CHAPTER IV

Karnataka State Road Transport Corporation – An Industrial Relation Profile
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KARNATAKA STATE ROAD TRANSPORT CORPORATION - AN INDUSTRIAL RELATION PROFILE

Transport constitutes an important sector of the nation's economy and an accelerator of economic development. It forms the life veins of the economy. It plays an important role in the development of the country. It has to be given high priority as one of the main infrastructures in the development process. An attempt will be made in this chapter to highlight the importance of transport and transport sector in general and Karnataka State Road Transport Corporation in particular.

Need for Transport and its Relevance:

The father of Modern Economics, Alfred Marshall (1921) put it as follows - "Transport industries which undertake nothing more than mere movement of persons and things from one place to another have constituted one of the most important activities of men in every stage of advanced civilization." In performing these functions transportation touches so many fringes of the economy and is, therefore considered one of the most important elements in the infrastructure of an economy.
Transport is a pre-requisite for economic development and its key role in planned economic development can hardly be exaggerated. In all the countries of the world mobility and accessibility made possible by modern transportation are the key factors in the attainment of economic, social and political progress. Conversely, in large parts of the world, lack of transport has been a primary obstacle to economic and social development. Much of the forest and mineral resources of the world lie untouched because no one can get them or move them to where they are needed. Industrial activity is severely hampered by unreliable transport leading to erratic supply schedule as well as difficulties in marketing what is manufactured.

The transport sector acts as a galvanising force in the progress of economic development of a region. Lack of it or its stagnation retards the process of economic development even if the region is endowed with rich natural resources as their availability and utilisation may not always and necessarily coincide. The emerging regional inequalities may be minimised by adequate and speedy development of the transport sector. The level of activity and employment in transport sector are generally high in developed regions.
Road transport has become more popular because of its advantages like flexibility, reliability, speed, door to door service and competitive resource cost. The share of the road transport has increased compared to other modes of transport. Its achievement lies in handling both passenger traffic and goods transport in both urban and rural areas.

In India most of the population (70%) are in rural areas. In order to see that the fruits of economic development reaches rural and tribal areas, road transport is to be developed to meet the increasing demand, failing which the economic development will be jeopardised. Since the other modes of transport namely rail, air, water, etc., cannot go to every corner of the country, there is no doubt that the road transport is the main mode in the rural areas.

There is phenomenal growth in the population of Karnataka. As per 1991 Census the population of Karnataka is 44.8 million. Transport is playing a vital role in the economic development of the state. Due to appreciable increase in agricultural and industrial activities and construction of many new motorable roads, road transport is very much necessary.
ORIGIN AND GROWTH OF KSRTC

The birth of state transport took place in Karnataka with the inauguration of the Mysore Government Road Transport Department (MGRTD) on 12-09-1948 with 120 buses as a wing of the Home Department of the government of former Mysore state.

The Karnataka State Road Transport Corporation (KSRTC), in adopting its organisation structure, has modelled itself on the traditions of the Bombay State Road Transport Corporation (BSRTC). In this way, BSRTC is the mother organisation of Mysore State Road Transport Corporation (MSRTC).

The present KSRTC (earlier MSRTC) organisation was formed on 1st of August 1961 under section 3 of the Road Transport Corporation Act 1950 from the Mysore Government Road Transport Department, which has taken over the operations of BTS and portions of Bombay State Road Transport Corporation and Hyderabad State Road Transport Corporation (HSRTC) after the reorganisation of states of the Indian union.

KSRTC is a state owned public sector undertaking dedicated to meet the needs of the travelling people of the Karnataka State. The
prime objective of the Corporation are to provide economic, reliable, safe, efficient, adequate and properly co-ordinated passenger transport facility to the commuters. It is the third largest undertaking in terms of its fleet strength next to Maharashtra State Road Transport Corporation (MSRTC) and Andhra Pradesh State Road TRANSPORT Corporation (APSRTC) and it is the largest fleet owner in the state.

KSRTC is one of the biggest employers in the state. The major chunk of the employees come from the lower strata of the society. The passenger transportation in modern times is an essential infrastructure needed for the overall development of the society. KSRTC is providing much needed transportation to farmers, students, workers, businessmen, pilgrims and all sections of the society from one corner of the state to the other and also to neighbouring states.

Before the Corporation came into existence in 1961, the state transport services were operated on 1,065 routes over a length of 52,000 KMs and covering 2.12 KMs per day in 1,040 schedules, carrying 4.35 lakh passengers per day with its fleet of 1,518 buses. The organisational set up consisted of six operating divisions with 37 depots 2 Regional workshops and a central office. The capital invested in this undertaking was Rs. 8.38 crores with an annual gross revenue of about Rs. 7 crores.
The KSRTC has grown impressively, in keeping with the socio-economic objectives in this vital transportation sector. In due course of time demand for quantitative and qualitative service increased. KSRTC is declared as a public utility and essential service organisation because of its requirement and essentiality. This growth was accomplished partly by nationalisation and take over of other fleets as well as by the growth of existing services.

The main aim of nationalisation of Road Transport is to facilitate the travelling public to travel safely and also with security in reaching at a particular destination.

The role of nationalisation is to render better facilities such as well equipped bus stations, way-side shelters and Depots to its commuters all over the state. Creating employment opportunities and providing travelling facilities to the general public is another objective of nationalisation. The extent of nationalisation in terms of area of the state is also increasing (71.01%).

At present KSRTC together with its 3 sister corporations in Karnataka state has 124 Depots, 27 Divisions, 3 Regional Workshops, 5 Civil Engineering Divisions, 2 Printing Presses, One Central Institute
and 7 Regional Training Centers to impart training to the Drivers, Conductors and Administrative Staff. KSRTC has 11,227 buses and 70,000 employees out of which 26,000 are Conductors, 16,000 Mechanics and rest of them are administrative staff.

The Corporation buses serve the people of Karnataka, Andhra Pradesh, Tamil Nadu, Kerala, Maharashtra, Goa and Pondicherry states (it comprises of entire South India). Nearly 70 lakh commuters depend on the services of KSRTC and its sister undertakings BMTC (Bangalore Metropolitan Transport Corporation), NWKRTC (North West Karnataka Road Transport Corporation) and NEKRTC (North East Karnataka Road Transport Corporation), everyday covering a distance of 1,180 million Kms per year with annual term over of Rs. 12,000 millions. In order to meet the travelling needs of the people with diverse background, the Corporation has Luxury, Deluxe, Ultra-Deluxe, Express, Inter-state and ordinary services. The major portion of the services is the ordinary services operating towards villages, facilitating the rural folk to reach out to the outer world for many of their day to day needs. The passengers waiting for buses are made comfortable by providing bus stations, 400 rural way side shelters and 800 city pick up shelters all over the state.
The KSRTC has provided modern bus stations in most of the districts and taluk headquarters and other important traffic emanating points of the state. The canteens, book stalls, fruit stalls, medical stores, cycle and two wheeler stands, car-parking and civic amenities are provided to the passengers in these bus stands.

The Corporation, at the instance of the Government has been extending concessions to various sections of the society. Among which the concession given to students constitutes a substantial position. Chartered contract buses to students is also given in major cities. Drama troupes, Yakshagana troupes sponsored by Karnataka Sangitha Nataka Academy, journalists, Police Department personnel, etc., can travel on concession basis. Home guards (in uniform) are allowed to travel by city services while on duty. Free travel facility to freedom fighters throughout the state and monthly passes will be issued at the lowest rate to the general public in BMTC and KSRTC buses.

The Corporation also operates special services on occasions like fairs, jathras and religious, cultural and special celebrations in all operating divisions to cater to the increased transport needs on such occasions.
Thus the organisation is fulfilling the objectives envisaged in the RTC Act, 1950 by providing economical, reliable, safe and adequate passenger transport facility with social obligation.

4.1. INDUSTRIAL RELATION IN KSRTC - MANAGEMENT

The Corporation has its corporate office at Bangalore and has administrative control over the regional, divisional and other offices. The Board of Directors constituted under section 5 of Road Transport Corporation Act, 1950 gives general directions on the management affairs and business of the Corporation.

<table>
<thead>
<tr>
<th>Year</th>
<th>Official</th>
<th>Non-official</th>
<th>Total</th>
<th>Invitee</th>
</tr>
</thead>
<tbody>
<tr>
<td>1988-89</td>
<td>8</td>
<td>6</td>
<td>14</td>
<td>-</td>
</tr>
<tr>
<td>1989-90</td>
<td>8</td>
<td>-</td>
<td>8</td>
<td>-</td>
</tr>
<tr>
<td>1990-91</td>
<td>7</td>
<td>1</td>
<td>8</td>
<td>-</td>
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<tr>
<td>1991-92</td>
<td>8</td>
<td>1</td>
<td>9</td>
<td>-</td>
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<tr>
<td>1992-93</td>
<td>10</td>
<td>-</td>
<td>10</td>
<td>1</td>
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<td>1993-94</td>
<td>7</td>
<td>-</td>
<td>7</td>
<td>1</td>
</tr>
<tr>
<td>1994-95</td>
<td>6</td>
<td>-</td>
<td>6</td>
<td>1</td>
</tr>
<tr>
<td>1995-96</td>
<td>6</td>
<td>-</td>
<td>6</td>
<td>-</td>
</tr>
<tr>
<td>1996-97</td>
<td>6</td>
<td>1</td>
<td>7</td>
<td>1</td>
</tr>
<tr>
<td>1997-98</td>
<td>8</td>
<td>1</td>
<td>9</td>
<td>1</td>
</tr>
</tbody>
</table>

Source: Complied from Administrative Reports, KSRTC, various issues.
The amended R.T.C. Act of 1982 provides for the management of the corporation by a Board of Directors consisting of a maximum number of 17 Directors.

In 1989 the Board of KSRTC consisted of 14 Directors of which 8 were official and 6 are non-official. Of the 8 official Directors, 6 represented the state Government and 2 represented the union Government.

In 1990, the Board of the KSRTC consisted of 8 Directors and all the 8 were official Directors. Among 8 officials, 6 represented the state Government and 2 represented the Central Government. During the year no non-official Director was appointed by the Government.

In 1991, the Board of the KSRTC consisted of 8 Directors. Of which one was non-official Director and 7 official Directors. The non official Director (who is the minister for transport) was appointed as chairman. Among 7 official Directors, 5 represented the state Government and 2 represented the Central Government.

In 1992 the Board of the KSRTC consisted of 9 Directors of which one non-official Director and 8 official Directors. Of the 8 official
Directors, 6 represented the state government and 2 represented the central government.

In 1993, the Board consisted of 10 Directors and 1 invitee. The chairman and managing Director was the official chairman. Out of the 10 Directors, 8 represented the State Government and 2 represented the Central Government. The Commissioner, BMRDA was attending as an invitee in terms of section 19(a) of the BMRDA Act.

In 1994, the Board consisted of 7 Directors and one invitee. All the Directors were official Directors. The chairman and managing Director was the official chairman. All the 7 directors were appointed by the state Government and they represented the state Government. The Commissioner, BMRDA was attending the meeting as an invitee.

In 1995, the Board of KSRTC consisted of 6 Directors and 1 invitee. The chairman and the managing Director was the official chairman. All the 6 Directors were official Directors and all were appointed by state Government. Out of which 5 Directors represented State Government and 1 represented Central Government. As usual the Commissioner BMRDA was attending as an invitee.
In 1996, the Board consisted of 6 Directors and one invitee, Chairman and the Managing Director was the official Chairman. All the 6 Directors were appointed by the State Government. Out of which 5 represented State Government and one represented Central Government.

In 1997, the KSRTC Board consisted of 7 Directors and one invitee. The Chairman was the Hon'ble Minister for Transport. The other six Directors were the official Directors. All the 7 Directors were appointed by the State Government and represented the same. The Commissioner, BMRDA, was attending as an invitee.

In 1998, the Board consisted of 9 Directors and one invitee. Out of 9 Directors one was a non-official Director who was also the Chairman of the Corporation. The other 8 Directors were appointed by the state government and represented the same. The Commissioner, BMRDA, Government of Karnataka was an invitee in that year also.
Table 4.2: Class I & Class II Officials in KSRTC from 1989 to 1998

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of officials</th>
<th>Number of officials added</th>
</tr>
</thead>
<tbody>
<tr>
<td>1988-89</td>
<td>437</td>
<td>18</td>
</tr>
<tr>
<td>1989-90</td>
<td>462</td>
<td>25</td>
</tr>
<tr>
<td>1990-91</td>
<td>453</td>
<td>-9</td>
</tr>
<tr>
<td>1991-92</td>
<td>459</td>
<td>6</td>
</tr>
<tr>
<td>1992-93</td>
<td>480</td>
<td>21</td>
</tr>
<tr>
<td>1993-94</td>
<td>492</td>
<td>12</td>
</tr>
<tr>
<td>1994-95</td>
<td>449</td>
<td>-43</td>
</tr>
<tr>
<td>1995-96</td>
<td>444</td>
<td>-5</td>
</tr>
<tr>
<td>1996-97</td>
<td>430</td>
<td>-14</td>
</tr>
<tr>
<td>1997-98</td>
<td>510</td>
<td>80</td>
</tr>
</tbody>
</table>

Source: Compiled from Administrative Reports, KSRTC, various issues.

Class I and Class II officials include all heads of the various departments of KSRTC. The table 3 shows the strength of the officials in various years from 1989-89 to 1997-98.

The Vice-Chairman and Managing Director is the Chief Executive of the Corporation. He is assisted by the General Manager (Technical), General Manager (Traffic), Director (Personnel), Director (Security and Vigilance), Engineer-in-Chief, Chief Accounts Officer-cum-Financial Advisor and Controller of Stores and Purchases.
There are 6 regions in the Corporation and are located at Bangalore, Mysore, Hubli, Belgaum and Gulbarga. Each region is headed by a Regional Manager, who is required to coordinate with the divisions in his jurisdiction, so far as operations and other activities are concerned. The Regional Manager is assisted by a Mechanical Engineer (Operation), Deputy Chief Traffic Officer and Deputy Law Officer.

The Mechanical Engineer (Operation) is responsible for inspection of vehicles and tyres proposed for scrapping and is required to coordinate with Depot Manager in getting spares and assemblies from Divisional Stores to keep the vehicles on road and assist the Divisional Mechanical Engineer and Depot Managers in achieving targeted K.M. per hour and by the mileage and fleet utilization. He is also responsible for achieving better cumulative mileage of engines, fuel injection pumps and other aggregates and economical use of oils and lubricants.

The duties of the Regional Managers are only supervisory and advisory. The Regional Managers are not accountable to the corporate office on profit or loss of their regions.

The Regions are further divided into 25 divisions and each division is headed by a Divisional Controller (D.C.). The D.C. is required to exercise full administrative control over the Depots in his
jurisdiction and also responsible for the operations in the Division. He has power to promote Class III and IV posts and also the power as disciplinary authority to impose major and minor penalties in respect of aforesaid category. Each Division has a Divisional Workshop, where all major repairs and reconditioning of assemblies except engines and fuel injection pumps are undertaken. There is also a divisional stores established at each Division to ensure supply of spare parts to the Depots and to the Divisional Workshop. The Divisional Controller in addition to purchasing material from the rate contract firm is also empowered to make local purchases of essential items in order to run all vehicles as far as possible on road. The Divisional Controller is assisted in his duties by the Divisional Traffic Officer, Divisional Mechanical Engineer, Accounts Officer, Administrative Officer, Stores Officer, Labour Welfare Officer, Deputy Law Officer and Security Officer.

The Divisional Mechanical Engineer is responsible for production in the Divisional Workshops, maintenance and operation in Depots without accidents due to mechanical defects, to enforce attendance of preventive maintenance of schedules to give road worthy vehicles for operation at Depot level.
A Divisional works superintendent is overall charge of each divisional workshop.

The Depot Manager is the head of each Depot and his main functions are to operate services according to scheduled timings on all the routes attached to the Depot and also to see that the vehicles are in good roadworthy condition. However the schedules for operation by each Depot is framed at the Divisional level and the Depot Managers are to operate as per the schedule fixed by the division. The Depot Manager is assisted in his duties by an Assistant Traffic Superintendent and the Traffic Inspectors. The aforesaid personnel assist the Depot Manager in allotment of day to day duties of Drivers and Conductors and to ensure regularity and in monitoring schedule-wise and conductor-wise earnings. So far as maintenance of vehicle is concerned, the Depot Manager is assisted by the works superintendent and chargemen. There is also a store establishment in each Depot to meet the requirement of spares required for maintaining the vehicles at Depot level. The Depot Manager is also authorised to make local purchases if exigencies demand to keep the vehicles on road. Maintenance, operation and upkeep of vehicles, preventive maintenance and schedule analysing the reasons or low kilometer per
hour of vehicles, low tyre mileage abnormal, consumption of spares, repeated breakdowns are the responsibilities of the Depot Managers. The Depot Manager is also required to counsel and educate accident prone and low kilometer per hour Drivers and motivate them to inculcate safety driving habits.

Thus the Depot Manager is the most important person in the Corporation and the Depot is the nerve centre of all operation and is the backbone of the Corporation. The Depot Manager is responsible to provide adequate and efficient transport service to the passenger. He is responsible for maintaining not only good industrial relationship with the employees but is also required to maintain good relationship with the people.

The Corporation has its own printing press located in Bangalore and Hubli, which print tickets and other stationery items required by the Corporation.

Civil Engineering Works of the Corporation are attended by the Civil Engineering Department headed by Chief Civil Engineer. The Department is mainly involved in the construction of bus-stations, Depots, bus shelters, workshops, staff quarters and their maintenance.
There are 3 Regional Workshops in Bangalore, Hubli and Hassan. Construction of new bus bodies, reconditioning of major assemblies are undertaken by these workshops.

There are 12 Retreading plants established by the Corporation at various divisions in the state for retreading tyres and to achieve enhanced tyre life.

For imparting training to the employees of the Corporation in service and also to candidates who are newly recruited, 7 training institutes are established by the Corporation, 2 at Bangalore and one each at Kolar, Hassan, Mysore, Bijapur and Humnabad. One Drivers' Institute at Hagaribommanahalli is recently started.

4.2. INDUSTRIAL RELATION IN KSRTC - LABOUR

Labour comprises Class III and Class IV employees in the Karnataka State Road Transport Corporation. They are Drivers, Conductors, Traffic Supervisory, Mechanical, Administration, Civil Engineering and Printing Press employees.

The existing staff pattern in KSRTC is shown as follows.
Table 4.3: Strength of Class III and IV Employees as on 1998

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Category</th>
<th>Number of Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Drivers</td>
<td>20,370</td>
</tr>
<tr>
<td>2.</td>
<td>Conductors</td>
<td>19,416</td>
</tr>
<tr>
<td>3.</td>
<td>Traffic Supervisory</td>
<td>2,310</td>
</tr>
<tr>
<td>4.</td>
<td>Mechanical</td>
<td>11,471</td>
</tr>
<tr>
<td>5.</td>
<td>Administration</td>
<td>6,917</td>
</tr>
<tr>
<td>6.</td>
<td>Civil Engineering</td>
<td>101</td>
</tr>
<tr>
<td>7.</td>
<td>Printing Press</td>
<td>174</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>58,807</td>
</tr>
</tbody>
</table>

Source: Administrative Report 1997-98, KSRTC.

The total number of employees working in various categories as on 1998 is shown in the above table. The total strength of the Class III and IV employees are 58,807.

Growth of Class III and Class IV Employees in KSRTC

The annual percentage growth rate is calculated by taking the present year staff employed minus the previous year staff employed and divided by the previous year staff employed multiplied by 100, i.e.,
\[ \frac{Y_t - Y_{t-1}}{Y_{t-1}} \times 100 \]

- Present year

- Previous year

E.g.:

\[
\frac{54315 - 50169}{50169} \times 100 = 8.26\%
\]

**Table 4.4: Annual Percentage Growth Rate of Class III and IV Employees in KSRTC from 1988-89 to 1997-98**

<table>
<thead>
<tr>
<th>Year</th>
<th>Staff Employed</th>
<th>Percentage Growth Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1988-89</td>
<td>50,169</td>
<td>-</td>
</tr>
<tr>
<td>1989-90</td>
<td>54,315</td>
<td>8.26</td>
</tr>
<tr>
<td>1990-91</td>
<td>54,844</td>
<td>0.97</td>
</tr>
<tr>
<td>1991-92</td>
<td>55,296</td>
<td>0.82</td>
</tr>
<tr>
<td>1992-93</td>
<td>56,465</td>
<td>2.11</td>
</tr>
<tr>
<td>1993-94</td>
<td>58,911</td>
<td>4.33</td>
</tr>
<tr>
<td>1994-95</td>
<td>57,512</td>
<td>-2.3</td>
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<tr>
<td>1995-96</td>
<td>57,806</td>
<td>0.51</td>
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<tr>
<td>1996-97</td>
<td>58,603</td>
<td>1.37</td>
</tr>
<tr>
<td>1997-98</td>
<td>58,807</td>
<td>0.34</td>
</tr>
<tr>
<td>Total</td>
<td>5,62,728</td>
<td>16.41</td>
</tr>
</tbody>
</table>

Source: Compiled from Administrative Reports of KSRTC, various issues
The table shows the annual percentage growth rate of Class III and IV employees in KSRTC from 1988-89 to 1997-98. In 1989-90, the total staff employed was 54,315 and the annual percentage growth rate was 8.26. It is very high compared to other years under study. In 1990-91 it was 0.97%. To cater to the needs of travelling public, there was a continuous growth in all the years except 1995. This year new recruitment was not done due to the ban imposed by the Government. Due to this the growth rate was declined to -2.3 per cent.

Annual average percentage growth rate was 1.64%. It was calculated by adding up the percentage growth rate for the period of 10 years from 1988-89 to 1997-98 and divided by 10. Thus, this reveals the fact that the staff employed in KSRTC is increasing on an average during the years under study.

4.3. INDUSTRIAL RELATION IN KSRTC - TRADE UNIONS

In 1957, there was only one Federation in the Corporation namely State Transport Employees (STE) Federation. The Management signed the first two wage settlements in 1957 and 1962 with this Federation. In 1964 another Federation came into existence and the wage settlements from 1965 onwards were being entered with these two Federations by
the Management. But in 1985 the Memorandum was not signed by the Mysore State Road Transport (MSRT) Employees Federation. Both the Federations changed their names. State Transport Employees Federation and MSRT Employees Federation changed its name as Akila Karnataka Rajya Rasthe Sarige Nowkarara Mahamandali. These two Federations by virtue of signing the Memorandum of wage settlement from time to time with the management acquired the status of recognition but the Management has not given the letter of recognition to them.

In 1975 one more Federation known as KSRTC Staff and Workers Federation came into existence. Earlier this Federation was functioning under the name of MSRTC Drivers Union.

Till 1985, joint negotiations with the two Federations namely KSRTC Staff and Workers Federation and Akila Karnataka Rajya Rasthe Sarige Nowkarara Mahamandali preceded the wage settlements.

Prior to 1985 apart from the above mentioned 3 Federations, there were about 44 registered trade unions functioning in the Corporation. Earlier to the Conduct of Referendum, it was the experience of the management that the need to consult and negotiate with the 3
Federations at the central level delayed matters considerably and also created unavoidable confusion. All the 3 Federations had rival claims before the Corporation contending that the majority of the employees are members of their unions and affiliated to their Federations and consequently they were entitled to certain facilities.

In order to overcome this, it was considered that there should be only one negotiating agency on behalf of the workers having majority support of the employees with which the management could have discussions and negotiations. The matter was placed before the meeting of the Board of Directors held on 28-4-1986 proposing to identify the negotiating agency on behalf of the workers periodically by holding elections by secret ballot. The Board of Directors agreed with the proposal and observed that the Corporation should recognise only one Federation for the purpose of negotiations and discussions on the personnel and industrial relation matters.

Afterwards legal opinion in the matter was obtained and further the matter was also referred to the state government. The state government clarified that there is no central or state law laying down the procedure for recognition of the trade unions. The Code of
Discipline of 1956 which is a tripartite understanding lays down guidelines which however again does not give any statutory powers to any authority, let alone to the department to take any position to recognise the majority opinion.

Hence after obtaining the views of the Federations/Unions functioning in KSRTC and after examining the matter in its entirety a notification was issued for the Conduct of Referendum. The Referendum was conducted on 11-12-1987. Based on the results of the Referendum recognition was accorded to the Federation/unions for a period of 4 years.

After the conclusion of the period of recognition the Corporation made arrangements to conduct the Referendum to the Federations/Unions for the second time. It may be pertinent to mention that in the first Referendum conducted, two ballot papers were issued to employees, one ballot paper for choosing the union at the Divisional level and another for choosing Federation at the corporate level.

In the first Referendum, the voting pattern showed that in the division where a particular Federation had secured majority and its affiliated union had also secured majority votes.
However for the second Referendum on 4-1-1992, taking into consideration the voting pattern in the first referendum and after discussing with all the 3 Federations the mode of Referendum was changed from two ballot papers to one ballot paper. Accordingly the Referendum was conducted on 4-1-1992 and recognition was accorded to the Federation and the Unions on 16/17-7-1992 based on the results of the Referendum. The period of recognition granted to Federation and unions concluded on 15/16-7-1996 as per the terms of the notification issued for the Conduct of Referendum. Later the matter regarding holding of Referendum was placed before the Board of Directors of the Corporation. The Board of Directors approved the Referendum notification with certain modifications and desired to circulate the approved copy of the Referendum notification among all the registered Federations. The changes incorporated in the notification are:

(1) Exclusion of supervisory cadre and security personnel, Daily wagers, Badlies and Trainees from exercising their franchise in the Referendum.

(2) According Recognition to the Federations/Unions securing 33.3% or more votes instead of according recognition only to the majority Federation/Unions.
3) As the mode of recognition is on the basis of percentage of votes secured on the Referendum (minimum percentage 33.3% of votes) the Bipartite Committees viz., KSRTC ECPF Trust, DRBF Governing Council, Educational Assistance Fund Committee, Sports and Cultural Committee, Production-cum-Grievance Committee, reconstituted by giving representation to two Federations based on the organisation of votes secured.

4) Non-availability of duty free facility, collection of donation amount.

5) Limitation in protection from transfer to the office bearers, extending free passes to the Federations/Unions in proportion to the votes polled by them as against 8 free passes to the recognised Federation and 7 free passes to the recognised union issued in the past.

6) Adherence of certain code by the Federation/Unions.

KSRTC Staff and Workers Federation didn't agree with the above changes incorporated in the referendum notification. It filed a writ petition in the High Court of Karnataka praying for quashing the amendment of the KSRTC Servants (Conduct and Discipline)
Regulations 1971. The Hon'ble High Court of Karnataka delivered the judgment on 20-3-2000 and the recognition was continued to the KSRTC Staff and Workers Federation till the next Referendum held. After the judgment the Recognised Federation continued the check-off system from 25-3-2000. Monthly 5 Rs. is deducted from the members of the recognised Federation/Union out of their salary. It goes to the recognised union and it will be used for trade union activities by the respective federations in the organisation.

At present there are 78 registered trade unions functioning in the Corporation at Division level and four Federations at Corporate level. They are:

1) KSRTC Staff and Workers Federation, which is affiliated to AITUC.

2) Akila Karnataka Rajya Rasthe Sarige Nowkarara Mahamandali affiliated to INTUC.

3) Janata Dal Staff and Workers Federation affiliated to B.M.S., and

4) KSRTC Workers Union which is affiliated to H.M.S.