

December 6, 1975

Com. P. Ramamurti, General Secretary CITU, Com. Jatin Chakraborty, General Secretary UTUC, Com. Vasant Gupte, Joint Secretary HMS, Com. Venkat Raman of HMP, Com. G. Prabhakar, Org. Secretary BMS, Com. Kanai Bhattacharya, President, TUCC, Com. Kattur Gopal of Progressive Labour Federation, Com. R. Sengaliappan of Tamilnadu Trade Union Congress and Com. Bagaram Tulpule, have issued the following appeal to all workers for building up a powerful united movement for withdrawal of bonus ordinance:

Appeal to all Workers

Dear Comrades,

You all have by now realised that the Bonus Ordinance recently promulgated by the President of India is a direct attack on the workers right to bonus. It has taken away all the gains the workers have won through hard struggles, over the last 35 years. It has helped the employers to amass over 200 crores of rupees every year.

The Ordinance has reduced the minimum bonus from 8.33 per cent to 4 per cent and has blatantly rejected the concept of bonus as a deferred wage which was accepted by the Supreme Court itself. You have been receiving until now a minimum bonus as of right irrespective of profit or loss. But this Ordinance, by rejecting this concept, deprives you of this bonus on the plea that the companies have incurred losses.

The new element introduced by the ordinance, by which minimum bonus is worked out on the basis of average profitability over a four-year period, will virtually result in the majority of companies declaring nil bonus. This ordinance further seeks to link bonus to productivity which simply means that unless you further add to the already high profits of the companies, you will not be paid additional bonus. The entire Trade Union movements had opposed this move of the Government. And yet the Government has paid scant respect to their objections. This new measure will give a handle to the employers to increase the workload on workers and intensify exploitations. The ordinance has also restricted to a maximum of 10 per cent ex-gratia payment to employees in banks, insurance, ports and docks and other establishments and has curtailed the present right of bonus to these employees.

The Government has asked the public sector managements not to enter into negotiations with the Unions on the question of bonus and has usurped the right to determine the quantum of bonus

for these employees, thus throwing to the winds all norms of collective bargaining. Thus the Government, by the ordinance, has imposed, by one stroke, a wage cut of 8-1/3% on the entire working class. The argument of the Government that this step was necessary for fighting inflation is so hollow that it needs no elaboration.

You all know that, taking advantage of the ordinance, many companies have unilaterally declared a smaller quantum of bonus than that of previous years.

We call upon you to resist in all possible ways this attack on your right to bonus and to build up powerful united movement to compel the Government to withdraw this Ordinance.

Sd/- Com. P. Ramamurti
General Secretary CITU

Sd/- Com. Jatin Chakraborty
General Secretary UTUC

Sd/- Com. Vasant Gupte
Joint Secretary HMS

Sd/- Com. Venkat Raman HMP

Sd/- Com. G. Prabhakar
Org. Secretary BMS

Sd/- Com. Kanai Bhattacharya
President TUCC

Sd/- Com. Kattur Gopal
Progressive Labour Federation

Sd/- Com. R. Sengaliappan
Tamil Nadu Trade Union Congress

Sd/- Com. Bagaram Tulpule,

To
The News Editor

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for favour of publication

Narsingha Chakraborty
Secretary

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