CHAPTER VII

COOPERATION IN THE INDUSTRIAL RELATIONS SETTING IN O.S.E.B.

COLLECTIVE BARGAINING,

WORKS COMMITTEE,

JOINT MANAGEMENT COMMITTEES
Co-operation is another aspect of Industrial relations. It is said to be the positive aspect. It deals with the following things:

1. Promotion and development of better labour-management relation,
2. Maintenance of industrial peace and avoidance of industrial strike and
3. Development of industrial democracy.

Better labour-management relations reflect itself in terms of negotiation, conciliation and discussions etc. on a mutual basis. Collective bargaining in any organisation recognises equality of status between two opposing parties. Industrial peace can be maintained if there is a proper machinery for the prevention and settlement of industrial disputes. In Indian context, for this purpose, there are statutory measures like conciliation, arbitration and adjudication so also voluntary measures like voluntary conciliation, voluntary arbitration, negotiation, collective bargaining, code of conduct, code of discipline, grievance procedure etc. Industrial democracy can be developed through worker's participation in management.

The management of O.S.E.B. probably undertakes each and every method (except Arbitration) for establishment of peace and maintenance of better labour-management relations. It negotiates with almost every
union that puts forth any demand. Before going to introduce anything new, the management consults the recognised union, so also the Federations.

**COLLECTIVE BARGAINING:**

Though most of the settlements made in O.S.E.B are through conciliation still it undertakes collective bargaining. Since 1981, there has been more collective agreements in O.S.E.B (Refer Table 7.1, that shows the details of collective bargaining settlements). During a collective bargaining meeting, the President, the Vice-President, the General Secretary of the Union, with whom the settlement is made represent the labour side and secretary to the Board, the Labour Relations Officer and the Deputy Secretary in-charge of Labour-Section represent the management side. There are also some workers who remain as witnesses and put their signature on the settlement. The copy is then sent to the conciliation Officer. In case of bargaining with any federation, in addition to the President, the Vice-President and the General Secretary of the Federation, the General Secretaries of all the supporting unions to the federation also attend the meeting.

**WORKS COMMITTEE(S)**

Though it is under the statute to form works committees in industrial undertakings employing more than 100 persons in any day, still then the Board has
<table>
<thead>
<tr>
<th>(1)</th>
<th>(2)</th>
<th>(3)</th>
<th>(4)</th>
<th>(5)</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.</td>
<td>27.10.1979</td>
<td>- O.S.E.B Shramika Mahasangha</td>
<td>Putforth some demands but only item No.8 &amp; 13 were fulfilled. Those were regarding cycle allowance and supply of liveries.</td>
<td>State-wide</td>
</tr>
<tr>
<td>SL. NO.</td>
<td>DATE / YEAR</td>
<td>UNION(S) WITH WHICH SETTLEMENT IS MADE.</td>
<td>ISSUES</td>
<td>APPLICABILITY</td>
</tr>
<tr>
<td>--------</td>
<td>-------------</td>
<td>----------------------------------------</td>
<td>--------</td>
<td>---------------</td>
</tr>
<tr>
<td>1.</td>
<td>12.10.1972</td>
<td>O.S.E.B. Work-Charged Employees Union.</td>
<td>Putforth 20 points charter of demand on matters relating to - Payment of Bonus, V.D.A. - State-wide agency Allowance, Cycle Allowance, Advance T.A. - Service Conditions - Special Leave to Office bearers of the unions. - etc.</td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td>18.06.1973</td>
<td>O.S.E.B. Sub-Assistant Engineer's Association.</td>
<td>Certain demands relating to the interest of Sub-Assistant Engineers.</td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td>29.05.1976</td>
<td>O.S.E.B Ministerial Employees Union</td>
<td>Putforth demand on some State-wide matters relating to clerical Employees.</td>
<td></td>
</tr>
</tbody>
</table>
Waival of examination for L.D. Assistants of the Headquarters office for promotion.

Filling up of vacant posts of the office.

Revival of the post of Head Draughtsman State-wide.

Karmachar Sangha for I.D. Assistants.

O.S.E.B. Mukhya

0.31.03.1982

(1) (2) (3) (4) (5)
no work committee in the Head Office. Of course it has works Committees in some of its divisions. But, they are not functioning properly. This is because of disinterest among the unions, the management and the workers also. It speaks a failure story.

WORKER'S PARTICIPATION IN MANAGEMENT:

The Board also has taken some measures in-order to foster labour participation in management. The Board in its 19th meeting held on 17.02.76 decided to follow the suggested guidelines of the Union-Ministry of Labour evolved on 14.08.75. Accordingly, it was decided there should be joint Management Committees at the Board's level, Divisional level as well as at each Generating Stations.

COMPOSITION OF JMC AT BOARD'S LEVEL:

The joint Management Committee at Board's level consists of 12 (twelve) members. There are equal representatives from management as well as from labour. The members are:

FROM MANAGEMENT SIDE

1. Chairman, Orissa State Electricity Board.
2. Chief Engineer(TDC) & Member(TDC) O.S.E.B.
3. Chief Engineer(Generation) & member(Gen.).
4. Chief Engineer (Rural Electrification ).
5. Financial Advisor & Chief Accounts Officer and Member (Finance & Accounts )O.S.E.B.
6. Secretary, Orissa State Electricity Board.
FROM LABOUR SIDE:

1. Two representatives from O.S.E.B Shramika Mahasangha.
2. Two representatives from O.S.E.B Employees Federation.
3. One representative from Ministerial Employees Union.
4. One representative from Sub-Assistant Engineer's Association.

One representative from the Engineer's Association shall be associated at the time of meeting of the Committee. Chairman of the O.S.E.B is the Chairman of the Committee. One of the representative of the labour, elected from among the representing union acts as the Vice-Chairman of the Committee. The Secretary of the Board acts as the Secretary of the Committee.

COMPOSITION OF JMC'S AT DIVISIONAL LEVEL:

Joint Management Committees should be constituted in every division except the Investigation Division. There is also party representations in JMC's at Divisional level and the total membership strength is 8 (eight). The members are:

FROM MANAGEMENT SIDE:

1. One Executive Engineer.
2. Three Assistant Engineers.
The joint Management committee for Talcher Thermal Power Station consists of 8 (eight) members with parity representation. The Members are:

**FROM MANAGEMENT SIDE** :-

1. General Superintendent, T.T.P.S
2. Operation Superintendent, T.T.P.S.
3. Superintending Engineer, Mechanical Maintenance, T.T.P.S.
4. Superintending Engineer, Electrical Maintenance, T.T.P.S.

**FROM WORKERS SIDE** :-

1. One from Talcher Thermal Scheme Employees Union.
2. One representative from T.T.P.S. Worker's Union.
3. One representative from Sub-Assistant Engineer's Association.
4. One representative from Non-Gazetted Employees Union.
5. One representative from Engineers Association is to be associated during meeting.

The General Superintendent acts as the chairman of the joint Management Committee, the Labour Welfare Officer acts as the Secretary and the elected representative from the representatives of Unions is the Vice-Chairman.
FROM WORKER'S SIDE:

1. One representative from O.S.E.B Shramika Mahasangha.
2. One representative from O.S.E.B. Employees Federation.
3. One representative from Ministerial Employees Union.
4. One representative from Sub-Assistant Engineer's Association.

Where ever any individual union exists, i.e. not being affiliated to either of the Federations, one representative from that union must have to be taken. In case the Ministerial Employees Union is found to be in operative on the basis of record in any division, then it should not be asked to that union to send representative to the Joint Management Committee, rather a representative from the Union operating there must be taken.

The Executive Engineer functions as the Chairman of the Joint Management Committee at the Divisional level. The representative from the labour side elected from among the selected representative of the said unions is the Vice-Chairman and the Head-Clerk of the Division acts as the Secretary of the Joint Management committee.
The Joint Management Committee for Burla has 10 (Ten) members having parity representation. The members are:

**FROM MANAGEMENT SIDE:**

1. Superintending Engineer (Generation)
2. Executive Engineer, Electrical Operation Division, Burla.
3. Executive Engineer, Electrical Operation Division, Chiplima.
5. Assistant Engineer in-charge of Power House, Chiplima.

**FROM WORKER'S SIDE:**

1. One representative from Hira GTD Worker's Union.
2. One representative from Non-Gazetted Employees Union.
3. One representative from Bijuli Karmachari Sangha.
4. One representative from Sub-Assistant Engineer's Association.
5. One representative from Hira Hydel-Generation Worker's Union.

Superintending Engineer (Generation) acts as the chairman of the joint Management Committee, while the Technical Assistant to Superintending Engineer, Hirakud Generation circle, Burla acts as the Secretary. The representative from among the representative of Union acts as the Vice-Chairman.
The tenure of all these JMC's is 2 (two) years. After two years the Committees become non-existent and again they have to be reconstituted.

The functions of these joint Management committees are in short:

1. To keep vigilance to prevent:
   a. Theft of Power
   b. Sabotage
   c. Abuses of power
2. To make ways to improve operation efficiency,
3. To try to relish to consumer's satisfaction.
4. To try for proper maintenance and operation of equipments.
5. To make availability of spares.
6. To review the progress of work and adopt measures for the timely and economical completion of any project.
7. To aim at proper functioning of the Power system of O.S.E.B.
8. To reduce over time work.
10. Fixation of norms and hours of work.
11. Multiple shift system for maintenance work.
12. To look after safety measures.
In addition to these the Joint Management Committee at Board level has to discuss all aspects of functioning of power system of the Board.

At each level discussions are confirmed to those items on which the concerned officers have the power and authority to take decisions without involving the Board to any financial commitments.

The decisions in joint Management Committees must be tried to be agreed upon unanimously. The copy of the decisions taken must be sent to the Secretary and the decision taken must be implemented within a time-bound programme.

Items such as, Bonus, Wages, Conditions of Service, which normally comes under collective bargaining are not allowed to be discussed in these committees.