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GOVERNMENT GAZETTE

BOLETIM OFICIAL

GOVERNMENT OF GOA, DAMAN
AND DIU

Secretariat

ORDER

Sanction is accorded to create seven additional posts of assistant draughtsmen in the cadre of the Land Survey Department of the Directorate of Industries and Mines and Land Survey, with the pay scale of Rs. 110-4-150-EB-4-170-5-180-EB-5-200, with allowances as permissible by law.

This order issues with the concurrence of the Finance Secretary.

By order and in the name of the Administrator
of the Union Territory of Goa, Daman and Diu.

A. F. Couto, Development Commissioner.

Panjim, 9th March, 1964.

Corrigendum

In the Regulation of Hindu Temple Shri Namo-Purush of Marcaim of Ponda published in the Government Gazette no. 9, Series I, dated 27th February 1964, is hereby republished after due correction:

«Article 9 — Puja ceremonies shall be performed by person entrusted to do so by managing committee of the Temple».

Industries and Labour Department

LC/3/64/Dt/-5-3-64

In exercise of the powers conferred by Section 29 of the Indian Trade Unions Act, 1926 (XVI of 1926), the Government of Goa, Daman and Diu is pleased to make the following regulations:

Goa, Daman and Diu Trade Union Regulations, 1963

1. *Short title* — These regulations may be called the Goa, Daman and Diu Trade Unions Regulations, 1963.

(Tradução)

GOVERNO DE GOA, DAMÃO
E DIO

Secretaria

Portaria

É autorizada a criação de sete lugares de desenhadores auxiliares no quadro da Repartição de Agrimensura da Direcção de Indústrias e Minas e Serviços de Agrimensura, com a escala de vencimento de Rps. 110-4-150-EB-4-170-5-180-EB-5-200, com outros subsídios admissíveis pela lei.

Esta portaria foi expedida com a aprovação do Secretário das Finanças.

Por ordem e em nome do Administrador do território da União de Goa, Damão e Dio.

A. F. Couto, Comissário de Fomento.

Pangim, 9 de Março de 1964.

Corrigenda

No compromisso da Devalaia de Xri Namo-Puruxa de Marcaim de Pondá, publicado no *Boletim Oficial* n.º 9, 1.ª série, de 27 de Fevereiro de 1964, deve ler-se como segue, em vez do que saiu:

«Artigo 9.º As cerimónias de pujá serão praticadas pela pessoa encarregada pela respectiva comissão ou mesa gerente».

1A. *Extent* — They shall extend to trade unions whose objects are confined to the Union Territories of Goa, Daman and Diu.

2. *Definitions* — In these regulations —

- 'the Act' means the Indian Trade Unions Act, 1926;
- 'Form' means a form appended to these regulations;
- 'Section' means a section of the Indian Trade Union Act, 1926;

(d) All other words and expressions used herein and not defined shall have the meaning respectively assigned to them under the Act.

3. *Form of application for registration* — Every application for registration of a Trade Union shall be made in Form A.

4. *Evidence to prove authority to make application* — Upon an application for the registration of a Trade Union, the Registrar may require from the applicants such evidence as may seem to him necessary to show that the applicants have been duly authorised to make the application on behalf of the Trade Union.

5. *Form of register* — The register of Trade Unions referred to in section 8 shall be maintained in Form B.

6. *Form of certificate* — The certificate of registration issued by the Registrar under section 9 shall be in Form C.

7. *Fee for registration* — The fee payable on registration of a Trade Union shall be as follows:

Rs. 5/- for a Trade Union with a membership of 1,000 or over.

Rs. 2/- for a Trade Union with a membership of less than 1,000.

8. *Withdrawal or cancellation of certificate of registration.*

(1) *Form of application for withdrawal or cancellation* — Every application by a Trade Union for withdrawal or cancellation of its certificate of registration shall be sent to the Registrar in Form D.

(2) *Verification of application* — The Registrar on receiving an application for withdrawal or cancellation of registration shall, before granting the application, verify that the application was approved, in a general meeting of the Trade Union, or if it was not so approved, that it has the approval of a majority of the members of the Trade Union. For this purpose the Registrar may call for such further particulars as he may deem necessary and may examine any officer of the Union.

9. *Appeals* — Any appeal made under sub-section (1) of section 11 shall be filed within ninety days of the date on which the Registrar passed the order against which the appeal is made.

10. *Change of address of Head Office of a Trade Union* — Notice of any change in the address of the head office of a Trade Union shall be given to the Registrar in Form G.

11. *Alteration of rules* — (1) On receiving a copy of any alteration made in the rules of a Trade Union under sub-section (3) of section 28, the Registrar shall, unless he has reason to believe that the alteration has not been made in the manner provided by the rules of the Trade Union or unless the alteration is not in accordance with the provisions of the Act, register the alteration in a register to be maintained for this purpose and shall notify the fact that he has done so to the Secretary of the Trade Union.

(2) The fee payable for registration of alterations of rules shall be Rs. 1/- for each set of alterations made simultaneously.

12. *Change of name* — (1) The notice of any change of the name of a Trade Union shall be sent to the Registrar in Form E.

(2) When the Registrar registers a change of name under section 25 sub-section (3), he shall certify under his signature at the foot of the certificate issued under regulation 6 that the new name has been registered. The secretary shall present the certificate to the Registrar for making this entry.

13. *Amalgamation of Trade Unions* — Form of notice — Notice of every amalgamation shall be sent to the Registrar in duplicate in Form F.

14. *Dissolution of registered Trade Unions* — When a registered Trade Union is dissolved, notice of the dissolution shall be sent to the Registrar in Form H.

15. *Division of funds* — Where it is necessary for the Registrar under sub-section (2) of section 27, to distribute the funds of a registered Trade Union which has been dissolved, he shall divide the fund among the members in proportion to the amounts contributed by them by way of subscription during their membership.

16. *Annual returns* — (1) The general statement to be furnished under section 28 shall be submitted to the Registrar by the 31st day of July in each year and shall be in Form I.

(2) For the purpose of satisfying himself that the information contained in the general statement furnished under sub-regulation (1) is correct, the Registrar may require any registered Trade Union to produce before him any documents or to furnish such information or may make or may authorize any person to make such investigation as he thinks necessary.

17. *Audit* — (1) Save as provided in sub-regulations (2), (3), (4) and (5) of this regulation the annual audit of the accounts of any registered Trade Union shall be conducted by an auditor authorized to audit the accounts of companies under sub-section (1) of section 144 of the Indian Companies Act, 1913.

(2) Where the membership of a registered Trade Union did not at any time during the year ending on the 31st March exceed 2,000, the annual audit of the accounts may be conducted —

- (a) by an examiner of local fund accounts, or
- (b) by any local fund auditor appointed by the Central Government, or
- (c) by any person who, having held an appointment under the Central Government in any audit or accounts department, is in receipt of a pension of not less than Rs. 200/- per mensem.

(3) Where the membership of a registered Trade Union did not at any time during the year ending on the 31st day of March exceed 1,000, the annual audit of the accounts may be conducted —

- (a) by any two persons holding office as a magistrate or a judge or as a councillor of any municipality or member of a district local board, or of either Chamber of State or Central Legislature;

- (b) by any person who, having held an appointment under the Central Government in any audit or accounts department, is in receipt of a pension from the Central Government of not less than Rs. 75/- a month; or
- (c) by any auditor appointed to conduct the audit of co-operative societies by the State Government or by the Registrar of Co-operative Societies or by any State co-operative organisation recognised by the State Government for this purpose.

(4) Where the membership of a registered Trade Union did not at any time during the year ending on the 31st March exceed 500, the annual audit of the accounts may be conducted by any two members of such registered Trade Union.

(5) Where the registered Trade Union is a federation of Trade Unions, and the number of such Unions affiliated to it at any time during the year ending on the 31st March did not exceed 50, 15 or 5 respectively, the audit of the accounts of the federation may be conducted as if it had not at any time during the year had a membership of more than 2,000, 1,000 or 500 respectively.

18. *Disqualification of auditors* — Notwithstanding anything contained in regulation 18, no person who at any time during the year for which the accounts are to be audited was entrusted with any part of the funds or securities belonging to a registered Trade Union shall be eligible to audit the accounts of that Union.

19. The auditor or auditors appointed in accordance with these regulations shall be given access to all the books of the registered Trade Union concerned and shall verify the general statement submitted under section 28 with the accounts and vouchers relating thereto, and shall thereafter sign the auditor's declaration appended to Form I, indicating separately on that form under his signature of their signatures a statement showing in what respect he or they find the return to be incorrect, not supported by vouchers or not in accordance with the Act ... The particulars given in the statement shall indicate —

- (a) every payment which appears to be unauthorised by the rules of the registered Trade Union concerned, or contrary to the provisions of the Act;
- (b) the amount of any deficit or loss which appears to have been incurred by the negligence or misconduct of any person;
- (c) the amount of any sum which ought to have been but is not brought to account by any person.

20. *Audit of political fund* — The audit of the political fund of a registered Trade Union shall be carried out along with the audit of the general account of the registered Trade Union by the same auditor or auditors.

21. *Inspection of register and documents* — (1) The register of Trade Unions maintained in accordance with regulation 5 shall be open to inspection by any person on payment of a fee of N. Ps. fifty only.

(2) Any documents in the possession of the Registrar received from a registered Trade Union may

be inspected by any member of that Union on payment of a fee of N. Ps. fifty for each document inspected.

(3) Documents shall be open to inspection every day on which the office of the Registrar is open and within such hours as may be fixed for this purpose by the Registrar.

FORM A

Trade Unions Act, 1926

Application for Registration of Trade Unions.

Name of Trade Union _____ Address: _____
 Dated the _____ day of _____ 19__

1. This application is made by the persons whose names are subscribed at the foot hereof.
2. The name under which it is proposed that the Trade Union on behalf of which this application is made shall be registered is ... as set forth in Rule No. ...
3. The address of the Head Office of the Union to which all communication and notices may be addressed is ...
4. The ... Union came into existence on the ... day of ... 19...
5. The Union is a union of employers/workers engaged in the ... industry/or ... profession/or ... (establishment), and has ... members.
6. The particulars required by section 5(1) (c) of the Indian Trade Union Act, 1926, are given in Schedule I.
7. The particulars given in Schedule II show the provision made in the rules for the matters detailed in section 6 of the Indian Trade Unions Act, 1926.
8. (To be struck out in the case of Unions which have not been in existence for one year before the date of application). The particulars required by section 5(2) of the Indian Trade Unions Act, 1926, are given in Schedule III.
9. One copy of the Rules of the Union, is attached to this application.
10. We have been duly authorised by the Trade Union to make this application on its behalf, such authorisation consisting of * ...

—	Signature	Occupation	Address
(Signed) 1 ...			
2 ...			
3 ...			
4 ...			
5 ...			
6 ...			
7 ...			

To
 The Registrar of Trade Unions for the Union Territories of Goa, Daman and Diu
 Panjim.

* State here whether the authority, to make this application was made by a «resolution of a general meeting of the Trade Union» or, if not, in what other way it was given.

FORM A — contd.

SCHEDULE I

Trade Unions Act, 1926

List of Officers

Name of Trade Union				
Office held in Union	Name	Age	Address	Occupation

SCHEDULE II

Reference to rules

The members of the rules making provision for the several matters detailed in column I are given in column 2 below:

Matter 1	Number of rules 2
Name of Union.	
The whole of the objects for which the Union has been established.	
The whole of the purposes for which the general funds of the Union shall be applicable.	
The maintenance of a list of members.	
The facilities provided for the inspection of the list of members by officers and members.	
The admission of ordinary members.	
The admission of honorary or temporary members.	
The conditions under which members are entitled to benefits assured by the rules.	
The conditions under which fines or forfeitures can be imposed or varied.	
The manner in which the rules shall be amended, varied or rescinded.	
The manner in which the members of the executive and the other officers of the union shall be appointed and removed.	
The safe custody of the funds.	
The annual audit of the accounts.	
The facilities for the inspection of the account books by officers and members.	
The manner in which the union may be dissolved.	

SCHEDULE III

(This need not be filled in if the Union came into existence less than one year before the date of application for Registration)

Statement of Liabilities and Assets on the _____ day of 19 .

Liabilities	Rs. a. p.	Rs. a. p.	Assets
Amount of general fund		Cash:	
Amount of political fund		In hands of Treasurer	
Loans from —		In hands of Secretary	
Debts due to		In hands of Bank	
Other liabilities (to be specified)		In the Bank	
		In the Bank	
		Securities as per list below	
		Unpaid subscriptions due	
		Loans to —	
		Immovable property.	
		Goods and furniture.	
		Other assets (to be specified)	
Total liabilities...		Total assets ...	

List of Securities

Particulars	Face value	Cost price	Market value	In hands of

(Signed) 1.
2.
3.
4.
5.
6.
7.

FORM B

Name of Trade Union _____ Date of Registration _____ Remarks:
Registration Number _____ Number of application form _____

Address of Head Office. _____
Subsequent changes of the address of the Head Office _____ Names of Members making application _____

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

Officers (Transfers from one post to another count as relinquishment of appointment held)

Year of entering in office	Name	Office held in Union	Age on entry	Address	Occupation	Year of relinquish in Office	Other Offices held in addition to membership of executive with dates

FORM C

Trade Unions Act, 1926

Certificate of Registration of Trade Unions

Name of Trade Union _____
Registration Number _____

Office of the Registrar of Trade Unions
Goa, Daman and Diu
Panjim.

It is hereby certified that the
Union has been registered under the Indian Trade Union
Act, 1926, this day of 19 .

Seal

Registrar of Trade Unions for Union
Territories of Goa, Daman and Diu
Panjim.

FORM D

Trade Unions Act, 1926

Request to withdraw or cancel Certificate of Registration

Name of Trade Union _____
Registration Number _____

(Address):

Dated the _____ day of 19 .

To

The Registrar of Trade Unions
for the Union Territories of
Goa, Daman and Diu.
Panjim.

The abovementioned Trade Union desires that its certificate of registration under the Trade Unions Act, 1926, may be withdrawn (or cancelled) and at a general meeting * duly held on the _____ day of 19 it was resolved as follows: —

(Here give exact copy of Resolution)
(Signed)

* If not at a general meeting, state in what manner the request has been determined upon.

FORM E

Trade Unions Act, 1926

Notice of Change of Name

Name of Trade Union already registered

Registration Number

(Address):

Dated the day of 19 .

To

The Registrar of Trade Unions
for the Union Territories of
Goa, Daman and Diu.
Panjim.

Notice is hereby given that the provisions of section 23 of the Trade Unions Act having been complied with the name of the abovementioned Trade Union has been changed to

The consent of the members was obtained by*

(Signed) 1. Secretary.

- 2.)
- 3.)
- 4.)
- 5.) Members.
- 6.)
- 7.)
- 8.)

* i. e., by referendum, resolution of a general meeting, etc. If procedure followed is covered by rule, quote number of the rule.

FORM F

Trade Unions Act, 1926

Notice of Amalgamation of Trade Unions

A. Name of Registered Trade Union

Number of Registration

B. Name of Registered Trade Union

Number of Registration

(and so on if more than two).

(Address):

Dated the day of 19 .

To

The Registrar of Trade Unions
for the Union Territories of
Goa, Daman and Diu.
Panjim.

Notice is hereby given that in accordance with the requirements of section 24 of the above mentioned Act the members of each (or every-one) of the abovementioned Trade Unions have resolved to become amalgamated together as one Trade Union.

And that the following are the terms of the said amalgamation (state the terms).

And that it is intended that the Trade Union shall henceforth be called the

Accompanying this notice is a copy of the rules intended to be henceforth adopted by the Amalgamated Trade Union which are the rules (if so) of the Union.

(To be signed by seven members and the Secretary of each Trade Union).

Name and address to which (Signed) 1. Secretary.

registered copy is to be sent

- 2.)
- 3.)
- 4.)
- 5.) Members
- 6.)
- 7.)
- 8.)

FORM G

Trade Unions Act, 1926

Notice of a change of address of the Head Office of a Registered Trade Union

Name of Trade Union

Registration Number

(Address):

Dated the day of 19 .

To

The Registrar of Trade Unions
for the Union Territories of
Goa, Daman and Diu.
Panjim.

Notice is hereby given that the Head Office of the abovementioned Trade Union has been removed from and is now situated at in City (or town or district)

(Signed)

Secretary.

This part to be detached by the Registrar when the notice is registered, and returned to the Registrar when the notice is returned to the Head Office of the Trade Union.

Received this day of 19 notice of removal of the Head Office of the Register No. City (or town, district).

(Signed)

Seal

Registrar of Trade Unions for the Union Territories of Goa, Daman and Diu

FORM H

Trade Unions Act, 1926

Notice of the Dissolution of a Trade Union

Name of Trade Union.

Registration Number.

(Address):

Dated this day of 19 .

To

The Registrar of Trade Unions
for the Union Territories
of Goa, Daman and Diu
Panjim

Notice is hereby given that the abovementioned Trade Union was dissolved in pursuance of the rules thereof on the day of 19 .

We have been duly authorised by the Union to forward this notice on its behalf, such authorisation consisting of a resolution passed at a general meeting on the* day of 19 .

(Signed) 1. Secretary

- 2.)
- 3.)
- 4.)
- 5.) Members
- 6.)
- 7.)
- 8.)

* Here insert the date, or if there was no such resolution, state in what other way the authorisation was given.

FORM I

Annual Return prescribed under section 28 of the Indian *Trade Unions Act, 1926 for the year ending 31st March 19 .

Name of Union ...

Registered Head Office ...

Number of certificate of registration.

Return to be made by federations of Trade Unions:

- A. Number of unions affiliated at the beginning of year.*
- B. Number of unions joining during year.*
- C. Number of Unions disaffiliated during year.*
- D. Number of Unions affiliated at the end of year.

This return need not be made by federations of Trade Unions.

Number of members on books at the beginning of year.
 Number of members admitted during the year (add).
 Together.
 Number of members who left during the year (deduct).
 Total number of members on books at the end of the year.
 Males ...
 Females ...
 Number of members contributing to political Fund.

(b) Contributions in arrears for three months or less
 (c) Contributions in arrears for more than three months but not more than six months
 (d) Contributions in arrears for more than six months

Compensation paid to members for loss arising out of trade disputes

Funeral, old age, Sickness, unemployment, benefits, etc.

Educational, social and religious benefits

A copy of the rules of the Trade Union corrected up to the date of despatch of this return is appended.
 Dated the _____

Secretary.

* The names of the affiliated and disaffiliated Unions should be given in separate statements marked «A», «B» and «C».

Statement of Liabilities and Assets on the 31st day of March 19 .

Liabilities.	Rs. a. p.	Assets.	Rs. a. p.
		Cash—	
Amount of General Fund		In hands of Treasurer	
		In hands of Secretary	
Amount of Political Fund		In hands of—	
		In the Bank ...	
		In the Bank ...	
Loans from—		Securities as per list below—	
Debts due to—		Unpaid subscriptions due for—	
Other liabilities (to be specified)		(a) the year under report ...	
		(b) previous year	
		Loans to—	
		(a) officers	
		(b) members	
		(c) others	
		Immovable property, goods and furniture other assets (to be specified)	
Total liabilities		Total assets	

Donations

Sale of periodicals, books, rules, etc.

Interest on investments

Income from miscellaneous sources (to be specified)

Total

Cost of publishing periodicals

Rents, rates and taxes

Stationery, printing and Postage

Expenses incurred under section 15(j) of the Indian Trade Unions Act, 1926 (to be specified)

Other expenses (to be specified)

Balance at end of year

Total

Political Fund Account

	Rs. a. p.	Rs. a. p.
Balance at beginning of year		Payments made on objects specified in section 16(2) of the Indian Trade Unions Act, 1926 (to be specified) ...
Contributions from member at per member		Expenses of management (to be specified)
		Balance at end of year
Total		Total

Treasurer.

Auditors' Declaration

The undersigned, having had access to all the books and accounts of the ... Union, and having examined the foregoing statements and verified the same with the account vouchers relating thereto, now sign the same as found to be correct, duly vouchered and in accordance with the law, subject to the remarks, if any, appended hereto and also certify that the ... Union had properly maintained its membership register and its accounts and the members had paid their membership subscriptions to the ... Union as shown in the foregoing statement of the general fund account of the Union, subject to the remarks, if any, appended hereto.

Date ...

Auditor.

Auditor.

The following changes of officers have been made during the year:—

Officers relinquishing office

Name	Office	Date of relinquishing office

List of Securities

Particulars	Face value	Cost price	Market price at date on which accounts have been made up	In hands of

General Fund Account

Income	Rs. a. p.	Expenditure	Rs. a. p.
Balance at beginning of year		Salaries, allowances and expenses of officers	
Contributions from members (including unpaid subscriptions due for the year) at the rate of per member		Salaries, allowances and expenses of establishment	
(a) Contributions actually received		Auditors' Fees	
		Legal expenses	
		Expenses in conducting trade disputes	

Officers appointed

Name	Date of birth	Private address	Personal occupations	Title of position held in Union	Date on which appointment in column 5 was taken up	Other offices held in addition to membership of executive with dates
1	2	3	4	5	6	7

Secretary.

By order and in the name of the Lieutenant Governor of Goa, Daman and Diu.

A. F. Couto, Secretary, Industries and Labour Department.

Panjim, 5th March, 1964.

ORDER

No. LC/1/64

Whereas the Government of Goa, Daman and Diu is of the opinion that an industrial dispute, over the matters referred to in the schedule appended to this order, exists between the Municipalities of Goa, Salcete, Marmagao and Bardez and the workmen respectively employed under them, therefore, in exercise of the powers conferred by sub-section (a) of Section 10 (1) of the Industrial Disputes Act, 1947 (XIV of 1947) the Government of Goa, Daman and Diu is pleased to refer the said dispute to the Board of Conciliation consisting of:

1. Shri A. B. Keny, Labour Commissioner, Panjim — Chairman
2. Shri S. A. S. Nadkarni, Director of Civil Administration, Panjim — representing the Municipalities of Goa, Salcete, Marmagao and Bardez, and
3. Shri Shivram Ajgaonkar, General Secretary, Goa Municipal Workers' Union — representing the workmen employed by the Municipalities of Goa, Salcete, Marmagao and Bardez,

for promoting a settlement thereof.

By order and in the name of the Administrator of the Union Territory of Goa, Daman and Diu.

A. F. Couto, Secretary, Industries and Labour Department.

Panjim, 7th March, 1964.

SCHEDULE**1. Pay-Scales:**

The following pay-scales shall be granted to the workmen:

- 1) Lady Workers: Rs. 70-2-100-EB-4-160.
- 2) Male Workers: Rs. 90-2½-130-EB-5-200.
- 3) Supervisor: Rs. 120-4-140-5-215-EB-7½-290
- 4) Tax-Collector: Rs. 120-5-200-EB-6-260
- 5) Inspector: Rs. 125-5-200-7-235-EB-10-285.
- 6) Driver: Rs. 150-3-165-5-200.
- 7) Peon: Rs. 100-2-130-EB-4-170.

2. Classification:

All the workmen should be classified according to the nature of their work and grades and the incremental scale should be made applicable to them as a matter of course and right.

3. The above pay-scales should be introduced with retrospective effect from 1st January, 1963 and point to point adjustment should be given to all the workmen in the new scales applicable to them, taking into consideration their entire service with the municipality.

If by such adjustment, any workman becomes entitled to a wage lesser than what he was getting immediately before introduction of the revised pay-scale his present wages should not be reduced but, it should be protected. Further, his wages should be raised to a stage in the new scale next above the minimum in the revised pay-scale. Similarly, if after fixing his pay in the revised pay-scale, if a workman becomes entitled to a wage at the minimum of the revised pay-scale, he should be allowed a stage next higher than the minimum.

4. All the workmen should be allowed dearness allowance at 10% of their pay with a minimum of Rs. 20/- per month.

5. All the workmen should be entitled to the Children Allowance as admissible to the members of the clerical staff working in the Municipality.

6. Whenever a workman is made to work during any part of his lunch interval, he should be paid a lunch allowance of Rs. 2-50 n.p. for that day.

7. Overtime Allowance:

If a workman is called upon to work for more than 48 hours per week or more than 8 hours a day, he should be paid wages at double the ordinary rate of wages including dearness allowance for the extra work done.

8. Out-door Allowance:

If a workman is required to go out for municipality work and cannot return to the headquarters by his lunch time he should be paid Rs. 3/- per day as out-door allowance.

9. House-rent Allowance:

All the workmen should be allowed house-rent allowance at 15% of their total emoluments subject to a minimum of Rs. 20/- per month.

10. Education Allowance:

The children of the workmen whose monthly earnings are less than Rs. 100/- should be provided with facility of free education by the Municipality.

11. Promotions:

Promotions to higher posts should be restricted to the existing workmen only, based on seniority.

12. Sweepers, Drivers, Mukadams and Inspectors should be provided with free uniforms.

13. All the workmen should be provided with gum-boots, rain-coats and caps.

14. Age of Retirement and Pension Scheme:

No workmen should be made to retire from his services unless he attains the age of 55 years.

All the workmen should be made eligible to the pension scheme as is available to the members of the clerical staff of the municipality.

15. Leave Provisions:

All the workmen should be entitled to the leave facilities as follows:

a) Privilege leave: 30 days privilege leave with full pay for every year of service, to be accumulated upto 150 days.

b) Sick leave: Fifteen days' sick leave with full pay for every year of service to be accumulated upto 75 days.

c) Casual leave: Casual leave should be allowed at the rate of 15 days per every year.

d) T. B. Concessions: All workmen declared to be suffering from T. B. should be entitled to the following concessions:

- i) Full pay leave during the period of sickness.

- ii) Payment of full cost of medicines including injections, operation charges, etc.

The T. B. concessions should be made applicable to the spouse and legitimate children of the worker.

16. *Maternity Leave:*

The following concessions should be granted to the married women workmen of the municipality:

- a) Three months' leave with full pay.
- b) Provisions of free admission and free treatment in

the municipal hospital for a period subject to maximum of 3 months.

17. All the workmen who have worked for more than 6 months and who are being classified as temporary, should be made permanent forthwith.

18. No workmen should be adversely affected in the matter of his pay or allowances or any other benefits admissible to scales of pay, allowances, and service conditions, as demanded above.