

Points for reference at meeting with Shri. Santilal Shah,
Honourable Minister for Labour at 9 A.M. on 11th Jan. 1956.

1. Local Service Agreement with improved Service Conditions given to some Juniors in October 1952. Approach then made for application of such improved Service conditions with no results.
2. In June 1953 drew attention to Welfare Officers (Recruitment and Conditions of Service) Rules, when there was heated argument, but, however in July 1953 was given Local Service Agreement.
3. In December 1953 duties performed advised to Government under the signature of General Manager. Item (1) of the duties refers to dealing with Unions.
4. The General Manager has often remarked that I did not hold a pro-Management attitude when conducting inquiries under Standing Orders, and this has often lead to arguments with him.
5. In ^{November} August 1954, I was told by G.M. not to take part in the Goa Liberation Movement which I declined to do, telling him that such Nationalist activities or any other personal activities had nothing to do with the Company, provided my work, as Co's employee, did not suffer.

This matter was again referred to by G.M. a couple of times with me between August 1954 and August 1955 when I took the same attitude as previously.

On Saturday, 6th August 1955 I took part in an anti-Portuguese procession which commenced at 4-30 P.M. in the Mazagon locality. On Monday, 8th August I was called up by the General Manager and reprimanded for taking part in the procession, when I told him that I had done this outside working hours and that the procession was for a Nationalist cause to arouse a sentiment in the Goan people, who reside largely in the Mazagon Matherpacaady areas, against the continuation of Portuguese Rule in Goa.

Thereafter, since August 1955 heated exchanges have taken place on the Goa issue between the General Manager and myself with threats that action would be taken against me if I did not discontinue participating in Goa Liberation matters. He also accused me of being instrumental for the deportation by Government on 3rd November 1955 of one Mr. Romeo Pereira, an employee of Mazagon Dock Ltd. for pro-Portuguese activities, and said that I would be sorry for this.

6. For the past 3 or 4 months the General Manager has been asking me to "build up" a case against 3 or 4 leading member of the Union Managing Committee to enable the bringing about of their discharge or dismissal. In the absence of there being anything against them under Standing Orders or any misbehaviour on their part I have declined to act on the lines asked by the General Manager, which enraged the General Manager and resulted in his threatening action against me.

7. On 8th December I wrote in protest against discriminatory treatment in regard to certain increases given to European Members of the Staff only, as also higher rate of Company's Provident Fund Contribution to the European Staff. (This letter is taken for ready reference).

On 9th December received a letter from General Manager suggesting to sever connections with the Company in view

of opinions expressed about Service Conditions, and also stating that my letter of 8th December contained personal insult to General Manager (Letter taken for ready reference).

Wrote back on 9th December regretting the views of the Directors on what was considered a genuine grievance and stating that there was no personal insult and none was intended. (Letter taken for ready reference).

8. On 10th December advertisement put in by Company in Times of India calling for "Personnel Manager". This is Mazagon Dock Advertisement, though under Box Number.
9. Towards the end of December I was called to General Manager's Office and pulled up as one Mr. Caintan Maik connected with Azad Gomantak Dal had come to see me on a matter concerning the Goa Liberation Movement. I expressed to G.M. that he had only come for a few minutes but was told that I should not have any truck with such people which I declined to do but stated that normally that I would see such activities were not conducted during working hours but if anyone called on me without prior intimation I would not decline to see him. I also requested the General Manager to formally write to me that I should not take part in the Goa Liberation Movement which he declined to do.
10. At about 3 P.M. on Friday, 6th January 1956, the General Manager came to the Labour Office when the Secretary of the Dockyard Labour Union, Mr. Gawankar, was sitting in the Office and after asking him what he had come for, when he replied "To give Ticket Nos. in connection with Adjudication", the General Manager asked Mr. Gawankar to get out, meaning thereby to leave Mazagon Dock premises. Consequent to this there was a strike in the Dockyard on the forenoon of Saturday, 7th January 1956.
11. On 10th January 1956, saw the General Manager to ask for 1½ hours leave to see the Honourable Minister for Labour on 11th January when while granting the leave he accused me of being in the Union's Office on the afternoon of Friday, 6th January 1956 when the fact is I have not been to the Union's Office for years.