. B. Sanatorium, Arangaon (Ahmednagar) Sisters, Nurses, Laboratory Technicians, Ward-Boys, Ayahs, Dry and Wet Sweepers were given Rs. 5 per month as T. B. Allowance.

Operation Allowance :

In the same concern those workmen who have to attend at the time of surgical operation were paid Rs. 2.50 as operation allowance.

Night Shift Allowance :

In the same concern Ward Boys who are required to perform night-shift on alternate days were paid Rs. 2 as Night-shift Allowance.

Allowance for Overtime Work :

There was only one case where overtime work is mentioned. In Holy Family Hospital, Bombay overtime work was agreed to be paid as per the Bombay Shops and Establishments Act.

HOURS OF WORK

There were 8 cases where hours of work were fixed. In 7 cases it was fixed as per the Bombay Shops and Establishments Act, i.e., 8 hours per day and 48 hours per week. However, in T. B. Sanatorium, Arangaon hours of work were agreed to be 7 in a day and 46 in a week with 4 hours of work on Sunday.

MEDICAL AID

There were 3 cases where free medical aid was agreed to be provided to the employees. In 2 hospitals in Bombay, namely, Masina Hospital and Noor Hospital, free medical treatment and facility of hospitalization was given to all employees and in certain cases to their children, wife or husband. In Ayurved Vidyalaya Samstha, Ahmednagar all workmen were eligible for free medical treatment in the hospital. However, the management was at liberty to charge 50 per cent of the expenses on costly medicines

PERMANENCY

There were 8 Awards and Settlements Agreements which covered permanency in service. They referred to the period in which the employees would become permanent. The following table gives particulars regarding the period :—

On completion of	240 days	3 months	6 months	1 Year	2 Years	Total
No. of concern	1	2	2	1	2	8

UNIFORMS

The provisions regarding uniforms were found in 21 Awards and Settlements. The categories of workmen who were usually provided uniforms were Ayahs, Nurses, Male and Female Sweepers, Cook and Assistant Cook, Ward-boys and Peons. The uniforms contained sarees and blouses for female employees and shirts or bush-shirts, pant or dhoti and cap for male workmen. The number of sets generally provided were two per year. In B. D. Petit Parsee General Hospital, Bombay male workmen were provided with 3 sets of uniforms consisting of full or half pants, shirts and caps and female workers 4 sets consisting of sarees and blouses every year.

In N. M. Wadia Hospital, Poona maintenance staff was provided with 3 sets of uniforms. The washing arrangements were usually made by the employer once in a week. It appears that provision of uniforms is a practice in this industry.

The following table gives consolidated particulars regarding provision of uniforms :—

Category of Employees to whom uniforms are provided	Description	No. of sets	Washing facilities
Ayahs, Nurses, Sweeper	Sari, Blouse	2	Weekly.
Female Workers	Sari, Blouse	3	Weekly.
Female Sweepers	Sari, Blouse	2	..
Cook and Assistant Cook	Shirt, Dhoti, Cap	2	Weekly.
Male Workmen	Shirt, Pant, Cap	2	..
Male Sweeper	Blue Half Pant and Blue half-Shirt	2	..
Ward-Boy	Khaki half-pant and Khaki half shirt	2	..
Kitchen Staff	Half Shirts, Half Pant, Cap	2	..
Labour Staff	Pant, Shirt, Cap	2	..

SUPERANNUATION

Only 3 settlements contained provisions regarding retirement age. In Bombay Hospital, Bombay and Ayurved Vidyalaya Samstha, Ahmednagar the age of retirement was fixed at 58 years while in N. M. Wadia Hospital, Poona it was fixed at 55 years. However, in Ayurved Vidyalaya Samstha it could be extended to 60 years at the discretion of the management.

PROVIDENT FUND

Provisions regarding Provident Fund formed part of 7 Awards and Settlements and they related mainly to the rate of contribution by employers and employees. In 4 cases the rate of equal contribution was 6 per cent and it was 6½ per cent and 5 per cent in one case each. In one case it was as per Government Rules. The following table gives particulars regarding provident fund :—

Percentage of P. F. Contribution	6 per cent	6½ per cent	5 per cent	As per Government Rules	Total
Number of cases	4	1	1	1	7

GRATUITY

There were seven concerns in this industry where gratuity schemes were awarded or agreed to. A consolidated statement showing gratuity payable etc., is attached herewith. The quantum of gratuity was noted as under:—

(a) *On death or disability (Physical or Mental)—*

10 days basic wages per year of service in 3 cases and 15 days basic wages per year of service in 4 cases.

(b) *On Termination of services—*

(i) *After 5 years—*

5 days basic wages per year of service in 2 cases.

(ii) *After 10 years—*

7 days basic wages in 2 cases and 10 days basic wages per year of service in one case.

(iii) *After 15 years—*

10 days basic wages in 3 cases and 10 days basic wages per year of service in one case.

(c) *On Resignation from Service—*

(i) *After 5 years—*

7 days basic wages in 2 cases and 15 days in one case.

(ii) *After 10 years—*

7 days basic wages in 2 cases.

(iii) *After 15 years—*

10 days basic wages in 2 cases and 15 days basic wages in 3 cases.

(d) *On Voluntary Retirement after 15 Years Service—*

10 days basic wages in 3 cases and 15 days basic wages in one case.

Maximum Gratuity Payable :

10 months basic wages in one case.

150 days basic wages in one case.

15 months basic wages in 4 cases.

General Conditions :

Salary for the purpose of Gratuity shall be the average of the basic wages payable to workman during the last 12 months.

STATEMENT SHOWING THE NAMES OF THE CONCERNS AND WAGES AND DEARNESS ALLOWANCE GRANTED IN THE "HOSPITAL" INDUSTRY.

Serial No. in Index (1)	Name of Concern (2)	Wages (3)	Dearness Allowance (4)
1	Sheth Gordhandas Ranchod- das Bhagat Maternity Home, Bombay.	All workmen shall get an <i>ad-hoc</i> increment of Rs. 3 per month from 1-4-1958. Similarly, another <i>ad-hoc</i> increment of Rs. 3 shall be given from 1-1-1960. Those workmen who are drawing consolidated wages at present shall be given increase of Rs. 16 per month with effect from 1-4-1958. Similarly, to these workers will be given another <i>ad-hoc</i> increment of Rs. 3 per month from 1-1-1960.	All workmen will be given a flat increase of Rs. 13 per month with effect from 1-4-1958.
2	Shirodkar Clinic Pvt. Ltd., Bombay.	<i>Ad-hoc</i> increments given with effect from 1-12-1959 as below :— (1) Rs. 15 to those drawing salary up to Rs. 80. (2) Rs. 20. to those drawing over Rs. 80 and up to Rs. 140 <i>Effective from 1-7-1962.</i>	
5	Dr. Divekar's Hospital Charitable Trust, Bombay.	Wages Ayahs and Sweepers Rs. 75—2—91. Consolidated <i>Effective from 1-10-1962.</i>	
6	Sheth G. R. Bhagat Hindu Maternity Hospital.	Sweepers and Scavengers .. Rs. 80-76 Ayahs Rs. 90-00 Nurses Rs. 110-00 Compounder Rs. 77-00 Clerk Rs. 193-00 <i>Effective from 1-12-1962</i>	
7	Dr. Balubhai Nanavati Hospital, Bombay.	(1) The scale of workers in the grade of Rs. 32—2—40 shall be revised to Rs. 35—2—45. (2) The scale of workers in the grade of Rs. 42—2—66 shall be revised to Rs. 42—2—50—3—71.	(1) The present quantum of D. A. shall be increased by Rs. 15 to all members of nursing staff including mid-wife on the muster of hospital over and above their existing facility of receiving free food, etc. (2) All workers employed in kitchen doing incidental work such as Jr. Cook Service Boys, Cleaners, etc., who are given free food shall get an increase of Rs. 10 by way of D. A. (3) Sr. Cooks and Kitchen Supervisors shall get increase of Rs. 15 by way of D. A. over and above their existing facility of receiving free food.
8	H. A. N. Dholkawala Maternity Hospital, Bombay.	(a) Nurses : (i) Qualified Rs. 85—5—100 } <i>Plus free</i> (ii) Unqualified Rs. 55—3—85 } <i>boarding and lodging.</i> (iii) Such nurses who may not be provided with boarding and lodging shall be paid Rs. 60 per month. This consists of Rs. 45 by way of food value and Rs. 15 by way of lodging charges. (b) Ward-boys, Ayahs, Sweepers, Liftman, Peon and Kitchenmen— Rs. 30—1—35—2—45. (c) The food value of all the employees excluding Nurses shall be Rs. 35 per month. (d) The first increment in the scales agreed to in (a) and (b) hereinabove shall fall due on 1st April 1964.	Rs. 45 p. m.
9	The Sarvodaya Hospital, Bombay.	Tribunal directed that the present wage-scales be continued and felt that they need not be revised.	Rs. 48 per month instead of Rs. 30 per month to the persons earning basic salary of less than Rs. 50 and to those earning more than Rs. 50 up to Rs. 100 at the rate of Rs. 60 per month.

(1)	(2)	(3)	(4)	
10	The Noor Hospital, Bombay	(1) Ward-boy, Ayah, Mehtrani, Kitchen boy etc.— Rs. 30—2—40—2-50—55. (2) Liftman and Cooks— Rs. 45—3—60—5—80.	D. A. shall be paid on flat rate of Rs. 50 per month with effect from 1-1-1965.	
11	The Bombay Hospital, Bombay	(1) Ward-boy, Ayah, Sweeper, Watchman, Lab. Boy, etc.— Rs. 35—2—51. (2) Cook-Mate— Rs. 35—2—51 plus free food. (3) Theatre Attendants, X-ray Attendants, Lab. Attendants and Dressers Rs. 50—3—86. (4) Liftman— Rs. 45—2—65—2—77. (5) Cook— Rs. 45—1—55—2—66 plus free food. (6) Plumber— Rs. 75—3—105. (7) Wireman— Rs. 70—4—110. (8) Lab. Attendants— Rs. 70—4—110—5—130. (9) Lab. Technician— Rs. 120—10—170—12—242. (10) Head Compounder— Rs. 130—10—190. (11) Compounder— Rs. 70—5—100—8—140—10—170. (12) Enquiry Clerk, Clerk (O. P. D.), Stores Clerk— Rs. 60—5—100—6—130—8—170 (for non-matric) Rs. 65—5—100—6—130—8—170 (for Matric). (13) Telephone Operator— Rs. 65—5—100—6—130—8—170. (14) X-ray, Attendants and Linen-Keepers— Rs. 80—5—140.		
12	Masina Hospital, Bombay ..	(1) Ward-Boys, Ayahs, Mehtrani and other Unskilled Workers— Rs. 35—2—45—3—60. (2) Theatre Attendants— Rs. 40—3—55—4—75. (3) Laboratory Attendants— Rs. 40—3—55—4—75. (4) Cook— Rs. 45—4—65—5—100. (5) Head Cook— Rs. 70—5—95—7—130.	Rs. 60 per month.	
		<i>Effective from 1-1-1960.</i>	<i>Effective from 1-1-1960</i>	
13	Telegaon General Hospital, Poona.	Female Sweeper, Mehtrani, Mehtar— Rs. 24—1—40. General boy, Watchman— Rs. 24—1—34—2—40. Dai, Office Boy, Ward-boy, Engine boy— Rs. 25—1—31—2—45. Carpenter— Rs. 45—1—50—2—60. Dressers and Nurses— Rs. 50—4—82—5—105. Clerk— Rs. 50—4—70—5—125.	Basic pay Up to Rs. 50 Rs. 51 to Rs. 100 Rs. 101 to Rs. 150	Dearness allowance Rs. 20-00 plus Rs. 2-50 = Rs. 22-50. Rs. 25-00 plus Rs. 1-25 = Rs. 26-25. Rs. 25-00 plus Rs. 2-00 = Rs. 27-00.
		<i>Effective from 1-5-1960</i>	<i>Effective from 1-5-1960</i>	
14	The Borough Municipality, Ahmednagar, Balasaheb Deshpande Charitable Trust and Maternity Home.		For basic wages up to Rs. 50. Rs. 40 per month. For basic wages of Rs. 50 and over. Rs. 45 per month.	
17	M/s. Baidyanath Ayurved Bhawan.		<i>Effective from 1-7-1962</i> An ad-hoc increase of Rs. 10 p. m. in the existing dearness allowance.	

(1)	(2)	(3)	(4)
18	Holy Family Hospital ..	<i>Effective from 1-4-1959</i> (1) Ward-boys, Ayahs, Sweepers, Wachmen, Malis, Peons, Kitchen Mates and other unskilled workmen— Rs. 30—1—40. (2) Cook— Rs. 40—2—60.	<i>Effective from 1-4-1959</i> Workers who are not getting free food and tea will be given Rs. 35 per month as dearness allowance.
19	Saifce Hospital and Nursing Home.	<i>Effective from 1-4-1959</i> (1) Qualified Nurses— Rs. 85—5—100 (plus free Boarding and Lodging). (2) Unqualified Nurses— Rs. 55—5—85 (plus free Boarding and Lodging). (Uniform Allowance of Rs. 10 per month inclusive of washing allowance.) (Nurses who will not be provided with Boarding and Lodging will be paid Rs. 55 per month.) (3) Ward-Boys and Sweepers— Rs. 30—1—35 (plus House rent of Rs. 5 p. m.)	Ward-boys and Sweepers— Rs. 40 p. m.
20	Children's Orthopaedic Hospital, Bombay.	..	Existing D. A. shall be increased by Rs. 5 per month.
21	H. A. Dhokawala Maternity Hospital.	<i>Effective from 1-7-1959</i> Labour Class— Rs. 30—1—40.	For all workmen Rs. 35 per month. In case of those who are getting free meals by the management value of such food shall be computed at Rs. 25 per month. This amount shall be deducted from D.A. of Rs. 35 and the rest of the amount, i.e., Rs. 10 shall be paid as D. A.
22	Adams Wylie Memorial Hospital.	<i>Effective from 1-1-1960</i> Ward-boys, Sweepers, Ayahs and other unskilled workmen— Rs. 35—2—55. Cooks— Rs. 35—2—57.	Manager, Clerks, Bill Collectors, Accountant, Peons, Liftman— Rs. 35 per month.
23	H. A. N. Dholkawalla Maternity Hospital.	<i>Effective from 1-4-1960</i> Manager— Rs. 125—5—200. Clerks, Bill Collectors— Rs. 75—5—100. Accountant— Rs. 85—5—115. Peons and Liftman— Rs. 30—1—40.	Manager, Clerks, Bill Collectors, Accountant, Peons, Liftman— Rs. 35 p. m.
24	Masina Hospital	<i>Effective from 1-4-1960.</i> Ward-boys, Ayahs, Mehtranies and other Unskilled Workmen— Rs. 35—2—45. Theatre Attendants— Rs. 40—2—60. Laboratory Assistants— Rs. 40—2—50. Cooks— Rs. 45—3—60—5—80. Head Cook— Rs. 70—5—85.	All workman— Rs. 40 per month. The kitchen staff who are being given free food and shelter will continue to enjoy this facility, if they so desire, and will get D. A. at Rs. 5 per month only.
25	Noor Hospital	<i>Effective from 1-9-1960</i> Ward-boys, Ayahs, Mehtranies, other unskilled workmen— Rs. 35—2—45. Theatre Attendants— Rs. 40—2—60. Laboratory Assistants— Rs. 40—2—50. Cooks— Rs. 45—3—60—5—80.	<i>Effective from 1-9-1960</i> All workmen— Rs. 37-50. The kitchen staff who are being given free food and shelter will continue enjoy this facility if they so desire and will get D. A. at Rs. 2-50 per month.

(1)	(2)	(3)	(4)
		<i>Effective from 1-12-1960</i>	<i>Effective from 1-12-1960</i>
26	Ramwadi Free Eye Hospital ..	<i>Unskilled</i> —Ward-boys, Ayahs, Sepoys— Rs. 30—2—50. <i>Semi-skilled</i> —Compounder, Full-time Nurses— Rs. 50—3—80. <i>Semi-skilled</i> —Part-time Nurses, Female Dressers, Theatre Assistants— Rs. 25—3—40.	All workmen— Rs. 40 per month.
27	B. D. Petit Parsee General Hospital.	(1) Ward-Boys, Theatre Boys, X-Ray-Boys, Laboratory Attendant, Ayah, Male and Female Sweeper, Watchmen, Hamal, Mali— Rs. 30—1—35—2—45—2½—55. (2) Printer, Liftman— Rs. 45—2½—55—3—70. (3) 1st Cook (with food)— Rs. 70—2½—80—3—95 (consolidated). (4) 2nd Cook (with food)— Rs. 60—2½—70—2½—85. (consolidated). (5) Mates (with food)— Rs. 50—2½—60. (consolidated).	All workmen (other than those getting consolidated salary)— Rs. 42.
28	Ismalia General Hospital ..	The existing pay-scale shall continue ..	All employees will be given from 1-1-1961 increase of Rs. 5 in D. A. per month.
29	Bombay Hospital	Ward-boys, Ayahs, Sweepers, Peons, Watchmen, Gardner— Rs. 35—1—45.	A Flat rise of Rs. 5 in existing D. A. and to all categories (including clerical).
		<i>Effective from 1-4-1961</i>	
30	Universal Health Institute ..	Unqualified Nurses— Rs. 75—3—105—5—130. (with one Meal). Rs. 90—3—120—5—145. (Without meals). Ayahs and Ward-boys— Rs. 70—2—90. (without Food).	
			<i>Effective from 1-4-1962</i>
31	Habib Hospital and Rahimathai Maternity Hospital.	..	<i>Ad-hoc</i> increase of Rs. 6 per month in the existing Dearness Allowance.
32	S. K. Patil Arogyadhama, Bombay.	The existing wages includes dearness allowance. Every workman shall get at least Rs. 2 as annual increment regularly. Next increment falls due on 1-1-1964.	..
			<i>Effective from 1-4-1963.</i>
33	S. R. C. C. Hospital ..	..	Existing D. A. of Rs. 40 to Class IV employee will be enhanced to Rs. 45 p. m.
			<i>Effective from 1-1-1963.</i>
34	The Ismailia Hospitals ..	..	A flat <i>ad-hoc</i> increase of Rs. 5 p. m. in the existing rate of D. A.
35	Saifee Hospital ..	Ward-boys, Ayahs, Sweepers— Rs. 30—1—35—2—45.	A flat <i>ad-hoc</i> increase of Rs. 5 p. m. in the existing rate of D. A.
		<i>Effective from 1-2-1959.</i>	
		(Consolidated Wages)	
36	Ayurved Vidyalyaya Sanstha, Ahmednagar.	(1) Sister— Rs. 125—8—200. (2) Nurse (Full B. P. N. A.)— Rs. 100—6—160. (3) Nurse (General 2 Yrs. course)— Rs. 80—5—120. (4) Nurse (Mid-wife 1½ Yrs. course)— Rs. 75—4—100. (5) Non-qualified Nurse, Dresser and Tailor— Rs. 60—3—90. (6) Lab. Technician—(Qualified)— Rs. 100—8—140—E.B.—10—180. (7) Lab. Technician—(Non-qualified)— Rs. 30—5—100—E.B.—5—120.	..

(1)	(2)	(3)	(4)
		(8) Compounder—(Qualified)— Rs. 90—4—110—E.B.—5—140. (9) Compounder—(Non-qualified)— Rs. 75—3—90—E.B.—4—120. (10) Clerk—(Graduate)— Rs. 100—5—110—E.B.—8—150. (11) Clerk—(Qualified) (Matriculate)— Rs. 90—4—110—E.B.—4—140. (12) Clerk—(Non-qualified)— Rs. 75—3—90—E.B.—4—120. (13) Chief Cook— Rs. 55—2—95. (14) Dai, Ayas, Maid servants— Rs. 50—1½—53—2—70. (15) Ward-boys, sweepers, (wet-dry) peons, office boys, watchmen and gardener— Rs. 52—2—80.	
		<i>Effective from 1-6-1959.</i>	
37	N. M. Wadia Hospital	.. Except (1) Doctor, (2) Part-time workers, (3) Chowkidars, (4) Workers who are not permanent, i.e., have not been in employment for a period of 2 years or more shall be given <i>ad-hoc</i> increments as below in thier existing total emoluments as below :— Drawing Rs. 60 or above—Rs. 12 p. m. Drawing below Rs. 60—Rs. 6 p. m.	..
		<i>Effective from 1-7-1959.</i>	
38	Seth Tarachand Ramnath Charitable Ayur v e d i c Hospital.	A flat increment of Rs. 6 to each workman ..	..
		<i>Effective from 1-1-1960 (Consolidated Wages)</i>	
39	T. B. Sanatorium, Arangaon	(1) Accountant— Rs. 100—5—150. (2) Sister— Rs. 125—5—150. (3) Nurse—(Qualified)— Rs. 100—5—150. (4) Nurse—(Non-qualified)— Rs. 60—3—90—4—110. (5) Lab. Technician— Rs. 100—5—150—E.B.—10—200. (6) Clerk—(Qualified)— Rs. 80—5—140. (7) Clerk—(Non-qualified)— Rs. 60—4—100. (8) Driver— Rs. 60—3—75—5—100. (9) Electricians— Rs. 100—6—136—8—176—E.B.—10— 216. (10) Sweepers (Dry and Wet)— Rs. 50—2—70—3—85. (11) Ward-boys, Ayah, and Gardener— Rs. 45—2—65—3—95.	..
40	K. F. M. Hospital, Bombay	(1) Ayha— Rs. 20—1—30. (2) Sweepers— Rs. 20—1—33. (3) Attendant I— Rs. 25—1—40. (4) Attendant II— Rs. 20—1—30. (5) Peon— Rs. 25—1—40. (6) Mali— Rs. 30—1—45. <i>Note.</i> —Temporary or substitute employees will not get separate dearness allowance.	Rs. 35 per month from 1-4-1961.
41	Jabangir Nursing Home, Poona	(1) Ayahs, Sweepers, Peons, Head peon, Watch- men, Kitchen staff, Ward-boys and Theatre Assistants— Rs. 20—2—60.	From 1-10-1961 the rate will be raised from Rs. 35 to Rs. 38 per month.

(1)	(2)	(3)	(4)
<i>Effective from 1-5-1962.</i>			
42 The Bel-Air Sanatorium	.. Ward-Hamal, Ayah, Mali, Male-cook, Wire-man— Rs. 25—1—35. Carpenter, Cook Mason, Sweeper, Painter— Rs. 30—1—45.	Permanent employees	Rs. 30 per month.
43 Ayurved Vidyalyaya, Samatha	(1) Clerks Senior— Rs. 100—5—110—E.B.—6—180. Junior A— Rs. 90—4—110—E.B.—5—150. Junior B— Rs. 75—3—85—E.B.—4—125. (2) Lab. Technician— Rs. 100—8—150—E.B.—10—190. Lab. Assistants A— Rs. 80—4—120—E.B.—5—140. Lab. Assistants B— Rs. 75—4—95—E.B.—5—120. (3) X-ray Technician— Rs. 100—5—135—E.B.—7—170. (4) Compounder A— Rs. 70—3—85—E.B.—4—105. Compounder B— Rs. 65—2—75—E.B.—3—90. (5) Nurses Sister— Rs. 140—6—158—E.B.—7—200. Nurses B. P. N. A.— Rs. 120—5—130—E.B.—6—160. Nurse Mid-wife, Nurses Part I, Nurses Auxiliary— Rs. 100—5—110—E.B.—6—150. (6) Nursing Asstt.— Rs. 72—2—80—E.B.—3—110. (7) Dresser— Rs. 65—2—75—E.B.—3—90. (8) Cook, Tailor, Mali— Rs. 60—2—70—E.B.—3—85. (9) Ward-Servant, Watchman, Office-boy, Sweepers— Rs. 50—1—55—2—75.	All workmen Rs. 10 per month.	

STATEMENT SHOWING THE NAMES OF THE CONCERNS AND PARTICULARS

Serial No. in Index	Name of Concern	Privilege Leave (days)
(1)	(2)	(3)
1	Sheth G. R. Bhagat Maternity Home, Bombay	30
		(Accumulation 60 days).
2	Shirodkar Clinic Pvt. Ltd., Bombay	..
3	P. C. Hospital, Amalner	21
		(Accumulation 63 days).
5	Dr. Divekar's Hospital, Bombay	30
		(Accumulation 60 days).
8	H. A. N. Dholkawala Maternity Hospital, Bombay	Nurses and Office Staff— 30
		Others— 21
9	The Sarvodaya Hospital, Bombay	28
		(Accumulation 56 days).
14	Balasaheb Deshpande Charitable Dispensary and Maternity Home, Ahmed- nagar.	20
16	Lady Hardings Hospital, Akola	..
18	Holy Family Hospital, Bombay	As per Shops and Estts. Act
19	Saifee Hospital and Nursing Home, Bombay	15
		(For Labour Staff).
22	Adams Wylie Memorial Hospital, Bombay	30
24	Masina Hospital, Bombay	30
		(Accumulation 60 days).
25	Noor Hospital, Bombay	30
		(Accumulation for 60 days).
26	Ramwadi Free Eye Hospital, Bombay	30
		(Accumulation for 60 days).
27	B. D. Petit Parsee General Hospital, Bombay	30
		(Accumulation 90 days).
29	Bombay Hospital	(Existing System to continue Accumulation 120 days).
30	Universal Health Institute, Bombay	15
		(Accumulation 30 days).
36	Ayurved Vidyalaya Sanstha, Ahmednagar	(a) Nurses, Clerks, Lab. Technician, Com- pounders— 25 days. (Accumulation 3 years).
		(b) Dresser, Dais, Cooks, Wardboys, Office- boys, Watchman, Gardner, Maid Servants and Tailor— 20 days. (Accumulation 3 years).
37	N. M. Wadia Hospital, Poona	..
38	Seth Tarachand Ramnath Charitable Ayurvedic Hospital, Poona	Matrons, Sisters, B. P. N. A. Nurses, Clerks, Laboratory Asstts., Midwives, Compounders, Technicians— 30 days after 11 months service. (Accumulation to 120 days). Other Staff— 15 days for 11½ months' Service. (Accumulation up to 60 days.)

OF LEAVE GRANTED IN THE 'HOSPITAL' INDUSTRY

Sick Leave (days)	Maternity Leave (days)	Leave without pay (days)	Casual Leave (days)	Paid holidays (days)	Remarks
(4)	(5)	(6)	(7)	(8)	(9)
..	..	..	15	..	
..	..	..	..	4	
..	..	..	10	..	
..	..	..	..	..	Including sick, casual leave and holidays.
..	..	..	10	..	
10 (Accumulation 50 days).	21	..	7	5	
10	..	..	..	..	
As per Government Rules.	As per Government Rules.	..	As per Government Rules.	..	
..	As per Maternity Benefit Act.	..	..	4	
..	..	..	10**	..	**This includes public holidays also.
21	..	..	20	..	
7 (Accumulation 42 days).	3 months.	..	7	..	
7 (Accumulation 42 days).	45	..	7	..	
7 (Accumulation 42 days).	8 weeks. (4 weeks before and 4 weeks after confinement).	..	10	..	
15 (Accumulation 30 days).	As per Maternity Benefit Act.	..	10	..	
..	..	..	..	5	
7 (Accumulation 14 days).	..	..	7	..	
For (a) 10 days. (Accumulation 3 years).	..	..	For (a) 15 days.	..	
For (b) 10 days. (Accumulation 3 years).	..	..	For (b) 10 days.	..	
..	..	..	7	5*	*These shall be half holidays.
15 (Accumulation 50 days).	..	..	12	..	

(1)	(2)	(3)
39 T. B. Sanatorium, Arangaon		15 (Accumulation 3 years).
40 K. E. M. Hospital, Poona		Existing System to continue.
42 The Bel-Air Sanatorium, Panchagani		21 (Accumulation up to 42 days).
43 Ayurved Vidyalaya Sanstha, Ahmednagar.		Nurses, Clerks, Laboratory Technicians, Compounders— 25 days. Dresser, Dais, Ayahs, Cooks, Ward-Boys, Sweepers, Peons, Office-Boys, Watchmen, Gardner, Male Servants and Tailor— 20 days. (Accumulation up to 3 years).

(4)		(5)	(6)	(7)	(8)	(9)
7 (Accumulation years).	3	..	..	7	6	
From 1-4-1961— First 7 days with full pay and 7 days half pay.		Existing system to continue.	..	Existing system to continue.	..	
7 (Accumulation days).	14	As per Bombay Maternity Bene- fit Act. Limited to minimum 40 days with full pay and Allow- ance Extra rationed milk, Cod Liver Oil will be granted.	..	7	3*	*These shall be half festival holidays on (1) Independent Day. (2) Republic Day. (3) Dr. R. T. Bili- moria's Birth Day.
10 (To all). (Accumulation years).	3	..	..	15 days. Nurses, Clerks, Laboratory Technicians, Compounders— All Others— 10 days.	..	

STATEMENT SHOWING THE NAMES OF THE CONCERNS AND THE QUANTUM OF GRATUITY GRANTED IN HOSPITAL INDUSTRY

Name of Concern and Sr. No. in the list	Gratuity payable (in terms of number of days'/months/weeks basic wages) per year of service								Maximum gratuity payable	Remarks
	Death or disability (Physical or mental) while in employ- ment	On termination of service after			On resignation from service after			On voluntary retirement after 15 years service		
		5 years	10 years	15 years	5 years	10 years	15 years			
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
Shirodkar Clinic Pvt. Ltd. (Sr. No. 2)	15	..	10	15	..	..	15	15	10 Months.	
Masina Hospital (Sr. No. 12)	..	15	..	..	7	7	15	..	15 Months.	
Noor Hospital (Sr. No. 10)	..	15	..	..	7	7	15	..	15 Months.	
Ramwadi Free Eye Hospital (Sr. No. 26)	10	..	..	10	..	..	..	10	150 days.	
Dr. Divekar's Hospital (Sr. No. 5)	..	15	..	..	15	..	..	..	..	
Saifee Hospital (Sr. No. 19)	..	10	5	7	10	..	10	10	15 Months.	
H. A. N. Dholkawala Mater- nity Hospital. (Sr. No. 25)	10	5	7	10	..	..	10	10	15 Months.	

SHOPS AND COMMERCIAL ESTABLISHMENTS INDUSTRY

In this industry the committee adopted the definitions of 'Shops' and 'Commercial Establishments' given in Section 2 (27) and 2 (4) of the Bombay Shops and Establishments Act, 1948.

The other industries under reference to this Committee and the Banking and Insurance Companies have been excluded from these definition. The previous 'Norms' Committee had done the same.

During the relevant period the Committee scrutinized and examined 119 Awards (112 published and 7 unpublished) 80 Settlements under Industrial Disputes Act, 1947 and one under the Central Provinces and Berar Industrial Disputes Settlement Act, 1947. The divisionwise break-up of these Awards and Settlements is as follows :—

Division	Awards	Settlements
Bombay	97	79
Poona	5	1
Nagpur	17	1
Aurangabad	..	..
Total ..	119	81

The following list gives the names and references of the 200 concerns to which these Awards and Settlements refer :—

Serial No.	Name of concerns	Reference
(1)	(2)	(3)

AWARDS

Bombay Division

Date and page No. of M. G. G., Part I-L

1	Muller and Phipps (India) Private Limited, Bombay	6-1-59 (Unpublished)
2	Mohamad Taqui Mohamad, Bombay	11-1-59 (Unpublished).
3	The Orient Longmans Private Limited, Bombay	12-2-59 (672—686).
4	Gillandors Arbuthrot and Company Limited, Bombay	19-2-59 (723—741).

(1)	(2)	(3)
Bombay Division—cont.		
5	The Bombay Clothing Company, Bombay	19-3-59 (1397—1404).
6	The Buckingham Carnatic Company Limited (Show Room), Bombay	21-5-59 (2190—2204).
7	Messrs. Ramnarayan and Sons Pvt. Limited, Bombay	28-5-59 (2292-2293).
8	Messrs. James Finlay and Company Limited, Bombay	24-7-59 (Unpublished).
9	The Metro Motors, Bombay	6-8-59 (3494—3501).
10	Messrs. Abdullabhai and Company, Bombay	20-8-59 (3689—3691).
11	Messrs. Mulchand Narottamdas and Company, Bombay	31-8-59 (Unpublished).
12	The Bombay Chronical Company Private Limited, Bombay	17-9-59 (4084—4089).
13	Messrs. Kanji Jadhavji and Company, (Masjid Bunder Br.), Bombay	8-10-59 (4338—4349).
14	Messrs. Kanji Rochiram, Bombay	15-10-59 (4525—4531).
15	Messrs. Taj Mohamad Jallalludin and Company, Bombay	22-10-59 (4670—4673).
16	Messrs. J. Walter Thompson Company Private Limited, Bombay	22-10-1959 (4706—4713).
17	Messrs. Taj Md. Jallalludin and Company, Bombay	26-11-1959 (5196—5201).
18	The International General Electric Company (India) Private Limited, Bombay	31-11-1959 (5639—5661).
19	Hollerith (India) Private Limited, Bombay	31-11-1959 (5672—5678).
20	The Garment Cleaning Works, Bombay	4-2-1960 (431—433).
21	The Shaw Wallace and Company Limited, Bombay	24-3-1960 (1144—1167).
22	The Lucas Indian Service Private Limited, Bombay	7-4-1960 (1374—1378).
23	Williamssons (India) Private Limited, Bombay	19-5-1960 (63—76).
24	Forber Forbes Compbell and Company Private Limited, Bombay	26-5-1960 (141—151).
25	Messrs. Bomas Limited, Bombay	7-7-1960 (754—758).
26	Messrs. Bhailal and Company, Bombay	27-7-1960 (827—833).
27	Messrs. Rane Private Limited, Bombay	11-8-1960 (994—998).
28	The Chikal Market Company Limited, Bombay	18-8-1960 (1105—1108).
29	The Bombay Safe Deposit Company Limited, Bombay	15-9-1960 (1343—1349).
30	Messrs. H. M. Khatri and Company, Bombay	22-9-1960 (1413—1419).
31	Messrs. Lewis and Jones, Bombay	16-10-1960 (1674—1682).
32	The Sharma Trading Company, Bombay	3-11-1960 (1847—1853).
33	The Royal Western India Turf Cluli Limited, Bombay	22-10-1960 (3279—3281).
34	Messrs. Sista's Private Limited, Bombay	26-1-1961 (279—289).
35	Messrs. Sepulchre Bros. (India) Private Limited, Bombay	9-2-1961 (415—418).
36	Messrs. Bomas Limited, Bombay	17-8-1961 (1914—1921).
37	Messrs. Gaylord Garment Manufacturing Company, Bombay	28-9-1961 (2334—2339).
38	Messrs. Loyal Triestino General Agency, Bombay	16-11-1961 (2996—3002).
39	The Shaw Wallace and Company Private Limited, Bombay	4-1-1962 (32—39).
40	Messrs. G. M. Vyas and Company, Bombay	3-5-1962 (1776—1778).
41	V. Rameshchandra and Company, Bombay	21-6-1962 (2583—2586).
42	Messrs. Spencer and Company Limited, Bombay	19-7-1962 (2845—2856).
43	Messrs. Armstrong Smith Private Limited, Bombay	23-8-1962 (3474—3488).
44	Great Advertising India, Bombay	15-11-1962 (4435—4445).
45	The Williamssons (India) Private Limited, Bombay	29-11-62 (4884—4886).

(1)	(2)	(3)
Bombay Division—cont.		
46	The Thomas Cook and Sons Limited (Contineutal and Overseas), Bombay	18-12-1962 (Unpublished).
47	M/s Choksi Bros. Private Limited, Bombay	3-1-63 (17—20).
48	Messrs. Air Franght Private Limited, Bombay	14-2-1963 (542—546).
49	The India Coffee and Tea Distributing, Bombay	16-2-1963 (Unpublished).
50	Messrs. E. V. Stevens and Company Limited, Bombay	16-5-1963 (1687—1690).
51	Messrs. W. A. Beardsell and Company Private Limited, Bombay	16-5-1963 (1722—1724).
52	Messrs. S. J. Lalwani and Company, Bombay	30-5-1963 (1896-1897).
53	Messrs. L. R. Trading Company, Bombay	30-5-1963 (1902—1904).
54	I. G. Gajjar and Company, Bombay	30-5-1963 (1905-1906).
55	R. V. Kumar and Company, Bombay	12-8-1963 (Unpublished).
56	The All India Handloom Fabrics Marketing Co-operating Society Limited, Bombay ..	24-10-1963 (3383—3386).
57	M. M. Poonaji and Company, Bombay	23-1-1964 (254-255).
58	Messrs. Batliwalla and Karani, Bombay	23-1-1964 (262—264).
59	The International Book House Private Limited, Bombay	30-1-1964 (358-359).
60	Messrs. Area Distributors, Bombay	27-2-1964 (681—683).
61	The Amar Automobiles, Bombay	27-2-1964 (683—685).
62	Messrs. Royal Auto Supply Company, Bombay	27-2-1964 (730—732).
63	The Omerods (India) Private Limited, Bombay	26-3-1964 (1066—1071).
64	The Industrial and Research Insitute, Bombay	26-3-1964 (1074—1076).
65	The French Cleaning and Dyeing Works, Bombay	16-4-1964 (1356—1359).
66	Chikhal Marketing Company Limited, Bombay	20-8-1964 (2751—2753).
67	M/s Hargovind Dharmaji and Company, Bombay	22-10-1964 (3622-3623).
68	Messrs. Garment Cleaning Works, Bombay	19-11-1964 (3936—3940).
69	Messrs. Garment Cleaning Works, Bombay	26-11-1964 (4039—4047).
70	Messrs. Malbar Steamship Company Limited and Others, Bombay	3-12-1964 (4109—4119).
71	Ebrahim Alibhai Bros. Sutarwalla, Bombay	24-12-1964 (4394—4397).
72	The J. and P. Coats (India) Private Limited, Bombay	11-2-1965 (453-454).
73	Messrs. Bombay Company Private Limited, Bombay	25-2-1965 (657—659).
74	Bhailal and Company, Bombay	8-4-1965 (1213-1214).
75	Messrs. R. K. Patel and Company, Bombay	29-4-1965 (1585-1586).
76	Shaw Wallace and Company Limited, Bombay	6-5-1965 (1692-1693).
77	Messrs. Cooper and Company, Bombay	22-7-1965 (2576-2577).
78	The Bombay Panjrapol, Bombay	19-8-1965 (2849—2855).
79	The Bombay Chamber of Commerce and Industry, Bombay	4-11-1965 (3780—3795).
80	Messrs. Pankaj Clothing, Bombay	11-11-1965 (3842—3845).
81	J. H. Secretary Private Limited, Bombay	25-11-1965 (4002—4005).
82	Mesars. Elora Art Industries, Bombay	2-12-1965 (4155-4156).
83	The Times of India Co-operative Stores Limited, Bombay	30-12-1965 (4651-4652).
84	Messrs. Bombay Hing Supply Company, Bombay	3-3-1966 (739—742).
85	Messrs. Empire Stores, Bombay	31-3-1966 (959—961).
86	Messrs. Maniar Bros., Bombay	26-5-1966 (1587—1589).

(1)	(2)	(3)
Bombay Division—cont.		
87	Messrs. S. I. Lalwani and Company, Bombay	11-8-66 (2542-2543).
88	Messrs. National Umbrella Factory, Bombay	8-9-66 (2827-2828).
89	Messrs. Kelatu Trading Company, Bombay	22-9-66 (2956-2962).
90	Navalakhi and Sons, Bombay	12-1-1967 (214-217).
91	Messrs. B. Vijay Agency, Bombay	19-1-1967 (347-349).
92	Bombay R. M. S. Employees' Consumers' Co-operative Society Ltd., Bombay ..	2-3-1967 (907-908).
93	Bombay Helai Bhatia, Mahajan Wadi, Bombay	16-3-1967 (1142-1148).
94	Gillanders Arbuthnot and Company Limited, Bombay	8-6-1967 (2444-2446).
95	Messrs. Tilakdhari Sangli, Mulraj Khatau Trust, Bombay	20-7-1967 (2833-2836).
96	Messrs. Kantilal Chhotalal and Company, Bombay	3-8-1967 (3065-3068).
97	Messrs. Herbertson Limited, Bombay	31-8-1967 (3483-3489).
Poona Division		
98	The Poona Stud Farm Private Limited, Poona	20-8-1959 (3674-3677).
99	Central Railway Institute at Nandgaon and Bhusawal, Poona	8-10-1959 (4371-4375).
100	Central Railway Institute (Junior) Manmad	29-10-1959 (4798-4800).
101	Shrirampur Sahakari Kapus Vikri Sangh Limited, Shrirampur	9-1-1964 (88-89).
102	Messrs. R. T. Karandiwala, Ahmednagar	8-4-1965 (1213-1214).
Nagpur Division		
103	Lipton (India) Limited, Nagpur Branch	24-3-60 (1236-1259).
104	Chunilal Vrajilal Kirana Shops, Akola	22-3-1962 (1333-1334).
105	Messrs. Tarachand Kalidas Kirana Shop, Akola	22-3-1962 (1335-1336).
106	Shri Vallabhdas Gopalji Kirana Shop, Akola	22-3-1962 (1337-1338).
107	Messrs. Pokarmal Umashankar Kirana Shop, Akola	22-3-1962 (1339-1340).
108	Messrs. Rajnikant Kalyanji Kirana Shop, Akola	22-3-1962 (1341-1342).
109	Liladhar Jaggiwan Kirana Store, Akola	22-3-1962 (1343-1344).
110	Babulal Ramchandra Kirana Store, Akola	22-3-1962 (1345-1346).
111	C. P. Medical Stores, Akola	22-3-1962 (1347-1348).
112	Haji Shakur Usman Kirana Shop, Akot	5-4-1962 (1537-1538).
113	Messrs R. L. Vyawahare Cloth Shop, Nagpur	5-4-1962 (1538-1539).
114	Messrs. Liladhar Tribhuwandas Cloth Shop, Akot	5-4-1962 (1540-1541).
115	Messrs Arvind Cloth Shop, Akot	5-4-1962 (1542-1544).
116	Messrs Dhanji Vishram Cloth Shop, Akot	5-4-1962 (1545-1546).
117	Messrs. Abdul Razak Abdul Halib Kirana Shop, Akot	5-4-1962 (1546-1547).
118	Messrs Harilal Narayandas Cloth Shop, Akot	5-4-1962 (1548-1549).
119	Nagpur Vishal Grihak Sahakari Sanstha Limited, Nagpur	22-4-1965 (1539-1540).
SETTLEMENTS		
Bombay Division		<i>Date of Settlements/Agreements and Sec. of I. D. Act, 1947.</i>
120	The Bombay Cloth Marketing Company Limited, Bombay	7-1-1959 (12 (3)).
121	The National Union of Commercial Employees, Bombay	10-2-1959, 2 (P).
122	Yezdair Industrial Institute Laundry Department, Bombay	11-4-1959, 2 (P).
123	D. P. Bhosle and Company, Bombay	20-4-1959, 12 (3).
124	Bhavan Jivraj Company Private Limited, Bombay	29-4-1959, 2 (P).

(1)	(2)	(3)
	Bombay Division—cont.	
125	Lipton (India) Limited, Bombay	13-5-1959, 12 (3).
126	T. G. Coats and Company, Bombay	2-7-1959, 12 (3).
127	Cambata Industries Private Limited, Bombay	8-8-1959, 12 (3).
128	The British Institute of Engineering Technology India Private Limited, Bombay ..	14-8-1959, 2 (P).
129	Dajibhai Kika and Sons, Bombay	31-8-59, 12 (3).
130	M/s. B. Thanawalla and Sons Private Limited, Thana	8-9-1959, 12 (3).
131	Martin and Harris Private Limited, Bombay	22-9-1959, 12 (3).
132	Bombay Power Laundry Private Limited, Bombay	22-9-1959, 12 (3).
133	Bombay Presidency Golf Club, Bombay	23-9-1959, 12 (3).
134	Leach and Weborny Power Lanudry, Bombay	29-9-59, 12 (3).
135	M/s. Bharat Coal and Tar Supplying Company Private Limited, Bombay	29-9-1959, 12 (3).
136	M/s. Jamnadas Chhotalal and Company, Bombay	19-10-1959, 12 (3).
137	K. M. Poonawalla, Bardan Merchants, Bombay	15-12-1959, 2 (P).
138	W. H. Brady and Company Limited, Bombay	22-12-1959, 2 (P).
139	H. M. Khatri and Company, Bombay	26-12-1959, 12 (3).
140	M/s. Jeena and Company, Bombay	11-1-1960, 2 (P).
141	The Western India Oil Distributing Commpany Limited, Bombay	8-2-1960, 12 (3).
142	Herbertsons Private Limited, Bombay	12-2-1960, 12 (3).
143	Takandas H. Kataria Opticians, Bombay	20-2-1960, 12 (3).
144	Harishi and Company Contractors, Bombay	16-3-1960, 12 (3).
145	Shah Tarachand and Shanji, Bombay	11-4-1960, 12 (3).
146	Mhatrek Art Studio, Bombay	20-4-1960, 12 (3).
147	Sankey Electrical Stamping Private Limited, (Office) Bombay	11-6-1960, 2 (P).
148	International Book House Private Limited, Bombay	27-7-1960, 2 (P).
149	P. Kothari and Sons, Bombay	12-9-1960, 12 (3).
150	L. A. Stonarch and Company, India Private Limited, Bombay	6-10-1960, 2 (P).
151	Harish and Company, Bombay	8-10-1960, 2 (P).
152	Gujarath Masala Supplying Company, Bombay	28-10-1960, 12 (3).
153	Bombay Christian Burial Board, Bombay	29-11-1960, 12 (3).
154	Maniar Brothers, Bombay	10-2-1961, 12 (3).
155	Jal B. Kanga and Company, Bombay	24-3-1961, 2 (P).
156	New Book Company Private Limited, Bombay	29-3-1961, 2 (P).
157	Walchand and Company Private Limited, Bombay	29-3-1961, 2 (P).
158	M/s. Nihalchand Kisandas and Company, Bombay and 11 others.	4-4-1961, 2 (P).
159	Sizing Materials Company Limited and Jones Textile Exports Company Limited, Bombay.	26-4-1961, 12 (3).
160	M/s. Ebrahim Noor Mohamad, Bombay	5-5-1961, 12 (3).
161	Ruparel Brothers, Bombay	15-5-1961, 12 (3).
162	Chhagan Mitha Petrol Pump and Servicing Station, Bombay	27-5-1961, 12 (3).
163	S. K. Brush Products, Bombay	6-6-1961, 12 (3).
164	Kodak Limited, Bombay	22-6-1961, 12 (3).
165	Shantilal Chhotalal and Company, Bombay	17-8-1961, 12 (3).
166	Laffans (India) Private Limited, Bombay	2-9-1961, 2 (P).

(1)	(2)	(3)
Bombay Division—cont.		
167	Shri Shkti Trading Company, Bombay	24-10-1961, 2 (P).
168	General Superintendent Company India, Private Limited, Bombay	29-12-1961, 2 (P)
169	Krishna Trading Company, Bombay	1-1-1962, 12 (3).
170	Cloth Shop of India United Mills, Bombay	9-1-1962, 2 (P).
171	Bomas Limited, Bombay	13-1-1962, 2 (P).
172	M/s. A. F. Fergussons and Company, Bombay	20-1-1962, 2 (P).
173	Diamond Surgical Dressing Works, Bombay	1-2-1962, 12 (3).
174	Master Clock and Watch Works, Private Limited, Bombay	5-2-1962, 12 (3).
175	Pankaj Clothing Company, Bombay	28-2-1962, 2 (P).
176	Lalji Thakarsi and Company, Bombay	5-3-1962, 2 (P).
177	M/s. T. T. Krishnamachari and Company, Bombay	16-3-1962, 2 (P).
178	Yazdiar Industrial Institute (Laundrey Section), Bombay	19-3-1962, 2 (P).
179	Kantilal and Company, Bombay	31-3-1962, 12 (3).
180	Chandulal T. Parikh Private Limited, Bombay	19-5-1962, 12 (3).
181	Ratilal and Company, Bombay	30-6-1962, 12 (3).
182	Dhansi Raishi and Company, Bombay	13-7-1962, 12 (3).
183	Champaklal and Brothers Private Limited, Bombay	28-7-1962, 12 (3).
184	M/s. Blackie and Sons India Limited, Bombay	30-8-1962, 12 (3).
185	Western and Company, Bombay	15-9-1962, 2 (P).
186	Mangaldas and Company, Bombay	22-9-1962, 12 (3).
187	Westrex and Company, Bombay	17-10-1962, 2 (1).
188	R. T. Mehta and Company, Bombay	7-2-1963, 12 (3).
189	M/s. Chowgule and Company (India) Private Limited, Bombay	22-4-1963, 12 (3).
190	Dilip Stationery Mart, Bombay	2-5-1963, 12 (3).
191	Bombay Hing Supplying Company, Bombay	9-5-1963, 12 (3).
192	Martin and Harris (Private) Limited, Bombay	30-5-1963, 2 (P).
193	Sunlight Laundry Bombay	20-7-1963, 2 (P).
194	R. T. Mehta and Company, Bombay	26-8-1963, 12 (3).
195	Himansa Tailoring Works, Bombay	7-10-63, 2 (P).
196	M/s. Pestonji and Company, Bombay	7-10-1963, 2 (P).
197	Leach and Weborny, Bombay	8-10-1963, 2 (P).
198	M/s. Chhaganlal Khimji and Company, Bombay	16-10-1963, 2 (P).
Poona Division		
199	Shetkari Sahakari Sangh Limited, Kolhapur	27-6-1963, 12 (3).
Nagpur Division		
200	Brooke Bend India Private Limited, Kanhan, Kamptee	4-11-1960 (C. P. & B I. D. S. Act.)

WAGES AND DEARNESS ALLOWANCE

The question of wages and D. A. was involved in 155 cases but of these 15 cases dealt with D. A. only. Wage-scales were revised in 88 cases, both D. A. and revision of wages were granted in 48 cases and Ad-hoc increments in wages were granted in 4 cases.

A statement showing the wages, D. A. and increments decided in 155 cases is attached herewith.

It may be mentioned here that this industry is as scheduled industry under the Minimum Wages Act, 1948.

ADJUSTMENT OF WAGES

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

(1) In case the existing basic wage 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 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 the extra amount shall be treated as his personal pay.

INCREMENT IN THE REVISED SCALES FOR LENGTH OF SERVICE

In 16 cases increments were granted after adjustment of existing wages in the revised scale as below :—

Period of service				No. of increments	No. of cases
(a) Every 3 years	..	..	..	1 (maximum 3)	1
(b) Less than 3 years	..	..	..	1	2
3 years or more	..	..	..	2	
(c) 2 years completed	..	..	..	1	1
5 years completed	..	..	..	2	
(d) 1 year to 2 years	..	..	..	1	3
2 years to 4 years	..	..	..	2	
4 years and more	..	..	..	3	
(e) 1 year to 3 years	..	..	..	1	2
3 years to 6 years	..	..	..	2	
6 years and more	..	..	..	3	
(f) <i>Peons and Hamal</i> —					
5 years to 10 years	..	..	..	1	1 (Sr. No. 52.)
10 years and more	..	..	..	2	
(g) Up to 3 years	..	..	..	1	2
More than 3 years	..	..	..	2	
(h) 3 years to 5 years	..	..	..	1	1
More than 5 years	..	..	..	2	
(i) 2 years to 4 years	..	..	..	1	1
4 years to 8 years	..	..	..	2	
More than 8 years	..	..	..	3	
(j) 3 years to 8 years	..	..	..	1	1
More than 8 years	..	..	..	2	
(k) 1 year to 2 years	..	..	..	1	1
2 years to 3 years	..	..	..	2	
3 years to 4 years	..	..	..	3	
More than 4 years	..	..	..	4	

LEAVE

There were 87 concerns in which various kinds of leave were considered. A statement showing the names of these 87 concerns and the various types of leave granted therein is attached.

Privilege Leave :

There were 69 cases wherein question of privilege leave was considered. The leave was allowed at the following rates :—

No. of Days				No. of cases
13	..	..	..	1
14	..	..	..	7
15	..	..	..	2
18	..	..	..	1
21	..	..	..	17
24	..	..	..	3
28	..	..	..	1
30	..	..	..	15
As per Factories Act	..	..	..	13
As per Shops and Establishments Act	..	..	..	9

Accumulation :

Accumulation of privilege leave was noted in 37 cases as under :—

No. of (Days)	No. of cases
26	1
28	5
30	1
42	11
45	1
48	2
54	1
56	1
60	3
63	2
90	6
120	2

In case of Messrs. Rane Pvt. Ltd., Bombay (Sr. No. 27), the accumulation of privilege leave was not limited.

Sick Leave :

There were 54 cases wherein the question of sick leave was dealt with. The quantum of leave was allowed was as follows :—

No of Days	No. of cases
3	1
4	3
5 (Full Pay)	4
5 (Half Pay)	4
6	1
7 (Full Pay)	10
7 (Half Pay)	1
8	1
10	14
14	3
15	6
21	1
30 (Full Pay)	3
30 (Half Pay)	1

In case of Leach and Weborny, Bombay (Sr. No. 197) sick leave was provided as per Employees' State Insurance Act.

In 22 cases, more than two days sick leave could be granted only on production of the certificate from a Registered Medical Practitioner.

Accumulation :

Accumulation of sick leave was noted in 36 cases as under :—

No. of Days	No. of cases
14	3
15	2
16	1
20	1
21	3
30	5
36	1
42	2
45	4
56	1
60	7
75	1
84	1
90 (Full Pay)	1
90 (Half Pay)	1

Maternity Leave :

Maternity leave was noted in 2 cases. (1) Messrs. Bombay Hing Supply Co., Bombay was providing as per Bombay Maternity Benefit Act, and (2) In case of Kodak Limited, Bombay, it was given for one month.

Leave without Pay :

Leave without pay was noted in 3 cases at the rate of 10 days, 15 days and one month respectively. In the case of 'Champaklal Bros. Private Limited, Bombay, (Sr. No. 183), accumulation of leave without pay was allowed for 2 months.

Casual Leave :

Casual leave was granted in 78 cases as follows :—

No. of days	No. of cases
2	3
3	8
4	10
5	10
6	4
7	22
8	2
10	18
20	1

Conditions for Casual Leave :

(a) Casual leave for not more than one day was allowed to be taken at a time, and it could not be suffixed or prefixed to any other leave or holidays (2 cases).

(b) Casual leave for not more than two days was allowed to be taken at a time and it could be suffixed or prefixed to paid holiday or weekly off (8 cases).

(c) Casual leave for not more than three days was allowed to be taken at a time and it was allowed to be suffixed or prefixed to holidays or weekly offs with previous permission of the management (21 cases).

(d) Casual leave for not more than four days at a time was allowed (2 cases).

(e) Unavailed casual leave was allowed to be tagged on to earned leave at the end of the year (1 case).

Festival Holidays :

In 55 cases festival holidays ranging from 2 days to 21 days were granted as under:—

No. of days	No. of cases
2	3
3	9
4	9
5	9
6	4
7	9
8	2
9	1
15	2
17	1
21	1
Gazetted Bank Holidays	5

In 9 cases holidays were to be fixed in consultation with the workmen or their unions. In case of 'Western India Oil Distributing Co. Ltd., Bombay' (Sr. No. 141), holidays were fixed as per Petroleum Companies in Bombay City. In the cases examined it was noticed that following festival holidays were enjoyed :—

Festival holidays	No. of cases
(a) 26th January	36
(b) Diwali	34
(c) 15th August	31
(d) Holi	21
(e) Dassera	11

Festival holidays	No. of cases
(f) Ganesh Chaturthi	6
(g) 1st May	9
(h) Gokul Ashtami	3
(i) Ramzan Id	3
(j) New Year Day	3
(k) Anant Chathurdashi	2
(l) Moharrum	3
(m) 2nd October	2
(n) Good Friday	2
(o) Christmas	2
(p) Gudi Padwa	1
(q) Parsi New Year	1
(r) Shiv Jayanti	1
(s) Khordadsal	1
(t) Bakri Id	1
(u) Vishwakarma Day	1
(v) Coconut Day	1
(w) Jamshedji Navroz	1
(x) Id-E-Milad	1

ALLOWANCES

Allowances for working on paid holidays or weekly off days :

3 cases were noted. In Messrs. Garment Cleaning Works, Bombay (Sr. No. 68), the workers were paid at the rate of one and a half times his ordinary rate of wage.

In Messrs. Herbertsons Ltd., Bombay (Sr. No. 97), the workers were paid $1\frac{1}{2}$ times the salary for the work done on a holiday and a substitute holiday. In the case of Shetkari Sahakari Sangh Ltd., Kolhapur (Sr. No. 99), the workers working on holidays were given either a substitute holiday or double the daily wage for his work on that day.

Conveyance Allowance :

In Messrs. Jeena and Co., Bombay (Sr. No. 140), the workers were paid the actual conveyance charges incurred by them for the Company's work. In case of The Shaw Wallace and Co., Bombay (Sr. No. 21), the Cargo-Solicitors were paid Rs. 75 per month.

Cycle Allowance :

In Messrs. Bomas Ltd., Bombay (Sr. No. 36), the workers were paid Rs. 10 per month as cycle allowance.

Cash Allowance :

In the Shaw Wallace and Co. Ltd., Bombay (Sr. No. 21), a cash allowance of Rs. 5 per month to Peons and Rs. 10 per month to the persons who were required to handle cash was paid.

Daily Allowance :

In Shrirampur Sahakari Kapus Vikri Sangh Ltd., Shrirampur (Sr. No. 101), the workers were paid Rs. 5 per day in Bombay, Poona and such big places having corporations and Rs. 3 per day at other places. In the case of Shetkari Sahakari Sangh Ltd., Kolhapur the workers were paid daily allowance at the following rates :—

Drawing amount	Place between 5 to 50 miles	Beyond 50 miles
	Rs.	Rs.
(a) Up to Rs. 100	3-00	5-00
(b) Rs. 101 to Rs. 200	3-25	5-50
(c) Rs. 201 to Rs. 350	3-50	5-75
(d) Rs. 351 and above	5-00	8-00

House Rent Allowance :

In case of the Bombay Cloth Merchant Co. Ltd., Bombay (Sr. No. 120), the workers were paid house-rent allowance as per the Award in Ref.(IT) No. 144 of 1956.

Lunch Allowance :

Six cases were noted. In 3 cases Rs. 1.25 were paid as lunch allowance per day to the employees who were on duty outside during the lunch time. In 2 cases clerical staff were paid Rs. 2 per day as lunch allowance when they were on duty outside, and in one case clerks were paid Rs. 1.50 per day and peons were paid Rs. 1.10 per day as lunch allowance.

Machine Allowance :

In the International Book House Pvt. Ltd., Bombay (Sr. No. 59), the workers who were required to operate Adrema Machine were paid Rs. 20 per month as machine allowance.

Monsoon Allowance :

In the Shaw Wallace Co. Ltd., Bombay (Sr. No. 21), the outdoor staff were paid Rs. 48 every two years to enable them, to have umbrella, raincoat, gumboots and similar monsoon equipments.

Overtime Allowance :

The details of overtime allowance granted is as follows :—

Rate of Overtime Allowance	Number of cases
(a) Working beyond the normal working hours but not exceeding the statutory, viz., 48 working hours.	4 (Sr. Nos. 6, 51, 97 and 164).
(b) Working beyond the statutory limit double the normal basic salary and Dearness Allowance	2 (Sr. Nos. 56 and 97).
(c) Beyond working hours, i.e., 48 hours—1½ times of the normal wages	2 (Sr. Nos. 38 and 192).
(d) Beyond statutory working hours, i.e., over 48 hours—double the normal wages	4 (Sr. Nos. 38, 101, 84 and 199).
(e) Working over 48 hours—1½ times the wages including D. A.	1 (Sr. No. 164).
(f) As per the provisions of the Bombay Shops and Commercial Establishments Act, 1948	3 (Sr. Nos. 31, 102 and 127).

Officiating Allowances :

The details of the officiating allowance granted for officiating in a higher post in the cases noted is as follows :—

Name of concern (1)	Officiating period in higher post (2)	Details of officiating allowance (3)
(a) The Orient Longmans Pvt. Ltd., Bombay. (Sr. No. 3) and M/s. Bomas Ltd., Bombay. (Sr. No. 36).	15 days or more	Next higher stage in his salary scale.
(b) Gillanders' Arbuthnot and Co. Ltd., Bombay. (Sr. No. 4).	More than one month continuously.	20 per cent of basic pay or difference between two basic pay whichever is less.
(c) The Buckingham Carnatic Co. Ltd., (Show-room), Bombay. (Sr. No. 6) and The International General Electric Co. (India) Pvt. Ltd., Bombay. (Sr. No. 189).	15 days or more	Difference between present salary and the starting salary of the higher grade.
(d) Lipton (India) Ltd., Nagpur. (Sr. No. 103) ..	30 days or more continuously	Minimum of the higher grade.
(e) The Shaw Wallace Co. Ltd., Bombay. (Sr. No. 21).	7 days or more	Difference between the respective salaries of the present and the higher posts.
(f) Sharma Trading Co., Bombay. (Sr. No. 32) M/s. Armstrong Smith Pvt. Ltd., Bombay. (Sr. No. 43).	15 days or more continuously ..	50 per cent of the difference between the respective salaries of the two posts.

(1)	(2)	(3)
(g) M/s. Beardsell and Co. Pvt. Ltd., Bombay. (Sr. No. 51).	21 days or more	50 per cent difference between the respective salaries of the two posts.
(h) Herbertsons Pvt. Ltd., Bombay. (Sr. No. 142).	6 days or more	20 per cent of the basic salary.
(i) Kodak Ltd., Bombay. (Sr. No. 164)	.. Continuously for more than 2 weeks as a Departmental Head.	Minimum Rs. 30 per month and maximum Rs. 100 per month.
(j) M/s. Hargovind Dharamsi and Co., Bombay (Sr. No. 67).	12 days or more continuously ..	(1) If wages be less than the minimum of the scale for higher post the minimum of the scale for higher post.
The Bombay Chamber of Commerce and Industry. (Sr. No. 79).	..	(2) If wages be more than the minimum of the scale for higher post the next higher stage in the scale of the higher post.

Tea Allowance :

Messrs. E. W. Stevens and Co. Ltd., Bombay (Sr. No. 50), every employee was paid 30 paise per working day while in case of Gujarat Masala Supplying Co., Bombay allowance to workers was Rs. 5 per month.

Travelling Allowance :

Shrirampur Sahakari Kapus Vikri Sangh Ltd., Shrirampur (Sr. No. 101), the employees required to travel on duty to places away from the headquarters were to be paid actual fare by motor, bus or third class fare by railway.

Washing Allowance :

5 cases were noted. In The Buckingham Carnatic Co. Ltd., (Show-Room), Bombay (Sr. No. 6), Sweepers and Darwans were paid Rs. 3 per month. In one case i.e. Shrirampur Sahaakri Kapus Vikri Sangh Ltd., Shrirampur (Sr. No. 101), workers provided with uniforms were paid Re. 1 per month as washing allowance. In 3 cases washing of uniforms was done by the management.

PERMANENCY

28 cases were noted. In 14 cases workers who have put in 6 months continuous service were to be made permanent. In 10 cases workers were made permanent after completion of one year of continuous service. In 3 cases, they were made permanent on completion of 3 months service and in 1 case on completion of 9 months service.

UNIFORMS

12 cases were noted. In 9 cases, Sweepers, Watchmen, Darwans and Peons were provided with 2 sets of uniforms in a year. In 2 cases (Helpers, Delivery men and Store mechanic in case of Sr. No. 127 and Peons, Sweepers in case of Sr. No. 147), the workers were provided with 3 sets of uniform in a year. In the case of Western India Oil Distributing Co. Ltd., Bombay (Sr. No. 141), peons were provided with 3 sets of uniforms and general workers were provided with 2 sets of uniform in a year.

PROMOTIONS

5 cases were noted. Promotion to a higher post were granted at the discretion of the management from amongst the existing staff on the basis of their suitability and seniority.

RETIREMENT AGE

20 cases were noted. In 3 cases the retiring age was fixed at 55 years. In 8 cases, at 58 years and in 7 cases at 60 years. In the case of Messrs. Jeena and Co., Bombay (Sr. No. 140), the workers were to retire at the age of 55 years but they could be extended upto the age of 60 years at the discretion of the management. In the case of Shankey Electrical Stamping Pvt. Ltd., (Office Staff), Bombay (Sr. No. 147), the age of retirement was 55 and it could be extended upto 58 years at the discretion of the management.

PROVIDENT FUND

The provident fund scheme were noted in 12 cases. In 6 cases the contribution of the employee was $6\frac{1}{4}$ per cent of the basic wage and Dearness Allowance with equal contribution of the employees. In 2 cases, it was in accordance with the provident fund scheme; in 3 cases it was $8\frac{1}{2}$ per cent of the basic

salary. In the case of Messrs. James Finlay and Co., Bombay . (Sr. No. 8), the Tribunal directed that with effect from 1st August 1959, the provident fund contribution by the company in respect of the subordinate staff having service of more than 20 years should be calculated on the basis of $8\frac{1}{2}$ of the basic wages.

MEDICAL AID

8 cases of this were noted. In 2 cases employees were given medical treatment by the company's doctor. In 2 cases employees were paid actual expenditure Rs. 3 per month. In one case each employees were paid Rs. 10 per year and Rs. 90 per year respectively. In Herbertsons Pvt. Ltd., Bombay. (Sr. No. 142), every workman of the company was entitled to receive a maximum of Rs. 30 per year towards his medical expenses on production of his doctor's bill. He could accumulate this amount for a period of 5 years. In case of The Bombay Chamber of Commerce and Industry, Bombay (Sr. No. 79), permanent employees were paid 50 per cent of the medical expenses incurred by them on account of their illness with a maximum of Rs. 100 in a year.

GRATUITY

There were 56 concerns in this industry where gratuity schemes were awarded or agreed to. A consolidated statement showing gratuity payable, etc., is attached herewith.

STATEMENT SHOWING THE NAMES OF THE CONCERNS AND WAGES AND DEARNESS ALLOWANCE GRANTED IN THE SHOPS AND COMMERCIAL ESTABLISHMENTS INDUSTRY.

Serial No. Index (1)	Name of the concern (2)	Wages (3)	Dearness Allowance (4)
<i>Effective from 1-6-1958</i>			
3	The Orient Longmans Pvt. Ltd., Bombay.	Clerk Gr. A— Rs. 150—10—250—15—310. Clerk Gr. B— Rs. 100—7—170—10—210. Clerk Gr. C— Rs. 70—5—120—8—160. Typist— Rs. 70—5—110—8—150—10—170. Stenographer— Rs. 80—10—130—10—160—15—190—EB—15—250. Packer, Peon and Chokara (young boy)— Rs. 30—2—60 Head peon to get Rs. 5 p.m. more. Carpenter— Rs. 40—3—70.	Rs. 64 per month.
4	Gillanders Arbuthnots and Co. Ltd., Bombay.	1. Head Peon— Rs. 45—2—65—2½—80. 2. Clerk B. Gr.— Rs. 75—5—100—7½—130—10—160—EB—10—210—15—70—EB—20—350. 3. Clerk A Gr.— Rs. 225—15—300—20—420. .. 4. Car and Van Drivers— Rs. 65—3—95—5—125. 5. Mechanics— Rs. 60—2—80—3—110. 6. Carpenter— Rs. 50—2—70—2½—95.	Minimum rate of Rs. 45 p. m. was revised to Rs. 55 p. m.
5	The Bombay Clothing Co., Bombay.	1. Tailors— Rs. 3-14-0 per day. 2. Button stitchers— Rs. 60 per month. 3. Packers— Rs. 65 per month. 4. Watchman— Rs. 70 per month. 5. Consolidated existing earnings of cutters ranging from Rs. 125 to 175 p.m. were found to be adequate. 6. Consolidated salary of Ironers ranging from Rs. 100 to Rs. 120 p.m. were found to be adequate. 7. Clerks—Ad-hoc increase of Rs. 10 per month.	..

(1)	(2)	(3)	(4)		
6	The Buckingham Carnatic Co. Ltd. (Show-Room), Bombay	1. Salesman— Rs. 120—7½—180—10—230. 2. Asstt. Salesman— Rs. 35—5—125—7—174. 3. Clerks— Rs. 100—7½—160—10—210. 4. Cashier— Rs. 150—10—240—15—330. 5. Attenders and cutters— Rs. 60—3—84—4—112. 6. Darwan— Rs. 45—2—65—3—80. 7. Sweepers— Rs. 40—2—60—3—75.	Those getting Rs. 50 per month to get Rs. 65 per month. Those getting Rs. 40 per month to get Rs. 55 per month.		
7	M/s. Ramnarain and Sons Pvt. Ltd., Bombay.	Subordinate Employees— Rs. 25—2—31—3—55—60—EB—3—75.	The Existing rate continued.		
9	The Metro Motors, Bombay	<i>Effective from 1-4-1959.</i> Watchman— Rs. 35—2—55. Clerks, Peons and Mazdoors— 35—1—55.	<i>Clerical staff:</i> Salary up to Rs. 100. As for operatives plus Rs. 7½. Between Rs. 101 and Rs. 200. As for operatives plus Rs. 15. Between Rs. 201 and Rs. 300. As for operatives plus Rs. 22½. Between Rs. 301 and above. As for operatives plus Rs. 25.		
<i>OR</i> The existing scale whichever is higher for workmen (excluding clerical staff):— <i>Revised rates of Dearness Allowance—</i> For Textile works in Bombay. <i>OR</i> The existing scale, whichever is higher.					
10	M/s. Abdullabhai and Co., Bombay.	With effect from 28-7-59. The minimum wages shall be Rs. 2.75 per day. On completion of four years continuous service every workman shall be entitled to one more increment of Re. 0.25 nP. per day. Such workman shall further be entitled to one more increment of Re. 0.25 nP. On completion of five years of service workers drawing higher wages will continue to draw the same.			
13	M/s. Kanji Jadhavi and Co. (Masjid Bunder Branch), Bombay.	<i>Effective from 1-5-1957.</i> Clerks— Rs. 65—5—70—7½—85—10—135—12½—210—EB—15—300. (Head Clerks gets Rs. 10 p.m. more in above scale). Peons— Rs. 30—4—70—5—100 (Hawaldar gets Rs. 5 p.m. more).			
14	M/s. Kanji Rochiram, Bombay	Unskilled (Male and Female)— Rs. 30—1—35—1½—50.	Rs. 50 per month to permanent workers.		
17	M/s. Taj Mohmed Jallaaddin and Co., Bombay.	<i>Effective from 1-7-1959.</i> Unskilled workman Rs. 70 per month.			
18	The International General Electric Co. (India) Pvt., Ltd., Bombay.	<i>Effective from 1-12-1958.</i> Clerical Grade 'C'— Rs. 85—5—105—7½—135—10—185—EB—10—255. Clerical Grade 'B'— Rs. 150—10—200—12½—275—EB—15—350. Clerical Grade 'A'— Rs. 200—12½—250—15—235—EB—20—245. Comptist— Rs. 105 p.m. Jr. Stenographer— Rs. 125—7½—140—10—240—EB—12½—290. Sr. Stenographer— Rs. 200—12½—275—15—305—EB—20—365.	Salary slab On 1st Rs. 100 On 2nd Rs. 100 On 3rd Rs. 100 Balance up to 500. The minimum shall be Rs. 90. For daily rated Rs. 90.	Consumer Price Index 411—420 105 per cent 50 per cent 25 per cent 20 per cent Rs. 3. Rs. 3.	Variation of 10 points 5 per cent. 2 per cent. 1 per cent. 1 per cent.

(1)	(2)	(3)	(4)
18	The International General Electric Co. (India) Pvt. Ltd., Bombay—cont.	Jr. Service Engineer— Rs. 130—10—200—EB—15—365. Sr. Service Engineer— Rs. 250—20—350—EB—30—500. Mechanic— Rs. 75—5—100—7—114—EB—7—149. Drivers— Rs. 65—4—85—5—120 (for ordinary cab drivers) Rs. 70—5—125 (for three ton lorry drivers). Peons— Rs. 35—2—49—3—71. (Extra allowance to Bank Peon at Rs. 10 p.m., and peon operating the telephone board at Rs. 6 p.m.). Watchman— Rs. 40—2—50—3—56—EB—3—74. Sweepers— Rs. 35—2—59. <i>Daily rates workman</i> Carpenter— Rs. 2.37—0.13—4.13 Coolies— Rs. 1.62—0.07—2.37.	
19	Hollerith (India) Pvt. Ltd., Bombay.		Salary slab At Bombay working class cost of living index 311—320 (Base: 1033-34) Variation of 10 points. For the 1st Rs. 100 40 per cent of the basic pay 3 Over Rs. 101 15 per cent of the basic pay 1 Subject to a minimum of Rupees 65 and a maximum of Rs. 217.
21	The Shaw Wallace and Co., Ltd., Bombay.	1. Clerical Grade 'A'— Rs. 150—10—200—12½—275—15—335—EB—15—365. 2. Clerical Grade 'B' and 'C'— Rs. 80—5—105—8—145—10—255. (Graduates should be granted one advance increment in the junior prescribed.) Jr. Stenographer— Rs. 120—10—200—12½—300. Peon— Rs. 35—2—65—EB—2½—75. Cycle peon— Rs. 40—2—64—2½—74—EB—3—80. Watchman— Rs. 40—2—60—2½—95. Sweeper— Rs. 35—2—55—EB—2—75. Liftman Butlar— Rs. 40—2—64—2½—74—EB—3—80. Driver— Rs. 70—5—125.	Salary slab Consumer Price Index is between 411—420. Variation of 10 points On 1st Rs. 100 120 per cent 5 per cent. On 2nd Rs. 100 60 per cent. 2½ per cent. On 3rd Rs. 100 and above. 30 per cent. 1½ per cent. Minimum shall be Rs. 90. Rs. 3.
23	Williamsons (India) Pvt. Ltd., Bombay.	<i>Effective from 1-8-1958.</i> 1. Stenographer-cum-General clerk— Rs. 100—7½—130—10—160—EB—20—350. 2. Typist-cum-clerk— Rs. 80—5—105—7½—180—EB—10—230—12—290. 3. Mistries— Rs. 70—3—100—5—125. 4. Motor Driver— Rs. 65—3—95—5—125. 5. Coolie, Watchman— Rs. 35—2—65. 6. Mukadam— Rs. 45—2—65—2½—80. 7. Godown Keeper— Rs. 125—10—225—15—300. 8. Asstt. Godown-keeper— Rs. 90—5—140—10—200.	Pay slab At Bombay working class cost of living Index 311—320. Variation of 10 point. Rs. 1—100 75 per cent of the basic pay or revised Textile scale for 26 days, which ever is more. 5 per cent. Rs. 101—200 30 per cent of basic pay. 2 per cent. Rs. 201 to 300 15 per cent of basic pay. 1½ per cent. Rs. 301 and above. 10 per cent of basic pay. 1 per cent. Minimum Rs. 55.

(1)	(2)	(3)	(4)			
24	Forbes Forbes Campbell and Co. Pvt. Ltd., Bombay.	1. Junior Grade— Rs. 75—7—110—10—170—EB—10—240. (Graduates to start with one increment)	Pay slab up to Rs. 100	At cost of Living Index of 10 points	Variation of 10 points	
		2. Comptist to start— Rs. 120.	Rs. 101—200	65 per cent.	5 per cent.	
		3. Intermediate Grade— Rs. 130—10—190—EB—12½—240—15—330.	Rs. 201—300	15 per cent.	1 per cent.	
		4. Sr. Grade— Rs. 220—15—310—EB—20—450.	Rs. 301 and above.	10 per cent.	1 per cent.	
		5. Sepoy, Watchman, Mali, Packer, Gunmen and Sweeper— Rs. 35—2—45—2½—60—3—75.	Minimum	Rs. 63.	Ra. 2.	
		Liftman, Mukadam— Rs. 40—2½—60—3—78.				
		Havildar— Rs. 45—2½—60—3—75—4—83.				
		Carpenter— Rs. 60—3—66—4—70—5—105.				
		Electrician— Rs. 75—7—110—10—150—EB—10—180.				
		Car Driver— Rs. 64—4—72—5—87—8—111—9—120—10/2—130.				
26	Bhailal and Co., Bombay ..	Unskilled— Rs. 75—2—105 (consolidated).				
		Semi-skilled salesman— Rs. 100—4—160 (consolidated).				
27	M/s. Rane Pvt. Ltd., Bombay	<i>Effect from 1-1-1960.</i>				
		Peons and Watchman— Rs. 35—2—63—3—75.				
		Carpenter— Rs. 45—3—66—4—86.				
28	Shri Chikal Market Co. Ltd., Bombay.	Watchman, Sweeper and Bhat— Rs. 30—2—60.				
29	The Bombay Safe Deposit Co. Ltd., Bombay.	<i>Effect from 1-7-1959.</i>				
		Junior Clerks Grade— Rs. 75—5—90—7½—120—10—170—EB—10—240. (Graduates to start on Rs. 80).	Basic pay	Consumer Price Index is between 311—320	Variation of 10 points.	
		Sepoy, Watchman and Gunmen— Rs. 35—2—45—2½—60—3—72.	Up to Rs. 100	65 per cent.	5 per cent.	
		Electrician— Rs. 75—5—95—7½—125—EB—10—165.	Rs. 101—200	25 per cent.	2 per cent.	
			Rs. 201—300	15 per cent.	1 per cent.	
			Rs. 301 and above.	10 per cent.	1 per cent.	
			Minimum	Rs. 63	Ra. 2.	
31	Lewis and Jones, Bombay ..	Peons— Rs. 36—2—50—3—77.	Pay scales.	When cost of living is between 350—359.	Variation of 10 points.	At cost of living Index 421—430.
		Hawaldars and Head Peons— Rs. 36—2—50—3—77.				
		Clerk, typist and stenographer— Rs. 115—5—125—7½—200—EB—10—300. (Plus allowance of Rs. 5 p. m.).				
		Drivers— Rs. 70—5—125.				
			Ra. 1—100	90 per cent or amount payable to Bombay Textile operatives from time to time whichever is higher for the first Rs. 100.	5 per cent	Ra. Ra.
			Ra. 101 to 200	45 per cent of the slab	2½ per cent	65 2.25
			Ra. 201 and above.	22½ per cent of the slab.	1½ per cent.	
32	Sharma Trading Co., Bombay	<i>Effective from 1-4-1960.</i>				
		1. Mazdoors, Peon and Watchman— Rs. 75—2½—95—3—125—EB—6—150.				
		2. Clerk-typists, stenographers— Rs. 115—5—125—7½—200—EB—10—300.				

(1)	(2)	(3)	(4)
34	M/s. Sistas Pvt. Ltd., Bombay	I. Jr. Clerk, Typist, Jr. Asstt. and Telephone Operators— Rs. 75—5—100—7½—160—10—200—12½—225. Sr. Clerk, Sr. Artists, Sr. Stenographer— Rs. 150—10—200—12½—250—15—310. Artists 'A'— Rs. 224—12—260—15—350=20 thereafter every year. Artists 'B'— Rs. 150—10—200—12—296=15 thereafter every year. Artists 'C'— Rs. 100—7½—175—10—225=12 thereafter every year. Peons— Rs. 35—2—55—3—70. Hawaldar— Rs. 45—2—65—3—80. Driver— Rs. 60—3—90—4—110.	Basic salary Rs. 1 to 50 Rs. 51 to 100 Rs. 101 to 150 Rs. 151 to 200 Rs. 201 to 300 Rs. 301 over. D. A. Rs. 50. Rs. 60. Rs. 70. Rs. 80. Rs. 90. Rs. 100.
35	Sepulchre Brothers (India) Pvt. Ltd.	Clerical Grade 'A'— Rs. 300—15—360—20—460—EB—25—610. Clerical Grade 'B'— Rs. 250—12½—300—15—390—EB—20—570. Clerical Grade 'C'— Rs. 165—10—225—12½—300—EB—15—420. Stenographer— Rs. 240—12½—315—15—390—EB—20—470. Sales Representatives— Rs. 300—15—360—20—460—EB—25—660. Service Engineer— Rs. 300—15—360—20—460—EB—25—660. Mechanic— Rs. 150—5—160—7½—205—EB—10—285. Drivers— Rs. 150—5—170—7½—230.	The consolidated wage scales shall remain undisturbed so long as the Bombay's Working Class Consumers Index remains up to 430 points. If the Index move above 430 then additional dearness allowance shall be paid for every 10 points variation at the following rate:— For Peons and Hamals.. .. Rs. 3-00. For all other Categories of workmen— On 1st Rs. 100 .. 3 per cent. On 2nd Rs. 100 .. 1½ per cent. On the balance salary ½ per cent. It is agreed between the parties that on the expiry of this agreement, if the Index falls below 400 points, for every 10 points variation in the Index number, salaries will be reduced on the same basis as mentioned in this clause
37	M/s. Gaylord Garments Mfg. Co., Bombay.	The Tribunal did not favour revision of the existing salary in the following categories— 1. Chief cutter—Rs. 275 p. m. 2. Two Asstt. cutter—Rs. 155 p. m. 3. One Tailor on special machine—Rs. 160 p. m. 4. Embroidery man ranging from Rs. 150 to Rs. 175. 5. Artist—Rs. 130 per month. Printer— Rs. 235 + 15. Ironers— Minimum Rs. 125. Peon— Rs. 75 per month. In the following cases the (Tribunal awarded increase as below):— (1) Tailors drawing between Rs. 95 and Rs. 150—Rs. 5 per month. (2) Apprentice tailor, drawing between Rs. 80 and 85—Rs. 5 per month. Apprenticeship period should not be more than one year from the date of first appointment. An apprentice absorbed as regular tailor should start on Rs. 100 per month.	.. .. ..
41	V. Ramesh Chandrakant and Co., Bombay.	From 1st January 1961, increments were given on individual basis.	..
42	M/s. Spencer and Co. Ltd., Bombay	(1) General clerks, Jr. Accountant Clerk, Typists, Asstt. Custom Clerk, Asstt. Store-keepers and telephone operators— Rs. 80—5—105—10—155—15—245.	For Clerical Staff— Up to Rs. 100 (including Rs. 100) Rs. 70. Rs. 101 to 200 35 per cent of the basic salary.

(1)	(2)	(3)	(4)
42 M/s. Spencer and Co. Ltd., Bombay—cont.	(2) Sr. Accountant clerks, costing clerks, cashier, Sr. custom clerk, cold storage clerks, stenographers, Income tax, Sales tax clerks, refrigeration and air-conditioning mechanics— Rs. 135—8—175—10—225—15—300—20—360. (3) Cold storage mechanic operators— Rs. 90—3—105—4—125—5—150—10—200. (4) Van drivers, car drivers and carpenter— Rs. 75—3—90—4—110—5—135. (5) Peons, Watchman, Liftman Mazdoor, Hammals, Sweepers, Cleaners Painters and Packer— Rs. 35—2—45—3—75.	Rs. 201—300 20 per cent of the basic salary. 301 upwards 15 per cent of the basic salary. Sepoys, watchman, Liftman Rs. 60. For every 10 points rise and fall from 421—430 points in cost of living Index (421—430) increase or decrease by Rs. 4.	
43 M/s. Armstrong Smith Pvt. Ltd., Bombay.	Jr. Gr. Clerk and typists— Rs. 165—7½—180—10—260—EB—12½—360—15—375. (Graduates to be given one increment). Intermediate Clerical grade— Rs. 225—12½—325—EB—15—445. Sr. Clerical Grade— Rs. 340—15—460—EB—20—540. Mechanics— Rs. 160—10—310. Carpenter and packer— Rs. 135—5—140—6—170—7½—200. Driver— Rs. 140—6—170—7½—215. Peons— Rs. 112—4—132—5—152. Mazdoors, Watchman— Rs. 32—2—40 (plus eight ninths of the Textile dearness allowance as at present).	..	
44 Grant Advertising India, Bombay.	<i>Effective from 1-7-1962.</i> Peons— Rs. 35—3—65—4—77.	Rs. 40 at cost of living index group 391—400 and for variation of every rise or fall of 10 points—Rs. 5.	
45 The Williamsons (India) Pvt. Ltd., Bombay.	..	Same as at Sr. No. 45 as per award published in part I-L., M. G. G., dated 29th November 1962, pages 4884, 4886. <i>Effective from the 1-5-1962.</i>	
46 The Thoms Cook and Sons, (Continental and Overseas) Ltd., Bombay.		Rs. 1—100 .. 90 per cent of the basic wage Rs. 101—200 .. 45 per cent .. Rs. 201—300 .. 20 per cent .. Rs. 300 & above 15 per cent .. Minimum of Rs. 90 per month.	
47 M/s. Chokshi Brothers Pvt. Ltd., Bombay.	Peons, Mazdoors— Rs. 35—3—65. Assistant Packer— Rs. 43—3—70. Pasting boys, string binder service packer— Rs. 45—4—85. Godown clerk, Jr.— Rs. 70—6—136.	From 1-9-1962 at 60 per cent of the Revised Textile Scale.	
48 M/s. Airfreight Pvt. Ltd., Bombay.	Peons watchman— Rs. 90—4—110—5—135. Loaders— Rs. 95—5—155. Drivers— Rs. 150—5—200.	..	
49 The India Coffee and Tea Distributing, Bombay.	<i>Effective from 1-4-1963.</i> (1) Godown keeper— Rs. 120—9—300. (2) Depot-incharge— Rs. 120—7—260. (3) Depot Asstt.— Rs. 90—5—175. (4) Roasterman— Rs. 100—5—175.	..	

(1)	(2)	(3)	(4)															
49	The India Coffee and Tea Distributing, Bombay—cont.	(5) Godown Mazdoor— Rs. 80—3—125. (6) Cleaner— Rs. 80—3—125. (7) Lorry driver if any— Rs. 125—5—175. <i>Effective from 1-10-1959 (Consolidated scales).</i>																
50	M/s. E. W. Sevens and Co. Ltd., Bombay.	Peons— Rs. 100—4—160. Drivers— Rs. 135—6.50—187—7—236. Office Asstt., typists, sales staff— Rs. 170—12.50—220—15—340. Stenographer— Rs. 195—15—285—20—405. Workshop mechanics (including watchmakers and Instruments Technicians)— Rs. 200—15—290—20—430. Service Engineer and Foreman— Rs. 305—20—445—EB—25—645. <i>Effective from 1-4-1962.</i>	..															
51	M/s. W. A. Beardsell and Co. Pvt. Ltd., Bombay.	Jr. Clerk, Receptionist-cum-despatch clerk and copy typist— Rs. 80—5—105—10—155—15—245. Sr. Clerks— Rs. 135—8—175—10—225—15—300—20—360. Stenographers-cum-Secretary— Rs. 125—8—165—10—215—12½—315. Peons— Rs. 35—2—45—3—75.	<table><tr><th>Basic pay</th><th>At cost of living Index 441—450.</th><th>Variation of 10 points.</th></tr><tr><td>Rs. 1—100</td><td>124 per cent</td><td>4 per cent.</td></tr><tr><td>Rs. 101—200</td><td>62 per cent</td><td>2 per cent.</td></tr><tr><td>Rs. 201 above Minimum</td><td>31 per cent</td><td>1 per cent.</td></tr><tr><td>D. A.</td><td>Rs. 90.</td><td>Rs. 2.</td></tr></table>	Basic pay	At cost of living Index 441—450.	Variation of 10 points.	Rs. 1—100	124 per cent	4 per cent.	Rs. 101—200	62 per cent	2 per cent.	Rs. 201 above Minimum	31 per cent	1 per cent.	D. A.	Rs. 90.	Rs. 2.
Basic pay	At cost of living Index 441—450.	Variation of 10 points.																
Rs. 1—100	124 per cent	4 per cent.																
Rs. 101—200	62 per cent	2 per cent.																
Rs. 201 above Minimum	31 per cent	1 per cent.																
D. A.	Rs. 90.	Rs. 2.																
52	M/s. S. I. Lalwani and Co., Bombay.	The following individual scales— 1. One worker—Rs. 90—4—142. 2. Three workers—Rs. 80—3—119. 3. Six workers—Rs. 65—2—101.	..															
53	M/s. L. R. Trading and Co., Bombay.	The employees are classified into four categories and are being paid consolidated wages on individual basis. 1. In category one there is only one worker and he gets Rs. 162 per month. He will be given annual increment of Rs. 5 p. m. 2. For 2nd category there are five workers and their wages vary between Rs. 99 and Rs. 122 p. m. They will be given annual increment of Rs. 4 p. m. till they reach Rs. 115 p. m. 3. In category three there are six workers and their wages vary between Rs. 67 p. m. to Rs. 81 p. m. They will be given annual increment of Rs. 3 p. m. till they reach Rs. 110 p. m. 4. All fresh recruits are given consolidated wage of Rs. 60 per month.	..															
54	I. G. Gajjar and Co., Bombay	1. Peons, packers and smiller another categories—Rs. 80—3—110.	..															
55	R. V. Kumar and Co., Bombay	<i>Consolidated wages—</i> (a) Skilled— Rs. 130—5—200. (b) Semi-skilled— Rs. 100—4—156. (c) Unskilled— Rs. 65—2—93. (d) Apprentice— Rs. 45 for 1st year. Rs. 55 for 2nd year. Rs. 65 for 3rd year. <i>Note.—The above wages are for a month of 26th working days.</i>	..															
56	The All India Hand-loom Fabrics Marketing Co-op. Society Ltd., Bombay.	..	The Tribunal directed the Society either to pay commission at the new prevailing rates or Rs. 10 increase p. m. in the present Dearness Allowance whichever works out to be more every month.															

(1)	(2)	(3)	(4)
57	The M. M. Poonaji Co., Bombay.	<i>Consolidated wages—</i> 1. General workers (minimum)— Rs. 3-05—12 nP.—4-25. p. d. 2. Mukadam— Rs. 3-45—20 nP.—4-45. p. d.	..
58	M/s. Batlinala and Karani, Bombay.	<i>Consolidated wages—</i> 1. Clerk— Rs. 160—10—210—12½—285. 2. Semi-Clerk— Rs. 140—7—210. 3. Peons— Rs. 100—5—150. Rs. 100—5—160 (for 2 Senior Peons). 4. Driver— Rs. 140—7—210.	
		<i>Effective from 1-12-1963</i>	
59	The International Book House, Pvt. Ltd., Bombay.	1. Sr. Asstt.— Rs. 190—12½—240—15—330—20—350. 2. Jr. Asstt.— Rs. 110—10—210—12½—275. 3. Clerk-typist— Rs. 75—5—95—7½—125—10—195. 4. Head Peon— Rs. 40—2½—50—3—74—4—90. 5. Peon packer— Rs. 35—2—55—3—76.	<i>From 1-12-1963</i> <i>Clerical staff</i> Those drawing salary between D. A. payable when index figure issues Variation of every 15 points Rs. 1 to 100 .. 101-75 5-25 Rs. 101 to 150 .. 107-80 5-40 Rs. 151 to 200 .. 113-85 5-55 Rs. 201 to 250 .. 122-40 5-70 Rs. 251 to 300 .. 135-50 6-50 Rs. 301 to 350 .. 162-50 7-50 Rs. 351 to 400 .. 176-70 8-10 Rs. 401 to 450 .. 190-90 8-70 <i>Subordinate Staff.</i> Rs. 35 to 40 .. 81-40 4-20 Rs. 41 to 45 .. 81-65 4-20 Rs. 46 to 50 .. 81-90 4-20 Rs. 51 to 54 .. 83-20 4-35 Rs. 55 to 59 .. 83-70 4-35 Rs. 60 to 64 .. 85-25 8-50 Rs. 65 and above .. 85-50 4-05
61	The Amar Automobiles, Bombay.	(1) Drive-way salesman— Rs. 75—6—105—7—140. (2) Pump Attendant— Rs. 70—5—90—6—120. (3) Serviceman— Rs. 70—5—90—6—120. (4) General workman— Rs. 70—3—82—4—102.	
62	M/s. Royal Auto Supply Co., Bombay.	(1) Sr. Clerk (Mehtaji)— Rs. 140—10—190—15—235. (2) Jr. Clerk (Cashier)— Rs. 80—7—115—12—151. (3) Drive-way salesman— Rs. 75—6—105—7—140. (4) Pump attendant— Rs. 70—5—90—6—120. (5) Serviceman— Rs. 70—5—90—6—120 (6) General workman— Rs. 70—3—82—4—94.	
63	The Ormerods (India) Pvt. Ltd., Bombay.	(1) Peons and Mazdoors— Rs. 32—2—55—2½—70. (2) Mukadams— Rs. 45—2—65—2½—80—3—95. (3) Carpenter— Rs. 80—5—105—7½—150. (4) Watchman— Rs. 40—2½—65—3—80.	<i>Effective from 1-1-64.</i> .. (1) At the cost of living index 481—490, the D. A. will be Rs. 70; this shall vary by Rs. 3 for every 10 points variation in the cost of living index. (2) Minimum Dearness Allowance Rs. 60.
64	The Industrial & Research Institute Pvt. Ltd., Bom- bay.	..	.. The company will pay dearness allowance to each of the workers at the rate of 3 per cent of their wage in case of cost of living index for textile workers in Bom- bay goes up by 15 points on the base of 460.

(1)	(2)	(3)	(4)
		<i>Effective from 1-7-1963</i>	
65	The French Cleaning and Dyeing Co., Bombay.	(a) Clerks— Rs. 125—7—174. (b) Sr. Ironers— Rs. 120—6—162. (c) Jr. Ironers, washermen— Rs. 90—5—125. (d) Peons— Rs. 70—5—105. <i>Note.</i> —Those ironers who have completed ten years of service on 1st July 1963, shall be treated as Sr. ironers.	
66	The Chikhal Marketing Co. Ltd., Bombay.	Watchman, Sweepers and Bhat Rs. 35—2—55—3—70.	Rs. 56 at the cost of living index (491—500) and Rs. 2 for every 10 point rise
68	M/s. Garment Cleaning Works, Bombay.	Time-keeper, Asstt. checking incharge— Rs. 150—6—210—8—250. Asstt. time-keeper and Labour Asstt.— Rs. 125—5—200. Checking incharge— Rs. 225—10—375. (Office) Clerk, typist, Telephone operators and checkers— Rs. 110—5—165. Office boys above 21 years— Rs. 78—3—115. Office boys below 19 years— Rs. 60—3—75. Watchman— Rs. 78—3—117. Shipping incharge— Rs. 150—10—250—EB—15—325. Shipping Asstt.— Rs. 125—5—150—7—220. Cashier— Rs. 156—6—180—8—220—EB—10—270. Petty cashier— Rs. 125—5—185. Office Asstt.— Rs. 120—5—180. Boys below 19 years of age— Rs. 82 (inclusive of D. A.). <i>Factory :</i> Pant pressman (cotton)— Rs. 110—4—150 (Norms 80). Coat pant pressman D/c (Machine)— Rs. 110—4—150—EB—5—175 (Norms 125) (Norms 150). Asstt. pant pressman D/c (Kamarwala)— Rs. 80—3—110. Ladies ironer— Rs. 108—3—148. Ladies ironer (spl. and complicated)— Rs. 125—5—175. D/c ironers (Hands)— Rs. 105—4—145. Shirt ironers (60 norms) starch and spl. ironers— Rs. 90—3—132. Bhatti ironers, Machine washerman, Hydro machine Washerman and Tumblerman— Rs. 80—3—122. Wet-washman— Rs. 90—3—120. Male workers calender, female workers calender, dyers (dry room department)— Rs. 78—3—117. Mukadams— Rs. 100—4—156. <i>Shops :</i> Shop-incharge— Rs. 180—10—200—15—320—20—400. Laundry Asstt.— Rs. 105—5—165—6—195. Boys above 21 years— Rs. 78—3—115. Boys below 19— Rs. 60—3—75. Peons and Mazdoor— Rs. 35—2—55—2½—70.	.. The dearness allowance at the minimum of rate of Rs. 2 per month will be paid. If the Consumer Price Index Number goes above 500, the D. A., the payable will be the maximum of Rs. 4 per month. This D. A. will be paid with effect from 1st of September 1964. If the index goes above 540, Rs. 2 per month shall be paid for the rise of every ten points above 540. <

(1)	(2)	(3)	(4)
		<i>Effective from 1-1-64.</i>	
70	M/s. Malbar Steamship Co. Ltd., M/s. New Dholera Shipping & Trading Co. Ltd., New Dholera Steamship Co. Ltd. and M/s. National Steamship Co., Ltd.	'A' Grade Sr. Clerk— The scale is quite adequate and see no necessity of increasing it. Jr. Clerks— Rs. 325—25—550. 'B' Gr. Sr. Clerks— Rs. 400—25—500. 'B' Gr. Jr. Clerks— Rs. 265—15—400. 'C' Gr. Graduate clerks— Rs. 180—10—240—EB—10—320. Non-Graduate clerks— Rs. 160—8—200—EB—10—310. Stenographers— Rs. 190—10—250—15—325. Typists— 'C' grade for graduates & Non-graduates. Existing machine allowance of Rs. 5 to continue. (vi) Drivers—Rs. 130—5—170—6—200. (vii) Peons : Rs. 90—5—155.	
71	The Ebrahim Alibhai Brothers, Sutarwala, Bombay.		.. The tribunal directed that considering all the circumstances of the case and the fact that the cost of living has risen from 431 in 1961 to about 531 in 1964 and as wages have not been revised and remain what they were at present, an increase of at least Re. 1 per day, on what they are getting at present as dearness allowance should be given to the worker.
72	J. & P. Coats (India) Pvt. Ltd., Bombay.	Sp. Jr. other than Steno— Rs. 300—15—390—EB—20—450. Clerical Gr. 'A'— Rs. 155—12.50—255—EB—15—330. Clerical Jr. 'B'— Rs. 80—5—100—7.50—130—EB—10—160— 12.50—235 (Graduate will start with one increment). Semi clerical— Rs. 65—5—110. Stenographer (Sp. Jr.)— Rs. 270—15—330. Stenographers— Rs. 130—10—150—12.50—225—EB—15—360. Drivers— Rs. 65—4—85—5—110. Peons and Watchman— Rs. 33—3—50—EB—4—84. Sweepers— Rs. 30—2—40—2.50—55. Warehouseman— Rs. 40—4—60—5—95. Godown clerks— Rs. 70—5—100—7.50—130.	
73	M/s. Bombay Co. Pvt. Ltd., Bombay.	Sr. clerk supervisor— Rs. 135—10—225—15—360. Stenographer— Rs. 130—10—180—EB—15—315. Jr. clerk, typist, Tel. operator, Godown-keeper— Rs. 80—5—90—7.50—120—10—230. Supervisor (Sr. Mistry)— Rs. 60—5—100. Drivers— Rs. 60—5—120. Lorrymen— Rs. 80—5—150. Peon— Rs. 35—2—45—2.50—60. Havaldar— Rs. 43—3—70. Hamals, Mali— Rs. 30—2—40—2.50—60. Watchman— Rs. 32—2—45—2.50—65. Liftman— Rs. 35—3—50—4—70.	.. Basic Bombay consumer price index 541—550. Variation 10 pts. Rs. 1—100 150% 4% Rs. 101—200 56% 2% Rs. 201—300 24% 1% Rs. 301—400 20% 1% Minimum .. Rs. 106 Rs. 2

(1)	(2)	(3)	(4)
76	Shaw Wallace & Co., Ltd., .. Bombay.	Clerk— Rs. 85—5—95—8—135—10—265. Sr. (Steno and clerk)— Rs. 150—12-50—275—15—335—EB—15—365. Jr. Steno.— Rs. 120—10—150—12-50—300. Peon— Rs. 40—2—50—2-50—70—EB—3—85. Cycle Peon— Rs. 42—2—50—2-50—70—3—88. Liftman, Butler— Rs. 40—2-50—65—3—80. Watchman— Rs. 40—2-50—65—3—95.	
78	The Bombay Panjrapol, Bom- bay.	Monthly rates Rs. 80-60 per month (consoli- dated), daily rates Rs. 3-10 per day (consoli- dated).	..
79	The Bombay Chamber of Commerce and Industry, Bombay.	Clerk Jr. 'B', Typist, Tel. operator— Rs. 80—5—120—10—180—EB—10—200— 15—275. Clerk Gr. 'A' Steno— Rs. 150—10—200—15—320—20—380. Cashier— Rs. 150—15—240—20—400.	..
<i>Effective from 1-7-1965.</i>			
80	M/s. Pankaj Clothing, Bom- bay.	Ironer, Button Hole maker and Stitcher— Rs. 106 per month. Packer— Rs. 80-60 per month. Worker getting less than Rs. 5-10 (Cutter or Tailor) shall be paid Rs. 5-10 per day.	
81	J. H. Secretary Pvt. Ltd., Bombay.	Indoor and outdoor clerk— Rs. 170—7-50—200—10—260. Time-keeper— Rs. 180—8—220—10—270. Mukadams— Rs. 125—5—175. Watchman— Rs. 100—5—150. Peon— Rs. 95—3—110—4—130.	..
<i>Effective from 1-8-65.</i>			
83	The Times of India Co-op. Stores Ltd.	Cashier, clerk, Cook— Rs. 100—5—135. Asstt. Cook, Grinder and tea maker— Rs. 75—5—100. Vendors— Rs. 50—3—60.	..
84	M/s. Bombay Hing Supply Co., Bombay.	..	.. 33½% of the revised Basic Wages.
85	M/s. Empire Stores, Pro- prietor, Bombay.	Increments in previous wages are given as follows :— From 1-4-66 .. Rs. 2-50 From 1-4-67 .. Rs. 2-50 From 1-4-68 .. Rs. 2-50	Rs. 52-50 per month.
87	M/s. S. I. Lalwani & Co., Bombay.	From 1-9-1965 an increase of Rs. 14 p. m. in wages.	..
89	M/s. Kelatu Trading Com- pany, Bombay.	Existing wages will be increased as follows from 1-2-66 :— 1-2-1966 .. 0-25 per day. 1-8-1966 .. 0-75 per pay. 1-2-1967 .. 1-25 per day. 1-8-1967 .. 1-75 per day. 1-2-1968 .. 2-25 per day. 1-8-1968 .. 2-75 per day. 1-2-1969 .. 3-25 per day.	..
<i>From 1st November 1965.</i>			
90	Navalakha & Sons, Bombay ..	..	.. Rs. 50 per month to each employee.

(1)	(2)	(3)	(4)
<i>Effective from 1-1-1966.</i>			
91	M/s. B. Vijay Agency, Bombay.	Store-keeper Rs. 160 p. m. Driver .. Rs. 155 p. m. Clerk .. Rs. 130 p. m. Salesman (5) (One worker each of) Rs. 155, Rs. 135, Rs. 125, Rs. 115, Rs. 105. Labour (15) .. Rs. 120 (1), Rs. 115 (3), Rs. 110 (7), Rs. 105 (4).	
<i>Effective from 1-10-1966.</i>			
92	The Bombay R. M. S. Employees' Consumers Co-op. Canteen Society Ltd., Bombay.	Cool (sweets, snacks and rice plate)— Rs. 75—3—90. Puriwala Grinder— Rs. 50—2-50—62-50. Manniwala, waiter, tea maker and head cleaner— Rs. 45—2—55. Cleaners— Rs. 35—1-50—42-50. <i>Ad-hoc</i> increment of Rs. 5 will be given to all workmen who were on roll in the month of September 1966 and who had completed 240 days till 30th September 1966. After adding the <i>ad-hoc</i> increment as above wages will be fixed in the above scale and next increment will be due from 1st January 1968.	
<i>From 1st May 1966.</i>			
93	Bombay Jalai Bhatia Mahajan Wadi, Bombay.	Sweepers, Watchman and Peons— Rs. 30—2—60—3—75. Plumbers— Rs. 40—4—100.	.. 70 per cent of the Revised Textile Scales.
<i>Effective from 1-5-1967.</i>			
95	M/s. Tilakdhari Sangh Mulraj Khatau Trust, Bombay.	Milkers and Cleaners— Rs. 85 per month.	..
96	M/s. Kantilal Chotalal and Co., Bombay.	The existing consolidated minimum wages shall continue subject to all permanent workmen on the rolls of the factory on the date of this settlement be granted Re. 0-40 P. per day as <i>ad-hoc</i> increment to neutralise partially the higher cost of living, this increase will be effective from 1-4-67.	..
98	The Poona Stand Farm Pvt. Ltd., Poona.	Jamadar— Rs. 75—5—100. Farrier— Rs. 70—3—85. Syces and watchman— Rs. 42—2—52. Boys syces— Rs. 30—2—40.	.. ..
99	Central Rly. Institute, Nandgaon and Bhusawal.	Clerk and Librarian— Rs. 55—3—85—5—100. Billiard Maker— Rs. 35—1—45. Boys— Rs. 20—0-50 nP.—30.	.. Basic salary Dearness allowance Less than Rs. 50 .. Rs. 15 per month. Rs. 50 to 100 .. Rs. 20 per month. Above Rs. 100 .. Rs. 25 per month.
<i>Effective from 29-10-1959.</i>			
100	Central Rly. Institute (Jr.), Manmad.	Clerks— Rs. 55—3—85—5—115. Billiard maker— Rs. 35—1—45. Book Issuer— Rs. 45—3—60. Boys— Rs. 20—0-50—30.	Basic salary Rs. 50 or less Rs. 15 per month. Rs. 51 to 100 Rs. 20 per month. Rs. 100 and above Rs. 25 per month.

(1)	(2)	(3)	(4)	
		<i>Effective from 1-7-1962</i>	<i>Effective from 1-5-1963</i>	
101	Srirampur Sahakari Kapus Vikri Sangh, Ltd., Shrirampur.	Accountant— Rs. 85—5—135. Cashier— Rs. 85—5—135. Clerk—Sr. Gr.— Rs. 85—5—135. Clerk—Jr. Grade— Rs. 55—3—85. Salesman— Rs. 50—3—80. Motor Driver— Rs. 50—3—80. Peon— Rs. 30—2—50.	Rs. 55 Rs. 55 Rs. 55 Rs. 55 Rs. 45 Rs. 50 Rs. 40.	
		<i>Effective from 1-4-1964</i>		
102	M/s. R. T. Karandiwala, Ahmednagar.	Grade 'A'— Rs. 300—10—360—15—450. Grade 'B'— Rs. 200—6—230—8—270. Grade 'C'— Rs. 150—5—180—6—210. Grade 'D'— Rs. 110—4—130—5—150. Grade 'E'— Rs. 75—3—90—4—110. Grade 'F'— Rs. 1.75 per day.		
103	Lipton (India) Ltd., Nagpur..	Office bearers, delivery peon and Darwans, Godown, Watchman, van and Godown mazdoors— Rs. 35—2—55. Village Salesman— Rs. 50—2—60. Salesman— Rs. 60—5—90. Transport Driver— Rs. 65—3—104. Office Car Driver— Rs. 78—3—114. Jr. Gr. I Clerk, Typists, Godown-keepers Grade I— Rs. 84—6—150. Jr. Grade I—Computist— Rs. 90—6—150. Div. Salesman— Rs. 100—10—150. Sr. (Gr. II) computists, Sr. Gr. II Clerks— Rs. 140—10—240. Steno, Godown-keepers, Gr. II— Rs. 150—9—240. Godown-keepers, Grade III— Rs. 230—10—280.	On the 1st Rs. 100 .. On the 2nd Rs. 100 .. and thereafter ..	75% subject to a minimum of Rs. 48. 37½% 18½%
104	Chunilal Virajilal Kirana Shop, Akola.	<i>For shops employing more than two employees</i> Skilled, Manager Mehta— Rs. 100 p.m. Semi-skilled Saleman— Rs. 70 p. m. Accountant, Cashier and Clerk non-skilled— Rs. 50 p.m. <i>For employing two or less employees</i> Semi-skilled— Rs. 60 p. m. Unskilled—Rs. 45 p. m.		
105	Tarachand Kalidas Kirana Shop, Akola.	Do.		
106	Shri Vallabhadas Gopalji Kirana Stores, Akola.	Do.		
107	M/s. Pokarmal Umashankar Kirana Shop, Akola.	Do.		

(1)	(2)	(3)	(4)																												
108	M/s. Rajanikant Kalyanji Kirana Shop, Akola.	For employing two or less employees Semi-Skilled—Rs. 60 p. m. Unskilled—Rs. 45 p. m.	..																												
109	Liladhar Jagjiwan Kirana Stores, Akola.	Do. do.	..																												
110	Babulal Ramchandra Kirana Stores, Akola.	Do. do.	..																												
111	C. P. Medical Stores, Akola..	From Diwali 1961 employees who are getting less than Rs. 60 per month shall get Rs. 2 as annual increment till they reach Rs. 60.	..																												
112	M/s. Haji Shakur Usman Kirana Shop, Akot.	Do. do.	..																												
113	M/s. R. L. Vyawahare Cloth Shop, Nagpur.	Do. do.	..																												
114	M/s. Liladhar Tribuwandas Cloth Shop, Akot.	Do. do.	..																												
115	M/s. Arvind Cloth Shop, Akot.	From Diwali 1961 employees who are getting less than Rs. 60 per month shall be get Rs. 2 as annual increment till they reach Rs. 60 p. m.	..																												
116	M/s. Dhanji Vishram Cloth Shop, Akot.	Do.	..																												
117	M/s. Anudul Razak Abdul Habib Kirana Shop, Akola.	Do.	..																												
118	M/s. Harilal Narayandas Cloth Shop, Akot.	Do.	..																												
119	Nagpur Vishal Grahak Sahakari Sanstha Ltd., Nagpur.	Management agrees to pay increase in wages as follows :— (1) Salesman and Office Clerk— Rs. 10 p. m. (2) Weighman— Rs. 5 p. m. (3) Peon— Rs. 3 p. m.	..																												
<i>Effective from 1-7-1958</i>																															
120	The Bombay Cloth Marketing Company Limited.	Jamadar plumbing— Rs. 40—4—80—5—85. Workman— Rs. 45—4—85—5—90. Watchman— Rs. 30—3—75. Sweeper and Bhatti mehtar— Rs. 30—3—75.	The D. A. will be paid according to the percentage of the existing Revised Mill Owner's Association rate mentioned against the period :— <table border="1"> <thead> <tr> <th>Period</th><th>Rate</th></tr> </thead> <tbody> <tr> <td>From 1-7-58 to 30-6-59</td><td>40%</td></tr> <tr> <td>1-7-59 to 30-6-60</td><td>45%</td></tr> <tr> <td>1-7-60 to 30-6-61</td><td>50%</td></tr> </tbody> </table> The existing scales of D. A. of the Mill Owner's is as follows :— <table border="1"> <thead> <tr> <th>Index Nos.</th><th>Rise from</th><th>To</th><th>Rate per point of rise</th></tr> </thead> <tbody> <tr> <td>105</td><td>325</td><td></td><td>1-9 pias per day for every point of rise.</td></tr> <tr> <td>325</td><td>335</td><td></td><td>5% of 1-9 pias</td></tr> <tr> <td>335</td><td>350</td><td></td><td>7½% of 1-9 pias</td></tr> <tr> <td>350 and over</td><td></td><td></td><td>10% of 1-9 pias</td></tr> </tbody> </table>	Period	Rate	From 1-7-58 to 30-6-59	40%	1-7-59 to 30-6-60	45%	1-7-60 to 30-6-61	50%	Index Nos.	Rise from	To	Rate per point of rise	105	325		1-9 pias per day for every point of rise.	325	335		5% of 1-9 pias	335	350		7½% of 1-9 pias	350 and over			10% of 1-9 pias
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126	T. G. Coates & Co., Bombay	Mazdoors— Rs. 70—2—90. Asstt. Cutter— Rs. 85—3—115. Cutter— Rs. 95—5—145. <i>Effective from 15-4-1959</i>	..
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		Ironing Department	Pieces to be ironed
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(1)	(2)	(3)	(4)
		<i>Machine Washing Department—</i>	
134	Leach and Weborny Power Laundry, Bombay— <i>contd.</i>	(1) Dry Cleaner.. .. Rs. 80—4—120. (2) Washerman a n d Hydroman. Rs. 65—4—105. (3) Asstt. Dry cleaner.. Rs. 60—3—90.	
		<i>Hand Washing Department—</i>	
		(1) Head Muka d a m Incharge. Rs. 150—5—200. (2) Mukadam Rs. 100—4—140. (3) Washerman Silk .. Rs. 75—3—110. (4) Washerman Cotton.. Rs. 70—3—100. (5) Dryers (dryingroom) Rs. 60—3—90.	
		<i>Calendering Department—</i>	
		(1) Managers Rs. 125—5—300. (2) Dyers Rs. 150—8—230. (3) Boilerman— 'A' class Rs. 120—5—150. 'B' class Rs. 100—4—130. 'C' Class Rs. 90—3—130. (4) Department Supervi- } sors, Electrician, Mech- } Rs. 100—5—150. anical Deptt. Carpenter } (5) Drivers Rs. 90—7—150. (6) Fitters Rs. 90—5—140. (7) Tailors Rs. 80—5—150. (8) Painters Rs. 50—4—120. (9) Asstt. Laundry Clerk Rs. 75—5—150. (10) Markers Rs. 75—5—125. (11) Sorters Rs. 70—5—100. (12) Cleaners Rs. 63—5—85. (13) Sweepers Rs. 60—4—100. (14) Boys, Girls Rs. 60—3—90. (15) Chokras Rs. 60—4—80.	
		<i>Note.</i> —Pressman and Washerman shall receive a minimum of Rs. 2.50 nP. per day.	
135	M/s. Bharat Coal Tar Supplying Co. Pvt. Ltd., Bombay	(1) Unskilled— Rs. 2.62—0.10—3.42. (2) Semi-skilled— Rs. 2.75—0.13—3.79.	..
136	M/s. Iamnadas Chotalal Jamadar and Co., Bombay.	From 1-9-59 an increase of Rs. 5 per month will be given to the workmen in their existing salaries.	..
137	K. M. Poonawala Bardan Merchants, Bombay.	11 workers will be given increment of Rs. 6 p. m. every year for five years. One worker will be given an increment of Rs. 7.50 p. m. up to five years.	..
139	H. M. Khatre and Co., Bombay.	(1) The existing wages of monthly rated workman would be converted into daily rates by dividing the monthly wages by 26 working days and after doing so, their daily rates would be fixed. (2) From 1-8-59 for a period of 3 years annual increment would be granted as below in the existing salaries :— (a) Tailor 25 nP. p. d. (b) Ironman 12 nP. p. d. (c) Helper or mazdoor .. 12 nP. p. d. (1) Tailors wages varies between Rs. 3.27 and Rs. 6.68 nP. p. d. (2) Ironerman wages varies between Rs. 2.89 to Rs. 3.28 nP. p. d. (3) Helpers or mazdoors wages varies between Rs. 1.12 nP. to Rs. 3.21 nP. p. d.	..
140	M/s. Jeena and Co., Pombay	(1) Peons, watchman— Rs. 70—5—125. For employees upto the age of 18 years— Rs. 35. (2) Godown coolies— Rs. 70—3—85—5—100. For employees between the age of 19 and 21 years (both inclusive). For employees of 22 years and above— Rs. 70.	..

(1)	(2)	(3)	(4)
140	M/s Jeena and Co. Bombay— Cont.	(3) Stenographer (Jr.)— Rs. 125—5—150—10—200. (4) Stenographer (Sr.)— Rs. 175—10—225—10—275. Secretaries— Rs. 200—10—250—15—325. (5) Dock clerks:— (a) Clerks— Rs. 150—7—185—10—235. (b) Tracers— Rs. 100—5—125—7—160. (c) Dock Supervisor— Rs. 180—10—280. (6) Custom Clerk— Rs. 150—10—200—15—275. (7) Godown keeper— Rs. 150—10—200—15—275. (8) Office clerks (claims, shipping, Air, Sea, Rail, accounts, billing, baggage, filing and despatch, passport, visa clerks and telephone operator)— (a) Jr. Clerk— Rs. 115—5—150—7—185. (b) Sr. Clerk— Rs. 185—7—220—10—270. Cashier— Rs. 250—15—325—25—450. Assistant Cashier— Rs. 175—5—200—10—250. Sectional Heads—(Air, Sea, Rail, Taxes, Import and Exports.— Rs. 250—15—325—25—450. Drivers— Rs. 100—5—125—7—160.	
141	The Western India Oil Distributing Co. Ltd., Bombay.	General worker at Waldala Installation— Rs. 3.50 per day (Consolidated). Those already getting Rs. 3.50 p. d. shall get Rs. 3.66 per day.	Peons (in the Head Office) Rs. 40.
142	Herbertsons Pvt. Ltd., Bombay.	<i>Effective from 1-10-1959.</i> Clerk-typist— Rs. 75—5—100—7½—130—10—160—EB—10—210—15—270—20—350 Asstt. Accountant, Chief Cashier, I/c mekerrow dept. Head godownkeeper— Rs. 85—5—100—7½—130—10—180—EB—10—200—12½—250—15—310—20—370 Stenographers— Rs. 120—5—130—10—160—EB—10—210—15—270—20—350 Drivers Carpenter— Rs. 75—3—99—115—5—120 Mazdoors— Rs. 35—2—65—2½—70 Sepoys— Rs. 35—2—65	As cost of living index for Bombay 420—429 D. A. will be as below:— Subordinate staff .. Rs. 80 p. m. Clerical staff— <i>Basic salary</i> Up to Rs. 99 .. Rs. 72 p. m. From Rs. 100 to 149 .. Rs. 85 p. m. From Rs. 150—199 .. Rs. 102 p. m. From Rs. 200—249 .. Rs. 120 p. m. From Rs. 250 and above .. Rs. 131 p. m. For every rise or fall of 10 points an increase or decrease as the case may be in the D. A. will be affected at a flat rate of Rs. 3.25.
143	Takandas H. Kataria Opticians Bombay.	Un-skilled— Rs. 52—4—72—5—122. Semi-skilled— Rs. 62—5—87—6—185. Skilled— Rs. 75—6—105—7½—142½—9—187½.	..
145	Shah Tarachand and Shamji Bombay.	..	<i>Effective from 1-12-1959.</i>
146	Mhatres' Art Studio Bombay.	<i>Effective from 1-3-1960</i> Un-skilled— Rs. 2.50/06—3.12 p. d. Semi-skilled— Rs. 3.00—10—4.00 p. d. Skilled— Rs. 3.50—20—5.50 p. d. Highly skilled— Rs. 4.50—25—7.00 p. d.	..

(1)	(2)	(3)	(4)
147	Sankey Electrical Stamping Pvt. Ltd., Bombay (office at Welkfield (house).	Peons and Sweepers— Rs. 35—2.70—48.50—3—63.50—3.30—76—76.70.	.. Cost of living index for Bombay City (1) upto 105 Nil (2) Between 105 and 325 inclusive. 35 nP. per points in excess of 105 points. (3) Between 326 and 335 inclusive. As in (2) above with 5 per cent ad-hoc increase. (4) Between 336 and 350 inclusive. As in (2) above with 7½ per cent ad-hoc increase. (5) 351 above. As in (2) above with 10 per cent ad-hoc increase.
148	International Book House Pvt. Ltd., Bombay.	..	Effective from 1-4-1960. Salary slab At the Bombay working class index 410—428 Variation for every 10 points Upto Rs. 1.50 Rs. 50 Rs. 1.50 Rs. 5—100 Rs. 55 Rs. 1.65 Rs. 101—150 Rs. 60 Rs. 1.80 Rs. 151—200 Rs. 65 Rs. 1.95 Rs. 201—300 Rs. 70 Rs. 2.10 Rs. 301—500 Rs. 75 Rs. 2.25
150	L. A. Stonarch and Co. India Pvt., Ltd., Bombay	..	Effective from 1-7-1960 Rs. 1 to 150 Rs. 20 Rs. 151 to 200 Rs. 26 Rs. 201 to 250 Rs. 32 Rs. 251 to 300 Rs. 38 Rs. 301 to 350 Rs. 44 Rs. 351 to 400 Rs. 50 Rs. 401 to 450 Rs. 55.
152	Gujarat Masala Supplying Co. Bombay.	From 1-7-60 salaries of the workmen will be increased by one anna per rupee.	..
153	Bombay Christian Burial Board.	..	From 1-5-60. D. A. will be increased by Rs. 5 per month.
154	Maniar Brothers, Bombay-8	From 1-5-60, increase will be given as below :— (a) Mail Workers— 1. Drawing upto Rs. 2.50 p.d.—31 nP. p. d. 2. Drawing more than Rs. 2.50 p.d.—25 nP. p. d. (b) Female workers— 1. Drawing upto Rs. 2.00 p. d.—25 nP. p. d. 2. More than Rs. 2.00 p. d.—19 nP. p. d. Effective from 13-4-1961	..
158	1. M/s. Nihalchand Kisandas 2. Jyoti Kamgar Sahakar Umbrella Mart. 3. M/s. Naraindas Kisandas 4. M/s. Ashok Umbrella 5. M/s. Bombay Cap House 6. M/s. Diamond Umbrella 7. M/s. Mubarak Gaji 8. M/s. Markhoo Gaji 9. M/s. Abdul Khalif Ikbal Bros. 10. M/s. Bokadia Bros. 11. M/s. Ganpat Gyandeo Gade. 12. U. P. Umbrella Mart	Occupation Rates per day of 25 × 8 Rates per day of 25 × 12 or 16 Cutting 0.56 nP. 0.69 nP. Machira 1.06 1.31 Khata (Steel) 0.88 1.13 Khata (Bombay) 0.94 1.19 Packing 0.56 0.69 Handle fitting 0.63 0.69 Stitching taka 1.69 1.94 Rate for extra work Runner bhatti Rs. 0.75 (b) Kangri Rs. 0.13 (c) Ultamatha Re. 0.25 (d) Inside and outside Mayar 0.25 (e) Cut piece cutting 1.13.	..
159	Sizing Materials Co. Ltd., and Jones Textile Export Co. Ltd. Bombay.	Effective from 1-1-61. Bill collector— Rs. 60—3—75—5—100. Godown Carpenter— Rs. 45—3—75. Godown Mazdoors— Rs. 30—2—56. Sepoys and Hamals in the office— Rs. 30—2—66.	Rs. 50 per month. Rs. 60 per month. Rs. 60 per month. Rs. 50 per month.

(1)	(2)	(3)	(4)
160	M/s. Ebrihim Noor Moham-med, Bombay-9.	Workmen drawing pay of Rs. 85 p.m. will be paid Rs. 88 p.m. from 1-4-60.	
161	Ruparel Bros., Bombay ..	From 1-3-61 ad-hoc increase of Rs. 5 shall be given.	
162	Chhagan Mitha Petrol Pump and Serviceing Station, Bombay.	1. Those drawing up to Rs. 100 p.m. will be given increment at 4 per cent of the total present monthly salary. 2. Those drawing more than Rs. 100 p.m. will be given increment at 3 per cent of the total present monthly salary. 3. Those existing workmen who receive below Rs. 70 p.m. shall be paid Rs. 3 only as additional increment for this year only.	
163	S. K. Brush Products, Bombay	From 1-4-61—Rs. 2.31 nP. p. d. (Consolidated wages).	
167	Shri Shakti Trading Co. .. Bombay	..	Supervisor and from 1-4-1960 to 30-9-61 Technical staff. Rs. 92.45. Clerks— up to Rs. 100. Rs. 67.46. 101 to 150 Rs. 72.46. 151 and above Rs. 82.46. Manual workers on the muster of the Co. Rs. 2.21 p.d. From 1-10-61 to 31-3-62 1-4-62 to 31-3-63 1-4-63 to 31-3-64 Supervisory and technical staff. At 65 per cent of the D. A. as per the decision of L.A.T. plus Rs. 35. At 70 per cent of the D. A. as per the decision of L.A.T. At 75 per cent of the D. A. as per the decision of L.A.T. Clerks up to Rs 100 At 65 per cent of L. A. T plus Rs. 10 Do. Do. Rs 101 to 150 At 65 per cent of the L. A. T plus Rs. 15 Do. Do. Rs 151 and above. At 65 per cent of the L. A. T plus Rs. 25 Do. Do. Manual workers on the muster of the Co. At 65 per cent of the L.A.T. Do. Do.
168	General Superintendent Co. India Pvt., Ltd. Bombay	Effective from 1-11-61. (1) Departmental Heads—Dock Supervisor—Rs. 350—25—600—30—750. Section Heads/Private Secretary—Rs. 250—15—400—20—500. Cashier Intermediate clerk/Stenographer/typist Senior Clerk—Rs. 180—15—405. Jr. Clerk/Jr. Dock staff/Tel. operator—Rs. 150—12—210—15—360	From 1-11-61 for every 10 points rise in the Cost of Living Index figures beyond 421 and D. A. shall be paid as below :— (1) For 1st Rs. 100 of salary.. 5 per cent. (2) 2nd Rs. 100 of salary .. 2½ per cent. (3) For remaining salary .. 1 per cent.

(1)

(2)

(3)

(4)

168

General Superintendent Co. India Pvt., Ltd., Bombay
(contd)

Drivers—
Rs. 140—7—245.
Sepoys/Sweepers—
Rs. 100—5—150—7½—225.

169

Krishna Trading Co., Bombay.

From 1-4-61 Rs. 2-31 nP. p. d. (Consolidated wages)
(1) From 1-7-61 Rs. 55 will be minimum salary,
(2) workman's getting Rs. 60 or less on 30-12-60 shall be paid ad-hoc increment of Rs. 15 p.m. from 1-7-62, (3) Further increments shall be given on and from 1-1-62 and every year thereafter at the following rates :
Punchman Rs. 7 p.m. and others Rs. 5 per month.

170

Cloth Shop of the India United Mills, Bombay.

Effective from 1-1-61.
Cashiers—
Rs. 85—5—95—7½—155—10—205—EB—15—310*
Clerks—
Rs. 85—5—95—7½—155—10—205—EB—15—310.
Salesman—
Rs. 85—5—105—7½—150—EB—10—200—12½—250.
Mazdoors—
Rs. 42—2—60.
Sorters/Packers—
Rs. 45—2—55—3—70.

*As is awarded to the staff in the Head office of the company in reference (IC) No. 94 of 1961.

172

M/s A. F. Ferguson and Co., Bombay.

Effective from 1-5-61
Chartered Accountants—
Rs. 300—20—400—25—600—30—750.
Stenographer—
Rs. 135—7—150—10—220—EB—15—370—20—450.
Clerks—
Rs. 90—7-50—105—10—205—EB—15—385—20—505—25—530.
Typists—
Rs. 90—5—105—10—225—EB—15—375.
Drivers—
Rs. 75—3—90—4—126.
Peons—
Rs. 40—2—68—3—86—4—90.

From 1-5-61 for index group 431—440		
Basic Salary		D. A.
Upto Rs. 105	..	Rs. 95.
Rs. 106 to 150	..	Rs. 105.
Rs. 151 to 200	..	Rs. 110.
Rs. 201 to 250	..	Rs. 115.
Rs. 251 to 300	..	Rs. 120.
Rs. 301 to 400	..	Rs. 125.
Rs. 401 to 500	..	Rs. 130.
Rs. 501 to 750	..	Rs. 135.
Rs. 751 and above	..	Rs. 140.

For each 10 points rise or fall in the index the D. A. will be adjusted as below :—
(1) Peons and chokras .. Rs. 2.50.
(2) Other workmen .. Rs. 5.

174

Master Clock and Watch Works Pvt., Ltd., Bombay

Effective from 1-12-1961.
Unskilled—
Rs. 3-00—0-10—4-00.
Semiskilled—
Rs. 3-50—0-15—5-00.
Skilled—
Rs. 4-00—0-20—6-00.
Highly skilled—
Rs. 5-00—0-25—7-50.
Casual, temporary and probation any should be paid a consolidated wage of Rs. 2-75 p. d. for a period of 150 days. Further he shall be paid the minimum wage of an unskilled worker.

175

Pankaj Clothing Co., Bombay

From 1-3-62 all the Piece rated, Daily rated and Monthly rated workers flat increase at 8 per cent of their present wages.

177

M/s. T. T. Krishnamachari and Co., Bombay.

Effective from 1-1-62.

Designation	Bombay City	Nagpur	Wages	Variation of 10 pt. over Bombay Index at 435.
Jr. Clerks	Rs. 168—7½—258.	Rs. 158½—7½—248½.		
Sr. Clerks	Rs. 198—10—318.	Rs. 188½—10—308½.	Rs. 100 or below	.. 0-20 nP. p.pt.
Office Asstt.	Rs. 257—10—377.	Rs. 246—10—366.	Rs. 101 to 250 (both inclusive).	.. 0-25 nP. p.pt.
Stenographer Grade 'A'	Rs. 282—10—402.	Rs. 271—10—391.	Rs. 251 to 500	.. 0-30 nP. p.pt.
Do. Gr. 'B'	Rs. 228—10—348.	Rs. 218½—10—338½.		p.m.
Gr. 'C'	Rs. 168—7½—258.	Rs. 158½—7½—248½.		

(1)	(2)	(3)	(4)
177	M/s T. T. Krishnamachari and Co., Bombay—(cont.)	Godown keeper— Rs. 282—10—402. Driver— Gr. 'A'— Rs. 168—7½—258. Do. 'B'— Rs. 148—6½—223. Peons and packers— Rs. 111—3—147.	Rs. 271—10—391. Rs. 158½—7½—248½. Rs. 138½—6½—213½. Rs. 101—3—137.
		Consolidated wages	
178	Yezdiar Industrial Institute, (Laundry action) Bombay.	Supervisor— Rs. 125—5—200. Counter Asstt.— Rs. 65—5—100. Woollen and Silk Garment Ironer— Rs. 80—2—100. Cotton Starch— Rs. 75—2½—90. Cotton Bhatti ironer— Rs. 70—2—80. 1st Watchman— Rs. 80—2—100. 2nd Watchman— Rs. 70—2—90. Hamal— Rs. 30—2—50.	
179	Kantilal and Co. (Jaliwala), Bombay.	From 1-3-62 the workmen shall be paid a rise of 15 nP. in their wages.	
180	Chadulal T. Parikh Pvt. Limited Bombay.	Effective from 1-7-61.	
		Peons— Rs. 80—3—122.	..
		Godown Coolies— Rs. 82—3—124.	..
		Note.—Persons who joined at the age below 21 years shall be paid Rs. 75 per month till they completed the age of 21 years.	
181	Ratilal & Co. Bombay ..	Effective from 1-3-62.	
		Non-skilled— Rs. 1.16—0.06—1.76 per day.	.. Rs. 1.87 per day.
		Semi-skilled— Rs. 1.60—0.12—2.56 per day.	..
		Skilled— Rs. 2.00—0.19—3.52 per day.	..
182	Dhanshi Raishi & Co. Bombay.	Newly recruited non-skilled workman— Rs. 65 per month for one year. Non-skilled workman— Rs. 75—2½—100.	.. ..
183	Champaklal & Bros. Pvt. Limited, Bombay ..	Unskilled (heavy)— Rs. 30.00—1.50—37.50—2.00—57.50—2.50—65.00.	.. Rs. 55 per month.
184	M/s. Blackie & Sons India Ltd., Bombay.	Effective from 1-11-61.	
		Accountant— Rs. 220—15—280—17½—350—20—410.	..
		Clerks Gr. 'A'— Rs. 200—12½—300—15—330—20—350.	..
		Clerks Gr. 'B'— Rs. 110—7½—140—10—160—12½—260—15—275.	..
		Clerks Gr. 'C'— Rs. 75—5—95—7½—125—10—195.	..
		Stenographer Senior— Rs. 130—10—160—12½—210—15—285.	..
		Stenographer Junior— Rs. 90—5—110—7½—140—10—200.	..
		Representatives with headquarters in Bombay— Rs. 130—10—250—12½—300.	..
		Packer and Peon— Rs. 35—2—55—3—76.	..
		Drivers— Rs. 50—3—80—4—100.	..
		Salary	At index 310
		Rs. 1 to 100	.. Rs. 65
		Rs. 101 to 150	.. Rs. 70
		Rs. 151 to 200	.. Rs. 75
		Rs. 201 to 250	.. Rs. 82.50
		Rs. 251 to 300	.. Rs. 90.00
		Rs. 301 to 350	.. Rs. 110.00
		Rs. 351 to 400	.. Rs. 120.00
		Rs. 401 to 450	.. Rs. 130.00
		Subordinate Staff.	
		Rs. 35 to 40	.. Rs. 52
		Rs. 41 to 45	.. Rs. 52.25
		Rs. 46 to 50	.. Rs. 52.50
		Rs. 51 to 54	.. Rs. 52.75
		Rs. 55 to 59	.. Rs. 53.25
		Rs. 60 to 64	.. Rs. 53.75
		Rs. 65 and above	.. Rs. 54.00
		Variation of every 15 points	
		Rs. 5.25	
		Rs. 5.40	
		Rs. 5.55	
		Rs. 5.70	
		Rs. 6.50	
		Rs. 7.50	
		Rs. 8.10	
		Rs. 8.70	
		Rs. 4.20	
		Rs. 4.20	
		Rs. 4.35	
		Rs. 4.35	
		Rs. 4.50	
		Rs. 4.50	

(1)	(2)	(3)	(4)
186	Mangaldas & Co. Bombay ..	(1) Males Rs. 75—4—91—5—116. (2) Females— Rs. 30—2—45—3—74.	.. ..
188	R. T. Mehta & Co. Bombay ..	(1) Unskilled worker— Rs. 70—3—85—5—100. (2) Skilled (Mukadam)— Rs. 100—5—125—10—175. (3) Drivers— Rs. 150—7—185.	.. ..
189	M/s. Chowgule & Co. (India) Pvt. Ltd., Bombay.	..	.. From 1-1-63 for Index figure 431—440. D. A. will be as below :— (1) Subordinate staff.. .. Rs. 90 (2) Salary group 1 to 100 .. Rs. 100 (3) Salary group 101 to 200.. Rs. 110 (4) Salary group 201 to above Rs. 120 In case the cost of living index goes beyond 431—440, sum of Rs. 2.50 will be paid for every 10 points rise to all the categories of workman. It is also agreed that the neutralisation as agreed upon at the rate of Rs. 2.50 nP. will not become applicable for any fall in the index figure unless it descends below 420.
190	Dileep Stationery Mart Bombay.	.. (1) From 1-4-63 <i>ad-hoc</i> increased ranging from Rs. 4 to Rs. 13 shall be given on individual basis. (2) After that those who draw Rs. 55 p. m. on 1-4-63 will be given further <i>ad-hoc</i> increment of Rs. 10 with effect from 1-4-64. (3) Thereafter a uniform increment of Rs. 4 per year will be given from 1-4-64, 1-4-65 and 1-4-66. New recruits, during the period of operation of the settlement, shall be paid Rs. 1.50 per day for 1st six months and thereafter Rs. 55 p.m. for 2nd six months, and thereafter Rs. 65 per month.	..
191	Bombay Hind Supplying Company Bombay.	From 1-4-63 the existing emoluments will be split up into basic and dearness allowance 25 per cent of the present total wages shall be treated as D. A. and rest as basic pay.	..
192	Martin & Harris Pvt. Ltd., Bombay.	<i>Effective from 1-1-63.</i> Sr. Grade— Rs. 225—15—330—20—430 (EB at 7 years). Intermediate Grade— Rs. 145—10—225—15—345—20—385— (EB at 8 years). Jr. Grade Rs. 95—5—110—7½—140—10—220—15— 280 (EB at 9 years). Local Van delivery man— Rs. 75—5—100—6—160. Drivers— Rs. 65—5—90—8—130. Filing Peon— Rs. 50—4—90—5—130. Carpenters— Rs. 50—4—90—5—125. Head Peon (Mukadam)— Rs. 50—4—90—5—100. Peons, Tea boys, Watchman, Mazdoor and packer— Rs. 40—2—50—2½—60—3—84.	.. ..
193	Sunlight Laundry, Bombay	<i>Effective from 26-7-63.</i> Sr. Clerk Gr. 'A'— Rs. 100—4—160. Jr. Clerk Gr. 'B'— Rs. 80—2.50—117.50. Drv cleaning, ironers special ironers will be given annual increments of Rs. 2 per month bhatti ironers will be given annual increments of Rs. 1 p.m.	.. ..

(1)	(2)	(3)	(4)																																																																																																				
194	R. T. Mehta & Co. .. Bombay.	Wage scales are given as below (Consolidated wages)— (1) Getting Rs. 80 p. m. .. Rs. 80—5—100. (2) Getting Rs. 79 p. m. .. Rs. 85—5—105. *After stepping than upto Rs. 85. (3) Getting Rs. 90 & above Rs. 90—5—110. (4) Getting Rs. 95 and above Rs. 95—5—115. (5) Getting Rs. 105 & above Rs. 110—5—120. (6) Getting Rs. 110 & above Rs. 110—5—130. (7) Getting Rs. 85 and above Rs. 90—5—110. (8) Temporary and casual workers will be paid Rs. 2.70 per day up to six months of service and thereafter Rs. 80 p.m.	..																																																																																																				
195	Himanshw Tailoring Works.. Bombay.	The stitching charges on piece-rate basis for different varieties of garment are given in the statement attached. <i>Effective from 28-9-1963</i> The rate at which the workmen shall be paid the stitching charges on piece rate basis for different varieties of garment as under:— <table> <tr> <th>Name</th><th>Woolen, dearon and Tereylene Big and Small</th><th>Silk and Rayon Big and Small</th><th>Cotton Big and Small</th></tr> <tr><td>1. Sherwani</td><td>17.00 14.00</td><td>13.00 10.00</td><td>5.50 4.50</td></tr> <tr><td>2. Long Coat</td><td>17.00 14.00</td><td>12.00 9.00</td><td>5.50 4.50</td></tr> <tr><td>3. Coat</td><td>17.00 14.00</td><td>12.00 9.00</td><td>5.50 4.50</td></tr> <tr><td>4. Great Coat</td><td>18.00 15.00</td><td>14.00 11.00</td><td>5.50 4.50</td></tr> <tr><td>5. Jarkin</td><td>11.00 9.00</td><td>8.00 6.00</td><td>5.50 4.50</td></tr> <tr><td>6. Jacket</td><td>8.00 6.00</td><td>6.00 5.00</td><td>4.00 3.00</td></tr> <tr><td>7. Pant</td><td>6.50 4.50</td><td>5.60 4.00</td><td>2.77 2.00</td></tr> <tr><td>8. Short Pant</td><td>4.00 3.25</td><td>3.00 2.25</td><td>1.75 1.50</td></tr> <tr><td>9. Manila Shirt E. S.</td><td>2.50 2.00</td><td>2.25 1.75</td><td>1.50 1.25</td></tr> <tr><td>10. Manila Shirt H. S. -</td><td>2.00 1.75</td><td>1.75 1.25</td><td>1.25 1.00</td></tr> <tr><td>11. Full Shirt</td><td>1.75 1.50</td><td>1.25 1.12</td><td>1.06 0.89</td></tr> <tr><td>12. Half Shirt</td><td>1.50 1.25</td><td>1.12 1.00</td><td>0.94 0.76</td></tr> <tr><td>13. Nehru Shirt</td><td>1.50 1.25</td><td>1.12 1.00</td><td>0.94 0.76</td></tr> <tr><td>14. Nehru Kaliwala</td><td>.. .. .</td><td>1.30 1.18</td><td>1.00 0.80</td></tr> <tr><td>15. Nehru Lase</td><td>.. .. .</td><td>1.55 1.43</td><td>1.05 1.12</td></tr> <tr><td>16. Sleeping Shirt</td><td>.. .. .</td><td>3.10 2.50</td><td>2.25 1.87</td></tr> <tr><td>17. Paren</td><td>.. .. .</td><td>0.75 0.62</td><td>0.62 0.50</td></tr> <tr><td>18. Pajama with belt</td><td>.. .. .</td><td>1.12 1.00</td><td>0.80 0.70</td></tr> <tr><td>19. Pajama Nadi Button</td><td>.. .. .</td><td>0.84 0.75</td><td>0.75 0.62</td></tr> <tr><td>20. Pajama only nadi and Surval</td><td>.. .. .</td><td>0.75 0.62</td><td>0.62 0.50</td></tr> <tr><td>21. Cap</td><td>.. .. .</td><td>0.25 0.19</td><td>0.19 0.12</td></tr> <tr><td>22. Separate balt</td><td>0.25 0.25</td><td>0.25 0.25</td><td>.. .. .</td></tr> <tr><td>23. Coat special finish with Pypin</td><td>21.00</td><td>.. .. .</td><td>.. .. .</td></tr> <tr><td>24. Pant special finish with Pypin, rubber grips, hillpatti, knee piece, press button in button or plain button, zip inside and in front Italian Pockets.</td><td>.. .. .</td><td>.. .. .</td><td>47.50.</td></tr> </table> <i>From 1st July 1963 (Consolidated wages).</i>	Name	Woolen, dearon and Tereylene Big and Small	Silk and Rayon Big and Small	Cotton Big and Small	1. Sherwani	17.00 14.00	13.00 10.00	5.50 4.50	2. Long Coat	17.00 14.00	12.00 9.00	5.50 4.50	3. Coat	17.00 14.00	12.00 9.00	5.50 4.50	4. Great Coat	18.00 15.00	14.00 11.00	5.50 4.50	5. Jarkin	11.00 9.00	8.00 6.00	5.50 4.50	6. Jacket	8.00 6.00	6.00 5.00	4.00 3.00	7. Pant	6.50 4.50	5.60 4.00	2.77 2.00	8. Short Pant	4.00 3.25	3.00 2.25	1.75 1.50	9. Manila Shirt E. S.	2.50 2.00	2.25 1.75	1.50 1.25	10. Manila Shirt H. S. -	2.00 1.75	1.75 1.25	1.25 1.00	11. Full Shirt	1.75 1.50	1.25 1.12	1.06 0.89	12. Half Shirt	1.50 1.25	1.12 1.00	0.94 0.76	13. Nehru Shirt	1.50 1.25	1.12 1.00	0.94 0.76	14. Nehru Kaliwala		1.30 1.18	1.00 0.80	15. Nehru Lase		1.55 1.43	1.05 1.12	16. Sleeping Shirt		3.10 2.50	2.25 1.87	17. Paren		0.75 0.62	0.62 0.50	18. Pajama with belt		1.12 1.00	0.80 0.70	19. Pajama Nadi Button		0.84 0.75	0.75 0.62	20. Pajama only nadi and Surval		0.75 0.62	0.62 0.50	21. Cap		0.25 0.19	0.19 0.12	22. Separate balt	0.25 0.25	0.25 0.25		23. Coat special finish with Pypin	21.00			24. Pant special finish with Pypin, rubber grips, hillpatti, knee piece, press button in button or plain button, zip inside and in front Italian Pockets.			47.50.	..
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196	M/s. Pestongi & Co., Bombay.	Polishers— Rs. 85—5—150. Paters— Rs. 85—5—150. Goldsmith— Rs. 125—7.50—200. Mazdoors, Helpers— Rs. 75—3—105. <i>Effective from 1-9-63.</i>	..																																																																																																				
197	Leach & Weborny Bombay..	Ironing Department : (1) Cotton Bhatti Pressman— Rs. 75—3—120 (100 piece). (2) Cotton Special Pressman— Rs. 80—3—120 (60 piece). (3) Silk and Woollen Gents— Rs. 90—4—150 (30 piece). (4) Silk and Woollen Ladies— Rs. 90—5—150 (85 piece). (5) Machine Pressman— Rs. 85—4—150 (85 piece). Machine Washing Department : (1) Washerman Hydroman— Rs. 70—4—150. (2) Dry cleaners— Rs. 90—5—175. (3) Asstt. Dry cleaner— Rs. 70—3—120. Hand Washing Department : (1) Head Mukadam— Rs. 150—5—300. (2) Mukadam— Rs. 100—4—150. (3) Washerman cotton, washerman silk— Rs. 80—3—120. (4) Dyers (driving room)— Rs. 70—3—90.	..																																																																																																				

(1)	(2)	(3)	(4)
Cleaning Department :			
197	Leach and Weborny Bombay—(contd.)	(1) Boys and Girls— Rs. 70—3—110.	
		(2) Sorters— Rs. 75—5—100.	
		(3) Dept. Supervisors— Rs. 100—5—150.	
		(4) Asstt. Laundry Clerk— Rs. 75—5—150.	
		(5) Managers— Rs. 125—5—350 (varying 125, 150, 175, 200 and more).	
		(6) Markers— Rs. 90—5—175.	
		(7) Tailors— Rs. 100—5—150.	
		(8) Chokras— Rs. 70—4—110.	
		(9) Drivers— Rs. 110—10—200.	
		(10) Boilerman 'C' class— Rs. 100—3—130. Boilerman 'B' class— Rs. 110—4—150. Boilerman 'A' class— Rs. 130—5—175.	
		(11) Electrician— Rs. 125—5—225.	
		(12) Fitters— Rs. 90—5—140.	
		(13) Mechanical Dept.—Carpenters— Rs. 100—5—150.	
		(14) Dyers— Rs. 150—8—250.	
		(15) Sweepers, cleaners— Rs. 70—4—110.	
198	M/s. Chhaganlal Khimji Co., Bombay.	From 1-9-63 the management agreed to give <i>ad-hoc</i> increase in consolidated wages as below :—	..
		(1) Permanent daily rated— 12 nP. per day.	
		(2) Permanent monthly rated— Rs. 3-10 p. m.	
		(3) Temporary daily rated— 20 nP.	
199	Shetkari Sahakari Sangh Ltd., Kolhapur.	(1) Grade I— Rs. 300—15—450—EB—20—550.	.. Grade I Rs. 25 per month.
		(2) Grade II— Rs. 150—10—250—EB—15—370.	.. Grade II Rs. 20 per month.
		(3) Grade III— Rs. 100—7½—175—EB—10—245.	.. Grades III to VIII Rs. 15 per month.
		(4) Grade IV— Rs. 75—5—125—EB—7½—170.	
		(5) Grade V— Rs. 90—5—115—EB—7—164.	
		(6) Grade VI— Rs. 90—5—115—EB—5—165	
		(7) Grade VII— Rs. 65—4—85—EB—5—125.	
		(8) Grade VIII— Rs. 60—3—90—EB—4—110.	
200	Brooke Bond India Pvt. Ltd., Kanhan, P. O. Kamptee.	<i>Effective from 1-1-61.</i> The wage-rates of all the hourly rated work- men in the Kanhan factory shall be as follows :— <i>Category and rate in naye paise per hour.</i>	..
		(1) Mistries— Rs. 33-9—2-7—57-3—(E. B.)—3-2— 76-1—EB—3-7—90-7.	33-09—2-07—57-03—E.B.—3-02—76-01— E.B.—3-07—90-07.
		(2) Weight checkers— Rs. 28-7—1-1—43-3—EB—1-6—48-00.	28-07—1-01—43-03—E.B.—1-06—48-00.
		(3) Packers— Rs. 14-1—0-8—21-9—(EB)—1-2—31-3.	14-01—0-08—21-09—E.B.—1-02—31-03.
		(4) Box makers— Rs. 16-5—0-8—24-3—(EB)—1-2—31-3.	16-05—0-08—24-03—E.B.—1-02—31-03.
		(5) Coolies— Rs. 15-7—0-8—23-5—(EB)—1-2—30-5.	15-07—0-08—23-05—E.B.—1-02—30-05.
		(6) Bag and Printing operators— Rs. 18-8—0-8—26-6—(EB)—1-2—33-6.	18-08—0-08—26-06—E.B.—1-02—33-06.
		(7) Canteen Cookes (Females)— Rs. 11—0-8—18-8—(EB)—1-2—25-8.	11-00—0-08—18-08—E.B.—1-02—25-08.

STATEMENT

A-2426-27-A.

STATEMENT SHOWING THE NAMES OF THE CONCERNS AND PARTICULARS OF LEAVE AND PAID

Serial No. In Index	Name of Concern	Privilege Leave (days)
(1)	(2)	(3)
2	Mohamad Tagui Mohamad Bombay.	..
4	Gillanders Arbuthnot and Company, Bombay	(1) For each year up to first 5 years— 14 (Accumulation 28). (2) For each year from 6th year onwards— 21 (Accumulation 42)
5	The Bombay Clothing Company, Bombay	..
6	The Buckingham Carnatic Company Limited (Show-room), Bombay	14 (Accumulation 42)
10	Messrs, Abdullahhai and Company, Bombay	..
13	Messrs, Kanji Jadhavji and Company (Masjid Bunder Branch), Bombay	15 (Accumulation 45)
14	Messrs, Kanji Rochiram, Bombay	As per Factories Act ..
15	Messrs, Taj Mohmed Jallaluddin and Company, Bombay	..
16	Messrs, J. Waltar Thompson Company Private Limited, Bombay	21 (Accumulation 63)
18	The International General Electric Company (India) Private Limited, Bombay.	..
21	The Show Wallace and Company Limited, Bombay	One month's after 11 months service— (Accumulation 3 months).
23	Williamsons (India) Private Limited, Bombay	(1) For each year up to 1st 5 years— 14 (Accumulation 28). (2) For each year from 6th years onwards— 21 (Accumulation 42).
25	Messrs, Bomas Limited, Bombay	30 (Accumulation 90)
27	Messrs, Rane Private Limited, Bombay	30
31	Lewis and Jones, Bombay	30 On completion of 11 months service (Accumulation 3 months).
32	Sharma Trading Company, Bombay	30 (Accumulation 90)
33	The Royal Western India Turf Club Limited, Bombay	..
34	Messrs, Sista's Private Limited, Bombay	21 (Accumulation 42).
37	Messrs, Gaylord Garments Manufacturing Company, Bombay	..
38	Messrs, Loyal International General Agency, Bombay.	24 (Accumulation 48). For Motor Driver— One month. (Accumulation 60).
40	Messrs, G. M. Vyas and Company, Bombay	..
41	V. Rameshchandra and Company, Bombay	..

HOLIDAYS GRANTED IN THE 'SHOPS AND COMMERCIAL ESTABLISHMENT' INDUSTRY

Sick Leave (days)	Maternity Leave (days)	Leave without pay (days)	Casual Leave (days)	Paid Holidays (days)	Remarks (days)
(4)	(5)	(6)	(7)	(8)	(9)
..	..	..	3	5	
..	..	..	10	..	
..	..	..	5	3	
10 (Accumulation 36).	..	..	..	..	
..	..	..	3	8	
15 (Accumulation 45).	..	..	7	..	
8 (Accumulation 16).	..	..	7	4	
..	..	..	8	..	
14 (Accumulation 56).	..	..	..	..	
For Daily-Rated— 7 (Accumulation 21).	..	..	For daily-Rated— 7	..	
15 (Accumulation 45).	..	..	10	..	
(One month Full Pay and D. A. and one month Half Pay and Half D.A. for complete year of service.) (Accumulation up to 3 months with full pay and 3 months Half Pay).	..	..	10	..	
10 (Accumulation 30).	..	..	(a) Those having service of more than 10 years— 10 (b) Others 7	..	
..	..	..	..	21	
10 (Accumulation 30).	..	..	10	•All Bank Holidays.	•Drivers shall not be entitled for this.
10 (Accumulation 30).	..	..	5	..	
As in the statement attached.	..	..	..	..	
10 (Accumulation 30).	..	..	7	..	
..	..	..	5	..	
..	..	..	..	..	
..	..	..	3	..	
..	..	..	4	4	

(1)	(2)	(3)
42	Messrs. Spencer and Company Limited, Bombay	For Subordinate Staff— (Accumulation 42). 24
49	The Indian Coffee and Tea Distributing, Bombay	..
50	Messrs. E. V. Stevens and Company Limited, Bombay	(Accumulation 56). 28
51	Messrs. W. A. Beardsell and Company Private Limited, Bombay	..
53	Messrs. L. R. Trading Company, Bombay	..
55	R. V. Kumar and Company, Bombay	..
57	The M. M. Poonji and Company, Bombay	..
58	Messrs. Batliwala and Karani, Bombay	11 months service — (Accumulation 60 days). 30
60	Messrs. Area Distributors (ESSO Lubricant), Bombay	..
61	The Amar Automobiles, Bombay	..
62	Messrs. Royal Auto Supply Company, Bombay	..
63	The Ormerods (India) Private Limited, Bombay	..
64	The Industrial and Research Institute Private Bombay	..
70	Messrs. Malbar Steamship Company Limited, Messrs. New Dholera Shipping and Trading Company Limited, Messrs. New Dhotera Steamship Company Limited, and Messrs. National Steamship Company Limited.	..
71	Ebrahim Alibhai Brothers, Sutarwadi, Bombay	..
77	Messrs. Cooper and Company, Bombay	..
78	The Bombay Panjrapole, Bombay	..
79	The Bombay Chambers of Commerce and Industry, Bombay.	30
82	Messrs. Elora Art Industries, Bombay.	..
83	The Times of India Co-operative Stores Limited	*21
84	Messrs. Bombay Hing Supply Company, Bombay	21

(4)	(5)	(6)	(7)	(8)	(9)
..	..	..	..	..	
..	..	..	..	..	
..	..	..	..	4	
15 (Accumulation 45 days).	..	..	7	Bank and Public Holidays under the Negotiable Instruments Act and holidays de- clared for mer- cantile offices by the Bombay Chamber of Commerce and Industry.	
10 (Accumulation 30).	..	..	7	..	
..	..	..	..	15	
..	..	..	3	5	
5 (Accumulation 15 days).	..	..	4	..	
10 (Accumulation up to a maximum 30 days).	..	..	10	..	
10 (full pay) 5 (half pay) (Accumulation 60 days).	..	..	7	..	
10 (full pay) 5 (half pay) (Accumulation up to 60 days).	..	..	7	6	
10 (full pay) 5 (half pay) (Accumulation up to 60 days).	..	..	7	7	
7 (Accumulation 21 days).	..	..	6	..	
..	..	..	..	4	
7 (Accumulation 21 days).	..	..	7	..	
..	..	..	4	..	
7 (half pay)	..	..	..	..	
*6	..	..	*4	..	For those who have served for not less than 240 days.
..	..	..	As per present prac- tice.	..	
5 (half pay)	..	..	7	..	
*7	..	..	*7	..	For those who have worked for not less than 240 days.
..	As per Bombay Maternity Bene- fit Act.	30	10	6	

(1)	(2)	(3)
85	Messrs. Empire Stores, Bombay	..
89	Messrs. Kelaty Trading Company, Bombay	..
91	Messrs. B. Vijay Agency, Bombay	*30
92	Bombay R. M. S. Employees' Consumers' Co-operative Society Limited, G. P. O., Bombay.	21
96	Messrs. Kantilal Chhotelal and Company, Bombay	..
97	M/s. Herbert Sons Limited, Bombay	..
98	The Poona Stud Farm Private Limited, Poona	13 (Accumulation 26 days).
99	Central Railway Institute, Nandgaon and Bhusawal	One month (Accumulation 120).
101	Shrirampur Sahakari Kapus Vikri Sangh Limited, Shrirampur	21 (Accumulation 3 years).
102	M/s. R. T. Karandiwalla, Ahmednagar	As per Shops and Commercial Establishments Act.
103	Lipton (India) Limited, Nagpur Branch	14 (Accumulation 28).
119	Nagpur Vishal Grahak Sahkari Sanstha Limited, Nagpur	21
120	The Bombay Cloth Marketing Company Limited, Bombay	..
122	Yezdair Industrial Institute Laundry Department, Bombay	As per Shops and Commercial Establishments Act
123	D. P. Bhosle and Company, Bombay	As per Factories Act
126	T. G. Coate and Company, Bombay	..
127	Cambata Industries Private Limited, Bombay	For permanent Workmen— *One month. (Accumulation 3 months).
129	Dajibhai Kika and Sons, Bombay	..
130	B. Thanawalla and Sons Private Limited, Thana	..
132	Bombay Power Laundry Private Limited, Bombay	As per Factories Act
133	Bombay Presidency Golf Club, Bombay	15 (Accumulation 30).
134	Leach and Weboruy Power Laundry, Bombay	As per Factories Act. In case of workers employed in factory and others as per Shops and Establishments Act.
135	M/s. Bharat Coaltar and Tar Supplying Company Private Limited, Bombay	As per Shops Act or Factories Act as applicable
137	K. M. Poonawalla, Bardan Merchant, Bombay	..
139	H. M. Khatri and Company, Bombay	As per Factories Act (Accumulation for 2 years of service).
140	M/s. Jeena and Company, Bombay	2 weeks (Accumulation 4 weeks).

(4)	(5)	(6)	(7)	(8)	(9)
..	..	..	4	Present Practice is to continue.	..
..	..	..	5	4	..
..	..	..	..	*5	*Inclusive of C. L. and S. L.
..	..	..	..	..	..
..	..	..	5	4	..
..	..	..	10	..	..
5 (Accumulation 15 days).	..	..	..	5	..
30	..	..	20	..	..
7	..	..	7	..	..
..	..	..	7	7	..
..	..	..	10	..	..
10	..	..	10	..	..
As per Award in Ref. (IT) No. 144 of 1956.	..	..	As per Award in Ref. (IT) No. 144 of 1956.	As per Award in Ref. (IT) No. 39 of 1957.	..
7	..	..	According to the Circumstances of each case at the discretion of the management.	2	..
..	..	..	7	2	..
..	..	..	5	..	..
..	..	..	5	7	..
14 (Accumulation 6 months).	..	..	10	..	..
..	..	..	2	4	..
..	..	..	..	3	..
..	..	..	10	..	..
7 (Accumulation 14 days).	..	..	7	4	..
..	..	..	4	..	..
4 (Accumulation 60).	..	..	..	..	..
5	..	..	..	7	..
7 (Accumulation 14).	..	..	..	9	..
10	..	..	10	Declared by Bombay Port Trust.	..

(1)	(2)	(3)
141	The Western India Oil Distributing Company Limited, Bombay ..	18 (Accumulation 54).
142	Herbertson Private Limited, Bombay	30 (Accumulation 90).
143	Takardas H. Kataria Opticians, Bombay	According to Factories Act ..
145	Shah Tarachand and Shamji, Bombay	..
147	Sankey Electrical Stamping Private Limited, (Office) Bombay	..
149	P. Kothari and Sons, Bombay	..
150	L. A. Stonarch and Company India Private Limited, Bombay	..
151	Harish and Company, Bombay	14
152	Gujarati Masala Supplying Company, Bombay	21 (Accumulation 42).
154	Maniar Brothers, Bombay	..
156	New Book Company Private Limited, Bombay	21 (Accumulation 42).
161	Ruparel Brothers, Bombay	*21
162	Chhagan Mitha Petrol Pump and Service Station, Bombay	As per Shops and Commercial Establishment Act
163	S. K. Brush Products, Bombay	..
164	Kodak Limited, Bombay	30 (Accumulation 60).
165	Shantilal Chhotalal and Company, Bombay	According to Factories Act or Shops Act whichever is applicable.
168	General Superintendent Company India Private Limited Bombay ..	24 (Accumulation 48).
169	Krishna Trading Company, Bombay	..
170	Cloth Shop of India United Mills, Bombay	As is applicable to Head Office Staff ..
172	M/s. A. F. Fergusson and Company, Bombay	One month on completion of 11 months service. (Accumulation 3 months).
173	Diamond Surgical Dressing Work, Bombay	..
174	Mastor Clock and Watch Works Private Limited, Bombay	..
175	Pankaj Clothing Company, Bombay	..
176	Lalji Thakarsi and Company, Bombay	..
178	Yezdair Industrial Institute, Bombay (Laundry Section) Bombay ..	As per Shops and Establishments Act ..
179	Kantilal and Company, Bombay	21 (Accumulation 42).

(4)	(5)	(6)	(7)	(8)	(9)
..	..	..	•7	17	•Includes sick leave.
15 (Accumulation 60).	..	..	8	All Gazetted Holi- days.	
..	..	..	6	7	
..	..	..	4	7	
For Peons and Sweepers— 10 (Accumulation 20).	..	..	For Peons and Sweepers— 7	..	
..	..	..	2	3	
15 (Accumulation 45).	..	..	10 For Permanent employees only.	Holidays declared by Government of Maharashtra.	
..	..	..	..	..	
..	..	..	..	..	
..	..	..	..	4	
..	..	..	..	15	
..	..	..	..	3	•Includes sick and casual Leave.
..	..	..	..	..	
..	..	..	..	6	
..	One month	..	7	All Bank Holidays except 30th June and 31st Decem- ber.	
..	..	..	3	5	
21 (Accumulation 42).	..	..	10	..	
..	..	..	6	8	
..	..	..	..	..	
15 (Accumulation 75).	..	..	7	..	
..	..	..	..	..	
..	..	15	6	5	
3	..	..	5	3	
..	..	..	..	..	In addition to 30 days paid leave a further special leave (Conver- sion leave of 10 days in a year will be granted in cash also and accumulated up to 30 days).
7	..	..	According to cir- cumstances of each case at dis- cretion of the management.	2	..
7 (Accumulation 14).	..	10	5	5	..

(1)	(2)	(3)
180 Chandulal T. Parikh Private Limited, Bombay		..
182 Dhanshi Parshi and Company, Bombay		..
183 Champaklal and Brothers Private Limited, Bombay		As per to Factories Act
184 M/s. Blackie and Sons India Limited, Bombay		..
186 Manyaldas and Company, Bombay		As per Factories Act ..
188 R. T. Mehta and Company, Bombay		..
190 Dilip Stationery Mart, Bombay		..
191 Bombay Hing Supplying Company		One day for every 15 days work.
192 Martin and Harris (Private) Limited, Bombay		(1) <u>For less than 8 years service—</u> 21 days. (2) <u>For more than 8 years service—</u> 30 days.
193 Sunlight Laundry, Bombay		..
194 R. T. Mehta and Company, Bombay		..
196 M/s. Pestongi and Company, Bombay		As per Factories Act
197 Leach and Weborny, Bombay		Workers employed in factory as per Factories Act and others as per Shops Act.
199 Shetkari Sahakari Sangh Limited, Kolhapur		For permanent Employees— 21 (Accumulation 42). <i>Another Employees—</i> <u>Having 60 days Service—</u> 5 days. <u>Having 240 days Service—</u> 21 days. (Accumulation 42).

(4)	(5)	(6)	(7)	(8)	(9)
..	..	..	7	..	
4	..	..	4	4	
..	..	One month (Accumulation months).	5	3	
14 (Accumulation 42).	..	..	7	..	
4	..	..	4	..	
..	..	..	3	5	
..	..	..	2	7	
				As at present.	
..	..	..	7	6	•Includes sick leave also.
..	..	..	..	..	
..	..	..	3	3	
..	..	..	4	7	
5 (Accumulation 20).	..	..	3	5	
Employees are covered by the employees State Insurance Act.	..	..	4	..	
10 (Accumulation 20).	..	..	10	..	

THE ROYAL WESTERN INDIA TURF CLUB LTD., BOMBAY

Directions.—The directions as regards sick leave are as follows:—

Period of service	Amount of leave	Pay
First 1—12 years ..	15 days leave for each year of service subject to a maximum of six months.	Full pay.
Next 13—24 years ..	Do.	.. Half pay and half D.A.
Next 25—36 years ..	Do.	.. Quarters pay and quarter D.A.

The total accumulation sick leave in the service shall not exceed 18 months indicated above. The Sick leave not availed of shall not lapse. The award on this demand shall come into effect from 1st March 1958.

It was further clarified the direction that (1) if any sick leave under the old rules has remained unavailed of it will not lapse but will be carried over after 1st March 1958 subject to the maximum of 18 months as per three slabs as per the award. (2) If an employee has enjoyed more sick leave prior to 1st March 1958 than he would have been entitled to under the award he will not get any more sick leave until he puts into the requisite number of years of service prescribed under the award to qualify him in respect of the leave already enjoyed and for future leave.

STATEMENT SHOWING THE NAMES OF THE CONCERNS AND THE QUANTUM OF

Name of concern and Sr. number in the list	Death or disability (Physical or mental) while in employment	Gratuity payable on (in terms of number of		
		On termination of service after		
		5 Years	10 Years	15 Years
(1)	(2)	3 (a)	3 (b)	3 (c)
1. Muller and Philips (India) Pvt. Ltd., Bombay.	$\frac{1}{2}$ month's basic salary ..	$\frac{1}{2}$ month's basic wages.	..	..
3. The Orient Longmans Pvt. Ltd., Bombay.	$\frac{1}{2}$ month's basic wages ..	..	10 days' salary	$\frac{1}{2}$ month's salary..
4. Gillanders' Arbuthnot and Co. Ltd., Bombay.	The Tribunal directed that the following modification in the gratuity scheme from that (1) The Maximum amount of gratuity payable is raised to Rs. 6,300. (2) A man will be entitled to gratuity in case of death or physical, mental disability			
7. M/s. Ramnarayan and Sons Ltd., Bombay.	The Company agreed to extent the Gratuity Scheme in accordance with the Award by the			
11. M/s. Mulchand Narothamdas and Co., Bombay.	$\frac{1}{2}$ month's basic wage	..	..	..
13. M/s. Kanji Jadhavji and Co., (Masjid Bunder Branch).	1 month's basic pay per year..	1 month's basic pay.	..	..
14. M/s. Kanji Rochiram, Bombay	15 days' wages	15 days' wages	..	..
16. J. Walter Thompson Co., Pvt. Ltd., Bombay.	The Tribunal directed that in addition to the existing scheme of gratuity in cases of super-maximum of 5 months' for the period up to November 1957. Such salary to be calculated of gratuity in cases of permanent disability are given in view of the Company's assurance,			
18. International General Electric Co., (India) Pvt. Ltd. Bombay.	The Tribunal directed that the existing scheme should be amended to the extent that the retirement or termination instead of being calculated as at present on the basis of average instead of being calculated from the date of confirmation.			
19. Hollerith (India) Pvt. Ltd., Bombay.	$\frac{1}{2}$ month's basic wages.	$\frac{1}{2}$ month's basic wages	..	..
20. The Garment Cleaning Works, Bombay.	15 days consolidated wages for each year of service.	15 days consolidated wages.	..	.. ..
21. The Shaw Wallace & Co., Ltd., Bombay.	1 month's salary for each year. The Scheme is applicable to those who do not get benefit of the pension scheme.	$\frac{1}{2}$ month's salary	$\frac{1}{2}$ month's salary	1 month's salary ..
23. Williamsons (India) Pvt. Ltd., Bombay.	$\frac{1}{2}$ month's salary	$\frac{1}{2}$ month's basic wages.	..	.. ..
31. M/s. Lewis and Jones, Bombay	15 days' basic salary per year..	..	10 days' basic salary.	15 days' basic salary.
32. The Sharma Trading Company, Bombay.	15 days' emoluments	15 days' total emoluments per year of service or Retirement compensation under the I. D. Act whichever is higher.		
34. M/s. Sista's P vt. Ltd., Bombay.	Half month's basic salary	..	Half month's salary	..
36. M/s. Bomas Ltd., Bombay ..	The Tribunal opinioned that existing gratuity Scheme is quite liberal and adequate except or whose services are terminated by company otherwise than misconduct. The Tribunal			
38. M/s. Royal International General Agency, Bombay.	The Tribunal directed that in the event of retirement, gratuity shall be payable on the same scheme.			
41. Rameshchandra and Co., Bombay.	10 days' basic wage plus D. A. for each year of service.	..	..	..
43. M/s. Armstrong Smith Pvt. Ltd., Bombay.	Half month's salary	..	$\frac{1}{2}$ of the $\frac{1}{2}$ month's salary inadequate to retirement compensation.	..

GRATUITY GRANTED IN THE SHOPS AND COMMERCIAL ESTABLISHMENT INDUSTRY

days/months/weeks basic wages) for each year of service

On resignation from service after			On voluntary retirement after			Maximum Gratuity payable
5 Years	10 Years	15 Years	5 Years	10 Years	15 Years	
4 (a)	4 (b)	4 (c)	5 (a)	5 (b)	5 (c)	(6)
..	$\frac{1}{2}$ month's salary	..	..	$\frac{1}{2}$ month's basic salary.	..	15 months' salary.
..	..	$\frac{1}{2}$ month's salary	..	..	$\frac{1}{2}$ month's salary	10 months' salary.

agreed upon at Delhi should be made applicable to workers in Bombay :—

at the rate and subject to the maximum stated above.

Industrial Tribunal to Textile Operatives provided that scheme was legally applicable to Mill employees working outside the mill

..	..	$\frac{1}{2}$ month's basic wage per year.	On reaching the age of 57 years after continuous service of 12 years :— $\frac{1}{2}$ month's basic wage per year.			7 $\frac{1}{2}$ months' basic wage.
..	..	1 month's basic pay per year.	..	..	1 month's basic pay.	15 months' basic pay.
15 days' wages	..	..	15 days' wages for each year of service.	..	..	12 months' wages.

annuation or resignation after 15 years service, the workers shall be paid $\frac{1}{4}$ months' basic salary per year of service subject to a in the manner in which salary is calculated for gratuity payments under the existing gratuity scheme. No directions for payment that in such cases gratuity is paid.

amount of gratuity payable to a workman should be calculated as per the rate payable to him at the time of his death, resignation, pay and that the period of service of a workman should be computed with effect from the date of joining the service of the Company

..	..	$\frac{1}{2}$ month's basic wages.	..	..	$\frac{1}{2}$ month's basic wages.	12 months' wages.
..	10 days' wages	15 days' wages	..	10 days' wages	15 days' wages	15 months' consolidated wages.
..	..	1 month's salary	..	..	1 month's salary	15 months' salary.
$\frac{1}{2}$ month's basic wages.	..	..	$\frac{1}{2}$ month's basic wages.	..	..	15 months' basic wage on Rs. 4,500.
..	..	15 days' basic salary.	..	..	15 days' basic salary.	15 months' basic salary.
..	..	15 days' total emoluments.	..	..	15 days' total emoluments.	15 months.
..	$\frac{1}{2}$ month's salary.	..	..	$\frac{1}{2}$ month's salary.	..	10 months' basic salary per year.

for the fact that under it gratuity is not available to workers retiring owing to disability, physical or mental and those who are retired therefore modified the existing scheme accordingly.

conditions and of the same rate as is payable in the event of death, disability, retirement, or superannuation under the present

..	10 days' basic wage.	..	..	10 days' basic wage.	..	15 months' wage.
..	..	$\frac{1}{2}$ month's salary.	..	..	$\frac{1}{2}$ month's salary.	7 $\frac{1}{2}$ months' salary.

(1)	(2)	3(a)	3(b)	3(c)
45. The Williamsons (India) Pvt. Ltd., Bombay.	$\frac{1}{2}$ month's basic salary	$\frac{1}{2}$ month's basic wages per year of service after 5 years service to a maximum of 15 months' basic pay or 4,500 whichever is less.		
47. M/s Choksi Brother Pvt. Ltd., Bombay.	$\frac{1}{2}$ month's basic wages	$\frac{1}{2}$ month's basic salary.	..	..
49. The India Coffee and Tea Distributing, Bombay.	3 months' salary	..	2 months' salary	..
51. M/s. W. A. Beavdsell and Co. Pvt. Ltd., Bombay.	1 month's basic salary	..	1 month's basic salary per year of service to a maximum 15 months.	..
57. M. M. Poonaji & Co., Bombay	7 days' consolidated wages	..	7 days' consolidated wages.	..
58. M/s. Batlivala and Karani, Bombay.	$\frac{1}{2}$ month's wages	$\frac{1}{2}$ month's wages per year. No gratuity if retrenchment compensation is paid.		
70. M/s. Malbar Steamship Co. Ltd., M/s. New Dhotea Shipping I. Trading Co. Ltd., M/s. New Dholera Steamship Co. Ltd., and M/s. National Steamship Co. Ltd.	At the existing rate	In the case of retrenchment after 10 years service gratuity should be payable in addition to retrenchment compensation, of $\frac{1}{4}$ of consolidated wages per year of service.		
72. The J. and P. Coates (India) Pvt. Ltd., Bombay.	1 month's basic wages	..	$\frac{1}{2}$ month's basic pay.	1 month's basic pay.
73. The Bombay Co. Pvt. Ltd., Bombay.	1 month's basic salary	$\frac{1}{2}$ month's basic salary.	$\frac{1}{2}$ month's basic salary.	1 month's basic pay.
74. M/s. Bhailal and Co., Bhailal Raychand and Co., Bombay.	1 month's wages	..	One month wages	..
79. The Bombay Chamber of Commerce and Industry, Bombay.	The existing gratuity scheme to continue with the modification that in the case of dismissal for misconduct gratuity will not be paid to the extent of the financial loss caused and in the case of resignation from the Chamber after completion of 10 years continuous service, but less than 15 years continuous service, gratuity shall be paid at the rate of half a month's basic salary per year of service.			
81. J. H. Secretary Pvt. Ltd., Bombay.	10 days' consolidated wages	..	7 days' consolidated wages.	10 days' consolidated wages.
82. M/s. Elora Art Industries, Bombay.	10 days' total wages	10 days' total wages	..	..
84. M/s. Bombay Hing Supplying Co., Bombay.	21 days' wages	10 days' wages	15 days' wages	15 days' wages
86. M/s. Maniar Brothers, Bombay	15 days' consolidated wages	After 9 years continuous service		15 days' consolidated wages.
88. M/s. National Umbrella Factory, Bombay.	20 days' consolidated wages	..	20 days' consolidated wages.	..
89. M/s. Kelatu Trading Co., Bombay.	$\frac{1}{2}$ month's wages	$\frac{1}{2}$ month's wages per year.	$\frac{1}{2}$ month's wages per year.	$\frac{1}{2}$ month's wages per year.
120. The Bombay Cloth Marketing Co. Ltd., Bombay.	<i>As per Award in Reference (IT) No. 144 of 1956.</i>			
123. D. P. Bhosle and Co., Bombay	After 10 years' service. $\frac{1}{2}$ month's wages.	..	$\frac{1}{2}$ month's salary for each year of service. No gratuity if compensation is paid under sec. 25 F. of the I. D. Act.	
133. Bombay Presidency Golf Club, Bombay.	7 days' basic wages to those who have completed 5 years service. 15 days' basic wages to those who have completed 10 years service or more.	7 days' basic wages.	15 days' basic wages.	..
139. H. M. Khatri and Co., Bombay.	7 days' consolidated wages	7 days' consolidated wages.	..	..
143. Takandas H. Kataria Opticians, Bombay.	At the rate of wages for the number of days equivalent to total No. of years of service.	At the rate of wages for the number of days equivalent to total No. of years of service. No gratuity if retrenchment compensation is paid.		

4(a)	4(b)	4(c)	5(a)	5(b)	5(c)	(o)
$\frac{1}{2}$ month's basic wages per year of service after 10 years' service to a maximum 10 months' basic salary.			At age of 55 or after 30 years' service whichever is earlier. $\frac{1}{2}$ month's basic pay per year to a maximum of 15 months' basic pay or Rs. 4,500 whichever is less.			15 months' basic wages or Rs. 4,500 whichever is less.
..	$\frac{1}{2}$ month's basic salary.	..	..	$\frac{1}{2}$ month's basic salary.	..	10 months' basic wage.
..	..	3 months' salary	..	..	3 months' salary	..
..	1 month's basic pay.	..	..	1 month's basic pay.	..	15 months' basic salary.
..	..	7 days' consolidated wages.	..	..	7 days' consolidated wages.	7 months' wages.
..	..	$\frac{1}{2}$ month's wages.	..	..	$\frac{1}{2}$ month's wages.	15 months' wages.
..	..	Existing rate ..	..	..	Existing rate ..	15 months' salary.
..	..	1 month's basic pay per year.	..	..	1 month's basic pay per year.	..
..	..	1 month's basic pay per year.	As per the Companies Practice	..	..	15 months' basic salary.
One month's wages per year	..	..	One month's wages per year	..	..	15 months' wages.
..	..	..	..	..	..	..
..	..	10 days' consolidated wages.	..	..	10 days' consolidated wages.	5 months' wages.
..	$\frac{1}{3}$ rd of 10 days' consolidated wages per year of service.	10 days' total wages per year of service.	..	$\frac{1}{3}$ rd of 10 days' consolidated wages per year of service.	10 days' total wages per year of service.	15 months' salary.
..	21 days' wages per year.	..	..	21 days' wages per year.	..	15 months' wages.
..	..	..	After 9 years continuous service, 15 days' consolidated wages per year of service.	..	..	15 months' wages.
..	20 days' consolidated wages per year.	..	Retirement on superannation, 20 days' consolidated wages per year of service.	..	..	15 months' wages.
..	..	$\frac{1}{2}$ month's wages per year.	..	..	$\frac{1}{2}$ month's wages per year.	7 $\frac{1}{2}$ months' wages.
..	$\frac{1}{2}$ month's wages per year of service.	..	..	$\frac{1}{2}$ month's wages per year of service.	..	12 months' wages.
7 days' basic wages	15 days' basic wages.	..	7 days' basic wages.	15 days' basic wages.	..	..
..	7 days' consolidated wages.	..	..	7 days' consolidated wages.	..	..
At the rate of wages for the number of days equivalent to total No. of years of service.			At the rate of wages for the number of days equivalent to total No. of years of service.			8 months' wages.

(1)	(2)	(3a)	(3b)	(3c)
150. L. A. Stenarch and Co. India Pvt. Ltd.	Gratuity as awarded in reference (IT) No. 400 of 1958 published in B. G. G. of 22nd October			
164. Kodak Ltd., Bombay	.. After 5 years of service $\frac{1}{2}$ month's basic salary plus D. A. After 10 years service, Month's basic salary plus D. A.	$\frac{1}{2}$ month's basic salary plus D.A.	$\frac{1}{2}$ month's basic salary and D.A.	..
166. Laffans (India) Pvt. Ltd., Bombay.	$\frac{1}{2}$ month's wages per year of service.	$\frac{1}{2}$ month's wages per year of service if no retrenchment compensation is paid.		
172. M/s. A. F. Ferguson and Co., Bombay.	1 month's basic salary	5 months' basic salary.	7 $\frac{1}{2}$ months' basic salary.	10 months' basic salary.
Kantilal and Co. (Jailwala), Bombay.	15 days' consolidated wages	7 days' consolidated wages.	10 days' consolidated wages.	15 days' consolidated wages.
181. Ratilal and Co., Bombay	.. 15 days' basic wages	..	..	..
184. M/s. Blackie and Son (India) Ltd., Bombay.	1 month's salary	..	1 month's salary per year.	..
185. Western Co. (India), Bombay*	$\frac{3}{4}$ month's basic pay	Existing rates to continue		..
193. Sunlight Laundry, Bombay..	..	..	..	10 days' wages per year.
194. R. T. Mehta and Co., Bombay.	..	10 days' wages per year.	15 days' wages per year.	..
195. Leach and Weborny, Bombay.	..	..	..	..
199. Shetkari Sahakari Sangh Ltd., Kolhapur.	..	15 days' basic wages.	..	..

*Sr. No. 185.—In case of retrenchment and closure, workers

(4a)	(4b)	(4c)	(5a)	(5b)	(5c)	(6)
1959, page 4706.						
$\frac{1}{2}$ month's basic salary plus D. A.	Month's basic salary and D. A.	..	$\frac{1}{2}$ month's basic salary plus D. A.	basic salary plus D. A.	..	15 months' wages.
After 20 years service. $\frac{1}{2}$ month's wages.						
			At age of 60 and having put in at least 10 years the continuous service.			..
			$\frac{1}{2}$ month's wages.			
..	..	..	..	..	..	15 months' wages.
..	15 days' consolidated wages.	..	..	15 days' consolidated wages per year.	..	15 months' consolidated wages.
..	..	15 days' wages.	..	..	15 days' consolidated wages.	12 months' basic wages.
..	..	One month's salary	..	..	1 month's salary	15 months' salary.
Existing rates to continue.			Existing rates to continue.			*15 months' wages.
..	..	10 days' wages.	..	..	10 days' wages	15 months' wages.
..	13 days' wages.	..	..	..	..	15 months' wages.
..	..	10 days' salary.	..	..	10 days' salary	6 months' salary.
15 days' basic wages	..	..	15 days, basic wages.	..	..	..
will be paid gratuity or compensation whichever is higher.						

HOTELS AND RESTAURANTS

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

“ Hotels, Boarding Houses, Eating Houses, Cafe, Restaurants, and similar other organisations to provide lodging and boarding facilities including canteens in factories but excluding School and College Hostels.”

During the relevant period the Committee scrutinised and examined 48 Awards (45 published and 3 unpublished), 42 Settlements under the Industrial Disputes Act, 1947 and 1 Settlement under the Central Provinces and Berar Industrial Disputes Settlement Act, 1947.

The following list gives the names and references of the 91 concerns to which these Awards and Settlements refer :—

Serial No.	Name of the Concern	Reference
(1)	(2)	(3)
AWARDS		<i>Date and page No. of M. G. G., Part I-L</i>
Bombay Division		
1	The Air Lines Hotel Pvt. Ltd., Bombay	12-5-60, (3—16).
2	The Eros Theatre and Restaurant Pvt. Ltd., Bombay	16-6-60, (477-479)
3	The Central Telegraph Co.-op. Canteen Ltd., Bombay	28-11-60, (Unpublished).
4	The Indian Hotel Co. Ltd., Bombay	16-3-61, (661-667)
5	M/s. Pyrkes Stores and Cafe, Bombay	15-6-61, (1356-1360)
6	The Air Lines Hotel Pvt. Ltd., Bombay	28-8-61, (2352-2364)
7	M/s. Firdoshi & Co., Bombay	21-12-61, (3495-3501)
8	Grand Hotel Pvt. Ltd., Bombay	25-1-62, (400-414)
9	Vihar Restaurant, Bombay	26-4-62, (1675-1680)
10	The Olympia Stores and Coffee House, Bombay	7-6-62, (2294-2302)
11	The Airport Staff Canteen, Bombay	2-8-62, (2968-2972)
12	The Bombay Telephone Workshop Co.-op. Canteen Ltd., Bombay	30-8-62, (3529-3531)
13	The Reserve Bank of India Staff Canteen Committee, Bombay	27-9-62, (3979-3984)
14	M/s. Airport Restaurant, Bombay	6-12-62, (5037)
15	M/s. Brijwasi Bhavan, Bombay	7-3-63, (745-750)
16	M/s. Liberty Caterers, Bombay	21-3-63, (1053-1055)
17	The Bombay Municipal Corpn. Staff Co-op. Canteen Ltd., Bombay	28-3-63, (1133-1367)
18	M/s. Jalpan Griha, Bombay	28-3-63, (1167-1687)
19	The Central Railway V. T. Staff Canteen, Bombay	2-5-63, (1557-1571)
20	M/s. Industrial Catering Service, Bombay	8-10-63, (Unpublished).
21	The West End Hotel Pvt. Ltd., Bombay	7-11-63, (3570-3577)
22	M/s. Gopalashram, Bombay	28-11-63, (4010--4015)
23	M/s. Leopold Cafe & Stores, Bombay	4-12-63, (4108-4118)
24	Thakkar Cateres, Bombay	6-12-63, (Unpublished).
25	The Firestone Tyre & Rubber Co. of India Pvt. Ltd., Co-op. Canteen Ltd., Bombay	2-1-64, (1—5).
26	M/s. Visawa Milk Bar & Restaurant, Bombay	27-2-64, (740-741)
27	The Hotel Woldorf, Bombay	6-8-64, (2640).
28	M/s. Special Anand Bhuvan, Bombay	1-10-64, (3400-3402)

(1)	(2)	(3)
29	Richardson & Crudas Ltd., Empl. Co-op. Society Canteen Ltd., Bombay	18-2-65, (611-613)
30	Mahindra & Mahindra Employees, Co.-op. Canteen, Bombay	22-4-65, (1374-1375)
31	M/s. Hotel Natraj, Bombay	4-11-65, (3770).
32	M/s. Western Rly. Carnac Bridge Staff Canteen, Bombay	13-1-66, (123).
33	The A. G. Office Staff Canteen Ltd., Bombay	17-2-60, (573).
34	M/s. Seagreen Hotel, Bombay	16-6-66, (1868).
35	M/s. Parsian Restaurant, Bombay	4-8-66, (2475).
36	M/s. Desai Arogyabhuwan, Bombay	27-10-66, (3443).
37	M/s. Kelkar Vishranti Grah, Bombay	17-11-66, (3691).
38	M/s. Astoria Hotel, Bombay	24-11-66, (3856).
39	M/s. Infant & Public Milk Supply Co., Bombay	15-12-66, (4219).
40	The New Madras Cafe, Bombay	2-3-67, (909).
41	New Fotowat Bakery, Bombay	11-5-67, (2061-2066)
42	Excelsior Restaurant & Stores, Bombay	6-7-67, (2724-2726)
43	The Gourdan & Co., Bombay	3-8-67, (3023-3027)
44	Kwality Restaurant, Bombay	12-10-67, (4066-4075)
45	Bistro Restaurant, Bombay	7-11-67, (5076-5079)
46	M/s. Berry's Restaurant, Bombay	23-11-67, (4863-4867)
47	M/s. D'Silva Caterers, Bombay	21-12-67, (5191-5193).
Poona Division		
48	M/s. Udupi Anand Bhuvan, Poona	16-11-67, (4863).
SETTLEMENTS/AGREEMENTS		
Bombay Division		<i>Date of Agreement/ Settlement & Sec. of I. D. Act, 1947</i>
49	Rastriya Hindu Bakery, Bombay	2-4-59, 2 (P).
50	Yazdair Industrial Institute (Cooking Dept.)	11-4-59, 2 (P).
51	United Canteen Service Pvt. Ltd., Bombay	14-4-59, 12 (3)
52	Contractors, Times of India & Richardson Crudas Ltd. Canteen, Bombay	20-4-59, 12 (3).
53	Mirebella Hotel Co., Pvt. Ltd., Bombay	13-10-59, 12 (3).
54	Liberty Restaurant, Bombay	10-11-59, 2 (P).
55	Purohit Bros., Bombay	19-1-60, 12 (3).
56	Narsimha Hindu Lodge, Bombay	11-3-60, 12 (3).
57	Sea Face Hotel, Bombay	6-5-60, 2 (P).
58	Grand Hotel Pvt. Ltd., Bombay	1-12-60, 12 (3).
59	Panshikar & Sons, Bombay	20-1-61, 12 (3).
60	Rastriya Hindu Bakery, Bombay	10-8-61, 12 (3).
61	Yazdan Restaurant, Bombay	28-9-61, 2 (P).
62	New Yazdan & Co., Bombay	1-10-61, 2 (P).
63	Kwality Restaurant & Icecream Co., Bombay	11-10-61, 12 (3).
64	Berrya Restaurant, Bombay	11-10-61, 12 (3).
65	New Empire Stores & Restaurant, Bombay	21-10-61, 2 (P).
66	N. M. M. Co.-op. Canteen Society, Kalwa, Thana,	4-1-62, 2 (P).

(1)	(2)	(3)
67	Alcock Ashdown Employees Canteen & Consumers Co-op. Society Ltd., Bombay	6-2-62, 2 (P).
68	Surang Restaurant, Santacruz, Bombay	2-4-62, 12 (3).
69	M/s. Astoria Hotel, Bombay	18-6-62, 12 (3).
70	United Canteen Service Pvt. Ltd., Bombay	27-6-62, 12 (3).
71	Sher-E-Punjab Restaurant, Bombay	7-7-62, 2 (P).
72	M/s. Sher-E-Punjab Restaurant, Bombay	10-7-62, 2 (P).
73	N. M. M. Co-op. Canteen Society Ltd., Kalwa, Thana	18-7-62, 2 (P).
74	Kwality Restaurant, Bombay	8-8-62, 12 (3).
75	Bombay Milk Scheme Staff Co-op. Canteen & Store Ltd., Bombay	22-10-62, 2 (P).
76	Purohit Hotel, Bombay	22-10-62, 12 (3).
77	Harvic Cafe, Bombay	15-2-63, 12 (3).
78	Ambassador Hotel, Bombay	13-3-63, 12 (3).
79	M/s. Gaylord Restaurant, Bombay	25-3-63, 12 (3).
80	Volga Restaurant	} Bombay 20-4-63, 12 (3).
	Nepali Restaurant	
	Alibaba Restaurant	
81	Cafe Naaz, Bombay	7-5-63, 12 (3).
82	Voyantzia Hotel Pvt. Ltd., Bombay	4-10-63, 2 (P).
83	Hotel Natraj, Bombay	8-11-63, 12 (3).
Poona Division		
84	Central Coffee Bar, Poona	25-5-59, 12 (3).
85	Raceview Hotel, Mahabaleshwar	30-5-59, 12 (3).
86	Fountain Hotel, Mahabaleshwar	30-5-59, 12 (3).
87	Dina Hotel, Mahabaleshwar	30-5-59, 12 (3).
88	Fredrick Hotel, Mahabaleshwar	30-5-59, 12 (3).
89	Granville Hotel, Mahabaleshwar	31-5-59, 12 (3).
90	Industrial Canteen of Cooper Engineering Ltd., Satara Road	16-5-63, 12 (3).
Nagpur Division		
91	Hotel Owners' Association, Nagpur	6-4-59, C. P. & B. I. D. S. Act.

The divisionwise breakup of these 48 Awards and 43 Settlements is as follows :—

Division					Awards	Settlements/ Agreements	Total
Bombay	..	..	..	..	47	35	82
Poona	..	..	..	..	1	7	8
Nagpur	..	..	..	..	..	1	1
Aurangabad	..	..	..	..	..	..	..
Total					48	43	91

WAGES AND DEARNESS ALLOWANCE

The question of wages and dearness allowance was involved in 76 cases but of these, two cases dealt with dearness allowance only, wage scales were revised in 53 cases, both dearness allowance and revision of wages were granted in 14 cases, annual increments in wages were granted in 3 cases and *ad-hoc* increments in wages were granted in 4 cases.

In 6 concerns in Mahabaleshwar (serial numbers 60, 61, 62, 63, 64 and 65) salaries paid to the employees in the summer season was different than the salary paid to the employees in the off-season. A statement showing wages, dearness allowance and increments decided in 76 cases is attached herewith.

It may be mentioned here that this industry is a scheduled industry under the Minimum Wages Act, 1948.

Adjustment of Wages:

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. Those employees who are getting more than the minimum of revised scale shall be fitted in the revised scale by placing them in a corresponding stage or in immediate next stage if their present pay does not correspond to a stage in the revised scale.
3. No employee shall be given more than the maximum of the revised scale but in case the existing wage of an employee is more than the maximum of the revised scale he shall continue to get the same.
4. Classification of employees into various categories and computation of their wages shall be done as per the Notifications under the Minimum Wages Act, 1948. Those employees who are below 18 years of age shall be paid wages proportionately as provided under the Notifications under the Minimum Wages Act, 1948.

Increments in the revised scale for length of service:

Increments in the revised scale after adjustment were granted in 25 cases. In a majority of cases the increments were as below :—

- | | |
|---|-----------------|
| (a) For service of 3 years to 5 years | One Increment. |
| (b) For service of more than 5 years | Two Increments. |

In M/s. Liberty Caterers, Bombay (Serial No. 16), no adjustment increments were granted to those who got a benefit of Rs. 10 or more per month on account of the adjustment of wages in the revised scales.

LEAVE

There were 65 concerns in which various kinds of leave were considered. A statement showing the names of these 65 concerns and the various types of leave granted is attached.

Privilege leave:

There were 31 cases in which privilege leave has been granted. In 12 cases it was granted according to the provisions under the Bombay Shops and Establishments Act, 1948, in 11 cases it was granted for 21 days ; in 4 cases 15 days ; in 3 cases 30 days and in 1 case it was fixed for 14 days in a year.

There were 15 cases in which privilege leave was allowed to be accumulated. In 10 cases accumulation of privilege leave allowed was twice the annual leave entitlement while in 2 cases accumulation was three times the annual leave entitlement. In the remaining 3 cases, 21 days' privilege leave was allowed to be accumulated up to 45 days.

Sick Leave:

There were 46 cases in which sick leave has been granted. In 18 cases it was 7 days in a year; in 11 cases it was 5 days ; in 6 cases it was 10 days ; in 3 cases it was 15 days ; in 4 cases it was 14 days ; in 2 cases it was 4 days and in one case each it was 6 days and 3 days in a year.

There were 21 cases in which sick leave was allowed to be accumulated. In 9 cases accumulation allowed was twice the annual leave entitlement ; in 7 cases it was 3 times, in 4 cases 4 times and in one case it was 5 times of annual sick leave entitlement.

In Kwaliti Restaurant, Bombay (Sr. No. 44), Bristo Restaurant, Bombay (Sr. No. 45) and Berry's Restaurant, Bombay (Sr. No. 46), 14 days' sick leave was granted as sick-*cum*-casual leave with no separate provision for casual leave.

In West End Hotel Private Ltd. (Sr. No. 21), the annual entitlement of 5 days' sick leave could be extended to 15 days per year.

In 5 concerns sick leave for 3 days or more at a time was granted on production of a medical certificate. In 3 concerns sick leave for more than 3 days, in 2 concerns sick leave for more than 2 days and in one concern sick leave for more than 1 day at a time was granted on production of a medical certificate of illness.

In 6 cases sick leave could not be accumulated for the next year. In Grant Hotel Private Ltd. (Sr. No. 58) sick leave could be enjoyed with privilege leave if the same had not been availed of during the year. In United Canteen Services Pvt. Ltd. (Sr. No. 70) sickness benefit payable by the company to an employee who was eligible to receive benefit from the Employees' State Insurance Corporation, was reduced to the extent of the sickness benefit payable by the corporation.

Leave Without Pay:

Five cases of leave without pay were noted during the relevant period. In 3 cases it was at the rate of 15 days in a year and in one case each it was at the rate of 60 days and 4 days in a year respectively.

Only in one case accumulation of leave without pay up to 30 days *i.e.*, twice the annual leave was granted (M/s. Infant & Public Milk Supply Company, Bombay, Sr. No. 39).

In Sea Face Hotel, Bombay (Sr. No. 57), 15 days' leave without pay was granted to those workmen whose native place was situated at a distance of 300 miles and over.

Casual Leave:

Forty-one cases of this leave were noted during the relevant period. In 17 cases it was at the rate of 5 days in a year, in 11 cases it was at 7 days ; in 6 cases it was at 4 days ; in 2 cases it was at 3 days and in 1 case each it was 2 days, 6 days, 8 days and 14 days a year. In Yazdiar Industrial Institute (Sr. No. 50), the management agreed to consider applications for this leave according to the circumstances of each case.

In 4 cases casual leave was allowed to be prefixed or suffixed to festival holidays or weekly offs while in 2 cases casual leave was not allowed to be prefixed or suffixed to festival holidays and weekly offs. In one case prefixing and suffixing of casual leave with festival holidays and weekly offs was allowed with previous permission from the management.

In 4 cases not more than 2 days' casual leave was allowed to be taken at a time while in one case each the number of days of casual leave that was allowed to be taken at a time was 4 days and 3 days respectively.

In Grand Hotel Private Ltd. (Sr. No. 58) casual leave was allowed to be enjoyed with privilege leave if the casual leave had not been availed of during the year. In Kwaliti Restaurant, Bombay (Sr. No. 44) and in Berry's Restaurant, Bombay (Sr. No. 46) casual leave was permitted to be tagged on to the privilege leave in special cases.

In Pyrkes Stores & Cafe (Sr. No. 5) workmen were granted casual leave with wages for 7 days in a year and the term "Wages" was defined as cash wages without the value of food given to workmen while they are on duty.

Festival Holidays :

In 29 cases festival holidays ranging from 2 days to 9 days were granted. In 17 cases the number of such holidays was 2 days ; in 6 cases it was 4 days ; in 5 cases it was 3 days and in one case it was 9 days in a year.

In 3 cases holidays were fixed in consultation with the workmen or their unions. In the cases examined it was noticed that following festival holidays were enjoyed :—

Name	No. of Cases
(a) 26th January	21
(b) 15th August	22
(c) Birthday of Mahatma Gandhi	3
(d) Diwali	3
(e) 21st March	2
(f) Jamshedji Naoroj	2
(g) Ganesh Chaturthi	2
(h) 1st May	1
(i) Ramzan Id	1
(j) Gokulashtami	1
(k) Christmas	1

In United Canteen Services Pvt. Ltd. (Sr. No. 70) not more than 50 per cent of the canteen employees and cafeteria employees were called on paid holidays observed by the company and while granting such holidays employees were grouped so as to give fair and equitable treatment to each employee.

Weekly Off :

In Nagpur City employees in restaurants were given one weekly holiday by keeping the restaurants closed for that day and employees in eating houses and messes were given half day in a month as a holiday and were paid extra wages for 4 days in a month. (The Hotel Owners' Association, Nagpur City, Sr. No. 91).

ALLOWANCES

Allowance for working on festival holidays :

Seventeen cases were noted and in all the cases employees were paid double wages for working on festival holidays.

Bidi and Soap Allowance :

Two cases were noted. In New Empire Stores and Restaurant, Bombay (Sr. No. 65), waiters were paid 0.25 paise and standwalas were paid 0.35 paise as Bidi and Soap Allowance. In Yazdan Restaurant, Bombay (Sr. No. 61), waiters were paid 0.25 paise and standwalas were paid 0.30 paise as Bidi and Soap Allowance.

PERMANENCY

Seven cases were noted. The qualifying period for a workman to become permanent varied between 3 months to 2 years. The following table gives details regarding the qualifying service prescribed for permanency in service :—

Serial No.	Name of Concern	Qualifying period for permanency in service
55	Purohit Brothers, Bombay	More than 3 months' Service.
58	Grand Hotel Pvt. Ltd., Bombay	90 days' Continuous Service.
83	Hotel Natraj, Bombay	6 Months' continuous service.
19	Central Railway V. T. Staff Canteen, Bombay	6 months' continuous service.
		or
7	Firdoshi and Company, Bombay	9 Months' aggregate service.
32	Western Railway Canteen, Carnac Bridge, Bombay	1 year's continuous service (270 days).
78	Ambassador Hotel, Bombay	2 years' continuous service.
		As per Model Standing Orders.

UNIFORMS

In Eleven cases provision of uniforms to the employees were found during the relevant period. Generally two or three sets of uniforms were provided per year and each set consisted of pants, bush-shirts or shirts. Uniforms were provided to waiters, cleaners, vendors, counter boys, cooks, assistant cooks and canteen boys.

In Granville Hotel, Raceview Hotel ; Fountain Hotel ; Dina Hotel and Fredric Hotel (all situated in Mahabaleshwar) waiters were required to make provision of uniforms at their own cost. The employer paid only washing allowance at the rate of Rs. 2 per month.

MEDICAL FACILITIES

Six cases were noted. In Astoria Hotel, Bombay (Sr. No. 38), Medical benefits equivalent to Rs. 50 per year were given to the employees and the company's physician gave free medical advice to them. In Liberty Restaurant, Bombay (Sr. No. 54), all workmen were given free medical facilities including hospitalisation. In Purohit Brothers (Sr. No. 55) if any accident took place inside the establishment while the workman was on duty, he was given necessary leave with full wages and medical help, if necessary. In Kwaliti Restaurant, Bombay (Sr. No. 44), in Berrys' Restaurant, Bombay (Sr. No. 46) and in Bristro Restaurant, Bombay (Sr. No. 45) the workmen, in case of minor illness, were given medical aid free of charge, by the company's approved doctor. In cases of major illness the company's approved doctor gave medical advice free of charge.

FACILITIES TO THE TRADE UNION

In Liberty Restaurant, Bombay (Sr. No. 54) all recruitment of workmen was done through the trade union. The subscription of the union was deducted from the wages of the workmen and the same was handed over to the union by the management.

CASH VALUE OF WAGES IN KIND

The Government of Maharashtra has made the Hotel Workers' Wages in Kind (Computation of Cash Value) Rules, 1968, *vide* Government Notification I&L. D. No. MWA-2467/117512-LAB-III, dated the 23rd May 1968 (published in Maharashtra Government Gazette, Part I-L, dated 30th May 1968 at page 1166).

In these rules, a meal is described as a full and wholesome meal consisting of items of food such as rice, chapatis or bhakri or bread, vegetables, dal, mutton, fish or curry.

The cash value of wages in kind is computed as follows :—

Area	Cash value of meals, nasta or tea served during a month
I. Within the limits of the Municipal Corporation of Greater Bombay.	(i) Rs. 12.50 when one meal is served daily. (ii) Rs. 5 when one nasta is served daily. (iii) Rs. 1.25 paise when one tea is served daily.
II. Within the limits of the cities of Poona and Nagpur and of the Cantonments' of Poona and Kirkee.	(i) Rs. 11.75 when one meal is served daily. (ii) Rs. 4.75 when one nasta is served daily. (iii) Re. 1 when one tea is served daily.

PROVISION OF LODGING FACILITIES

Two cases were noted. In Vihar Restaurant, Bombay (Sr. No. 9) and in Liberty Restaurant, Bombay (Sr. No. 54), free lodging facilities to the employees were provided by the employers.

However, the following observations of Shri P. D. Sawarkar, Industrial Tribunal, regarding the lodging facilities provided by the employer to the employees in Vihar Restaurant, Bombay (Sr. No. 9), may be noted. The employer had stated before the Tribunal that he had provided lodging and boarding facilities and other comforts to his employees. The Industrial Tribunal observed ; "so I went to see for myself what kind of boarding and lodging and other comforts the employees were enjoying and I was thoroughly disappointed. The lodging arrangements were practically nil. The proprietor said that at night the servants moved away the tables and chairs in the front dining hall and slept there. The hall is not big at all. There is another narrow hall on the first floor. Thirty-eight workers occupying these two halls appeared to me to be an impossibility but that is what they are doing every night. And as regards "other comforts" there were absolutely none. These thirty-eight employees have to use one urinal, one lavatory and one bath-room—an unthinkable situation. I went and saw these places. They were extremely "filthy and stinking." (Maharashtra Government Gazette, Part I-L, dated 26th April 1962, page 1675).

SERVICE CHARGES

Five cases were noted. In Airport Restaurant, Bombay (Sr. No. 14), workmen were paid one month's salary as service charges at the end of the year. In Hotel Natraj, Bombay (Sr. No. 83), the company collected 7 per cent of the amount on all bills and cash memos from customers and distributed the same among the employees after deducting 15 per cent of the collection of service charges to meet the loss arising from damage, breakage or theft of the Company's property.

In Voyantzia Hotels Pvt. Ltd., Bombay (Sr. No. 82), the Company collected 10 per cent of the amount on various bills and cash memos as service charges. From the total amount collected as service charges the company deducted 15 per cent on account of losses, breakages of cutlery, crockery, etc., out of the balance left over, the Company guaranteed to pay to all employees getting a salary of less than Rs. 105 per month, a minimum sum of Rs. 35 per month against a share of 10 per cent of the service charges collection. Waiters and employees working in the other Room were, however, paid double the amount which the other employees were paid. Out of the balance left over, all employees getting a salary above Rs. 105 were paid one month's salary every 3 months if the funds so permitted, failing which, a sum proportionate to their salary was paid. If there was still any balance left over, the amount was equally distributed among the employees getting a salary less than Rs. 105 per month and employees working in the other Room and waiters. Employees were prohibited from collecting tips from the customers directly.

In Mirabella Hotel Company Private Ltd., Bombay (Sr. No. 53), the entire amount of service tips or service charges collected from the customers were distributed equally among the workmen on simple *per capita* basis. However, only the employees of the hotel who came within the definition of "workman" under the Industrial Disputes Act, 1947, were eligible for a share in the service tips or service charges. The management requested their patrons in writing not to pay tips to the employees directly but to pay the same at the counter and obtain receipts for the same.

In Grand Hotel Private Ltd., Bombay (Sr. No. 58), the management collected tips from the customers at the rate of 5 per cent on the boarding and lodging charges. A Committee of 5 employees was formed to look after the collection and distribution of tips. The Committee consisted of one representative each from the waiters, hamals, cooks, office staff and one representative from the managerial side. The members of the committee representing the workmen were necessarily to be the members of the union. No worker was allowed to accept any tip from the customers independently.

PROVIDENT FUND

Three cases were noted. In N. M. M. Co-operative Canteen Society Ltd., Kalwa, District Thana (Sr. No. 66) and in Grand Hotel Pvt. Ltd., Bombay (Sr. No. 58), Provident Fund Schemes based on the Provident Fund Act, 1952, were introduced by the employers.

In the Airlines Hotel Private Ltd., Bombay (Sr. No. 1), the Industrial Tribunal directed the concern to start a scheme of provident fund with the following features :—

- (a) The workers shall contribute one anna in the rupee of their salaries.
- (b) The Company's contribution shall be equal to the workers' contribution.
- (c) The whole of the company's contribution shall become payable to the workers in case of death, permanent disability or retrenchment from the service.
- (d) In case of resignation the company's contribution shall be payable as follows :—
 - 50 per cent after 5 years' service.
 - 60 per cent after 6 years' service.
 - 70 per cent after 7 years' service.
 - 80 per cent after 8 years' service.
 - 90 per cent after 9 years' service.
 - 100 per cent after 10 years' service.
- (e) One representative of the workers shall be on the Board of Trustees of the Provident Fund.
- (f) Other rules and regulations may be framed in consultation with the union in a purely advisory capacity.

GRATUITY

Twenty-one cases were found during the relevant period. A table showing the details of the amounts of gratuity granted is attached herewith.

Statement showing the particulars of Wages and Dearness Allowance in the "Hotels and Restaurants" Industry

Sr. No. in Index	Name of the Concern	Wages	Dearness Allowance		
(1)	(2)	(3)	(4)		
1	The Airlines Hotel Pvt. Ltd., Bombay	The Tribunal directed that the workers should get following pay on 1-1-59, on 1-1-60 and on 1-1-61 :—			
	Designation	On 1-1-59	On 1-1-60	On 1-1-61	
	1. Hamals & Sweepers	Rs. 40	Rs. 45	Rs. 47.50	
	2. Liftman or Liftboy	Rs. 40	Rs. 45	Rs. 50	
	3. Waiter	Rs. 45	Rs. 48	Rs. 50	
	4. Head Waiter	Rs. 55	Rs. 62	Rs. 65	
	5. Watchman	Rs. 63	Rs. 65	Rs. 67	
	6. Gardner	Rs. 62	Rs. 63.50	Rs. 65	
	7. Head Cook (English)	Rs. 150	Rs. 155	Rs. 160	

(1)	(2)	(3)	(4)
1	The Airlines Hotel Pvt. Ltd., Bombay— <i>contd.</i>	8. Head Cook (Indian) .. Rs. 120 Rs. 125 Rs. 130 9. Asstt. Cook (English) .. Rs. 60 Rs. 64 Rs. 68 10. Asstt. Cook (Indian) .. Rs. 50 Rs. 53 Rs. 56 11. Head Cook (Madras) .. Rs. 100 Rs. 105 Rs. 110 12. Asstt. Cook (Madras) .. Rs. 48 Rs. 50 Rs. 52 13. Pantryman Rs. 45 Rs. 47 Rs. 49 14. Linen Keeper Rs. 83 Rs. 86 Rs. 89 15. Kitchen Clerk No. 1 .. Rs. 85 Rs. 90 Rs. 95 16. Kitchen Clerk No. 2 .. Rs. 75 Rs. 80 Rs. 85 17. Tandoorwala Rs. 100 Rs. 104 Rs. 108	
2	The Eros Theatre & Restaurant Pvt. Ltd., Bombay.	<i>Effective from 1-3-50.</i> Waiter, Sweeper, Washers— Rs. 30—2—50. Cook— Rs. 55—4—75—5—100. Asstt. Cooks— Rs. 40—2—50—3—62—4—90.	<i>Effective from 1-3-50.</i> .. Up to a basic salary of Rs. 50 Rs. 40 p.m. For additional <i>rise</i> of Rs. 5 or part thereof in basic salary of Rs. 50. Re. 1 p.m.
3	The Central Telegraph Co-op. Canteen Ltd., Bombay.	<i>Effective from 1-7-60.</i> Cashier— Rs. 75—5—100. Malwala— Rs. 55—4—75. Kitchen Asstt. & Bhajiawala— Rs. 45—3—60. Waiters— Rs. 40—2—50. Boys— Rs. 35—1—40. <i>Note.</i> —The workers shall continue to enjoy the facility of free food as before.	
5	M/s. Pyrkas Stores & Cafe, .. Bombay.	<i>Effective from 1-7-60.</i> Waiter— Rs. 25—2—41. Unskilled Workman— Rs. 25—2—35. Samosawala, Sandwichwala, Teawala, Coffeewala, Masalawala, Pudding and Jelly makers, Ovaltinemaker, those preparing Horlicks, Bournvita, Cold Coffee, Syrup, etc.— Rs. 35—2—45. Asstt. Cooks— Rs. 50—4—70. Cooks— Rs. 175—5—200.	
6	The Airlines Hotel Pvt. Ltd., Bombay.	<i>Effective from 1-1-59.</i> Head Cook (English)— Rs. 150—10—250. Asstt. Cook (English)— Rs. 70—5—140. Head Cook (Indian)— Rs. 120—5—175. Asstt. Cook (Indian)— Rs. 50—6—120. Head Cook (Madras)— Rs. 100—5—140. Asstt. Cook (Madras)— Rs. 50—5—80. Pantrymen— Rs. 47—2—50—72. Line Keeper— Rs. 100—5—125. Waiter— Rs. 45—2½—65. Head Waiter— Rs. 70—5—100. Peons— Rs. 45—3—66.	

(1)	(2)	(3)	(4)
6	The Air-lines Hotel Pvt. Ltd., Bombay— <i>Contd.</i>	Liftman— Rs. 43—3—61. Coroner— Rs. 50—3—74 (without food). Watchman— Rs. 60—4—84. Plumber— Rs. 90—5—120 (without food). Pageboys, Hamals, Sweepers, Matcs— Rs. 43—2—61. Electrician— Rs. 85—5—125. Kitchen Clerk— Rs. 80—5—120. Tandoorwala— Rs. 90—4—122.	
7	M/s Firdoshi & Company, .. Bombay	<i>Effective from 1-1-61.</i> Mistry— Rs. 90—2—110—2-50—120. Patrawala— Rs. 55—2—75. Tea maker— Rs. 35—2—55. Soda Lemonwala, Waiter— Rs. 30—2—50. Salesman— Rs. 100—2-50—110—3—125. Workers will continue to get present amenities which they enjoy viz., extra allowance, free food, accommodation.	
8	Grand Hotel Pvt. Ltd., .. Bombay	<i>Effective from 1-4-61.</i> Basic Pay (Rs.) D. A. (p.m.) 1—50 Rs. 15 51—100 Rs. 25 101—150 Rs. 30 151—200 Rs. 35 201 and above Rs. 45	
9	Vihar Restaurant, Bombay	<i>Consolidated Wages.</i> Skilled—Cook, Dosawala— Rs. 40—2—50. Semi-skilled—Helpers to Cooks or Asstt. Cooks— Rs. 25—1-50—34. Unskilled—Orderwala, boys, masala grinder, common duty, utensil washer— Rs. 20—1—30.	
10	Olympia Stores & Coffee House, Bombay	<i>Effective from 1-11-61.</i> Skilled—Cook— Rs. 100—4—140. Semi-skilled—Waiters— Rs. 20—1—30—2—34. Asstt. Cooks— Rs. 40—2—60. Stores Salesboy— Rs. 40—2—50. Tea and Coffee Makers, Syrup Makers, Makers of other hot drinks, Rotiwala— Rs. 30—1—36—2—40. Unskilled— Asstt. to tea makers, masalawalas, Extra hands, Water and Salad Servers, Cleaners, Dish-washers, etc.— Rs. 20—1—30.	
11	Air-Port Staff Canteen, .. Bombay	<i>Effective from 1-5-62.</i> Waiter, Grinder, Vendor, Cleaner— Rs. 30—1—40—2—50. Grinders to get Rs. 5 more. Asstt. Cooks (including Tandoor Cooks, Riceplate Cooks & Reliever Cooks)— Rs. 55—2—60—4—80. Cooks— Rs. 65—3—80—4—100. Account Clerks— Rs. 70—4—90—5—120. Coupon Clerk, Tea makers— Rs. 40—2—60. Supervisors— Rs. 55—4—75—5—100.	

(1)	(2)	(3)	(4)
12 The Bombay Telephone Workshops Employees Consumers' Co-op. Society Ltd., Bombay.	Canteen Boys— Rs. 35—1—40. Vendors— Rs. 35—1—40. Tea maker— Rs. 40—2—50. Grinder— Rs. 35—1—40 plus Rs. 5. Counter man— Rs. 35—1—40. (Counter man keeping record of crockery to get Rs. 2 more). Asstt. Cook— Rs. 45—3—60. Head Cook— Rs. 60—4—80. Canteen Clerk and Coupon Clerk— Rs. 60—4—80. In addition employees will continue to get One meal and Two nastas on working days and will get Rs. 16 per month for less for evening meal and food and nasta on holidays as food allowance.	..	.
13 The Reserve Bank of India Staff Canteen Committee., Bombay.	<i>Effective from 1-10-62.</i> Cooks— Rs. 45—3—69—4—85. Asstt. Cooks— Rs. 40—2—60. Tea maker— Rs. 40—2—60. Waiters— Rs. 30—2—50. Grinders— Rs. 35—2—55. Cleaners and Sweepers— Rs. 25—1—50—37. Coupon Collectors— Rs. 35—2—55. <i>Note.</i>—Workmen will not be entitled to take any of their meals in the Canteen on Sundays or other holidays.		
14 The Air-port Restaurant, Bombay.	Waiters— Rs. 30—2—60. English Cook— Rs. 100—4—150—10—170. Indian Cooks— Rs. 80—5—125—7—160. Assistant Cooks— Rs. 45—3—60—4—80. Stewards— Rs. 80—5—150. Barmen— Rs. 30—2—60—4—80. Pantryman— Rs. 40—3—60—4—80. Washers and Sweepers— Rs. 30—2—40.	1. Workers with no meals— Rs. 22:50 2. Workers with one meals— Rs. 17:50 3. Workers with two meals— Rs. 12:50	
15 Brijwasi Bhavan, Bombay.	<i>Effective from 1-10-1961.</i> 1. Cleaners and Unskilled workmen (Miscellaneous)— Rs. 35—2—45. 2. Waiters, Grinders and all other Semi-skilled workmen (Miscellaneous)— Rs. 40—3—70. 3. Malwala, Sweatmeat Preparer— Rs. 65—5—100.	..	..
16 M/s. Liberty Caterers, Bombay.	<i>Effective from 1-10-1962.</i> 1. Workmen below the age of 18 years— Rs. 25—2—35. 2. Cleaners and Vendors— Rs. 30—2—50. 3. Waiters, Sweepers, Bhandiwalas— Rs. 35—2—55.	<i>Effective from 1-10-1962.</i> Rs. 15 per month.	

(1)	(2)	(3)	(4)
16 M/S. Liberty Caterers, Bombay—(Contd).	4. Counterman— Rs. 40—3—70. 5. Asstt. Cooks, Puriwala, Dosawalla, Chapati-walla, Grinders, Tea-makers— Rs. 45—3—75. Floor Tea makers shall be paid Rs. 10 as extra wages. 6. Supervisors— Rs. 55—4—95. 7. Cooks of all section and Cashiers— Rs. 75—5—125.		
17 The Bombay Municipal Corporation staff Co-operative Canteen, Ltd. Bombay.	Canteen Boys— Rs. 30—1-50—42. Waiters— Rs. 35—2—55—2-50—65. Tea Caterers and Tea Makers— Rs. 45—2—65—2-50—85. Asstt. Cook— Rs. 40—2—60—2-50—80. Head Cook— Rs. 75—5—90—4—110.		
18. M/s. Jalpan Griha, Bombay.	<i>Effective from 1-1-1963.</i> Unskilled— Rs. 21—1-50—36. Semi-skilled— Rs. 25—3—55. Skilled— Rs. 50—4—90.	<i>Effective from 1-4-1963.</i> Rs. 20-00 per month.	
19 The Central Railway, V. T. Staff Canteen., Bombay.	<i>Effective from 1-9-1962.</i> For Permanent workmen only— Cleaners— Rs. 30—2—40. Vendors— Rs. 32-50—2—42-50. Asstt. Cooks, Tea maker, Grinder— Rs. 35—2—45. Coupon Seller— Rs. 40—3—55. Cooks (Vegetarian and Non-vegetarian)— Rs. 50—3—65. Unit-in-charge, Godown Keeper, Kitchen-Clerk— Rs. 60—4—80. Asstt. Manager— Rs. 80—5—100.	Rs. per month.	
20 M/s. Industrial Catering Service, Bombay.	<i>Effective from 1-4-1963.</i> Unskilled— Cleaners, Vendors, Helpers— Rs. 30—2—50. Semi-skilled— Grinders, Waiters, Tea makers, Kitchen Assistants— Rs. 37-50—2-50—62-50. Skilled— Asstt. Cooks, Asstt. Supervisors, Counter Attendants— Rs. 45—3—75. Highly skilled— Head Cooks, Supervisors— Rs. 60—4—100.		
22 The Gopalashram, Bombay.	Cook reliever or Asstt. Cook— Rs. 85—2-50—100—3—112. Assistants— Rs. 80—2—92—2-50—102. Cleaner, Paniwalas and Servers— Rs. 75—1-50—84—2—92. <i>Note.</i> —Since the cook is paid Rs. 1-70 per day the Tribunal did not feel it necessary to fix any pay-scale for this category.		
23 M/s. Leopold Cafe and Stores, Bombay.	Skilled— Rs. 70—4—98. Semi-skilled— Rs. 43—3—58. Unskilled— Rs. 33—2—43. <i>Note.</i> —In addition to the above cash wage workmen to be supplied meals, nashta, and tea.		

(1)	(2)	(3)	(4)
24 Thakkar Caterers Bombay.	<i>Effective from 1-10-1963.</i>		
	Skilled— Rs. 70—4—98. Semi-skilled— Rs. 43—3—58. Unskilled— Rs. 33—2—43. <i>Note.</i> —With food as prescribed under the Notification I. & L. D. No. MWA-2461 issued on 1st October 1963 by State Government under M. W. Act.		
25 The Finestone Tyre and Rubber Co. of India Pvt. Ltd., Employees Co-operative credit Society, Ltd.	1. Cooks— Rs. 60—3—90. 2. Asstt. Cooks— Rs. 40—2-50—65. 3. Canteen Boyes— Rs. 35—2—55.		Rs. 50 p. m. at the Cost of Living Index 441—450 and for every 10 points variation Rs. 3.
26 M/s. Visawa Milk Bar and Restaurant.	1. Unskilled— Rs. 33—2—43. 2. Semi-skilled— Rs. 44—2—58. 3. Skilled— Rs. 70—4—98.		
27 The Hotel Woldorf, Bombay	The Tribunal directed that with effect from 1st January 1964 those workmen who have been drawing a cash wage (excluding guaranteed share of service charges at the rate of 4 months' cash salary in the year) of less than Rs. 60 p.m. and who have completed 5 years service on 1st January 1964, should be given an ad-hoc increase of Rs. 7 p. m. in their cash wages with proportionate increase in their share of the service charges, and Rs. 5 with proportionate increase in their service charges, if they have completed 3 years' service on that date. The Tribunal further directed that with effect from 1st January 1964, workman who is provided with accommodation shall get Rs. 32 less in cash wage (exclusive of the guaranteed share of service charges at the rate of 4 months' cash salary in the year). A workman who is not provided with accommodation shall not get a less cash wage than Rs. 36 (exclusive of the share of service charges at the rate of 4 months' cash salary in the year).		
28 M/s. Special Anand Bhuvan Bombay.	<i>Effective from 1-10-1963.</i>		
	Unskilled— Rs. 32-50—1-50—40-00. Semi-skilled— Rs. 42-50—2-50—55-00. Skilled— Rs. 70—00—4-00—90-00.		
29 Richardson and Cruddas Ltd., Employees Consumers Co-op. Society Canteen Ltd., Bombay.	Cook (Non-veg.)— Rs. 75—5—100—7-50—145 P. M. Cook (Veg.)— Rs. 65—5—90—7-50—135 P. M. Venders— Rs. 35—3—44—4—80. Cleaners— Rs. 25—2½—30—4—66. Grinders— Rs. 40—3—49—5—94.		Re. 1 for every increase of 5 pts. above 500 Index pts.
30 Mahindra and Mahindra Ltd., Employees Co-op. Canteen, Bombay.	Cook— Rs. 85—5—100—7-50—155. Asstt. Cook, Snack Maker, Tea maker, Grinder— Rs. 70—3—85—5—110. Vendor-Cum-Cleaner— Rs. 50—3—59—4—95.		As in sr. No. 29 above.

(1)	(2)	(3)	(4)
31	M/s. Hotel Nataraj, Bombay	..	Basic on 1-4-65 on 1-9-65 Up to Rs. 100 Rs. 12-50 p.m. Rs. 15-00 p.m. Over Rs. 100 12½ p.c. Maxi- 15 p.c. Maxi- and up to mum Rs. 25. mum Rs. 30. Rs. 325. D. A. shall be rounded up to the nearest half Rupee (more than 25 ps. and ignored less than 25 ps.) Those drawing over 325 and under 355 should be given a marginal increase in their total emoluments from 1st September 1965. So that they should not get less than Rs. 355.
32	M/s. Western Rly, Staff Canteen Carnac Bridge, Bombay.	Cleaner, Canteen, Order boy, Tea boy, Water boy— Rs. 80—1-50—95. Tea maker— Rs. 85—2—105. Conteman, mandaviwala— Rs. 90—3—120. Asstt. Cook, Asstt. Malwalla— Rs. 100—3—130. Cook, Malwalla— Rs. 120—5—170.	
33	Accountant Gen's Office Staff Canteen, Ltd., Bombay.	Malwalla Cook— Rs. 100—5—150. Asstt. Malwalla and Asstt. Cook— Rs. 55—3—70—4—90. Tea maker— Rs. 40—3—55—4—75. Grinder— Rs. 40—2—60. Food allowance of Rs. 45 per month to all workers.	
34	M/s. Sea Green Hotel, Bombay	Head Cook or Chief Cook— Rs. 125—5—150—8—190. Second Cook— Rs. 100—4—120—6—150. Asstt. Indian Cook— Rs. 65—3—80—4—120. Head Waiter— Rs. 100—4—120—6—150. Waiters— Rs. 60—3—75—4—95—5—120. Pantry Boy, Liftman— Rs. 60—3—75—4—95—5—120. Hamal, Sweepers, Boys and Jamadar— Rs. 50—3—65—4—85. Watchman— Rs. 60—3—75—4—95—5—120.	
35	M/s. Parsian Restaurant, Bombay.	Asstt. Cashier— Rs. 72-50 p. m. Cook Mate— Rs. 37-50 p. m.	
36	M/s. Desai's Arogyabhuvan, Bombay.	Consolidated wage— Cleaner— Rs. 80—3—95. Waiters, Lassiwalla, Kitchen Asstt., Asstt. Milk Vendor— Rs. 90—4—110. Malwalla, Cook— Rs. 125—7—160.	
37	M/s. Kelkar Vishranti Griha, Bombay.	Unskilled Cleaners— Rs. 80—2—100. Semi-skilled, Waiters, Mandiwalla and others— Rs. 90—3—135. Skilled (Cook)— Rs. 120—5—170.	D. A. as per the Cost of Living Index of 640—649 and Rs. 3 for variation of every 10 pts.
39	M/s. Infant & Public Milk Supply Co., Bombay.	Effective from 1-5-1966 Linewallas— Rs. 90—3—105—4—125. Boiler Attendants, Clerks and Mehtas— Rs. 170—5—195—7—230.	

(1)	(2)	(3)	(4)
40 The New Madras Cafe, Bombay.	<i>Effective from 1-1-1967</i> A.—Unskilled— Rs. 40—2—50. B.—Semi-skilled— Rs. 50—3—65. C.—Skilled— Rs. 75—5—100.		
41 New Fotowat Bakery, Bombay	<i>Consolidated wage-scale—</i> (a) Patrewala— Rs. 100—4—140. (b) Gadiwala and Guliwala— Rs. 125—6—185. (c) Bhattiwala— Rs. 150—8—246.		
42 Excelsior Restaurant and Stores, Bombay.	<i>Effective from 1-1-1967</i> Cleaners— Rs. 40—2—60. Waiters, Grinders— Rs. 50—3—80. Tea Maker, Pantryman, Asstt. Cook and Handiwala— Rs. 60—4—100. Cook, Confectioners, Storeman and Supervisor— Rs. 115—5—165.		
43 The Gourdan & Co., Bombay	Unskilled Rs. 85—3—175. Semi-skilled— Rs. 110—4—210. Skilled— Rs. 140—5—180—6—260.		
44 Kwaliti Restaurant, Bombay	<i>Effective from 1-8-1967</i> Head Cook (English)— Rs. 140—10—190—15—280—18—363. Head Cook (Indian)— Rs. 125—10—175—12'50—312'50. Steward— Rs. 125—7—160—10—270. Tandarwala— Rs. 110—8—150—10—260. Driver— Rs. 100—7—135—10—245. 1st Asstt. to Head Cook (English)— Rs. 80—7—115—10—225. 1st Asstt. to Head Cook (Indian), Chana Samosawala— Rs. 70—5—95—8—183. 1st Asstt. to Tandoorwala— Rs. 65—6—95—7'50—177'50. 2nd Asstt. to Head Cook (English)— Rs. 60—5—85—7'50—167'50. Pantryman, Store-Keeper— Rs. 60—3—75—5—130. 3rd Asstt. to Head Cook (English)— Rs. 50—3—65—6—131. Head Waiter or Butler, Asstt. for Pantryman, Peon, Watchman and Chowkidar— Rs. 45—2—55—3—88. Cook Mate (English Kitchen), Cook Mate (Indian Kitchen), 3rd Asstt. to Tandoorwala (Mate) Mate or Asstt., Coffee Boy, Hamals, Sweepers, Gate Boys (above 18 years) and Masalchis— Rs. 40—2—50—3—83. Waiters— Rs. 40—2—60—3—78. Gate Boys (up to 18 years)— Rs. 35—1—40—2—62. Cashiers— Rs. 140—8—180—10—250.		(a) Each workman shall be paid a sum of Rs. 15 per month as D. A. with effect from 1st May, 1966 to 31st May 1967. (b) Workers shall be paid Rs. 17'50 as D. A. with effect from 1st June 1967. The D. A. at Rs. 17'50 shall be linked with index number 684. The variation shall be Rs. 2 for every 10 points rise or fall of the index. (c) The workman shall be paid D. A. at the above rate till the number reaches 784. This fixture of 784 of the index shall not be taken as a ceiling, but the position shall then mutually be reviewed by the parties and in case no settlement is arrived at between the parties, the parties will be at liberty to rise a dispute without termination of the settlement (During the pendency of the negotiations the workers shall be paid D. A. on index number 784 or in case the index falls below 784 then at the rate in clause (b) above).

(1)	(2)	(3)	(4)
44	Kwality Restaurant, Bombay (cont.)	Clerk-Bill Clerk— Rs. 125—7—160—8—250. Stenographer— Rs. 180—10—240—12-50—290.	
45	Bistro Restaurant, Bombay	Stenographer— Rs. 180—10—240—12-50—290. Cashiers— Rs. 140—8—180—10—250. Clerk-Bill Clerk— Rs. 135—7—160—8—350. Head Cook (English)— Rs. 140—10—190—15—280—18—363. Head Cook (Indian)— Rs. 125—10—175—12-50—312-50. Steward— Rs. 125—7—160—10—270. Tandurwala— Rs. 110—8—150—10—260. Driver— Rs. 100—7—135—10—245. 1st Asstt. to Head Cook (Indian)— Rs. 70—5—95—8—183. Chana Samosawala, 1st Asstt. to Tandoor. wala— Rs. 65—6—95—7-50—177-50. 2nd Asstt. to Head Cook (English)— Rs. 60—6—85—7-50—167-50. Pantryman, Store-keeper— Rs. 60—3—75—5—130. 3rd Asstt. to Head Cook (English)— Rs. 50—3—65—6—131. Head Waiter or Butler, Asstt. for Pantryman, Peon, Watchman, Chowkidar— Rs. 45—2—55—3—88. Cook Mate (English Kitchen), Cook Mate (Indian Kitchen), 3rd Asstt. to Tandoorwala (Mate), Mate or Assistant, Coffee Boy, Hamals and Sweepers, Gate Boy (above 18 years), Masalchis— Rs. 40—2—50—3—83. Waiters— Rs. 40—2—60—3—78. Gate Boy (up to 18 years)— Rs. 35—1—40—2—62.	
46	M/s. Berry's Restaurant, Bombay.	Cashiers— Rs. 140—8—180—10—250. Head Cook (English)— Rs. 140—10—190—15—280—18—363. Head Cook (Indian)— Rs. 125—10—175—12-50—312-50. Steward— Rs. 125—7—160—10—270. Tandurwala— Rs. 110—8—150—10—260. Driver— Rs. 100—7—135—10—245. 1st Asstt. to Head Cook (English)— Rs. 80—7—115—10—225. 1st Asstt. to Head Cook (Indian), Chana Samossawala— Rs. 70—5—95—8—183. 1st Asstt. to Tandurwala— Rs. 65—6—95—7-50—177-50. 2nd Asstt. to Head Cook (English), 2nd Asstt. to Indian Cook— Rs. 60—5—85—7-50—167-50. Pantryman, Store-Keeper— Rs. 60—3—75—5—130. 3rd Asstt. to Head Cook (English), 3rd Asstt. to Indian Cook and 2nd Asstt. to Pantryman— Rs. 50—3—65—6—131. Head Waiter or Butler, Asstt. to Pantryman, Watchman, Chowkidar— Rs. 45—2—55—3—88. Cook Mate (Indian Kitchen), Cook Mate (English Kitchen), 3rd Asstt. to Tandurwala Mate, Mate or Asstt. Coffee Boy, Hamals and Sweepers, Gate Boy (above 18 years), Masalchies— Rs. 40—2—50—3—83. Waiters— Rs. 40—2—60—3—78.	(A) From 1st April 1967 to 31st May 1967— Rs. 15 p. m. (B) From 1st June 1967:— Rs. 17-50, the D. A. at Rs. 17-50 shall be linked with index number 684. The variation shall be Rs. 2 for every 10 points rise or fall of the index. (C) The above D. A. shall be paid till the index number reaches 784.

(1)	(2)	(3)	(4)
47 M/s. D'silva Caterers, Bombay	<i>Effective from July 1967</i>	Unskilled Tea Vendors, Cleaners and other categories as specified in the M. W. Notification— Rs. 37-50—2—47-50. Semi-skilled—Asstt. Manager, Waiters and others as categorised in M. W. Notification— Rs. 47-50—3—62-50. Skilled Manager, Cook— Rs. 72-50—5—97-50. Adolescents and Children, if any, shall be paid 3/4 and 2/3 rd of the wages respectively.	
50 Yezdiar Industrial Institute (Cooking Deptt.).		Head Cook— Rs. 75—5—125. Ist Cook— Rs. 60—4—100. Asstt. Cook— Rs. 40—3—70. Mate— Rs. 30—2½—55. Helper— Rs. 25—2—45. Hamal— Rs. 20—2—36.	
54 Liberty Restaurant, Bombay.		Cooks— Rs. 40—4—60. Asstt. Cooks, Pantryman— Rs. 30—3—45. Grinder— Rs. 35—2—45. Waiters— Rs. 30—2—40. Cleaners (Young boys)— Rs. 20—2—30. Sweepers— Rs. 25—2—35.	
55 Purohit Bros, Bombay.	<i>Effective from 1-12-59.</i>	Counterwalas— Rs. 65—5—90. Head Cook— Rs. 55—4—75. Asstt. Cook— Rs. 41—3—56. Waiters— Rs. 30—2—40. Cleaners— Rs. 25—2—35.	<i>Effective from 1-12-1959.</i> Rs. 20 per month.
56 Narsimha Hindu Lodge, Bombay.	<i>Effective from 1-3-60.</i> (Consolidated wages)	Hamals, Cleaners, Paniwalas, Room Boys and all Unskilled Workers serving food to customers— Rs. 18—2—38. Sewers and Waiters— Rs. 21—2—41. Battiwala, Puriwala, Chapatiwala and all Semi-skilled workmen— Rs. 27—2-50—52.	
		<i>Note.</i> —The above wage-scales are inclusive of Tea and Food supplied to workers.	
57 Sea Face Hotel, Bombay. ..	<i>Effective from 5-5-60.</i>	Head Cook and Butler— Rs. 75—5—125. Waiters, Mates, Pantryman— Rs. 35—2½—60. Hamals— Rs. 30—2—46. Jamadar— Rs. 30—2—40.	

(1)	(2)	(3)	(4)
59 Panshikar and Sons, Bombay.	Following increments will be given from 1-11-60. Asstt. Cooks— Rs. 3. Order Boys— Rs. 2. The maximum for Asstt. Cooks will be Rs. 90 and for the Order Boys Rs. 65 per month.		
61 Yazdan Restaurant, Bombay.	<i>Effective from 1-9-61.</i>		
	Standwalla— (1) Rs. 37—2—45 (3 workers). (2) Rs. 45—2—53 (2 workers). Waiters— (1) Rs. 43—2—51 (1 worker). (2) Rs. 40—2—48 (1 worker). (3) Rs. 38—2—46 (1 worker). (4) Rs. 36—2—44 (3 workers). (5) Rs. 35—2—43 (1 worker). (6) Rs. 26—2—34 (1 worker). (7) Rs. 22—2—30 (1 worker).		
62 New Yazdan and Co., Bombay.	<i>Effective from 1-11-61.</i>		
	(1) Rs. 20—2—30 (3 workers) } No designations. (2) Rs. 25—2—35 (3 workers) } have been given. (3) Rs. 32—2—42 (1 worker). } The present food supply to continue.		
63 Kwaliti Restaurant and Ice cream Co., Bombay.	<i>Effective from 1-4-61.</i>		
	Head Cook (English)— Rs. 140—10—240—15—315. Head Cook (Indian)— Rs. 125—10—225. Steward— Rs. 125—7—195. Tandoorwala— Rs. 110—8—190. Driver— Rs. 100—7—170. 1st Asstt. to Head Cook (English)— Rs. 80—7—150. 1st Asstt. to Head Cook (Indian), Chana Samosawala— Rs. 70—5—120. 1st Asstt. to Tandoorwala— Rs. 65—6—125. 2nd Asstt. to Head Cook (English)— Rs. 60—5—110. Pantryman, Storekeeper— Rs. 60—3—90. 3rd Asstt. to Head Cook (English), 2nd Asstt. to Head Cook (Indian) and 2nd Asstt. to Tandoorwala— Rs. 50—3—80. Head Waiter or Butler— Rs. 45—3—75. Mate or Asstt. Pantryman, Jamadar, Watchman, Chawkidar, Peon— Rs. 45—2—56. Cook Mate, Cook Mate (Indian), 3rd Asstt. to Tandoorwala, Mate or Asstt. Coffeeboy, Waiter, Hamal and Sweeper, Gate Boys (above 18 years), Masalchis— Rs. 40—2—60. Gate Boys (up to 18 years)— Rs. 35—1—45.		
64 Berrya Restaurant, Bombay.	<i>Effective from 1-4-61.</i>		
	Head Cook (English)— Rs. 140—10—240—15—315. Head Cook (Indian)— Rs. 125—10—225. Steward— Rs. 125—7—195. Tandoorwala— Rs. 110—8—190. Driver— Rs. 100—7—170.		

(1)	(2)	(3)	(4)
64—Berrya Restaurant, Bombay— cont.	First Asstt. to Head Cook (English)— Rs. 80—7—150. First Asstt. to Head Cook (Indian) Chana- samosawala— Rs. 70—5—120. 1st Asstt. to Tandoorwala— Rs. 65—6—125. 2nd Asstt. to Head Cook (English)— Rs. 60—5—110. Pantryman, Storekeeper— Rs. 60—3—90. 3rd Asstt. to Head Cook (English), 2nd Asstt. to Head Cook (Indian) and 2nd Asstt. to Tandoorwala— Rs. 50—3—80. Head Waiter or Butler— Rs. 45—3—75. Jamadar, Watchman, Chowkidar, Peon— Rs. 45—2—65. Mate or Asstt. Cook Pantryman— Rs. 45—2—63. Cook Mate (English), Cook Mate (Indian), 3rd Asstt. Tandoorwala, Coffee Boy, Waiter, Hamal and Sweeper, Masalchis, Gate Boys above 18 years— Rs. 40—2—60. Pantryman, Storekeeper— Rs. 60—3—90. Gate boys up to 18 years— Rs. 35—1—45.		
65 New Empire Stores and Res- taurant, Bombay.	Different wage-scales were given to individual workers as below :— No designations have been given— Rs. 26—3—41. Rs. 26—2—34. Rs. 27—3—42. Rs. 33—2—43. Rs. 34—4—54 (for 2 workers). Rs. 36—4—56 (for 2 workers.)		
66 N. M. M. Co-operative Can- teen Society, Ltd. Kalwa, Thana.	Grade I—Supervisors and Cooks— Rs. 115—6—175. Grade II—Tea makers and Purchasers— Rs. 100—4—140. Grade III—Counterboys and Vendors— Rs. 90—3—120. Grade IV—Cleaners and Sweepers— Rs. 80—2—100. Grade V—Cashiers and Storekeepers— Rs. 130—8—170—10—230. <i>Note.</i> —These scales are exclusive of food value the society provides at present.		
67 Alcock, Ashdown Employees' Canteen and Consumers' Co-operative Society Ltd., Bombay.	<i>Effective from 1-1-62.</i> Clerk— Rs. 100—5—125. Cook— Rs. 60—4—100. Snackman— Rs. 40—2-50—65. Tea-Maker— Rs. 35—2—55. Canteen Boys— Rs. 30—1-50—45. <i>Note.</i> —Food Allowance at a flat rate of Rs. 15 p.m. in addition to one meal and tea.		
68 Sarang Restaurant, Santacruz, Bombay.	<i>Effective from 1-1-62.</i> Existing Waiters getting Rs. 40 p.m. shall be paid Rs. 48 per month. Existing Waiters getting Rs. 42 p.m. shall be paid Rs. 60 per month. Existing Cleaners who have less than 6 months service shall be paid Rs. 22 per month Existing cleaners who have more than 6 months service shall be paid Rs. 25 p.m. Cooks shall be given ad-hoc increment of Rs. 7 p.m. Tandoorwala, Tea-makers and Malwalas shall be given ad-hoc increment of Rs. 5 per month.		

(1)	(2)	(3)	(4)
69	M/s. Astoria Hotel, Bombay	From 1-5-62 all workmen shall be given an increase of Rs. 7 per month in their existing salary.	
70	United Canteen Service Pvt. Ltd., Bombay.	<i>Effective from 1-3-62.</i> Cook (Western Style)— Rs. 100—5—135—6—153. Drivers— Rs. 80—5—115—6—133. Baker— Rs. 75—5—100—6—188. Asstt. Cook (Western Style) Sweet-maker— Rs. 60—4—88—5—103. Cook (Indian Style)— Rs. 60—3—81—4—93. Tea-maker— Rs. 45—3—66—4—78. Asstt. Baker & Pantryman— Rs. 40—4—68—5—83. Asstt. Cook (Indian Style)— Rs. 40—2—54—3—66. Service Boys, Hamals, Cleaners, Sweepers, Tea Vendors etc.— Rs. 30—2—40—3—55.	
71	Sher-E-Punjab Restaurant, .. Bombay.	Increments shall be granted to workmen as below with effect from 1-6-62:—	
		Basic wages as on 1-6-62	Rate of annual Increment
		Up to Rs. 30	Rs. 2 p. m.
		Rs. 31 and above	Rs. 4 p. m.
		Bill Clerk & Stewards	Rs. 6 p. m.
		Asstt. Manager	Rs. 10 p. m.
		Manager	Rs. 15 p. m.
72	Sher-E-Punjab Restaurant, Bombay.	Annual Increments shall be granted to workmen as below on basic wages as on 1-7-62:—	
		(1) Up to Rs. 25	Rs. 2 p.m.
		(2) Between Rs. 26 and Rs. 50	Rs. 3 p. m.
		(3) Rs. 51 and above and Bill Clerks	Rs. 4 p. m.
		(4) Managers	Rs. 10 p. m.
74	Kwality Restaurant, Bombay	<i>Effective from 1-1-62</i> Sandwich and Snack Cook— Rs. 75—6—135. Samosa and Chanewala— Rs. 70—5—120. Pantryman-cum-Coffee Boy— Rs. 60—3—90. Relievers to Asstt. Snack Cook and Asstt. Chanewala— Rs. 45—3—75. Asstt. Pantryman-cum-Coffee Boy— Rs. 45—2—65. Waiter, Mashalchis, Hamals, Sweepers, Gate Boy (18 years of age and over)— Rs. 40—2—60. Gate Boy (under 18 years of age)— Rs. 35—1—45.	
75	Bombay Milk Scheme Staff Co-operative Canteen and Stores Ltd., Bombay.	<i>Effective from 1-7-62</i> Storekeeper, Supervisor, Cashier— Rs. 85—5—110. Counter Cashiers— Rs. 60—5—85. Malwala— Rs. 55—4—75. Asstt. Cook and Tea-Maker— Rs. 45—3—60. Waiter Rs. 40—2—50. Boys— Rs. 30—1—35.	

(1)	(2)	(3)	(4)
76	Purohit Hotel, Bombay ..	<i>Effective from 1-6-62</i>	
		Cashier, Head Cook— Rs. 75—5—100—7—135.	
		English and Indian Cooks, Farsanwalla, Puriwallas— Rs. 55—4—75—5—100.	
		Waiter, Pantrymen, Asstt. English and Indian Cook— Rs. 40—3—55—4—75.	
		Kitchen mates— Rs. 40—2—50—3—65.	
77	Harvic Cafe, Bombay ..	<i>Effective from 1-9-62.</i>	
		Head Cook (Indian)— Rs. 125—10—225.	
		Head Cook (English)— Rs. 125—7—216.	
		Steward— Rs. 125—7—195.	
		Asstt. Head Cook (English)— Rs. 75—5—125.	
		Chapati Tandoorwala— Rs. 60—3—90—4—122.	
		Asstt. Cook (Indian)— Rs. 60—3—90.	
		Pantryman— Rs. 54—3—71.	
		Head Butler and Waiter— Rs. 45—3—75.	
		Masalchis— Rs. 40—2—60.	
		Cook Mate— Rs. 36—2—54.	
		Mate or Asstt. for Pantryman, Waiters, Hamals, Sweepers— Rs. 32—2—52.	
78	Ambassador Hotel, Bombay	Hamals, Sweepers, Disc Boys, Page Boys and Pantrymates or Pantry Boys— Rs. 50—2—60.	
		Waiters, Room Boys, Watchmen, Lift Boys, Machinist, Staff-cook and Cook's Mates— Rs. 55—3—70.	
79	M/s. Gaylord Restaurant, Bombay.	<i>Effective from 1-5-62.</i>	
		Accountant— Rs. 300—25—500.	
		Asstt. Manager— Rs. 250—10—310—15—400.	
		Head Cook (English.)— Rs. 200—10—240—15—450.	
		Store-in-charge— Rs. 180—7½—240—10—310.	
		Head Cook (Chinese.)— Rs. 136—8—240—10—350.	
		Steward, Clerk, Cashier— Rs. 135—5—180—7-50—240.	
		Head Cook (Indian)— Rs. 125—10—265.	
		Head Tandoor— Rs. 110—8—223.	
		Confectioner— Rs. 110—8—190.	
		1st Asstt. Cook (English)— Rs. 100—6—136—10—256.	
		1st Asstt. to Indian Cook— Rs. 100—6—136.	
		2nd Asstt. Cook (English)— Rs. 90—5—175.	
		3rd Asstt. Cook (English)— Rs. 80—5—150.	
		Store-keeper— Rs. 80—5—120.	
		Peons— Rs. 80—3—116.	
		1st Asstt. Cook (Chinese), 1st Asstt. (Confec- tioner)— Rs. 75—6—141.	

(1)	(2)	(3)	(4)
79—M/s. Gaylord Restaurant, Bombay—cont.	1st Asstt. to Tandoor, Samosa Maker, Other Asstts.— Rs. 75—5—140. Butler or Head Waiter— Rs. 70—3—85—4—125—5—150. Head Pantryman— Rs. 70—3—91—4—119. Electrician (Part-time)— Rs. 60 (fixed), Watchman— Rs. 55—3—85. Asstt. Pantryman or Pantrymates, All Mates (including English, Indian, Chinese Kitchens, Tandoor, Bakery, Samosa Section) Coffee Boy— Rs. 50—3—80. Masalchis and all other Unskilled Workers, Sweepers— Rs. 40—3—64. Waiters— Rs. 40—2—60.		
80 Volga Restaurant, Bombay-1, Nepali Restaurant, Bombay-1, Alibaba Restaurant, Bombay-1.	Head Cook (English)— Rs. 200—10—300—15—425. Stenographer— Rs. 180—7-50—240—10—250. Cashier, Steward, Cashier-cum-Steward— Rs. 140—8—220—10—250. Cashiers— Rs. 140—8—220. Head Cook (Indian)— Rs. 125—10—225. Clerk, Bill Clerk— Rs. 125—7—195. Head Tanduriwala— Rs. 110—10—210. Head Waiters and Butler— Rs. 110—5—160. Drivers (Cars, Trucks etc.)— Rs. 100—7—170. 1st Asstt. Cook (English)— Rs. 90—7—190. Confectioner— Rs. 90—7—160. Asstt. Electrician— Rs. 75—5—125. Asstt. to Tanduriwala— Rs. 65—6—125. Head Pantryman— Rs. 65—4—105. Other Asstts.— Rs. 55—4—95. Mates (English Kitchen)— Rs. 55—3—85. 1st Asstt. Waiter— Rs. 55—3—80. Pantry Mates, all mates including Indian Kitchens, Tandur and Pantry, Coffee Boy, Head Sweeper— Rs. 50—3—80. All Masalachis including, Washing, English, Indian, Kitchens and Pantry, Sweepers— Rs. 45—2-50—70. Waiters— Rs. 40—2—60.		
81 Cafe Naaz, Bombay ..	Effective from 1-1-63.		
	Cooks— Rs. 60—5—95. Asstt. Cook— Rs. 50—4—78. Pantryman and Barman— Rs. 45—3—61. Unskilled Workers, Waiters— Rs. 30—2—50. Note.—In addition to the above wages, Rs. 32-50 each by way of Food Allowance will be paid.		

(1)	(2)	(3)	(4)
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84 Central Coffee Bar, Poona. From 1-3-59 *ad-hoc* increments shall be given as below :—

Designation	No. of workers	Rate of increments
Waiters ..	6	Rs. 5 p. m. each.
Tandur Boy ..	1	Rs. 2-50 p. m.
Tea, Coffee Man	1	Rs. 10 p. m.
Kitchen Handi Boy	1	Rs. 2-50 p. m.
Kitchen Handi Boy	1	Rs. 5 p. m.
Kitchen Cleaner	5	Rs. 10 p. m. each.
Kitchen Clener	1	Rs. 5 p. m.

85 Raceview Hotel, Mahabaleshwar.

Category	Off Season salary	Season salary	Remarks
Head Cook	Rs. 170	Rs. 170	With Food and Accommodation.
1st Asstt. to Cook	Rs. 60	Rs. 70	Do.
2nd Asstt. to Cook	Rs. 50 Rs. 45	Rs. 55 Rs. 50	Do.
Mate	Rs. 30	Rs. 35	Do.
Kitchen Coolies	Rs. 20	Rs. 25	Do.
Waiters	Rs. 40 Rs. 35	Rs. 50 Rs. 45	
Hamals	Rs. 30	Rs. 35	With Accommodation.
Masals	Rs. 20	Rs. 25	Do.
Head Mali	Rs. 40	Rs. 40	No Food and no Accommodation.
(a) Asstt. Mali	Rs. 30	Rs. 30	Do.
(b) Asstt. Mali	Rs. 25	Rs. 30	Accommodation.
Sweeper	Rs. 55	Rs. 55	Do.
Women employees	Rs. 20	Rs. 25	With Food and Accommodation.

Note.—“Season” for the Hotel business is from 15th April to 15th June and from 10th October to 10th November and from 20th December to 2nd January every year and the rest of the period will be considered to be “off season”.

86 Fountain Hotel, Mahabaleshwar.

Category	Off Season salary	Season Salary	Remarks
Head Cook	Rs. 160	Rs. 160	With Accommodation and Food.
1st Asstt. Cook	Rs. 55	Rs. 65	Do.
2nd Asstt. Cook	Rs. 60	Rs. 65	Do.
Masals	Rs. 17	Rs. 25	Do.
Waiters	Rs. 33 Rs. 35	Rs. 50 Rs. 50	With Accommodation.
Hamals	Rs. 25 Rs. 30	Rs. 35 Rs. 35	Do.
Plate Masals	Rs. 20	Rs. 25	Quarters.
Mali	Rs. 30	Rs. 35	Do.
Sweeper (1 only)	Rs. 35	Rs. 35	Do.
Sweepers (2 in season)	Rs. 70	Rs. 70	Do.

Note.—“Season” for the Hotel business is from 15th April to 15th June, from 10th October to 10th November and from 20th December to 2nd January every year and the rest of the period will be considered to be “off-season”.

(1)	(2)	(3)	(4)
87	Dina Hotel, Mahabaleshwar..	Category	Off season salary Season Salary Remarks
	Head cook	Rs. 120 ..	Rs. 130 .. With Food and Accommodation.
	1st Asstt. to the Cook ..	Rs. 55 ..	Rs. 65 .. Do.
	2nd Asstt. to the Cook ..	.. ..	Rs. 50 .. Do.
	Waiter	Rs. 30 ..	Rs. 35 .. Do.
	Masal	Rs. 15 ..	Rs. 20 .. Do.
	Kitchen Cooly	Rs. 20 ..	Rs. 25 .. Do.
	Hamal	Rs. 22 ..	Rs. 30 .. With accommodation only.
	Mali	Rs. 35 ..	Rs. 35 .. Do.
	Sweeper	Rs. 35 ..	Rs. 35 .. Do.
	Note.—“Season” for the Hotel business is from 15th April to 15th June, from 10th October to 10th November and from 20th December to 2nd January every year and the rest of the period will be considered to be “off-season”.		
88	Fredrick Hotel, Mahabaleshwar	Category	Off-season salary Season salary Remarks
	Head Cook	Rs. 120 ..	Rs. 130 .. With Food and Accommodation.
	1st Asstt. to the Cook ..	Rs. 65 ..	Rs. 70 .. Do.
	2nd Asstt. to the Cook ..	Rs. 60 ..	Rs. 65 .. Do.
	3rd Asstt. to the Cook ..	Rs. 35 ..	Rs. 40 .. Do.
	Kitchen Coolies	Rs. 20 ..	Rs. 25 .. Do.
	Masal	Rs. 20 ..	Rs. 25 .. Do.
	Head Waiter	Rs. 40 ..	Rs. 45 .. Do.
	Waiters	Rs. 35 ..	Rs. 40 .. Do.
		Rs. 30 ..	Rs. 35 .. Do.
	Harnals	Rs. 25 ..	Rs. 35 .. With accommodation only.
	Sweeper	Rs. 40 ..	Rs. 40 .. Do.
			Rs. 50 ..
	Mali	Rs. 55 ..	Rs. 55 .. Do.
		(with Allowance of Rs. 15 for attending pump and generator).	
89	Granville Hotel, Mahabaleshwar.	Category	Off-season salary Season salary Remarks
	Head Cook	Rs. 110 p. m. ..	Rs. 130 p. m. With Accommodation and Food.
	1st Asstt. to Cook	Rs. 40 p. m. ..	Rs. 65 p. m. Do.
	2nd Asstt. to Cook	Rs. 25 p. m. ..	Rs. 50 p. m. Do.
	Plate Masals	Rs. 18 p. m. ..	Rs. 25 p. m. Do.
	Kitchen Coolie	Rs. 15 p. m. ..	Rs. 25 p. m. Do.
	Head Waiter	Rs. 40 p. m. ..	Rs. 50 p. m. Accommodation.
	Waiter	Rs. 35 p. m. ..	Rs. 50 p. m. Do.
	Hamal	Rs. 27 p. m. ..	Rs. 30 p. m. Do.
	Sweeper	Rs. 30 p. m. ..	Rs. 40 p. m. Do.
	Mali	Rs. 35 p. m. ..	Rs. 45 p. m. Do.
	Note.—“Season” for the business is from 15th April to 15th June, from 10th October to 10th November and from 20th December to 2nd January every year and the rest of the period will be considered to be “off-season”.		

**A STATEMENT SHOWING THE NAMES OF THE VARIOUS TYPES OF LEAVE, PAID HOLIDAYS
GRANTED IN THE CONCERNS "HOTELS & RESTAURANTS" INDUSTRY**

Serial No. In Index	Name of Concern	Privilege Leave (days)	Sick Leave (days)	Leave without pay (days)	Casual Leave (days)	Festival Holiday (days)
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1	The Airlines Hostels Pvt. Ltd., Bombay.	..	10 (Accumulation 31 days).	..	..	..
3	The Central Telegraph Can- teen Ltd., Bombay.	As per Shops & Establishments Act.	4 (Accumulation 15 days).	..	5	2
5	Pyrkee Stores and Cafe, Bombay.	..	7 (Accumulation 21 days).	..	7	..
7	M/s. Firdoshi and Co., Bombay.	..	7 (Accumulation 74 days).	..	6	..
9	Vihar Restaurant, Bombay.	..	5 (Accumulation 20 days).	..	5	..
10	The Olympia Stores and Coffee House, Bombay.	..	..	..	5	..
11	The Airport Staff Canteen ..	21	..	..	5	4
12	The Bombay Telephone Work- shops Co-operative Canteen Ltd., Bombay.	..	..	..	7	..
13	The Reserve Bank of India Staff Canteen Committee, Bombay.	..	5	..	..	..
14	M/s. Airport Restaurant, Bombay.	21	7	..	7	..
15	The Brijawasi Bhawan, Bombay.	As per Shops & Establishments Act.	7 (Accumulation 26 days)	..	5	5
16	M/s. Liberty Caterers, Bombay.	As per Shops & Establishments Act.	5 (Accumulation 10 days)	..	5	..
17	The Bombay Municipal Cor- poration Staff Co-op. Canteen Ltd., Bombay.	..	7 days on full pay (Accumulation 14 days or 14 days half-pay).	..	5	..
21	The West End Hotel Pvt. Ltd., Bombay.	..	5 (With facility to extend it to 15 days).	..	5	..
22	M/s. Gopalshram, Bombay.	..	7 (Accumulation 14 days)	..	4	..
23	M/s. Leopold Cafe & Stores, Bombay.	..	5	..	4	..
24	Thakkar Caterers, Bombay.	..	4 (Accumulation 8 days)	..	3	..
26	M/s. Visawa Milk Bar and Restaurant, Bombay.	..	4 (Accumulation 8 days)	..	4	..
27	The Hotel Woldorf, Bombay	..	..	..	5	..
32	M/s. Western Rly. Carnac Bridge Staff Canteen, Bombay.	15 After completion of 240 days of service.	7 After completion of 240 days of service.	..	4 After completion of 240 days of service.	..
33	The Accountant General Office Staff Canteen, Bombay.	..	..	..	7	..
36	M/s. Desai Arogyabhuvan, Bombay.	..	..	..	8 After completion of 240 days of service.	..
37	M/s. Kelkar Vishranti Griha, Bombay.	21	..	..	5	..
39	M/s. Infant & Public Milk Supply Company, Bombay.	21 (Accumulation 42 days).	7 (Accumulation 14 days)	15 (Accumulation 30 days).	..	..

(1)	(2)	(3)	(4)	(5)	(6)	(7)
40	The New Madras Cafe, Bombay	..	5 After completion of 240 days of service.	..	5 After completion of 240 days of service.	..
42	Excelsior Restaurant & Stores, Bombay.	30 (Accumulation 60 days)	..	..	..	..
43	The Gourdon .. & Co., Bombay.	..	..	4	4	..
44	Kwality Restaurant, Bombay	21 (Accumulation 45 days)	14 Sick-cum-casual leave with pay in a year.	..	..	..
45	M/s. Bistro Restaurant, Bombay.	21 (Accumulation 45 days)	14 (sick-cum-casual leave).	..	..	..
46	M/s. Berry's Restaurant, Bombay.	21 (Accumulation 45 days)	14 (sick-cum-casual leave).	..	..	2
47	M/s. D'silva Caterers, Bombay	21 (Accumulation 42 days) in addition 9 days (accumulation 18 days).	..	..	..	..
48	M/s. Udipi Anand Bhavan, Poona.	..	5 (half-pay) (Accumulation 15 days).	..	5	..
49	Rashtriya Hindu Bakery, ..Bombay.	..	..	..	5	..
50	Yezdai Industrial Institute (Cooking Dept.), Bombay.	As per Shops & Estts. Act.	7	..	According to the circumstances of each case at the discretion of the management.	
51	The United Canteen Service (P) Ltd., Bombay.	..	..	..	..	..
52	Contractor, Times of India & Richardson Crudas Ltd., Canteen, Bombay.	21 (Accumulation 42 days)	..	..	..	..
54	Liberty Restaurant, Bombay	30 (Accumulation 60 days)	7	60	7	..
55	Purohit Bros., Bombay	..	15	..	..	..
56	Narsimha Hindu Lodge, Bombay.	As per Shops & Estts. Act.	7 (Accumulation 14 days).	15	3	..
57	Sea Face Hotel, Bombay	As per Shops & Estts. Act.	7	15 (To those who comes from 300 miles)	7	..
58	Grand Hotel Pvt. Ltd., Bombay.	14 (Accumulation 28 days).	7	..	7	2
59	Panshikar & Sons, Bombay	..	15	..	..	4
60	Rashtriya Hindu Bakery, Bombay.	..	6 (Accumulation 30 days).	..	5	..
61	Yazdan Restaurant, Bombay	..	..	..	..	3
62	New Yazdan Restaurant & Co., Bombay.	..	..	..	..	2
63	Kwality Restaurant & Ice- cream Co., Bombay.	..	10 (Includes casual leave.)	..	..	2
64	Berry's Restaurant, Bombay	..	10 (Includes casual leave.)	..	..	2
65	New Empire Stores and Restaurant, Bombay.	..	..	..	..	3
66	N. M. M. Co-op. Canteen Society, Kalwa, Thana..	30	15 (Accumulation 45 days).	..	7	..

(1)	(2)	(3)	(4)	(5)	(6)	(7)
67	Alcock Ashdown Employees Canteen and Consumer Co-op. Society Ltd., Bombay.	15	5	..	5	..
70	United Canteen Services (P) Ltd.	15	7 (Accumulation 30 days).	..	7	3
71	Sher-E-Punjab Restaurant, Bombay.	As per Shops and Estts. Act.	7	..	..	..
73	N. M. M. Co-op. Canteen Society, Ltd., Kalwa, Thana.	Working days includes stop days also. 15 (for first qualifying period of 240 working days and for every subsequent 20 working days one additional day.)	..	..	7	..
74	Kwality Restaurant, Bombay	As per Shops and Estts. Act.	10 (Includes casual leave.)	..	..	2
75	Bombay Milk Scheme Staff Co-op. Canteen & Stores Ltd., Bombay.	..	..	..	..	3
76	Purohit Hotel, Bombay	.. As per Shops and Estts. Act.	7 (Accumulation 21 days).	..	5	2
77	Harvic Cafe, Bombay	.. 21 (Accumulation 42 days).	10 (Includes casual leave.)	..	..	..
78	Ambassador Hotel, Bombay.	.. 21 (Accumulation 42 days).	7	..	7	2
79	M/s. Gaylord Restaurant, Bombay.	..	..	..	..	2
80	(1) Volga Restaurant, Vir Nariman Road. (2) Napoli Restaurant, Churchgate. (3) Alibaba Restaurant, Apollo Bunder.	As per Shops and Estts. Act.	14 (Includes casual leave.)	..	..	2
81	Cafe Naaz, Bombay	..	10 (Includes casual leave.)	..	..	2
83	Hotel Natraj, Bombay.	.. 21 (Accumulation 42 days).	7	..	5	4
84	Central Coffee Bar, Poona	.. As per Shops and Estts. Act.	3 (Accumulation 12 days)	..	2	2 Every month.
86	Fountain Hotel, Mahabaleshwar.	..	..	..	2	2 Every month.
89	Granville Hotel, Mahabaleshwar.	..	..	..	2	2 Every month.

STATEMENT

STATEMENT SHOWING THE NAMES OF THE CONCERNS AND THE QUANTUM

Name of concern and Sr. No. in the Index	Death or disability (Physical or mental) which in employment	Gratuity payable on (in terms of number of		
		On termination of service after		
		5 Years	10 Years	15 Years
(1)	(2)	3(a)	3(b)	3(c)
The Central Telegraph Co-op. Canteen Ltd., Bombay (Sr. No. 3).	15 days	..	..	..
The Indian Hotel Co. Ltd., Bombay (Sr. No. 4).	1 month	..	$\frac{1}{2}$ month salary (basic).	1 month basic salary.
M/s Pyrkes Stores and Cafe, Bombay (Sr. No. 5).	$\frac{1}{2}$ month	$\frac{1}{2}$ month	..	..
M/s Firdoshi and Co., Bombay (Sr. No. 7).	..	Employees getting compensation are not entitled for gratuity.	Employees getting R. Compensation are not entitled for gratuity.	..
	$\frac{1}{2}$ month's salary or $\frac{1}{2}$ month's salary for each year of.			
The Olympia Stores and Coffee House Bombay (Sr. No. 10).	$\frac{1}{2}$ month wages	$\frac{1}{2}$ month	..	..
The Airport Staff Canteen, Bombay (Sr. No. 11).	15 days basic wages	..	..	..
M/s Brijwasi Bhawan, Bombay (Sr. No. 15).	..	15 days basic wages	..	10 days
The West End Hotel Pvt. Ltd. Bombay (Sr. No. 21).	15 days salary	..	15 days	..
M/s Desai Arogya Bhuvan Bombay (Sr. No. 36).	10 days wages	..	..	10 days
M/s Kelkar Vishranti Griha Bombay (Sr. No. 37).	10 days wages	..	..	10 days
M/s Infant and Public Mill Supply Co. (Sr. No. 39).	10 days	..	..	10 days
New Fotowat Bakery, Bombay (Sr. No. 41).	1/2 month's	$\frac{1}{2}$ month's wage	$\frac{1}{2}$ month wages	$\frac{1}{2}$ month wage in addition to R. Compensation.
(1) Kwaliti Restaurant (Sr. No. 44) (3) M/s Berry's Restaurant (Sr. No. 46) (2) M/s. Bistro Restaurant, Bombay (Sr. No. 45).		8 days basic salary—After 7 years continuous service. 12 days. After 12 years service. 15days. After 15 years service.		
Contractor—Times of India and Richardson Cruddas Ltd. Canteen, Bombay (Sr. No. 52).	15 days salary	..	..	..
Liberty Restaurant, Bombay (Sr. No. 54)	15 days salary	15 days salary after 3 year's service		..
Purohit Brothers Bombay (Sr. No. 55)..	15 days wages	15 days wages after 9 $\frac{1}{2}$ years' service		..
Narsimha Hindu Lodge Bombay (Sr. No. 56).	..	15 days wages (exclusive of food value.)	15 days wages (In case Retrenchment compensation is is not paid).	..
Grand Hotel Pvt. Ltd., Bombay (Sr. No. 58).	$\frac{1}{2}$ month's wages	..	$\frac{1}{2}$ month	..
Panshikar and Sons, Bombay-28 (Sr. No. 59).	15 days salary	..	..	..
United Canteen Services (P) Ltd., Bombay (Sr. No. 70).	15 days basic salary		15 days salary	..
Ambassador Hotel, Bombay (Sr. No. 78).	15 days basic wages	..	15 days basic wages	..

OF GRATUITY GRANTED IN THE "HOTELS AND RESTAURANTS" INDUSTRY

days/months/weeks basic wages, for each year of service							Maximum Gratuity payable
On Resignation from service after			On voluntary retirement after				
5 Years	10 Years	15 Years	5 Years	10 Years	15 Years		
4(a)	4(b)	4(c)	5(a)	5(b)	5(c)	(6)	
..	..	..	..	..	15 days	..	..
..	$\frac{3}{4}$ month basic salary.	1 month basic salary.	..	$\frac{3}{4}$ month salary	1 month basic salary.	15 months.	..
..	..	1/2 month ..	..	..	$\frac{3}{4}$ month ..	10 months.	..
..	..	$\frac{1}{2}$ Month (Em- ployees get- ting R. Com- pensation are not entitled)	..	..	$\frac{1}{2}$ month's em- ployees get- ting Comp- ensation are not entitled for gratuity.	..	..
..	..	$\frac{1}{2}$ month ..	..	..	$\frac{1}{2}$ month's ..	10 months.	..
10 days basic (Employees getting Retrenchment compensation are not entitled)			10 days basic (Employees getting Retrenchment compensation are not entitled)			10 months (Em- ployees get- ting Retrench- ment compen- sation are not entitled for gratuity. 5 months).	
..	..	15 days basic wages.	..	..	15 days basic wages.	10 months.	..
..	..	15 days	..	..	15 days ..	15 months salary.	..
..	..	10 days	..	..	10 days ..	4 months.	..
..	..	10 days	..	..	10 days ..	4 months.	..
..	..	10 days	..	..	10 days ..	15 months.	..
..	..	$\frac{1}{2}$ month's wages.	..	..	$\frac{1}{2}$ month's wages.	20 months.	..
As in the case of termination of service		..	..	..	..	15 months.	..
..	..	..	..	..	..	..	..
15 days salary after 3 years of service. (In case Retrenchment compensation is not paid)			..	15 days salary after 3 years service. (In case Retrenchment compensation is not paid)		..	..
15 days wages after 9½ years' service			..	15 days wages after 9½ years' service		..	..
..	..	..	15 days wages (exclusive of food allowance)			..	..
$\frac{1}{2}$ month	..	..	..	$\frac{1}{2}$ month	..	12 months.	..
..	..	..	..	15 days	..	..	..
..	..	15 days basic salary	..	..	..	15 months.	..
..	..	15 days basic wages.	..	..	15 days basic wages.	15 months.	..

FOOD AND DRINKS

The industry was not covered by reference to the previous 'Norms' Committee. After a careful consideration the Committee adopted the following definition :—

“Preparation and preservation of meat and meat products, manufacture of dairy products, canning of fruits and vegetables, manufacture of jams, pickles, mesenes, etc., rice, flour and Dal mills, manufacture of biscuits, chocolates and toffees, soft drinks, bakeries and carbonated water industries.”

The Committee examined 19 Awards (13 published and 6 unpublished) and 38 Settlements during the relevant period. The divisionwise break-up of the 19 Awards and 38 Settlements is as below :—

Division			Awards	Settlements
Bombay	..	..	17	37
Poona	..	..	..	1
Nagpur	..	..	2	..
Aurangabad	..	..	..	..
Total			19	38

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

Serial No.	Name of the concern	Reference
(1)	(2)	(3)
AWARDS		
<i>Date and page of M. G. G., Part I-L</i>		
Bombay Division		
1	Britannia Biscuit Co. Ltd., Bombay	5-2-1959 (Unpublished Part II).
2	Vegetable Vitamine Food Co. Pvt. Ltd., Bombay	1-4-1959 (Unpublished)
3	The Pure Products and Madhu Canning Pvt. Ltd., Bombay	8-2-1960, 630—635.
4	Polson Ltd., Bombay	1-12-1960 (Unpublished).
5	Renown Biscuit Co., Bombay	2-1-1962, Unpublished Part II, Section 10 (3).
6	231 Licences in the Aarey Milk Colony, Bombay	3-1-1963, 5—16.
7	M/s Polson Ltd., Bombay	7-2-1963, 474—481.
8	The Shangrilla Food Products Ltd., Bombay	31-7-1963 (Unpublished).
9	B. N. Biscuit and Confectionery Works, Bombay	27-8-1963 (Unpublished Settlement).
10	M/s Tilakdhari Singh, Stable No. 3, Borivli (East), Bombay	27-2-1964, 735—736.
11	The Jawahare Hind Confectionery Mfg. Works, Bombay	19-11-1964, 3928—3929.
12	M/s Calcutta Confectionery Works, Bombay	10-12-1964 (4239—4242).
13	The Mansingka Industries Pvt. Ltd., Pachora	17-12-1964, (4328—4338).
14	Shri Saraswati Grain Crushing Mill, Bombay	27-5-1965, 1957—1962.
15	M/s Adarsha Dugdhalaya Dairy Form, Thana	19-8-1965, 2866—2867.
16	New India Fisheries Ltd., Bombay	21-9-1967, 3724—3726.
17	K. T. Kubal and Co. Pvt. Ltd., Bombay	16-11-1967, 4736—4741.
Nagpur Division		
18	Central Hindustan Orange and Cold Storage Co., Chocs Canning and Pvt. Ltd., Chocs Canning and Mining Pvt. Ltd., Nagpur.	25-5-1961, 1259—1264.
19	Nagpur Milk Scheme, Nagpur	16-5-1963, 1771—1781. ..

(1)	(2)	(3)
		SETTLEMENTS
		Bombay Division
		<i>Date of Settlement and Section of the I. D. Act, 1947</i>
20	Yazidiar Industrial Institute (Confectionery Department), Bombay	.. 11-4-1959, 2 (P).
21	Govind Mistry's Stable, Bombay	.. 24-4-1959, 12(3).
22	The Diamond Aerating Gas Works (Pvt.) Ltd., Bombay	.. 11-8-1959, 2(P).
23	B. N. Biscuit and Confectionery Works, Bombay	.. 17-9-1959, 2(P).
24	Ramwadi Dairy Farm, Bombay	.. 13-10-1959, 12(3).
25	Bombay Milk Scheme, Bombay	.. 13-10-1959, 12(3).
26	Polsons' Ltd., Bombay	.. 27-2-1960, 12(3).
27	M/s Joy Ice-cream, Bombay	.. 18-5-1960, 12(3).
28	The Swadesh Grain Crushing Mill, Bombay	.. 2-7-1960, 12(3).
29	Rogers and Co. Pvt. Ltd., Bombay	.. 9-8-1960, 2(P).
30	(1) New Sunrise Dairy Farm, Bombay (2) New Ideal Dairy Farm, Bombay (3) Dostmohamed Memonji and Co., Bombay	.. } 1-9-1960, 2(P).
31	Persian Dairy, Bombay	.. 21-1-1961, 12(3).
32	M/s Saurashtra Dairy Farm, Bombay	.. 12-4-1961, 2(P).
33	Pure Ice Cream Co., Bombay	.. 28-4-1961, 12(3).
34	Pallonji Hirjee and Sons, Bombay	.. 27-6-1961, 2(P).
35	Umrigar Bros., Bombay	.. 29-6-1961, 2(P).
36	Parry and Co. Ltd., Bombay	.. 22-7-1961, 2(P).
37	Parsi Dairy Farm, Bombay	.. 30-8-1961, 12(3).
38	M/s Shangrilla Food Products Ltd., Bombay	.. 18-10-1961, 12(3).
39	Britannia Biscuit Co. Ltd., Bombay	.. 8-1-1962, 12(3).
40	Prabhudas Dalichand and Co., Bombay (Snow White Flour Mill)	.. 5-2-1962, 2(P).
41	Cadbury Fry (India) Pvt. Ltd., Bombay	.. 12-2-1962, 12(3).
42	The Western India Genuine Ghee Co. Ltd., Bombay	.. 4-5-1962, 12(3).
43	Dr. Writer's Chocolate and Canning Co., Bombay	.. 23-5-1962, 12(3).
44	Duke and Sons Pvt. Ltd., Bombay	.. 6-7-1962, 2(P).
45	Turf Aerated Water Pvt. Ltd., Bombay	.. 9-7-1962, 2(P).
46	M/s Joy Ice-cream Co., Bombay	.. 31-7-1962, 12(3).
47	M/s Shalimar Biscuit Pvt. Ltd., Bombay	.. 9-1-1963, 12(3).
48	Shalimar Biscuit Pvt. Ltd., Bombay	.. 15-3-1963, 12(3).
49	Shri Shivshakti Grain Crushing Mill, Bombay	.. 23-3-1963, 2(P).
50	The Britannia Biscuit Co. Ltd., Bombay	.. 26-4-1963, 2(P).
51	M/s Joy Ice-Cream, Bombay	.. 7-8-1963, 12(3).
52	Pure Ice Cream, Bombay	.. 7-8-1963, 12(3).
53	Vienna Bakery, Bombay	.. 30-9-1963, 2(P).
54	Turf Aerated Water Pvt. Ltd., Bombay	.. 22-10-1963, 2(P).
55	Rogers and Co. Pvt. Ltd., Bombay	.. 13-11-1963, 2(P).
56	Vienna Bakery, Santa Cruz (E.) Bombay	.. 30-9-1967, 2(P).
		Poona Division
57	Sathe Biscuit and Chocolate Co. Ltd., Poona	.. 2-8-1963, 12(3).

WAGES AND DEARNESS ALLOWANCE

The question of wages and dearness allowance was involved in 47 cases. Out of these 4 cases deal with dearness allowance only, wages were revised in 18 cases ; both dearness allowance and revision of wages were granted in 16 cases and increments in wages were granted in 9 cases. A statement showing wages, dearness allowance and increments decided in 47 cases is attached herewith.

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

(a) Workers whose existing wages are less than the minimum of the revised wage scales shall be given the minimum of the revised scale.

(b) If his existing wage is more than the minimum of the revised scale but not a stage in the revised scale, it shall be stepped up to the next higher stage in the scale.

(c) No workman shall be adversely affected due to the adjustment in the revised wage scales.

Adjustment/Service Increments :

Service increments after adjustments were given in 3 Concerns (Sr. Nos. 4, 7 and 27) as follows :—

Length of service	No. of increments
1 year and above but less than 2 years ..	.. 1 (Sr. No. 4).
3 years and above but less than 6 years ..	.. 1 (Sr. No. 27).
3 years and above but less than 7 years ..	.. 1 (Sr. No. 7).
2 years and above but less than 4 years ..	.. 2 (Sr. No. 4).
6 years and above	.. 2 (Sr. No. 27).
7 years and above	.. 2 (Sr. No. 7).
4 years and above	.. 3 (Sr. No. 4).

LEAVE

There were 29 cases in which various kinds of leave were considered. A list showing the names of these 29 concerns and the various types of leave granted is attached.

Privilege Leave :

There were 20 cases in which privilege leave has been granted.

In the Nagpur Milk Scheme (Sr. No. 19), it is granted as per the Bombay Civil Services Rules. In 5 cases (Sr. Nos. 9, 29, 33, 44 and 45), it is as per the Indian Factories Act, 1948. In 1 case (Sr. No. 20), it is as per the Bombay Shops and Establishments Act, 1948. In 5 cases (Sr. Nos. 21, 24, 30, 31 and 32), it is 14 days per year. In 2 cases each it is 21 days (Sr. Nos. 36 and 51), and 30 days (Sr. Nos. 4 and 7), per year respectively. In one case each it is 15 days (Sr. No. 27), 3 weeks (Sr. No. 41), and 28 days (Sr. No. 36), per year respectively. At the rate of 1 day for 14 days of work. (Sr. No. 23).

Sick Leave :

There were 18 cases in which sick leave has been granted as under:—

Period	No. of cases
2 days	2
3 days	1
4 days	1
7 days	7
14 days	1
15 days	3
20 days	1
One month	1

In the Nagpur Milk Scheme (Sr. No. 19) it is granted as per the Bombay Civil Services Rules.

Since the Employees' State Insurance Scheme is applicable in the Pure Products and Madhu Canning Pvt. Ltd. (Sr. No. 3) the Tribunal rejected the demand for granting additional leave.

In M/s Polson Ltd. (Sr. No. 7) this leave was allowed to be accumulated up to 180 days during the entire service. Employees can avail themselves of 120 days of leave at a time irrespective of privilege leave being exhausted or not.

In M/s. Joy Ice Cream (Sr. No. 27) accumulation was allowed up to 35 days in the aggregate. Application for sick leave for more than 3 days is required to be supported by a medical certificate from a registered medical practitioner. This leave will be discontinued if and when E. S. I. Scheme is made applicable to the factory.

In Rogers and Co. Pvt. Ltd. (Sr. No. 29), accumulation is allowed up to 28 days. This leave was given to those employees who were not covered by the E. S. I. Scheme on production of a medical certificate.

In Pure Ice Cream Co. (Sr. No. 33), accumulation was allowed up to 21 days. Application for more than 4 days is required to be supported with a medical certificate from a registered medical practitioner.

In Parry and Co. (Sr. No. 36), accumulation is allowed up to 45 days. Application for sick leave in excess of one day is given on production of a certificate from a registered medical practitioner approved by the management.

In Cadbury Fry (India) Pvt. Ltd. (Sr. No. 41), accumulation of this leave during whole period of service is allowed up to 12 months.

In Duke and Sons Pvt. Ltd. (Sr. No. 44), and in Turf Aerated Water Pvt. Ltd. (Sr. No. 45), only those who are not covered under the E. S. I. Scheme are granted this leave on production of medical certificate from a registered medical practitioner within 48 hours of the illness. This leave can be accumulated upto 28 days.

In Joy Ice Creams (Sr. No. 51), this leave is granted to those who are not covered by the E. S. I. Scheme. This leave is permitted to accumulate up to 35 days. Application for more than 3 days' sick leave shall be supported by a certificate from a registered medical practitioner.

Casual Leave :

Twenty-three cases of this leave were noted during the relevant period. The following table gives details of casual leave granted:—

<i>No. of days</i>				<i>No. of cases</i>
2 days	..	..	..	3
3 days	..	..	..	3
4 days	..	..	..	3
5 days	..	..	..	1
6 days	..	..	..	2
7 days	..	..	..	5
10 days	..	..	..	4
15 days	..	..	..	1

In Yazadair Industrial Institute (Confectionary Deptt.) (Sr. No. 20), the casual leave is allowed according to circumstances of each case at the discretion of the management.

In one case (Sr. No. 22), it is granted for only 1 day at a time. In five cases (Sr. Nos. 28, 29, 33, 44 and 47), more than 2 days at a time are not allowed. In 2 cases (Sr. Nos. 3 and 36), it is 3 days and in another 2 cases (Sr. Nos. 7 and 40), it is 4 days.

In 7 cases (Sr. Nos. 3, 7, 22, 28, 33, 37 and 47), casual leave is allowed to be prefixed or suffixed to Sundays or Holidays with previous permission of the management, whereas in 4 cases (Sr. Nos. 27, 29, 40 and 44), it cannot be prefixed or suffixed.

In M/s. Polson Ltd., (Sr. No. 7), employee is allowed to take half day's casual leave.

In B. N. Biscuit and Confectionery Works (Sr. No. 9), casual leave not availed of during the year can either be encashed at the end of the year or is allowed to take it on to his privilege leave.

Maternity Leave :

In M/s. Parry and Co. Ltd. (Sr. No. 36), female employees who have completed 3 years of service are given maternity leave for one month in addition to other leave to her credit.

Festival Holidays :

Twenty-one cases where festival holidays are given were noted during the relevant period. The following table gives the number of festival holidays given :—

<i>No. of festival holidays</i>			<i>No. of cases</i>
1	..	..	2
2	..	..	2
4	..	..	2
5	..	..	4
6	..	..	3
7	..	..	1
8	..	..	2
10	..	..	2
14	..	..	2
As notified by the Bombay Chambers of Commerce.			1 (Sr. No. 36).

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

<i>Festival Holidays</i>					<i>No. of cases</i>
Republic Day	..	..	..	..	13
Independence Day	..	..	..	..	9
Holi	..	..	..	..	8
Diwali	..	..	..	..	8
Dasara	..	..	..	..	5
Coconut Day	..	..	..	..	4
Gokul Ashtami	..	..	..	..	4
Ganesh Chaturthi	..	..	..	..	4
Maharashtra Day	..	..	..	..	3
Mahashivratri	..	..	..	..	2
Gudi Padwa	..	..	..	..	1
Gandhi Jayanti	..	..	..	..	1

In 8 cases (Sr. Nos. 3, 11, 17, 18, 20, 23, 28 and 33), the holidays are to be decided in consultation with workers and their unions.

Compensatory Off :

In M/s. Sathe Biscuit and Chocolate Co. Ltd. (Sr. No. 57), the drivers who are on duty on holidays either at headquarter or outside are given substitute holidays.

ALLOWANCES**Officiating Allowance :**

In M/s. Vegetable Vitamin Foods Co. Pvt. Ltd. (Sr. No. 2), M/s. Polson Ltd. (Sr. No. 7), and M/s. Parry and Co. Ltd. (Sr. No. 36), officiating allowance is paid when an employee officiates in a higher post for more than 14 days and is paid the minimum of the higher grade if he is drawing less than the minimum. If his pay is more than this minimum he is placed in the appropriate step in the higher grade and given one increment for the officiating period.

In M/s. Polson Ltd. (Sr. No. 4), a peon who acts in the place of a monthly rated clerk for a period of 15 days or more at a time is paid a difference between his salary and the salary of a person for whom he acts or 25 per cent of his salary, whichever is higher.

In the Central Hindustan Orange and Cold Storage Co. (Sr. No. 18), an employee who officiates in a higher post for more than 21 days at a stretch is paid the minimum of the higher post.

In M/s. Cadbury Fry (India) Pvt. Ltd. (Sr. No. 41), officiating allowance is paid when an employee works for more than 18 days in a higher post. He is paid the difference between his existing salary and the minimum of the higher grade. If the existing salary is more than the minimum of the higher grade he is given one increment in the higher grade.

Overtime Allowance :

In M/s. Polson Ltd. (Sr. No. 7), with effect from 1st September 1961 for all work done in excess of 38½ hours but less than 48 hours a week overtime allowance is given at the rate of 1½ times the basic wage and Dearness Allowance. For work done in excess of 48 hours a week overtime is paid at double the rate.

In the Bombay Milk Scheme (Sr. No. 25), the overtime allowance is paid at the rate of 0.75 nP. for every complete ½ hour after 9 hours of duty (inclusive of lunch hour), to the M. T. S. Drivers. Similarly, Sunday and/or holiday allowance is paid to drivers at the rate of Re. 0.50 per hour.

In M/s. Joy Ice Creams (Sr. No. 27), the employees are paid one day's extra wages and compensatory holiday according to the convenience of the management, for working on festival holidays.

In M/s. Rogers and Co. Pvt. Ltd. (Sr. No. 29), Pure Drinks Pvt. Ltd. (Sr. No. 33), and in Duke and Sons Pvt. Ltd. (Sr. No. 44), the employees for working on festival holidays are paid one day's additional wages.

In M/s. Cadbury Fry (India) Pvt. Ltd. (Sr. No. 41), for work done over the scheduled working hours but within the statutory working hours employees are paid overtime at the normal rate on a proportionate basis. For work done beyond 9 hours per day workers are paid in accordance with the Factories Act.

Cycle Allowance :

In M/s. Cadbury Fry (India) Pvt. Ltd. (Sr. No. 41), peons who are required by the Company to use a cycle are paid Rs. 5 per month as cycle allowance.

Daily Allowance on Tour :

In Central Hindustan Orange and Cold Storage Co. (Sr. No. 18), an employee drawing less than Rs. 100 per month is paid Rs. 4 per day as daily allowance on tour.

In M/s. Cadbury Fry (India) Pvt. Ltd. (Sr. No. 41), drivers accompanying officers on up country are paid Rs. 6 per day.

In M/s. Joy Ice Creams (Sr. No. 51), a workman sent on company's work outside the establishment is paid actual expenses incurred by him.

In M/s. Sathe Biscuit and Chocolate Co. Ltd. (Sr. No. 57), a driver sent out of Poona and not returning on the same day by 9-00 p.m. is paid allowance at the rate of Rs. 3.50 per day.

Cash Allowance :

In M/s. Polson Ltd. (Sr. Nos. 4 and 7), truck drivers are paid Rs. 10 per month as cash handling allowance. Similarly, Bank Peon and Sales Bureau (Gift Bureau) peons are paid Rs. 5 per month as cash allowance.

Lunch Allowance :

In M/s. Polson Ltd. (Sr. No. 7), clerks who normally work in the office and are sent out before lunch time in circumstances in which they would not be able to return to office during lunch time are paid Rs. 1.50 as lunch allowance. In M/s. Cadbury Fry (India) Pvt. Ltd. (Sr. No. 41), employees receiving less than Rs. 100 per month (basic) are paid Rs. 1.25 per day and those receiving more than Rs. 100 per month (basic) Rs. 2 per day as lunch allowance.

Food Allowance during Leave :

In M/s. Parsian Dairy (Sr. No. 31), employees are paid Re. 1 per day as Food Allowance during sick and privilege leave.

PERMANENCY

In the Vegetable Vitamin Foods Co. Pvt. Ltd. (Sr. No. 2), those who have completed a probationary period of 3 months are confirmed.

In the Central Hindustan Orange and Cold Storage Co. (S. No. 18), workers who have completed two years of continuous service in a clear vacancy are made permanent.

In M/s. Joy Ice Creams Co. (Sr. Nos. 27 and 51), Pure Ice Creams Co. (Sr. No. 33), employees are made permanent after 6 months continuous service.

In Parsian Dairy (Sr. No. 31), workmen who have put in 90 days continuous service are made permanent.

PROMOTIONS

In M/s. Polson Ltd. (Sr. Nos. 4 and 7), the Central Hindustan Orange and Cold Storage Co. (Sr. No. 18), M/s. Cadbury Fry (India) Pvt. Ltd. (Sr. No. 41), it was agreed that the management would give due consideration to the existing staff whenever vacancies on higher posts occur.

UNIFORMS

In M/s. Britannia Biscuit Co. Ltd. (Sr. No. 1), the Shangrilla Food Products Ltd. (Sr. No. 8), and Nagpur Milk Scheme (Sr. No. 19), Watchmen are provided with umbrellas rain-coat, and a pair of gumboots. They are required to be kept in the stores of the Company after the rainy season is over.

In B. N. Biscuits and Confectionery Works (Sr. Nos. 9 and 23), M/s. Shangrilla Food Products Ltd. (Sr. No. 38), two sets of uniforms per year are given to all workers.

In M/s. Polson Ltd. (Sr. No. 7), and in M/s. Sathe Biscuit and Chocolate Co. Ltd. (Sr. No. 57), Drivers and Watchmen are provided with two sets of uniforms every year.

In Bombay Milk Scheme (Sr. No. 25), 2 sets of Dunggris per year are given to each employee attached to the Mechanical Section in Milk Transport Workshop and Depots.

MEDICAL BENEFITS

In the Nagpur Milk Scheme (Sr. No. 19), the Court directed that the employees should be entitled to medical benefits on the same footing as the State Government employees. It was further directed that the medical examination of the employees shall be at the cost of the Milk Scheme.

In M/s. Parry and Co. Ltd. (Sr. No. 36), employees are given free of cost, mixtures and tables dispensed by the Company's Medical Advisor on his prescription. But this will not include the expenses on proprietary medicines and injections.

In M/s. Rogers and Co. Pvt. Ltd. (Sr. No. 29), Duke and Sons Pvt. Ltd. (Sr. No. 44), and Turf Aerated Water Pvt. Ltd. (Sr. No. 45), employees who are not covered by the E. S. I. Act and who remain absent due to injury while discharging their duties are paid full wages provided they produce a medical certificate. The management has a right to get the employee examined by its own Medical Practitioner whose certificate shall be final.

STANDING ORDERS

In M/s. Rogers and Co. Pvt. Ltd. (Sr. No. 39), Duke and Sons Pvt. Ltd. (Sr. No. 44), and Turf Aerated Water Pvt. Ltd. (Sr. No. 45), the parties agreed to abide by the Model Standing Orders framed by Government and published in the Government Gazette, Part I-L (dated 7th January 1959).

PROVIDENT FUND

In the Pure Products and Madhu Canning Pvt. Ltd. (Sr. No. 3), the Tribunal directed the Management to introduce a Provident Fund Scheme with effect from 1st June 1960 based on the Government Model Provident Fund Scheme with 6½ per cent as the rate of contribution by both side.

In the Central Hindustan Orange and Cold Storage Co. (Sr. No. 18), the Court directed the Management to introduce a Provident Fund Scheme.

In Rogers and Co. Ltd. (Sr. No. 29), the existing rate of contribution by both the parties was revised to 6½ per cent of the total wage (including D. A.) with effect from 1st January 1961.

In the Pallarji Hijiye and Sons (Sr. No. 34), the Management introduced the Provident Fund Scheme from 1st October 1961. The rate of contribution by both the parties being 6½ per cent of the total monthly basic wages exclusive of dearness allowance.

In Duke and Sons Pvt. Ltd. (Sr. No. 44), and in M/s. Turf Aerated Water Pvt. Ltd. (Sr. No. 45), with effect from 1st May 1962 the existing scheme was revised and the scale under the Employees' Provident Fund Act was adopted.

In M/s. Joy Ice Creams Co. (Sr. No. 46), the scheme of Provident Fund was introduced with effect from 1st January 1962. The rate of contribution by both the parties was fixed at 6½ per cent of the consolidated wages of employees.

GRATUITY

There were 12 concerns where gratuity schemes existed. A statement giving details of gratuity schemes is attached herewith.

**STATEMENT SHOWING THE NAMES OF THE CONCERNS AND WAGES AND DEARNESS ALLOWANCE
GRANTED IN THE 'FOOD AND DRINKS' INDUSTRY**

Serial No. in Index (1)	Name of concern (2)	Wages (3)	Dearness Allowance (4)		
2	Vegetable Vitamin Foods Co. Pvt. Ltd.	Unskilled Grade I— Rs. 1-2-6—0-1-0—1-8-6 p. d. Unskilled Grade II— Rs. 1-4-0—0-1-0—1-10-0 p. d. Semi-skilled— Rs. 1-8-0—0-2-0—2-4-0 p. d. Skilled Grade I— Rs. 2-0-0—0-24-0—2-15-0— 0-3-0—3-11-0 per day. Skilled Grade II— Rs. 2-8-0—0-3-0—4-0-0—0-4-0—4-8-0 (per day). Highlyskilled— Rs. 85—7—141 per month.	At the rate of Revised Cotton Textile D. A. to operatives in Bombay City.		
3	The Pure Products and Madhu Canning Pvt. Ltd.	Effective from 1-9-1959 For Permanent workers— Skilled— Rs. 90—4—118. Semi-skilled— Rs. 50—2—60. Those who are a little lower than semi- skilled and little above unskilled— Rs. 35—1—50. Unskilled— Rs. 30—1—40. Lorry Drivers— Rs. 70—3—100. Watchman— Rs. 40—2—60. Temporary hands (Male, Female) Rs. 2-70 per day. (Inclusive of D. A.).	Effective from 1-9-1959 60 per cent of the Revised Textile Scales.		
4	M/s. Polson Ltd.	Effective from 1-6-1960 Peons— Rs. 30—2—45—3—75.	Effective from 1-1-1960 At Revised Textile Scale on basis of 26 days irrespective of number of days in a month.		
6	231 Licenses in the Aarey Milk Colony.	Effective from 1-4-1960 (Consolidated Wages) Workers in stables— Rs. 70—1—80.			
7	M/s. Polsons Ltd., Bombay	Effective from 1-9-1961 Assistants— Rs. 220—20—300—25—450. Grade 'A'—(Stenographers and Packer But- ter Salesmen)— Rs. 150—12-50—200—15—290—20—430. Grade 'B'— Rs. 105—10—165—12-50—215—15—305— 20—325. Grade 'C'—(Telephone Operator)— Rs. 85—7-50—100—8—140—10—210— 12-50—260. Truck Driver-cum-Delivery Clerk— Rs. 80—5—100—8—140—10—210.	Pay Slab	Cost of Living Index No. is in Group 411—420	For Varia- tion of 10 points
			1 to 100	120 per cent basic or the revised scale for all days of the month, whichever is higher.	5 %
			101 to 200.	120 per cent of basic on 1st Rs. 100 and 55 per cent on bal- ance.	2 %
			201 to 300.	120 per cent of basic on 1st Rs. 100/55 per cent of basic second Rs. 100 and 30 per cent on balance.	1 %
			301 to 500.	120 per cent of basic on first Rs. 100, 55 per cent of basic on second Rs. 100, 30 per cent of basic on third Rs. 100 and 25 per cent on balance.	1 %

(1)	(2)	(3)	(4)
9 B. N. Biscuit and Confectionery Works.	<i>Effective from 1-1-1963</i>	Assistant— Rs. 70—2½—95—3—110. Sweeper, Pcons, Helper— Rs. 60—2—80. Oilman— Rs. 70—2½—95—3—110. (Plus Rs. 10 per month as an additional allowance).	<i>Effective from 25-5-63</i> Rs. 25 p. m.
10 M/s. Talakdhari Sangh, Stable No. 3, Borivli (East).	<i>Effective from 1-8-1963</i>	Rs. 70—1—80. The employees will continue to get present amenities, viz., residential accommodation, water, waste way for the rise as fuel for cooking, empty gunny bags, steel wire, steel-strips of a value of Rs. 5 per month and half a litre of milk per day.	..
11 The Jawahare Hind Confectionery Mfg. Works, Bombay.		(a) The Company shall give every workman an ad-hoc increase of Rs. 12 with retrospective effect from 1st April 1964. (b) All the present workmen and such of the new workmen who may complete one year service as on 31st March 1965 shall be given a further ad-hoc increase of Rs. 7 on and from 1st April 1965.	..
12 M/s. Calcutta Confectionery Works, Bombay.	<i>Effective from 1-4-1964</i>	(i) Unskilled— Rs. 1.30—10 nP.—Rs. 1.80—12nP.—Rs. 2.40. (ii) Semi-skilled— Rs. 1.50—15 nP. Rs. 2.25—20 nP.—Rs. 3.25. (iii) Skilled— Rs. 2.75—20 nP.—Rs. 3.75—25 nP.—Rs. 5.00.	Rs. 2 p. d. for daily rated. Rs. 52 p. m. for monthly rated.
14 Shri Saraswati Grain Crushing Mill, Bombay.	<i>Effective from 1-4-1964</i>	(1) Unskilled—Rs. 2.90 per day. (Consolidated)	..
15 M/s. Adarsha Dugdhalaya, Dairy Farm, Thana.	<i>Effective from 1-9-1964</i>	(1) Dry Cattle Attendants— Rs. 65—1—75. (2) Milker— Rs. 70—1—80.	..
16 M/s. New India Fisheries Ltd., Bombay.		Works Manager— Rs. 375—40—575. (ii) Clerk-Cum-Store-keeper— Rs. 140—15—290. (iii) Store-keeper— Rs. 100—10—200. (iv) Fitter— Rs. 175—10—275. Fitter— Rs. 175—25—375. (v) Refrigerater Mechanic and Mechine Operator— Rs. 175—15—325. (vi) Machine Operator— Rs. 120—5—200. (vii) Oilman and Labourer— Rs. 90—5—140. (viii) Refrigerator Mechanic— Rs. 190—15—250. (ix) Machine Operator— Rs. 120—5—200. (x) Machine Operator— Rs. 170—10—300.	
17 K. T. Kubal and Co. Pvt. Ltd., Bombay.	<i>Effective from 1-5-1966</i>	(1) Unskilled— Rs. 100—5—145—8—201. (2) Semi-skilled— Rs. 135—8—215—10—255. (3) Skilled— Rs. 175—10—225—15—330.	..

(1)	(2)	(3)	(4)																														
18	Central Hindustan Orange and Cold Storage Co. Chocs Canning and Pvt. Ltd., Chocs Canning and Mining Pvt. Ltd., Nagpur.	<i>Effective from 1-3-1959 (Consolidated Wages)</i> <table><tr><th>Category</th><th>Monthly</th><th>Daily</th></tr><tr><th>(1)</th><th>(2)</th><th>(3)</th></tr><tr><td></td><td></td><td>Rs.</td></tr><tr><td>Unskilled—Peons, Chowkidar, Contractors, Cycle Riksha Drivers.</td><td>Rs. 60—3—90</td><td>2.12 (Male) 1.87 (Female)</td></tr><tr><td>Semi-skilled—Daftari.</td><td>Rs. 75—4—90— EB—4—115.</td><td>2.50</td></tr><tr><td>Skilled—Carpenter, Mechanics, Fitter, Boiler Attendants, Welder, Electricians.</td><td>Rs. 90—5—115— EB—5—140.</td><td>3.00</td></tr><tr><td>Lower Division Clerk—Time-keeper, Warehouse clerk,</td><td>Rs. 100—5—150.</td><td></td></tr><tr><td>Upper Division Clerk—Accounts Clerk, Typist, Sales Clerk, Cashier—</td><td>Rs. 125—7½—162½—EB—7½—200.</td><td></td></tr><tr><td>Junior Supervisors—</td><td>Rs. 125—7½—200.</td><td></td></tr><tr><td>Senior Supervisors—Transport Supervisors—</td><td>Rs. 150—10—200—EB—10—250.</td><td></td></tr></table>	Category	Monthly	Daily	(1)	(2)	(3)			Rs.	Unskilled—Peons, Chowkidar, Contractors, Cycle Riksha Drivers.	Rs. 60—3—90	2.12 (Male) 1.87 (Female)	Semi-skilled—Daftari.	Rs. 75—4—90— EB—4—115.	2.50	Skilled—Carpenter, Mechanics, Fitter, Boiler Attendants, Welder, Electricians.	Rs. 90—5—115— EB—5—140.	3.00	Lower Division Clerk—Time-keeper, Warehouse clerk,	Rs. 100—5—150.		Upper Division Clerk—Accounts Clerk, Typist, Sales Clerk, Cashier—	Rs. 125—7½—162½—EB—7½—200.		Junior Supervisors—	Rs. 125—7½—200.		Senior Supervisors—Transport Supervisors—	Rs. 150—10—200—EB—10—250.		..
Category	Monthly	Daily																															
(1)	(2)	(3)																															
		Rs.																															
Unskilled—Peons, Chowkidar, Contractors, Cycle Riksha Drivers.	Rs. 60—3—90	2.12 (Male) 1.87 (Female)																															
Semi-skilled—Daftari.	Rs. 75—4—90— EB—4—115.	2.50																															
Skilled—Carpenter, Mechanics, Fitter, Boiler Attendants, Welder, Electricians.	Rs. 90—5—115— EB—5—140.	3.00																															
Lower Division Clerk—Time-keeper, Warehouse clerk,	Rs. 100—5—150.																																
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Junior Supervisors—	Rs. 125—7½—200.																																
Senior Supervisors—Transport Supervisors—	Rs. 150—10—200—EB—10—250.																																
20	Yazdair Industrial Institute, (Confectionery Department), Bombay.	Head Confectioner— Rs. 75—5—125. Second Confectioner— Rs. 50—4—90. Assistant Confectioner— Rs. 40—3—70. Helpers— Rs. 25—2—45. Hamal— Rs. 20—2—36.	..																														
22	The Diamond Aeraing Gas Works (P) Ltd., Bombay.	<i>Effective from 1-2-1959</i> (1) Daily-Rated Workmen— Those who have completed one year's service shall be granted rise in wage of 0.20 nP. per day. (2) Monthly-Rated Chargemen— Those who have completed one year's service shall be granted a rise of Rs. 5 per month. (3) Monthly-Rated Drivers and Watchmen— They shall be given a rise of Rs. 3 per month on the above conditions.	..																														
23	B. N. Biscuits and Confectionery Works, Bombay.	<i>Effective from 1-6-1959</i> (1) Assistant— Rs. 70—2½—95—3—110. (2) Sweeper or Peon or Helper— Rs. 60—2—80. (3) Oilman— Rs. 70—2½—95—3—110. (Rs. 10 additional allowance.)	..																														
24	Ramwadi Dairy Farm, Bombay.	Consolidated Wages— Milkers— Rs. 65 per month. Cleaners— Rs. 60 per month.	..																														
25	Bombay Milk Scheme, Bombay.	<i>Effective from 1-7-1959</i> (1) Assistant Artisan— Skilled Assistant Warners, Fuel Attendent— Rs. 40—1—50. (2) Artisan 'C'— Assistant Mechanic, Assistant Blacksmith— Rs. 50—2—70.	..																														

(1)	(2)	(3)	(4)
25	Bombay Milk Scheme, Bombay— <i>contd.</i>	(3) Artisan 'B'— Assistant Mechanic, Assistant Blacksmith— Rs. 60—3—90. (4) Artisan 'A' Junior— Carpenter, Tinsmith (Additional Tinsmith) Asstt. Tinsmith, Balacksmith, Asstt. Electrician Painter— Rs. 80—4—120. (5) Artisan 'A' Senior— Jr. Mechanic, Fuel Inspector, Welder, Vehicle Examiner— Rs. 80—4—120—5—130. (4) Leading Hands— Senior Mechanics, Joiner Electrician, Turner— Rs. 130—6—160—8—200. (7) Drivers— (a) (Jeep, Truck, Fire-fighter)— Rs. 60—5—115* From 1-11-1958. (b) M. T. S. Drivers— Rs. 50—5—115. Rs. 50—5—60.	
26	Polsons Ltd., Bombay	.. Mazdoors (including workmen in Label and Section Department Acidmen, Cleaners)— Rs. 36—2—60. Pressmen, Soldermen, Shearers, Coffee Roas- ters— Rs. 50—2—70—2½—85. Workers in Despatch Department— Rs. 50—2—76. Carpenters— Rs. 55—2—85. Fitters, Motor-Mechanics— Rs. 60—2½—85—3—127. All workmen will be given increment in these scales from 1-1-1960 and future annual increments will be given on 1st January.	From 1-10-1959 according to Revised scale in the Cotton Textile Industry in Bom- bay City for operatives.
27	M/s. Joy Icecream, Bombay..	<i>Effective from 1-4-1960</i> (Consolidated Wages) (a) Unskilled— Rs. 70—2—84. (b) Semi-skilled 'A'— Rs. 80—5—100—8—140. (c) Semi-skilled 'B'— Rs. 85—5—100—8—140.	The question of giving separate D. A will be discussed if the Index Figure goes above 430 after 30th June 1962.
28	The Swadeshi Grain Crush- ing Mills, Bombay.	<i>Effective from 1-4-1960</i> (a) Unskilled : Mazdoors Chakkiwalas, other Miscellaneous Workers— Rs. 1.15—0.06—1.75. (b) Semi-skilled : Hamals, Machinemen— Rs. 1.50—0.10—2.50. (c) Skilled— Rs. 2.00—0.15—3.15. The increments will fall due on 1st April, every year.	
29	Rogers and Co. Pvt. Ltd., Bombay.	Helpers (Unskilled Workmen)— Rs. 35—2—55—3—70. Fitters (Rownex and Mixing Asstt.)— Rs. 40—3—85. Pump Attendants— Rs. 50—3—80—4—100. Mukadams in Factory— Rs. 55—4—85—5—120. Mechanics (Machine)— Rs. 100—6—130—8—210. Asstt. Mechanic— Rs. 50—3—65—4½—110. Boiler Attendants— Rs. 70—4—130. Oilmen and Firemen— Rs. 40—3—85. Wireman— Rs. 50—3—80—4—100. Carpenter— Rs. 60—4—120. Assistant Carpenter— Rs. 40—3—85.	<i>Effective from 1-4-1960</i> Rs. 40 per month to all workers excluding casual Workers.

(1)	(2)	(3)	(4)
29. Rogers and Co. Pvt. Ltd., Bombay. (contd).	Watchman— Rs. 35—2—55—3—70. Truck Drivers— Rs. 70—4—130. Loaders on Credit and Home Delivery Trucks and Carts— Rs. 35—2—55—3—70. Mukadams (Trucks and Carts)— Rs. 40—3—85.		
30 New Sun-rise Dairy Farm, Bombay, etc.	<i>Effective from 1-4-1960</i> Milkers, Clearners— Rs. 70—1—75. (Consolidated)	..	
32 M/s. Saurashtra Dairy Farm	<i>Effective from 1-3-1961</i> Cleaners and Milkers— Rs. 70—1—75. (Consolidated)	..	
33 Pure Ice Cream Co., Bombay.	<i>Effective from 1-10-1961</i> (1) Helpers (Unskilled workers, doing work of washing on conveyors, Labellers, bottle sorters, Bottle Sighters, Syrupmen, Bottle Cleaning in Godown, all other work of unskilled nature— Rs. 35—2—55—3—70. (2) Pillers, Crowners, Mixing Asstts.— Rs. 40—3—85. (3) Mukadam (in factory)— Rs. 50—4—110. (4) Truck Driver— Rs. 70—4—130. (5) Cartmen— Rs. 40—3—85. (6) Asstt. Cartmen— Rs. 35—2—55—3—70. (Cartmen and Asstt. Cartmen shall continue to draw commission at the present rate over sales, in addition to wages earned).	<i>Effective from 1-4-1961</i> Rs. 35 p. m.	
34 Pallonji Hirji and Sons	<i>Effective from 1-1-1961</i> <i>For Permanent workers Only.</i> (1) Unskilled Grade 'A'— Jr. Watch and Ward Staff, Wash-room Attendants and Sweepers— Rs. 30—2—50. (2) Unskilled Grade 'B'— Leaders (Monthly-rated) of the loading Sec- tion and helpers in Painting, Stores and Mechanic Departments— Rs. 35—3—60. (3) Semi-skilled Grade 'C'— Operatives (Production boys) doing moulding packing, stick plating and checking in Brine Tank, Boiler Fireman, Senior Watchman, Salesboys (Monthly-rated) and Jr. Operatives in Freezer, Pastueris- ing, Cold-rooms and Cassata Deptts. (Existing permanent operatives of mould- ing Section shall be paid Rs. 10 per month as personal pay)— Rs. 50—4—100. Skilled I, Grade 'D'— Electrician, Jr. Carpenters, Sr. Operatives in Pastuerising and Brine Tank Deptts. and Cassatta-in-charge, stores Asstt. Jr. Tinsmith, Lambretta Drivers— Rs. 80—4—120—E.B.—5—140. Skilled II, Grade 'E'— Mechanic in Mechanic Deptt. Refrigeration Mechanics, Food Technician (Laboratory), Sr. Operatives (Freezer), Sr. Tinsmith, Jr. Operatives (Despatch Deptt.), Sales- man-cum-Driver— Rs. 85—5—125—E.B.—7½—170. Highly-skilled—Grade 'F'— Senior Painter, Senior Carpenter, Sr. Opera- tives (Engineering Deptts.)— Rs. 100—5—165—E.B.—7½—180. Supervisory I, Grade 'G'— Senior Operatives (Despatch Deptt.)— Rs. 150—10—250.	<i>Effective from 1-1-1961</i> Rs. 43 per month permanent workers.	

(1)	(2)	(3)	(4)
34	Parisian Dairy, Bombay ..	Annual increments were introduced as follows to all Workers from 1-2-1961:— Clerks and Cooks— Rs. 5 every year. Asstt. Cooks and Barmen— Rs. 4 every year. Waiters and Pantrymen— Rs. 3 every year. Sweepers and Hamals— Rs. 1-50 nP. every year.	..
35	Umrigar Bros., Bombay	<i>Effective from 1-10-1961</i> .. (1) Helpers (all unskilled workmen doing work of washing on conveyors, Labellers, Bottle Sorters, Bottle Sighters, Syrupmen, Hampermen, Bottle Cleaning in Godown and all other work of unskilled— Rs. 35—2—55—3—70. (2) Fitters, Crowners, Hiring Asstt.— Rs. 40—3—85. (3) Pump Attendent— Rs. 50—3—80—4—100. (4) Truck Driver— Rs. 70—4—150. (5) Mechanic— Rs. 100—5—125—7½—200. (6) Cartmen— Rs. 40—3—85. (7) Asstt. Cartmen— Rs. 35—2—55—3—70. (Cartmen and Asstt. Cartmen shall continue to draw commission at the present rate over sales, in addition to wages earned.) (8) Carpenter— Rs. 60—4—120.	<i>Effective from 1-4-1961</i> Rs. 35 per month.
36	Parry and Co., Ltd. .. Bombay.	.. (A) Clerical— Clerical Grade 'A'—Goods Forwarding Clerks, Typists, Telephone Operator, Stores Clerk, Jr. Filing Clerk— Rs. 80—5—100—7½—145—E.B.—10—225—12½—275. Clerical Grade 'B'—Stores Clerk, Senior— Rs. 130—7½—160—10—220—295—15—370. Stenographers Grade 'S'— Rs. 115—10—250—E.B.—12½—300. Stenographers Grade 'SS'— Rs. 160—10—220—12½—320—E.B.—15—395. Despatch Clerk— Rs. 50—3—62—4—90—5—100. (B) Lower Grade— Boys, Watchman, Godown Workers (Monthly Allowance of Rs. 10 to Head/Bank Sepoy)— Rs. 35—2—69—3—78. Carpenters, Skilled Workers, Scooter Drivers— Rs. 45—2—67—3—100. Car and Van Drivers— Rs. 76—3—100—4—120—E.B.—5—145. (Lorry drivers to receive a monthly allowance of Rs. 15.)	Pay-Slab Basic At Cost of Living Index 411—420. For variation of 10 points On 1st Rs. 100 basic salary. 115 per cent. 5 per cent. On 2nd Rs. 100 basic salary. 50 per cent. 2 per cent. On the balance of basic salary. 20 per cent. 1 per cent. Provided always the minimum will be Rs. 80 and the maximum Rs. 250 per month in any individual case. (B) Lower Grade— Rs. 80 per month flat when the Bombay Consumers Cost of Living Index is in the range of 411—420. In respect of each set of 20 consecutive points below or above the Index 401—420 respectively the D. A. will be increased or decreased by Rs. 2-50 nP.
37	Parsi Dairy Farm Bombay. ..	<i>Effective from 1-2-1961</i> Consolidated Wages to permanent Workmen. (1) Milk Distributors or Linewalas— Rs. 80 (Rs. 70 + Rs. 10 for weekly off) p.m. (2) Sweet Meat Attendants Ghee Maker Butter and Cream Maker— Rs. 82 per month.	

(1)	(2)	(3)	(4)												
37	Parsi Dairy Farm, Bombay (contd.)	<i>Ad-hoc increments to permanent workmen in the existing wages.</i> (1) Stable Cleaner, Cattle Milker, Shop Cleaners— Rs. 6 per month. (2) Mukadams and Bill Collectors— Rs. 10 per month.													
40	Probhudas Dalichand and Co. (Snow-white Flour Mill), Bombay.	<i>Effective from 1-1-1962</i> Monthly-rated workmen— Ad-hoc increment of Rs. 10 per month. Daily Rated Workmen— Ad-hoc increment of 0.25 nP. per day.	..												
41	Cadbury Fry (India) Pvt. Ltd., Bombay.	<i>Effective from 1-1-1962</i> (a) <i>Subordinate Staff working in Commercial Establishment—</i> Clerical Asstts., Typists, Telephone Operators— Rs. 80/90—5—100—10—250. Sr. Clerical Asstts., Stenographers, Cashier— Rs. 150—15—330—20—410. Drivers— Rs. 75—3—96—4—128. Peons— Rs. 37—43—2—54—3—78. <i>Staff Working in Factory and Ware house—</i> Clerical Asstt., Typists,— Rs. 80/90—5—100—10—250. Sr. Clerical Asstts. Stenographers— Rs. 150—15—330—20—410. Leading Hands— Rs. 58—3—79—4—111. <i>Grade I—</i> Cocoa Roaster, Winnower Operator, Cocoa Grinders, Cocoa Treaters and Mixers, Cocoa Pressers, Impax Mill Operators, Automatic Weighing Machine Adjusters, Seaming Machine Operators, Asstt. Fitters, Bournvita Oven Operators, Warner and Kek Mill Operator, Chocolate Temperers, Chocolate Depositors, Automatic Wrapping Machine Operator, Revolving Fan Operators, Case Makers, Case Markers Mali— Rs. 46—3—67—4—99. <i>Grade III—</i> All other Factory and Warehouse workers not mentioned in Grades I and II— Rs. 37/40—2—54—3—78. <i>Grade I—</i> Chocolate Refiner Operators Microscopists, Flavour Mixers, Viscosity Testers— Rs. 70—4—98—5—138. <i>Technical—</i> Fitters, Boiler Attendants, Carpenters— Rs. 80—4—108—5—148. <i>Drivers—</i> (a) Heavy Duty Drivers— Rs. 85—3—106—4—138. (b) Light Duty Drivers— Rs. 75—3—96—4—128.	(a) Those drawing below Rs. 70 per month as basic will be paid in accordance with the scales applicable to Textile Labourers as notified from time to time by the Bombay Chamber of Commerce on the basis of the present mode of calculation. (b) Employees other than mentioned in (a) above shall continue his present scale based on the Bombay Consumers Cost of Living Index Grade of 434 with variation of 10 points increase or decrease as below : <table><tr><th>Pay Slab</th><th>Rate of D. A.</th><th>For variation of 10 points</th></tr><tr><td>On the 1st Rs. 100</td><td>130 percent</td><td>5 per cent</td></tr><tr><td>On the next Rs. 100</td><td>65 percent</td><td>2½ percent</td></tr><tr><td>On the remainder</td><td>32½ percent</td><td>½ percent</td></tr></table> (c) In case of employee drawing around Rs. 70 per month the management shall adopt any of the above 2 scales whichever is more favourable to the employee concerned.	Pay Slab	Rate of D. A.	For variation of 10 points	On the 1st Rs. 100	130 percent	5 per cent	On the next Rs. 100	65 percent	2½ percent	On the remainder	32½ percent	½ percent
Pay Slab	Rate of D. A.	For variation of 10 points													
On the 1st Rs. 100	130 percent	5 per cent													
On the next Rs. 100	65 percent	2½ percent													
On the remainder	32½ percent	½ percent													
42	The Western India Genuine Ghee Co., Bombay.	With effect from 1-1-1962, <i>ad-hoc</i> increments will be given as below :— <table><tr><th>Category</th><th>Increment</th></tr><tr><td>Boilermen, Mukadam, Machineman-cum-Folder</td><td>Rs. 7.50 p.m.</td></tr><tr><td>Monthly-rated workers</td><td>Rs. 5.00 p.m.</td></tr><tr><td>All Daily-rated workers</td><td>Rs. 0.10 p.m.</td></tr></table>	Category	Increment	Boilermen, Mukadam, Machineman-cum-Folder	Rs. 7.50 p.m.	Monthly-rated workers	Rs. 5.00 p.m.	All Daily-rated workers	Rs. 0.10 p.m.	..				
Category	Increment														
Boilermen, Mukadam, Machineman-cum-Folder	Rs. 7.50 p.m.														
Monthly-rated workers	Rs. 5.00 p.m.														
All Daily-rated workers	Rs. 0.10 p.m.														
43	Dr. Writers' Chocolate and Canning Co. Bombay.	The existing wages and D. A. shall be consolidated with retrospective effect from 3-6-62 and the workmen shall be given an <i>ad-hoc</i> increment of 0.25 nP. per day from 1-3-62, subject to Rs. 2.50 nP. per day. On completion of 1 year's continuous service on 1-3-1963 an <i>ad-hoc</i> increment of 0.12 nP. shall be given.	..												

(1)	(2)	(3)	(4)
44 Duke and Sons Pvt. Ltd., .. Bombay.	<i>Effective from 1-4-1962</i>	(1) Helpers (all unskilled workmen doing washing on conveyor, labellers, bottle sorters, bottle sighters, syrupmen, hampermen, bottle cleaning in godown, all other work of unskilled nature)— Rs. 35—2—55—3—70. (2) Fitters, Crowners. Mixing Assistants— Rs. 40—3—85. (3) Pump Attendants— Rs. 50—3—80—4—100. (4) Mechanic (Machine or Trucks)— Rs. 100—6—130—8—210. (5) Asstt. Mechanic— Rs. 50—3—65—4½—110. (6) Boiler Attendant— Rs. 70—4—130. (7) Oilmen and Firemen— Rs. 40—3—85. (8) Carpenter— Rs. 60—4—120. (9) Asstt. Carpenter— Rs. 40—3—85. (10) Truck drivers— Rs. 70—4—85. (11) Cartmen— Rs. 40—3—85. (12) Asstt. Cartmen— Rs. 35—2—55—3—70. (Cartmen and Asstt. Cartmen in addition be paid commission at the rate of 3 per cent of sale proceeds.)	<i>Effective from 1-2-1961</i> Rs. 35 per month.
45 Turf Aerated Water Pvt. Ltd., Bombay.	..	<i>Effective from 1-4-1961</i> Rs. 35 per month to all workmen except casual workmen.	
47 M/s. Shalimar Biscuit Pvt. Ltd., Bombay.	With effect from 15-6-1960 all workmen at present in employment of the company will be given an <i>ad-hoc</i> increment of 0.12 nP. for the next 3 years i.e., first increment will be on 15-6-1960, second on 15-6-1961 and third on 15-6-1962. New workmen will be given increment on completing one year's service.	The present rate i.e., 66½ per cent of the Revised Cotton Textile Scale will continue.	
48 Shalimar Biscuit Pvt. Ltd...	<i>Effective from 1-1-1953</i>	(1) Temporary Workers (piece-rated in case of girls and time-rated in case of boys) and permanent workmen doing piece-rated work drawing Re. 1 plus existing D. A. shall be paid Re. 1.16 nP. plus existing D. A. as minimum wages per day. (2) Temporary workers who have completed 150 days will be paid Rs. 3 per day consolidated, whoever has put in less than 150 days will be paid Rs. 3.00 per day as and when he completed the specified number of day of service. (3) Remaining temporary workers and new recruits will draw Rs. 2.75 nP. per day consolidated until they complete 150 days service on an aggregate from the date of joining.	..
49 Shri Shivshakti Grain Crushing Mill, Bombay.	<i>Effective from 1-1-1963</i>	The wages of all workmen whose names were on muster on 31-12-1962 shall be increased by 0.35 nP. per day.	..
50 Britannia Biscuit Co. Ltd., .. Bombay.	<i>Effective from 1-4-1963</i>	Grade I—Office and Factory— Rs. 75—5—100—7½—160. Grade II—Office— Rs. 82—7½—112½—10—252½—12½—265.	..

(1)	(2)	(3)	(4)																		
50	Britania Biscuit Co. Ltd., Bombay. (contd.)	Grade II—Factory— Rs. 80—5—100—10—230.	<table><tr><th>Pay-Slab</th><th>At Cost of Living Index of 301—310.</th><th>For variation of 10 points</th></tr><tr><td>Rs. 1—100</td><td>Rs. 61½ on the basic salary.</td><td>Rs. 5.00.</td></tr><tr><td>Rs. 101 to 200.</td><td>Rs. 22 per cent of the basic salary.</td><td>Rs. 1.75.</td></tr><tr><td>Rs. 201—300</td><td>Rs. 15 per cent of the basic salary.</td><td>Rs. 1.25.</td></tr><tr><td>Rs. 301—400.</td><td>Rs. 15 per cent of the basic salary.</td><td>Rs. 1.25.</td></tr><tr><td>Rs. 401—500.</td><td>Rs. 15 per cent of the basic salary.</td><td>Rs. 1.25.</td></tr></table>	Pay-Slab	At Cost of Living Index of 301—310.	For variation of 10 points	Rs. 1—100	Rs. 61½ on the basic salary.	Rs. 5.00.	Rs. 101 to 200.	Rs. 22 per cent of the basic salary.	Rs. 1.75.	Rs. 201—300	Rs. 15 per cent of the basic salary.	Rs. 1.25.	Rs. 301—400.	Rs. 15 per cent of the basic salary.	Rs. 1.25.	Rs. 401—500.	Rs. 15 per cent of the basic salary.	Rs. 1.25.
Pay-Slab	At Cost of Living Index of 301—310.	For variation of 10 points																			
Rs. 1—100	Rs. 61½ on the basic salary.	Rs. 5.00.																			
Rs. 101 to 200.	Rs. 22 per cent of the basic salary.	Rs. 1.75.																			
Rs. 201—300	Rs. 15 per cent of the basic salary.	Rs. 1.25.																			
Rs. 301—400.	Rs. 15 per cent of the basic salary.	Rs. 1.25.																			
Rs. 401—500.	Rs. 15 per cent of the basic salary.	Rs. 1.25.																			
51	M/s. Joy Ice Creams, Bombay	<i>Effective from 1-4-1963</i> Unskilled— Rs. 70—2—84. Semi-skilled 'A'— Rs. 80—5—100—8—140—E.B.—8—164. Semi-skilled 'B'— Rs. 85—5—100—8—140.																			
52	Pure Ice creams, Bombay ..		<i>Effective from 1-1-1963</i> Rs. 55 per month.																		
53	Vienna Bakery, Bombay ..	<i>Effective from 1-7-1963</i> (1) Workers in the Cake Section will be given an increase of Rs. 10 in their monthly existing salary. In addition those who are working at present in this section and who have joined before 1st January 1961 will be given an additional increase of Rs. 5. (2) They will continue to get annual increment of Rs. 4 per month from July provided the maximum wage will be Rs. 125 per month. (3) Those working in Bread Section will be given increase of Rs. 5 in their existing salary. (4) Present Mistry in Bread Section will be paid Rs. 115 per month.																			
54	Turf Aerated Water Pvt. Ltd., Bombay.	..	The existing D. A. of Rs. 36 will be increased by Rs. 7 per month from 1st July 1963.																		
55	Rogers and Co. Pvt. Ltd., Bombay.	..	The existing D. A. of Rs. 40 will be increased by Rs. 7 per month from 1st July 1963.																		
56	Vienna Bakery, Santacruz, Bombay.	<i>Effective from 1-7-1963</i> Employees in Bread Section will be given an increase of Rs. 5 per month in existing wages. Mistry in bread section will be paid Rs. 115 p.m. Employees in Cake Section will be given an increase of Rs. 10 per month in the existing wages. In addition to this existing employees who were in service before 1st January 1961 will be given additional increase of Rs. 5 per month. They will continue to get annual increment of Rs. 4 per month. From 1st July 1964 provided that maximum wage will be Rs. 125 per month.	..																		
57	Sathe Biscuit and Chocolate Co. Ltd., Poona.	<i>Effective from 1-8-1962</i> Unskilled— Rs. 30.00—1.65—46.50. Semi-skilled 'A'— Rs. 40.00—3.00—70.00. Semi-skilled 'B'— Rs. 35.00—2.70—62.00. Skilled 'A'— Rs. 60.00—4.25—102.50. Skilled 'B'— Rs. 52.00—4.00—92.00. Supervisors— Rs. 70.00—4.50—101.50—5.50—129.00. Drivers— Rs. 52.00—4.00—92.00.	..																		

STATEMENT SHOWING THE NAMES OF THE CONCERNS AND PARTICULARS OF LEAVE AND PAID

Serial No. in Index (1)	Name of Concern (2)	Privilege Leave (days) (3)	Sick Leave (days) (4)
3	The Pure Products and Madhu Canning Pvt. Ltd., Bombay.	..	..
		**Effective from 1-1-1960	Effective from 1-1-1961
4	M/s. Polson Ltd., Bombay	30 (for 11 Month's active service). (Accumulation of 90 days).	15 (Accumulation 180 days during entire service.)
7	M/s. Polson Ltd., Bombay	30 (for 11 Month's active service). Accumulation of 90 days).	15 (Accumulation 180 days during entire service.)
9	B. N. Biscuit and Confectionery Works ..	As per Factories Act.	..
11	The Jawahare Hind Confectionery Mfg. Works, Bombay.	..	4 (Accumulation 12 days).
17	K. T. Kubal and Co. Pvt. Ltd., Bombay	..	20 (Half-wages). (Accumulation upto 45 days.)
18	Central Hindustan Orange and Cold Storage Co., Chocs Canning Pvt. Ltd., Chocs Canning and Mining Pvt., Ltd.	..	..
19	Nagpur Milk Scheme, Nagpur	As per B. C. S. R. Employees in Regular Estt. are entitled to 15 days in 1st year of service and at the rate 1/11 of the duty period in the subsequent period.	20 (with half pay as per B. C. S. R.)
20	Yazdar Industrial Institute (Confectionery Department), Bombay.	As per Shops and Establishment Act.	7
21	Govind Mistry's Stable, Bombay.. ..	14 (As per Shops and Establishments Act.)	..
22	The Diamond Aerating Gas Works (P.), Ltd., Bombay.	..	3
23	B. N. Biscuits and Confectionery Works, Bombay.	One day for every 14 days of actual work.	..
24	Ramwadi Dairy Farm, Bombay	14	3
27	M/s. Joy Ice Creams, Bombay	15 (Accumulation 45 days).	7 (Accumulation 35 days.)
28	The Swadeshi Grain Crushing Mill, Bombay	..	..
29	Rogers and Co. Pvt. Ltd., Bombay ..	As per Factories Act	7 (Accumulation 28 days.)
30	New Sun-rise Dairy Farm, New Ideal Dairy Farm, Dost Mohd. Memonji and Co., Bombay.	14 days on the actual performance of work on 270 days during year as defined in Shops and Esstts. Act. (Accumulation upto 28 days.)	2
31	Parisian Dairy, Bombay	14	14
32	M/s. Saurashtra Dairy Farm, Bombay ..	14 days on the actual performance of work of 270 days during year as defined in Shops and Esstts. Act. (Accumulation 22 days.)	2
33	Pure Ice Cream Co., Bombay	As per Factories Act	..
36	Parry and Co. Ltd., Bombay	As per Factories Act	..
40	Prabhudas Dalichand and Co. (Snow White Flour Mill), Bombay.	..	..
41	Cadbury Fry (India) Pvt. Ltd., Bombay..	For those with service under 10 years.. 3 weeks (Accumulation 6 weeks).	One month (Accumulation 12 month during whole period of service.)
43	Dr. Writers' Chocklate and Canning Co.	..	4
44	Duke and Sons Pvt. Ltd., Bombay ..	As per Factories Act	For those not covered under E.S.I. Scheme.
45	Turf Aerated Water Pvt. Ltd., Bombay..	As per Factories Act	7 days (Accumulation 28 days.) For those not covered under E.S.I. Scheme.
47	M/s. Shalimar Biscuit Pvt. Ltd., Bombay	..	7 days (Accumulation 28 days.)
49	Shivshakti Grain Crushing Mill, Bombay	..	..
51	M/s. Joy Ice Creams, Bombay	21 (Accumulation 63 days)	.. (Accumulation 735 days.)

HOLIDAYS GRANTED IN 'FOOD AND DRINKS' INDUSTRY

Casual Leave (days)	Maternity Leave (days)	Leave without pay (days)	Paid holidays (days)	Remarks
(5)	(6)	(7)	(8)	(9)
7	..	..	19	..
<i>Effective from 1-1-1961 ..</i>		..	..	••For Peons.
10	..	..	..	•For monthly Rated office staff and Truck drivers.
7	..	..	7	..
..	..	4	6	..
..	..	..	5	..
7	..	..	14	..
15	..	3 months as per B. C. S. R.	6 (for Regular Establish- ment staff.) 2 (for Contingency Staff.)	..
At Management's discre- tion.	..	..	2	
3	..	*7	..	•Can be taken in continuation of Privilege Leave.
..	..	..	..	..
..	..	..	6	..
2	..	10 (Accumulation 20 days)	..	..
3	..	..	8	..
4	..	..	4	..
7	..	..	10	..
2	..	..	*1	•Instead of availing of holiday workers will be paid one day's additional pay.
7	..	..	..	..
2	..	..	*1	•Instead of availing of holiday, workers will be paid one day's additional pay.
..	..	..	..	..
..	..	..	..	..
6	..	..	5	..
10	..	At the discretion of the management if con- vinced.	..	..
..	..	..	5	..
7	..	..	10	..
..	..	..	..	..
6	..	..	..	..
..	..	..	4	..
..	..	..	8	..

STATEMENT SHOWING THE NAMES OF THE CONCERNS AND DETAILED OF

		Gratuity payable on (in terms of		
Name of the Concern and Serial No. in the Index	Death or Disability (Physical or mental) while in employment	On termination of service		
		5 years	10 years	15 years
(1)	(2)	(3)(a)	(3)(b)	(3)(c)
Vegetable Vitamin Food Co. Pvt. Ltd., Bombay (Sr. No. 2).	One month	..	$\frac{1}{2}$ month ..	1 month
M/s. Polson Ltd., Bombay (Sr. No. 7) ..	One month for each year of service upto 15 years and half month's.	..	After 2 years but less than 3 years.	2 months
		..	3 years but less than five years.	3 months
		..	5 years but less than five years.	6 months
		..	8 years but less than 10 years.	9 months
		..	10 years but less than 15 years.	1 month for each year not more than 15 months.
M/s. B. N. Biscuit and Confectionery works (Sr. Nos. 9 and 23).	$\frac{1}{2}$ month's	..	$\frac{1}{2}$ months ..	..
M/s. Jawahare Hind Confectionery Mfg. Works (Sr. No. 11).	10 days .. ..	..	..	.. ..
M/s. K. T. Kubal and Co. Pvt. Ltd., Bombay (Sr. No. 17).	$\frac{1}{2}$ month's	$\frac{1}{2}$ month's	$\frac{1}{2}$ month's .. ..	.. ..
The Swadeshi Gram Crushing Mill, Bombay (Sr. No. 28).	$\frac{1}{2}$ month's	$\frac{1}{2}$ month's	..	..
M/s. Rogers and Co. Ltd. (Sr. No. 29) ..	1/7 month's basic wages.	1/7 month's basic wages		..
M/s. Pollonji Hirjee and Sons, Bombay (Sr. No. 34).	$\frac{1}{2}$ month's	$\frac{1}{2}$ month's	..	..
Umrigar Bros., Bombay (Sr. No. 35) ..	$\frac{1}{2}$ month's	$\frac{1}{2}$ month's	..	..
M/s. Prabhudas Dalichand and Co. (Snow-white Flour Mill), (Sr. No. 40).	7 days	..	..	..
M/s. Turf Aerated Water Pvt. Ltd., Bombay (Sr. No. 45).	..	The present scheme shall continue to be in forced		
M/s. Sathe Biscuits and Chocolates Co. Ltd., Poona (Sr. No. 57).	One month	$\frac{1}{2}$ month's	$\frac{1}{2}$ month	1 month

GRATUITY GRANTED IN THE "FOOD AND DRINKS" INDUSTRY

days/months/weeks basic wages for each year of service

On resignation from service after			On Voluntary retirement after			Maximum Gratuity payable	Remarks
5 years	10 years	15 years	5 years	10 years	15 years		
4 (a)	4 (b)	4 (c)	5 (a)	5 (b)	5 (c)	(6)	(7)

..	..	1 month	..	..	1 month	15 months	
One month's for each year of service up to 15 years and half month's thereafter.			One month's wages for each year of service up to 15 years and half month's thereafter.			20 months	

..	..	$\frac{1}{2}$ month's	..	Due to completion of 60 years wages.	$\frac{1}{2}$ month's	10 months.
..	..	..	..	..	..	..
..	$\frac{1}{2}$ month's	..	..	$\frac{1}{2}$ month's	..	15 months.
1 week	..	1 week	Half month's	..	..	15 months.
..	..	$\frac{1}{7}$ months wages.	..	Due to completion of 60 years basic wages.	$\frac{1}{7}$ month's	..
..	..	$\frac{1}{2}$ month's	..	Due to completion of 60 years	$\frac{1}{2}$ month's	8 months.
..	..	$\frac{1}{2}$ month's	..	Due to completion of 60 years	$\frac{1}{2}$ month's	8 months.
7 days	..	..	7 days	..	..	..

as provided in the agreement dated 18th August 1953.

3/4 months	1 month	..	..	3/4 month	1 month	15 months.
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